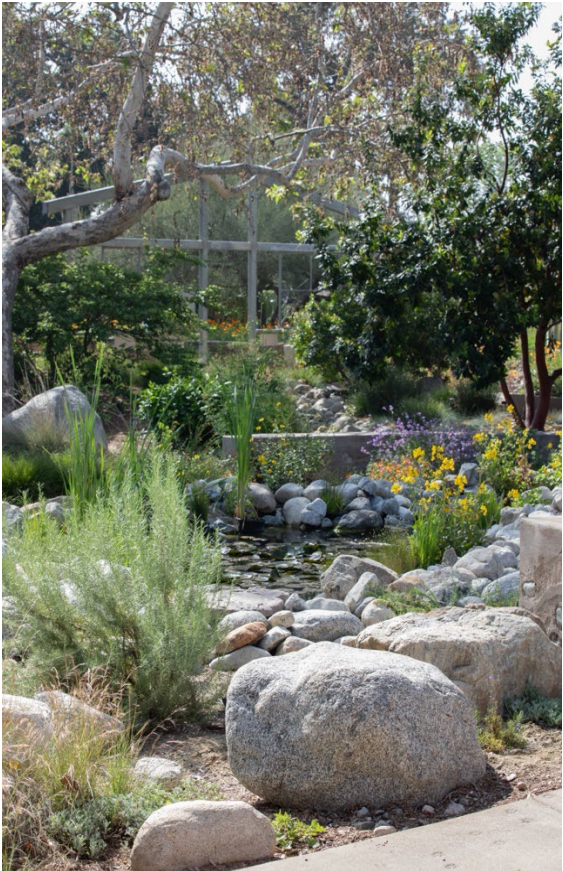




Conservation Landscape Worker I/II

Filing Deadline: This recruitment is open until filled and may close without notice. The first review of applications will be on **September 3, 2025**, and interviews will be tentatively scheduled the week of **September 11, 2025**

Recruitment will be used to fill one (1) position at level I or II, depending on the qualification and experience of the selected candidate. Please review the job specification for both levels.



CHINO BASIN

Water
Conservation
District

Waterwise
Community
Center

CONSERVATION LANDSCAPE WORKER I/II

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/II (CLWI/II)** 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/II** reports to the Conservation Programs Manager and may take daily guidance from Conservation Specialist positions.

ESSENTIAL FUNCTIONS **

** SEE **BOTH** JOB DESCRIPTIONS 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, 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.



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.

CLW I: Minimum of six months to one year of work experience.

CLW II: Minimum 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.

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.

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.

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 the positions are CLW I: \$26.63-\$34.94/CLWII 29.39-\$38.57 per hour (3% COLA effective January 1, 2026). Position placement will depend on experience and qualifications.**

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.

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.

OTHER: This position requires 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 **Wednesday, September 3, 2025.**

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.