

# Job Evaluation Rating Document

<p><b>CUPE, SEIU, SGEU, SAHO</b></p> 	<p><b>Job Title</b> <u>Equipment Operator - Groundskeeper</u></p> <p><b>Date</b> <u>Interim Rating - April 14, 2015</u></p> <p><b>Revised Date</b> <u>October 7, 2015</u></p> <p><b>Revised Date</b> <u>February 13, 2019</u></p>	<p><b>Code</b></p> <hr style="border: 0; border-top: 1px solid black; margin: 5px 0;"/> <p style="text-align: center;">498</p>
--	---	--

<p><b>Decision Making</b></p> <p>Maintains grounds and related equipment in accordance with clearly prescribed practices. Has some choice of action associated with equipment operation.</p>	<p><b>Degree</b></p> <hr style="border: 0; border-top: 1px solid black; margin: 5px 0;"/> <p style="text-align: center;">2.5</p>
--	--

<p><b>Education</b></p> <p>Grade 10.</p>	<p><b>Degree</b></p> <hr style="border: 0; border-top: 1px solid black; margin: 5px 0;"/> <p style="text-align: center;">1.0</p>
--	--

<p><b>Experience</b></p> <p>Twelve (12) months previous experience operating small equipment (e.g., skid steer, scissor lift, boom lift). Twelve (12) months on the job to gain experience with the seasonal aspects of the job and to become familiar with department policies and procedures.</p>	<p><b>Degree</b></p> <hr style="border: 0; border-top: 1px solid black; margin: 5px 0;"/> <p style="text-align: center;">5.0</p>
---	--

<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 style="border: 0; border-top: 1px solid black; margin: 5px 0;"/> <p style="text-align: center;">2.5</p>
--	--

<p><b>Working Relationships</b></p> <p>Requires courtesy and tact when dealing with the general public when barricading public access areas.</p>	<p><b>Degree</b></p> <hr style="border: 0; border-top: 1px solid black; margin: 5px 0;"/> <p style="text-align: center;">2.0</p>
--	--

**Job Title**

Equipment Operator - Groundskeeper

**Code**

498

<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><u>2.0</u></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. Provides functional guidance concerning equipment in-services.</p>	<p><b>Degree</b></p> <p><u>1.5</u></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><u>3.0</u></p>
<p><b>Sensory Demands</b></p> <p>Regular sensory effort when operating equipment/vehicles.</p>	<p><b>Degree</b></p> <p><u>2.0</u></p>
<p><b>Environment</b></p> <p>Regular exposure to major disagreeable conditions such as chemicals, noise, unpredictable weights and sharp objects.</p>	<p><b>Degree</b></p> <p><u>4.0</u></p>