



Conservation Landscape Worker I

Filing Deadline: This recruitment is open until filled and may close without notice. The first review of applications will be on **July 25, 2025**, and interviews will be tentatively scheduled the week of **July 28, 2025**.

This is a temporary (3-6 month) assignment until position is permanently filled. It's an internal promotional-only recruitment and open exclusively to current employees/interns of the District who meet the minimum requirements for the position.



CHINO BASIN



**Water
Conservation
District**

**Waterwise
Community
Center**

CONSERVATION LANDSCAPE WORKER I

THE POSITION

The Conservation Programs Department maintains and interprets Chino Basin Water Conservation District's demonstration garden and provides education for the public about landscape water conservation through in person and online engagement. The department also provides irrigation audits and training; professional development courses and certification programs for landscape professionals; and administration of grants and contracts to develop and deliver audit, landscape transformation, efficient irrigation and onsite water percolation services and programs.

Under general supervision, the **Conservation Landscape Worker I (CLWI)** position performs a variety of responsibilities related to landscape and facility maintenance and projects on District properties, primarily in the District's Waterwise Demonstration Garden and Park, provides assistance to the Conservation Specialist classes in the performance of Landscape audits, and assists with events and other District programs.

The **CLWI** reports to the Conservation Programs Manager and may take daily guidance from Conservation Specialist positions.

ESSENTIAL FUNCTIONS **

** SEE JOB DESCRIPTION FOR COMPLETE JOB DETAILS

The primary duties include, but are not limited to:

- Participates in all aspects of Demonstration Garden and Park maintenance, primarily including plant care, weed control, and renovation and improvement projects
- Under direction, assists with landscape irrigation audits on offsite properties
- Prunes or trims trees, shrubs, or hedges, using shears, pruners, or chain saws.
- Removes weeds, primarily through hand pulling and using hand tools
- Under supervision, monitors and repairs irrigation systems.
- Cleans demonstration garden and park signs, furniture, and walkways to maintaining a welcoming and comfortable environment for visitors
- Inspects grounds for hazards, reports and repairs as assigned.
- Provides proper upkeep of sidewalks, driveways, parking lots, fountains, planters, or other grounds features including sweeping, blowing, scrubbing, and other cleaning and repair tasks.
- Participates in landscape and renovation improvement projects including soil preparation, working with rocks and mulches, planting, and irrigation installation.
- Keeps work environment clean, organized, and safe for the public at all times.
- Facility maintenance and repairs throughout District properties.
- Under supervision assists in mixing and dispensing fertilizers and herbicides.
- Under supervision operates District tractor to move heavy objects
- May be required to assist with applying herbicides at District basin properties.
- Maintains or repairs tools, equipment and structures.
- Gathers and removes litter.

- Assists with setup of District events.
- Mows or edges turf alternative plots using power mowers or edgers.
- Establishes and maintains cooperative working relationships with co-workers, visiting staff representing outside agencies, and the public.
- Operates vehicles and powered equipment, such as mowers, tractors, chain saws, gas clippers, sod cutters, and pruning saws. Operates a variety of hand and power equipment commonly used in landscaping and maintaining grounds.
- Performs related duties as assigned.



COMPENSATION & APPLICATION PROCESS

THE IDEAL CANDIDATE

will be highly motivated, hardworking, and a quick learner who gets along well with others and desires learning the detailed aspects of horticultural care of waterwise and California native landscapes. This candidate should have general knowledge and experience in landscape and irrigation, in addition to using maintenance equipment related to landscape maintenance, landscape construction, and groundskeeping operations. The ideal candidate will also possess the skills and ability to communicate effectively, clearly share information with their supervisor and the public, and plan and organize their own time during the workday.

Experience, demonstrated interest, or coursework in any or all the following areas is highly desirable: landscape maintenance or construction, arboriculture, irrigation systems construction/repair, water management, parks maintenance, or urban forestry.

Receives direction from the Conservation Specialist positions in the performance of assigned work tasks and assists with events and other District programs.

EDUCATION AND EXPERIENCE

Minimum High School Diploma or GED is required.

Formal or informal education or training ensures the ability to read and write at a level necessary for successful job performance.

Preferred: Certificates or coursework from recognized organizations in landscaping and/or irrigation.

COMPETENCIES

Knowledge

- Methods and techniques of planting, transplanting, cultivating, pruning, and maintaining a variety of plants, shrubs, hedges, and trees.
- Various irrigation systems.
- Proper work safety standards.
- Proper operation and maintenance of various types of equipment used in grounds maintenance.
- Trees and plants
- Basic and accurate arithmetical calculations.

Skills

- Competency in applying technical knowledge and carrying out a learned activity.
- Uses knowledge of a subject or area appropriately to achieve desired results.
- Successful application of knowledge to carry out tasks.

Abilities

- Safely use and maintain tools and equipment used in grounds maintenance.
- Record assigned tasks, ask for clarification as necessary, and complete tasks efficiently both independently and in teams.
- Learn and perform a wide variety of horticultural and grounds maintenance tasks to a high standard of detail.
- Effectively apply fertilizers and herbicides.
- Follow oral and written directions in English.

COMPENSATION: The position offers a competitive salary with a highly attractive benefits package. This is an hourly/non-exempt position with a starting hourly rate based on the competitive labor market and the successful candidate's qualifications. **The salary range for this position is \$26.63-\$34.94 per hour (3% COLA effective January 1, 2026).**

The benefits below will be available once the position is permanently filled:

RETIREMENT: The District contracts with the California Public Employees' Retirement System (CalPERS) for retirement benefits. For employees in CalPERS prior to January 2013, the retirement formula is 2.0% at 60 and the District pays the employee portion of the CalPERS benefit. For employees not in CalPERS prior to January 2013, the retirement formula is 2.0% at 62 and the employee pays 7.75% of the CalPERS benefit. This is provided for regular full-time and part-time staff working at least 1,000 hours per year. Participation in a 457 deferred compensation plan is available through CalPERS Deferred Compensation Plan. Enrollment is voluntary and 100% employee paid.

HEALTH COVERAGE (MEDICAL/DENTAL/VISION): The District offers medical, vision, and dental health coverage for regular full-time staff through the Association of California Water Agencies Joint Powers Insurance Authority (ACWA-JPIA). Medical insurance choices include Kaiser HMO and a variety of Anthem Blue Cross individual and family plans. Vision coverage is provided by VSP and dental coverage is provided by Delta Dental. The District funds up to \$2,337.50 a month for health coverage and employees are responsible for paying the balance over that amount.

LIFE AND AD&D INSURANCE: Life insurance is 100% paid by the District, providing \$50,000 for regular full-time staff, with an additional Accidental Death and Dismemberment coverage available at employees' expense.

LONG/SHORT TERM DISABILITY: Long and short-term disability insurance is 100% paid by the District for full-time staff.

HOLIDAYS: The District observes 12 paid holidays and 2 paid floating holidays throughout the year.

VACATION: The District provides regular full-time employees with 96 hours of annual vacation accrual, increasing to 160 hours after 10 years of services. Part-Time Employees: Not eligible for paid vacation.

SICK LEAVE: Regular full-time employees accrue sick leave at the rate of 80 hours per year and may accrue up to a maximum of 176 hours. **(1 hour for every 30 hours worked for temporary employees)**

OTHER: This position may require Saturday work.

HOW TO APPLY: See full job description and apply online at cbwcd.org/jobs. **Please fill out the online application in its entirety and upload a cover letter and resume.** Only complete applications will be considered. First review of applications will be **Friday, July 25, 2025**. This temporary/internal recruitment is open until filled and may close at any time.

EQUAL OPPORTUNITY EMPLOYER: The District is committed to recruiting and retaining a highly qualified and diverse workforce. It is the District's goal that people of all races, genders, color, ethnicity, religion, national origin or ancestry, age, marital status, sexual orientation, gender identity, disability, medical condition, pregnancy, veteran's status, or association with individuals with these characteristics have access to District employment opportunities. For additional information, please contact (909) 626-2711 or jobs@cbwcd.org.