

POSITION	CONSERVATION LANDSCAPE WORKER II
SALARY GRADE	122
DATE	TBD

ABOUT THE DISTRICT

Chino Basin Water Conservation District (District) is recognized throughout the state as an innovative, fast paced, energetic, and effective water conservation organization. The District is dedicated to the protection of the Chino Groundwater Basin to ensure that the current and future water needs of the region will be met. Its core business is two-pronged: (1) increase water supply through groundwater percolation; and (2) decrease water demand through conservation education, workforce training, and services. The District provides programs, services, and resources to audiences of all ages and backgrounds to cultivate a community-wide conservation ethic and build regional capacity for water resilience.

ABOUT THE DEPARTMENT

The Conservation Programs Department provides practical education on waterwise landscaping and water management for community members and landscape professionals through workshops, professional development programs, online and print resources, and interpretation of the District’s demonstration garden. Provides water management audits for residential, commercial, and institutional properties. Provides maintenance of the District’s Waterwise Community Center public demonstration garden and park plantings. Operates a small retail plant nursery to ensure California native and waterwise plant material is easily available in the area. Provides fieldtrips, outreach, and staffs and presents at special events. Operates internship and volunteer programs. Administers grants and contracts to develop and deliver audit, landscape transformation, and water efficiency programs in the District’s service area.

ABOUT THE POSITION

Under general supervision, the Conservation Landscape Worker II performs a variety of responsibilities related to landscape and facility maintenance and projects on District properties, provides assistance in the performance of landscape audits and retrofits, and assists with events and other District programs. The CLWII is also required to assist the general public and visit District facilities as needed. The CLWII assists with public

programs, workshops, nursery operations, and educational content creation as assigned. Receives general supervision from the Conservation Programs Manager. The incumbent in this position does not routinely exercise supervision but may be assigned to provide support and oversight for interns and volunteers. This is a full-time, 40 hours per week, non-exempt under FLSA standards, and hourly position that works a standard 8:00 a.m. to 4:30 p.m. work schedule. This position requires occasional holiday and evening work. Along with most of the Conservation Programs Department, this position works Saturdays as a normal workday, with Sunday and an employee selected and manager approved weekday as the regular days off.

The Conservation Landscape Worker II is distinguished from the Conservation Landscape Worker I in the performance of more experienced, complex, and challenging work under minimal supervision.

OBJECTIVE

This position primarily performs assigned landscape maintenance and project related duties as identified below at the District demonstration garden, District offices, other District properties, or assigned locations with under general supervision. The Conservation Landscape Worker II also assists with other District programs and events as assigned. The Conservation Landscape Worker II position must be able to perform all activities required in the Conservation Landscape Worker I position plus additional areas of responsibility including leading and overseeing employees, interns, and volunteers performing landscape maintenance and project duties.

ESSENTIAL FUNCTIONS

The duties listed below are illustrative only and are not meant to be a complete and exhaustive listing of all of the duties and responsibilities.

- Participates in all aspects of Demonstration Garden and Park maintenance, primarily including plant care, weed control, renovation, and improvement projects.
- Prunes or trim 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. Performs other janitorial duties in landscape areas as needed.
- Staffs compost and mulch giveaway programs: directs traffic, interacts with participants, ensures participant safety and that participants take proper amounts of giveaway materials.
- Inspects grounds for hazards, reports and repairs as necessary.

- Provides proper upkeep of sidewalks, driveways, parking lots, water features, 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.
- As assigned, assists with nursery operations including watering, weeding, fertilizing, plant inventory, merchandizing, propagation tasks, and helping customers.
- Keeps work environment clean, organized, and safe for the public at all times.
- Under supervision assists with hardscape projects including work with decomposed granite, gravel, paver, or concrete.
- Gathers and removes litter and cleans up dog waste at District facilities as necessary; inspects assigned areas for insects and rodents.
- Establishes and maintains cooperative working relationships with co-workers, visiting staff representing outside agencies, and the public.
- Assists with setup of District events.
- 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.
- Mows or edges turf alternative plots using power mowers or edgers.
- May be required to apply herbicides using proper personal protective equipment and safety procedures.
- As assigned, leads group tours of District garden and basins.
- Coordinates work plan for District landscape employees and interns.
- Trains and leads District interns and Conservation Landscape Worker I level employees in landscape maintenance and project tasks.
- Establishes landscape maintenance schedules and coordinates special projects.
- As assigned, assists with teaching workshops or leads workshops.
- Trains district volunteers and leads volunteer work at district facilities.
- Under direction, may be assigned to assist with landscape irrigation audits on offsite properties.
- As assigned, contributes to professional training programs.
- As assigned, contributes to educational content creation including but not limited to social media posts, YouTube videos, or print resources.
- Occasionally assists Facilities and Operations staff with operational needs; performs weed abatement, litter and debris removal, painting, and maintenance; operates equipment and handles chemicals and fertilizers as needed.
- Performs related duties as assigned.

COMPETENCIES

Knowledge and Experience

- Methods and techniques of planting, transplanting, cultivating, pruning, and maintaining a variety of plantings.
- Various irrigation systems, components, operation, and basic repair.
- Use and application of various fertilizers and herbicides used for vegetation control.
- Proper work safety standards.
- Proper operation and maintenance of various types of equipment used in grounds maintenance.
- Operation of blowers, sweepers, mowers, clippers, sprayers, etc.
- Landscape tree and plant identification.
- Safe operation and maintenance of tools and equipment used in grounds maintenance.
- Basic and accurate arithmetical calculations.

Skills and Abilities

- Competency in applying technical knowledge and carrying out a learned activity.
- Putting knowledge and technical skills to beneficial use in a unique, efficient, effective manner.
- Developing and recommending creative solutions to resolve or improve landscape maintenance and operations.
- Safely use and maintain tools and equipment used in grounds maintenance.
- Learn to operate District weather station equipment and system.
- Effectively apply fertilizers and herbicides.
- Follow oral and written directions in English.
- Establish and maintain cooperative working relationships with co-workers, outside agencies and the public.

EDUCATION AND EXPERIENCE

- A minimum of High School Diploma or GED is required.
- A minimum of two (2) years of professional experience in landscape maintenance and/or installation.
- Basic/Intermediate technical experience in Microsoft Office 365 (Word, Excel, PowerPoint, Outlook) and/or other related software.
- Certificates from recognized organizations in landscaping and/or irrigation or some college level coursework is preferred.

WORK ENVIRONMENT

- 50% to 100% work time spent outside a building and exposed to the sun.
- Some work done on ladders or other surfaces from 4 to 20 feet above the ground.

- Considerable work time in hard manual labor in temperatures between 80-110 degrees.
- Work in areas with unusually high humidity.
- Less than 10% of the work time getting part or all of the body and/or clothing wet.
- Occasionally there are unusually loud sounds.
- Occasional work on unusually slippery surfaces.
- Some parts of the body in contact with oil or grease occasionally.
- Works in or around areas with minor amounts of dust.
- Irregular or extended work hours. Occasionally required to change working hours or work overtime.
- Herbicides, fertilizers, pesticides, insecticides, and housecleaning chemicals.

PHYSICAL DEMANDS

- Operates District vehicles and equipment in construction, maintenance, and repair work.
- Must be able to carry, push, pull, reach, and lift equipment and parts weighing up to 50 pounds.
- Operates Equipment including trucks (with and without trailers) lawn mowers, and shredders.
- Operates District tractor to move heavy object and spray weeds.
- Stoops, kneels, crouches, crawls, and climbs during field maintenance and repair work.
- Works in an environment with exposure to dust, dirt, and significant temperature changes between cold and heat.
- Communicates orally with District staff and public in face-to-face, one-to-one settings.
- Stands and walks for extended time periods.
- Hearing and vision within normal ranges with or without correction.

ADDITIONAL QUALIFICATIONS

- Possession of a valid California Class C Driver's License and proof of a good driving record as evidences by freedom from multiple or serious traffic violations or accidents for at least two (2) years duration.
- Must obtain a Recycled Water On-Site Supervisor certification within 1 year of hire.