

# Job Evaluation Rating Document

<p><b>CUPE, SEIU, SGEU, SAHO</b></p> 	<p><b>Job Title</b>      <u>Groundskeeping Supervisor</u></p> <p><b>Date</b>              <u>December 2010 - Interim Rating</u></p> <p><b>Revised Date</b>   <u>December 12, 2013</u></p> <p><b>Revised Date</b>   <u>February 13, 2019</u></p>	<p><b>Code</b></p> <hr/> <p>460</p>
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<p><b>Decision Making</b></p> <p>Some choice of action when carrying out a variety of tasks in repair, maintenance and operation of groundskeeping equipment. Exercises discretion when equipment breaks down to ensure provision of services. Work involves developing plans for coordinating work of contractors for groundskeeping projects.</p>	<p><b>Degree</b></p> <hr/> <p>3.5</p>
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<p><b>Education</b></p> <p>Grade 12. Power Mobile Equipment (PME) Safety - Evaluators course (16 hours).</p>	<p><b>Degree</b></p> <hr/> <p>2.0</p>
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<p><b>Experience</b></p> <p>Twenty-four (24) months previous experience in landscaping, gardening, pesticide application, groundskeeping and related equipment repair to consolidate knowledge and skills. Twelve (12) months on the job to develop supervisory skills and become familiar with department policies and procedures.</p>	<p><b>Degree</b></p> <hr/> <p>6.0</p>
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<p><b>Independent Judgement</b></p> <p>Ensures groundskeeping duties are performed according to established procedures. Work involves analysis and troubleshooting when determining the distribution of equipment among sites/facilities.</p>	<p><b>Degree</b></p> <hr/> <p>3.5</p>
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<p><b>Working Relationships</b></p> <p>Regular contact with vendors/contractors using appropriate tact to discuss problems, settle requests and make recommendations associated with supply and equipment issues. Requires tact and discretion to provide technical explanation and/or instruction to contractors regarding sites/facilities groundskeeping equipment.</p>	<p><b>Degree</b></p> <hr/> <p>3.5</p>
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**Job Title**

Groundskeeping Supervisor

**Code**

460

<b>Impact of Action</b> May cause serious results through breakdown in equipment or services as a result of inadequate planning (e.g., training, operating procedures, preventative maintenance).	<b>Degree</b>  3.0
<b>Leadership and/or Supervision</b> Provides regular direction to staff with the responsibility for assigning work, checking results and organizing work of staff. Responsible for Power Mobile Equipment (PME) training for groundskeeping staff.	<b>Degree</b>  4.0
<b>Physical Demands</b> Regular physical effort driving, operating and/or training staff on equipment with occasional effort pushing, shoveling, lifting.	<b>Degree</b>  2.0
<b>Sensory Demands</b> Occasional effort reading, writing reports, computer operation and listening to staff, contractors and equipment with periods of concentration when operating and/or training on equipment.	<b>Degree</b>  1.5
<b>Environment</b> Occasional exposure to major hazards such as extreme temperatures, heat, noise and inclement weather.	<b>Degree</b>  3.0