



VACANCY ANNOUNCEMENT

Job Title:	Parks & Cemetery Horticulture Worker II
Opening Date:	August 30, 2024
Closing Date:	Open until filled
Salary:	\$47,147 annually/ \$22.67 hourly Full-Time with benefits
Department:	Parks and Cemetery

JOB SUMMARY AND ESSENTIAL JOB FUNCTIONS

Under general supervision, is responsible for a crew of maintenance workers, including part-time and seasonal employees, who are engaged in a variety of semi-skilled and skilled tasks related to horticulture, turf and facility maintenance, and beautification of city parks, cemetery grounds, and related facilities.

Duties include but are not limited to:

- Trim trees; operate a tractor, weed eater, mower, skid steer loader, such as a Bobcat, and any other equipment necessary to perform the job
- Water, mow, weed, trim, renovate, and fertilize parks; prune trees and shrubs plant trees, flowers, and shrubs
- Trains employees in safe equipment operation; monitors and inspects work in progress to ensure safety, quality, and timely completion of work; reviews and evaluates employee performance.
- Plan, prioritize, assign, supervise, and review the work of staff
- Evaluate operations and activities related to horticulture maintenance; recommend improvements and modifications; prepare various reports on operations and activities.

Education and Experience (Any combination of the following requirements is qualifying):

- A bachelor's degree from an accredited college or university with major coursework in horticulture, botany, or a closely related field.
- Four (4) years of increasingly responsible experience in horticulture.

License or Certificate:

- Possession of or ability to obtain a valid Oklahoma driver's license may be required
- Possession of or ability to obtain an ASHS Certification
- Possession of or ability to obtain and maintain a Certified Applicator license in the categories of Ornamental and Turf-Outdoor or Public Health within 90 days of hire.

ALL APPLICANTS MUST COMPLETE AN APPLICATION

Application and additional information about this job can be found at <https://www.cityofmoore.com/departments/jobs>

NOTE: Selected applicant must pass a background investigation and drug screen.

If you require a reasonable accommodation in completing this application, interviewing, completing any pre-employment testing, or otherwise participating in the employee selection process, please direct your inquiries to Christine Jolly, Director of Human Resources at hr1@cityofmoore.com or 405.793.5004.

City of Moore is an Equal Opportunity Employer

CITY OF MOORE

Job Description

Parks & Cemetery Horticulture Worker II

Job Code: 7639
Exempt: No
Department: Parks & Recreation
Reports To: Parks Maintenance Supervisor
Location: Park & Recreation Facilities
Date Prepared: April 10, 2024
Date Approved: May 6, 2024

GENERAL DESCRIPTION OF POSITION

The Parks & Cemetery Horticulture Worker II will be responsible for a crew of maintenance workers, including part-time and seasonal workers, who are engaged in a variety of semi-skilled and skilled tasks related to horticulture, turf and facility maintenance, and beautification of city parks, cemetery grounds, and related facilities.

ESSENTIAL DUTIES AND RESPONSIBILITIES

1. Trim trees; operate a tractor, weed eater, mower, skid steer loader, such as a Bobcat, and any other equipment necessary to perform the job as it relates to horticulture. This duty is performed daily, about 15 % of the time.
2. Water, mow, weed, trim, renovate and fertilize parks; prune trees and shrubs plant trees, flowers and shrubs, and other horticulture related duties. This duty is performed daily, about 50% of the time.
3. Trains employees in safe operation of equipment; monitors and inspects work in progress to ensure safety, quality and timely completion of work; reviews and evaluates employee performance. This duty is performed as needed, about 5% of the time.
4. Plan, prioritize, assign, supervise and review the work of staff involved in parks and cemetery horticulture operations. This duty is performed daily, about 10% of the time.
5. Evaluate operations and activities related to horticulture maintenance; recommend improvements and modifications; prepare various reports on operations and activities. This duty is performed daily, about 5% of the time.
6. Ensures the necessary materials and equipment are available at each job site; ensures equipment and vehicles are in proper working order and are maintained on a timely basis; notifies supervisor of major equipment and work problems. This duty is performed daily, about 5% of the time.
7. Ensures workers maintain awareness of others within the work area, maintain a clean and safe work are, follow safety rules and safe work practices and use safety equipment when required. This

duty is performed daily as needed.

8. Maintain inventory of division supplies; purchase supplies when necessary. This duty is performed as needed.
9. Identify maintenance and repair needs and recommend corrective action. This duty is performed as needed, about 5% of the time.
10. Apply herbicides, fungicides and pesticide safely. This duty is performed as needed, about 5% of the time.
11. Good attendance is required. This duty is performed daily.
12. Ensures workers maintain awareness of others within the work area, maintain a clean and safe work area, follow safety rules and safe work practices and use safety equipment when required. This duty is performed daily as needed.
13. Confidentiality is required. This duty is performed daily.
14. Perform other related duties as required or assigned.

INITIATIVE AND INGENUITY

SUPERVISION RECEIVED

Under general supervision where standard practice enables the employee to proceed alone on routine work, referring all questionable cases to the supervisor.

PLANNING

Considerable responsibility concerning general assignments in planning time, method, manner, and/or sequence of performance of own work; may also occasionally assist in the planning of work assignments performed by others within a limited area of operation.

DECISION MAKING

Performs work operations that permit frequent opportunities for decision-making of minor importance and would not only affect the operating efficiency of the individual involved but also affect the work operations of other employees and/or clientele to a slight degree.

MENTAL DEMAND

Close mental demand. Operations requiring close and continuous attention for control of operations. Operations require intermittent direct thinking to determine or select the most applicable way of handling situations regarding the organization's administration and operations; and also to determine or select material and equipment where highly variable sequences are involved.

ANALYTICAL ABILITY / PROBLEM-SOLVING

Directed. Supervisory and/or professional skills using structured practices or policies and directed as to execution and review. Interpretation of learned things in moderately varied situations where reasoning and decision-making are essential.

SUPERVISORY RESPONSIBILITIES

Supervises a small group of employees (1-3) in the same or lower classification. Assigns and checks work; assists and instructs as required, but performs same work as those supervised, or closely related work, most of the time. Content of the work supervised is of a non-technical nature and does not vary in complexity to any great degree.

RESPONSIBILITY FOR FUNDS, PROPERTY and EQUIPMENT

Occasionally responsible for the organization's property where carelessness, error, or misappropriation would result in moderate damage or moderate monetary loss to the organization. The total value for the above would range from \$5,000 to \$150,000.

ACCURACY

Probable errors of internal and external scope would have a moderate effect on the operational efficiency of the organizational component concerned. Errors might go undetected for a considerable period, thereby creating an inaccurate picture of an existing situation. Could cause further errors, losses, or embarrassment to the organization. The possibility for error is always present due to the requirements of the job.

ACCOUNTABILITY

FREEDOM TO ACT

Generally controlled. General processes covered by established policies and standards with supervisory oversight.

ANNUAL MONETARY IMPACT

None. Job does not create any dollar monetary impact for the organization.

IMPACT ON END RESULTS

Moderate impact. Job has a definite impact on the organization's end results. Participates with others in taking action for a department and/or total organization.

PUBLIC CONTACT

Occasional contacts with citizens on routine matters.

EMPLOYEE CONTACT

Contacts of considerable importance within the department or office, such as those required in coordination of effort, or frequent contacts with other departments or offices, generally in the normal course of performing duties. Requires tact in discussing problems presenting data and making recommendations, but responsibility for action and decision reverts to others.

USE OF MACHINES, EQUIPMENT AND/OR COMPUTERS

Regular use of complex machines and equipment (desktop/laptop computer and software, road and production machines and equipment, driver's license/cdl, etc.)

WORKING CONDITIONS

Outside working environment, wherein there are extremely disagreeable working conditions most of the time (e.g., Hot mix paving in constant sun).

ENVIRONMENTAL CONDITIONS

The following work environment characteristics described here are representative of those an employee encounters while performing essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

While performing the functions of this job, the employee is frequently exposed to work near moving mechanical parts, outdoor weather conditions; and occasionally exposed to work in high, precarious places, fumes or airborne particles, toxic or caustic chemicals. The noise level in the work environment is usually loud.

PHYSICAL ACTIVITIES

The following physical activities described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions and expectations.

Moderate diversity, moderately physical. Work activities that allow for a moderate amount of diversity in the performance of tasks that requires somewhat diversified physical demands of the employee.

While performing the functions of this job, the employee is regularly required to talk or hear; frequently required to stand, walk, use hands to finger, handle, or feel, reach with hands and arms; and occasionally required to sit, climb or balance, stoop, kneel, crouch, or crawl. The employee must occasionally lift and/or move up to 50 pounds; frequently lift and/or move up to 25 pounds. Specific vision abilities required by this job include close vision; color vision; and the ability to adjust focus.

ADDITIONAL INFORMATION

Knowledge of:

- Fundamentals of Botany
- Fundamentals of Tree Management

- Fundamentals of Turfgrass Maintenance Management
- Irrigation installation, maintenance, and repair
- Principles and practices of parks and cemetery maintenance related to horticulture
- Methods, materials and procedures used in the horticulture maintenance and repair of cemeteries, parkways, and related facilities
- Methods and techniques used in estimating time and materials for assigned projects
- Occupational hazards and standard safety precautions necessary in the work
- Principles of supervision, training and performance evaluation
- Principles and procedures of record keeping

Ability to:

- Evaluate operations, procedures and policies and recommend improvements
- Prepare and maintain records and reports
- Supervise, train and evaluate assigned staff
- Establish and maintain cooperative working relationships with those contacted in the course of work
- Maintain effective audio-visual discernment and perception needed for: making observations, communicating with others, reading and writing, operating assigned equipment
- Maintain effective mental capacity which permits: making sound decisions, using good judgment, utilizing other intellectual capabilities
- Maintain physical condition appropriate to the performance of assigned duties and responsibilities which may include the following: sitting for extended periods of time, operating assigned equipment
- Basic office practices and procedures
- Basic principles of business letter writing and basic report preparation

Education and Experience

Any combination of the following requirements is qualifying:

A bachelor's degree from an accredited college or university with major coursework in horticulture, botany, or a closely related field.

Four (4) years of increasingly responsible experience in horticulture.

License or Certificate:

- Possession of or ability to obtain a valid Oklahoma C driver's license may be required.
- Possession of or ability to obtain an ASHS Certification
- Possession of or ability to obtain and maintain a Certified Applicator license in the categories of Ornamental and Turf-Outdoor or Public Health within 90 days of hire.

WORKING CONDITIONS

Environmental Conditions:

Involves moderate risks and discomforts such as a high level of noise and vibrations when working near heavy equipment or machinery; dirt, dust and grease; moving parts or objects; and irritants odors and chemicals. Special safety precautions are required and protective clothing or gear may be required

Physical Conditions:

Essential and marginal functions may require maintaining physical condition necessary for standing, walking, kneeling and sitting for prolonged periods of time, moderate to heavy lifting; must be able to operate equipment and an assigned vehicle; general manual dexterity; visual acuity to conduct inspections. Must be able to perform essential job functions.

Employee must transfer refuse and debris to truck bed or trailer. Requires vertically and/or horizontally transferring items weighing up to 40 pounds a distance of 25 feet without mechanical assistance and/or from 1 to 51 inches, up to fifty times per hour.

Requires vertically transferring items weighing up to 70 pounds, from 1 inch to 40 inches, up to twenty-five times per hour.

Employee must transfer back pack sprayer, chainsaw, blower, edger, and weed eaters from trucks to areas needing spraying, tree maintenance, blowing, edging, and weed eating and then return to the truck. Employee is not limited to the list of equipment above, they may be required to use other types of hand held equipment not listed. Requires horizontally transferring of equipment weighing up to 50 pounds a distance of 1000 feet without mechanical assistance, once per hour.

Employee must transfer items from truck via hand cart/dolly. Requires horizontally transferring items requiring the ability to push and/or pull a hand cart or dolly weighing up to 40 pounds a distance of 60 feet, up to fifteen times per hour.

Employee must use hand tools for pruning and planting trees and other plant material, and on various pieces of equipment and machinery, and operate the hand crank on trailers to raise and lower tongue when hitching/unhitching. Requires upper body force of up to 80 pounds.