



Conservation Landscape Worker I

Filing Deadline: This recruitment is open until filled and may close without notice. Applications will be reviewed as they are received & final review of applications will be on **9/30/26**. Interviews are tentatively scheduled the week of **10/12/26**.



CHINO BASIN

Water
Conservation
District

Waterwise
Community
Center

CONSERVATION LANDSCAPE WORKER I

THE POSITION

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.

The Conservation Landscape Worker I is an entry level position that performs a variety of responsibilities related to landscape and facility maintenance and projects on District properties, and other District programs. Receives close 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 Saturday work and occasional evenings to assist with special events as needed.

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

ESSENTIAL FUNCTIONS

The primary details include, but are not limited to:

- Participates in regular program reviews, identifying opportunities to increase program efficiencies and participation rates, and reports improvements.
- Participates in all aspects of Demonstration Garden and Park maintenance, primarily including plant care, weed control, and 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 maintain 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 and ensures participant safety.
- Inspects grounds for hazards, reports, and repairs as assigned.
- 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.
- 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, pavers, 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.
- Assists with workshops and volunteer activities when requested.
- May be assigned to participate in the creation of educational and outreach materials including video, social media, and print resources.
- Under direction, may be assigned to assist with landscape irrigation audits on properties.
- 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.

WORK ENVIRONMENT

- Work is performed primarily outdoors in garden, park, basin, and landscape environments, with regular exposure to varying weather conditions, including heat, direct sun, cold, rain, wind, and humidity.
- Duties frequently involve uneven terrain, slopes, landscaped areas, and occasional use of ladders or elevated surfaces.
- Work involves exposure to loud noise from power tools and equipment, as well as wet or slippery surfaces.
- Occasional exposure to soil, dust, pollen, plant materials, water, cleaning agents, oil, grease, fertilizers, pesticides, herbicides, and other related substances, with required use of personal protective equipment (PPE).
- Regular interaction with the public, volunteers, vendors, and outside agency staff during garden operations, workshops, events, and field activities.

PHYSICAL DEMANDS

- Ability to stand and walk for extended and intermittent periods, including on uneven terrain and outdoor surfaces, and to stoop, kneel, crouch, crawl, bend, and climb during field maintenance, irrigation, planting, renovation projects, and garden, park, or event setup activities.
- Ability to use hands and fingers with sufficient dexterity to operate hand tools, power tools, equipment, and materials used in landscape, irrigation, and grounds maintenance work.
- Ability to see, hear, and communicate effectively to safely perform job duties, operate equipment, inspect work, and interact with coworkers and the public.
- Ability to operate or ride in District vehicles to travel between work sites and facilities.

COMPENSATION & APPLICATION PROCESS

THE IDEAL CANDIDATE

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.

EDUCATION AND EXPERIENCE

Minimum High School Diploma or GED is required. Some college level coursework is preferred.

Minimum of 1 year of work experience.

Certificates from recognized organizations in landscaping and/or irrigation are preferred.

COMPETENCIES

Knowledge:

- General methods and techniques of planting, transplanting, cultivating, pruning, and maintaining a variety of landscape material.
- 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.
- Basic technical knowledge of Microsoft Office Suite and/or other related software.

Skills and Abilities:

- Ability to communicate effectively, both orally and in writing, and prepare and deliver basic outreach activities, workshops, tours, and presentations related to water conservation and waterwise landscaping.
- 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.
- Safely use and maintain tools and equipment used in grounds maintenance.
- Record assigned tasks, ask for clarification as necessary, 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 if necessary.
- Follow oral and written directions in English.

ADDITIONAL ELIGIBILITY QUALIFICATIONS

- Possession of a valid California Class C Driver's License and must maintain a satisfactory driving record and compliance with District vehicle use policy. Driving record will be reviewed at the time of hire and at least once every two (2) years thereafter.
- Must obtain Water Efficient Landscaper Dual Certification Program (WELDCP) and California Native Landscaper Certificate Program (NCPLC) certificates within one year of hire. Chino Basin Water Conservation District provides these programs, so training is done during work hours at the District's headquarters.

COMPENSATION: The position offers a competitive salary. This is a Hourly/non-exempt position with a starting salary based on the competitive labor market and the successful candidate's qualifications. **The hourly range for the position Conservation Landscape Worker I: \$27.43 – \$35.99 (3% COLA effective January 1, 2027).**

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 \$2,431.47 a month (starting 1/1/26) 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 service.

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.

HOW TO APPLY: See full job description(s) 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.** Applications will be reviewed as they are received, with the last date to submit being **September 30, 2026**. This recruitment will be handled with strict confidentiality. The District will review and screen applications and invite qualified candidates to an interview. References for finalist will be contacted after a candidate is selected.

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.