


# Job Evaluation Rating Document

<p><b>CUPE, SEIU, SGEU, SAHO</b></p> 	<p><b>Job Title</b>      Groundskeeper</p> <hr/> <p><b>Date</b>              October, 2000</p> <hr/> <p><b>Revised Date</b>    2004</p> <hr/> <p><b>Revised Date</b>    February 13, 2019</p> <hr/>	<p><b>Code</b></p> <hr/> <p style="text-align: center;">115</p> <hr/>
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<p><b>Decision Making</b></p> <p>Maintains grounds and related equipment in accordance with clearly prescribed practices. Prioritizes daily work routines. Has some choice of action associated with pesticide application.</p>	<p><b>Degree</b></p> <hr/> <p style="text-align: center;">2.5</p> <hr/>
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<p><b>Education</b></p> <p>Grade 10.</p>	<p><b>Degree</b></p> <hr/> <p style="text-align: center;">1.0</p> <hr/>
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<p><b>Experience</b></p> <p>No previous experience. Nine (9) months on the job to gain experience with the seasonal aspects of the job, obtain specific training (e.g., power mobile equipment, Pesticide Applicator license) and to become familiar with department policies and procedures.</p>	<p><b>Degree</b></p> <hr/> <p style="text-align: center;">3.0</p> <hr/>
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<p><b>Independent Judgement</b></p> <p>Groundskeeping work such as landscaping and grounds maintenance is generally performed using established methods. Makes decisions associated with operating problems such as equipment breakdown, plant disease control and snow removal.</p>	<p><b>Degree</b></p> <hr/> <p style="text-align: center;">2.5</p> <hr/>
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<p><b>Working Relationships</b></p> <p>Requires courtesy and tact when dealing with vendors for equipment repairs or with the general public when barricading public access areas.</p>	<p><b>Degree</b></p> <hr/> <p style="text-align: center;">2.0</p> <hr/>
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**Job Title**

Groundskeeper

**Code**

115

<p><b>Impact of Action</b></p> <p>Improper use of equipment may result in damage to expensive equipment. Inadequate snow clearing and maintenance of sidewalks and parking lots may result in minor injury/discomfort to others.</p>	<p><b>Degree</b></p> <p>2.0</p>
<p><b>Leadership and/or Supervision</b></p> <p>May show others how to perform tasks or duties by familiarizing new employees with the work area and processes.</p>	<p><b>Degree</b></p> <p>1.0</p>
<p><b>Physical Demands</b></p> <p>Frequent physical effort climbing, crouching, pushing, shoveling, heavy lifting, reaching and operating equipment.</p>	<p><b>Degree</b></p> <p>3.0</p>
<p><b>Sensory Demands</b></p> <p>Occasional sensory effort when landscaping, with more concentration required when using hand/power tools and operating equipment/vehicles.</p>	<p><b>Degree</b></p> <p>1.5</p>
<p><b>Environment</b></p> <p>Regular exposure to major disagreeable conditions such as chemicals, extreme temperatures, noise, unpredictable weights and sharp objects.</p>	<p><b>Degree</b></p> <p>4.0</p>