



June 2008

## **GROUNDS SUPERVISOR**

### **DEFINITION**

Under general direction, plans, schedules, assigns, and reviews the work of the parks and grounds maintenance staff within the Parks and Facilities Division; coordinates, monitors, and provides technical input for assigned parks and grounds maintenance, construction, and repair projects and other special programs; provides technical assistance to the Parks and Facilities Manager; performs a variety of technical tasks relative to the maintenance and repair of parks and grounds; and performs related work as required.

### **SUPERVISION RECEIVED AND EXERCISED**

Receives general direction from the Parks and Facilities Manager. Exercises direct and general supervision over technical and maintenance staff.

### **CLASS CHARACTERISTICS**

This is the full supervisory-level class in the parks and grounds maintenance series. Incumbents are responsible for planning, organizing, supervising, reviewing, and evaluating the work of parks and grounds maintenance staff either directly or through lead workers. The incumbents are also expected to independently perform the full range of parks and grounds maintenance duties. Performance of the work requires the use of considerable independence, initiative, and discretion within established guidelines. This class is distinguished from the Parks and Facilities Manager in that the latter has management responsibility for all parks, grounds, and facilities maintenance functions and activities of the City.

### **EXAMPLES OF ESSENTIAL FUNCTIONS (Illustrative Only)**

*Management reserves the rights to add, modify, change, or rescind the work assignments of different positions and to make reasonable accommodations where appropriate so that qualified employees can perform the essential functions of the job.*

- Plans, organizes, assigns, supervises, and reviews the work of assigned staff in the parks and grounds maintenance activities of the Parks and Facilities Division.
- Trains staff in work and safety procedures and in the operation and use of equipment and supplies; implements procedures and standards.
- Evaluates employee performance, counsels employees, and effectively recommends initial disciplinary action; assists in selection and promotion.
- Monitors operations and activities of the operations and maintenance work unit assigned to parks and grounds; recommends improvements and modifications and prepares various reports on operations and activities; recommends and assists in the implementation of goals and objectives; implements policies and procedures.
- Determines and recommends equipment, materials, and staffing needs for assigned maintenance projects; participates in the annual budget preparation; prepares detailed cost estimates with

appropriate justifications, as required; maintains a variety of records and prepares routine reports of work performance.

- Monitors and controls supplies and equipment; orders supplies and tools as necessary; prepares documents for equipment procurement; participates in informal bid processes for vendor selection.
- Inspects and verifies work in progress and completed work of assigned employees and contractors for accuracy, proper work methods, techniques, and compliance with applicable standards and specifications.
- Monitors pesticide and herbicide use, completing chemical usage reports, and providing chemical training for unlicensed applicators.
- Responds to operations, maintenance, and repair emergency situations as required.
- Answers questions and provides information to the public; investigates complaints; recommends corrective actions to resolve issues.
- Participates in the scheduling, coordination, and administration of preventive maintenance, in-service training, and safety programs; ensures compliance with safety procedures.
- Performs the most complex parks and grounds maintenance and repair duties in the area of work assigned.
- Observes safe work methods and makes appropriate use of related safety equipment as required.
- Maintains logs and records of work performed; prepares periodic reports; updates park and trail descriptions and web sites, as necessary.
- Attends and participates in professional group and special committee meetings; stays abreast of new trends and innovations in the field of parks and grounds maintenance.
- Performs other related work as required.

## **QUALIFICATIONS**

### **Knowledge of:**

- Principles and practices of employee supervision, including work planning, assignment, review and evaluation, discipline, and the training of staff in work procedures.
- Principles, practices, and methods of the maintenance and repair work related to parks and grounds facilities.
- Equipment, tools, and materials used in maintenance activities and services related to parks and grounds facilities.
- Applicable Federal, State, and local laws, codes, and regulations.
- Basic principles and practices of budget development, administration, and accountability.
- Principles and practices of contract administration and evaluation.
- Safety principles, practices, and procedures of parks and grounds, including related equipment and hazardous materials.
- The operation and maintenance of a variety of hand and power tools, vehicles, and power equipment.
- Modern office practices, methods, and computer equipment.
- Computer applications related to the work.
- English usage, grammar, spelling, vocabulary, and punctuation.
- Techniques for dealing effectively with the public, vendors, contractors, and City staff, in person and over the telephone.
- Techniques for providing a high level of customer service to the public and City staff, in person and over the telephone.

### **Ability to:**

- Assist in developing and implementing goals, objectives, practices, policies, procedures, and work standards.

- Supervise, train, plan, organize, schedule, assign, review, and evaluate the work of staff.
- Organize, implement, and direct parks and grounds maintenance and repair operations and activities.
- Analyze, interpret, apply, and ensure compliance with Federal, State and local policies, procedures, laws, and regulations.
- Understand, interpret, and successfully communicate both orally and in writing, pertinent department policies and procedures.
- Identify problems, research and analyze relevant information, and develop and present recommendations and justification for solution.
- Perform the most complex maintenance and operations duties and operate related equipment safely and effectively.
- Develop cost estimates for supplies and equipment.
- Research, analyze, and evaluate new service delivery methods, procedures, and techniques.
- Prepare clear and concise reports, correspondence, procedures, and other written materials.
- Safely and effectively use, operate, and maintain the full range of equipment and tools required for the work.
- Perform the most complex maintenance duties and operating related equipment.
- Operate a motor vehicle safely.
- Establish and maintain a variety of manual and computerized record keeping and project management systems.
- Read, interpret, retrieve, and produce drawings, blueprints, maps, and specifications.
- Make sound, independent decisions within established policy and procedural guidelines.
- Organize and prioritize a variety of projects and multiple tasks in an effective and timely manner; organize own work, set priorities, and meet critical time deadlines.
- Operate modern office equipment including computer equipment and specialized software applications programs.
- Comprehend and use English effectively including producing all forms of communication in a clear, concise, and understandable manner to intended audiences.
- Use tact, initiative, prudence, and independent judgment within general policy, procedural, and legal guidelines.
- Establish, maintain, and foster positive and harmonious working relationships with those contacted in the course of work.

**Education and Experience:**

*Any combination of training and experience, which would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:*

Equivalent to the completion of the twelfth (12<sup>th</sup>) grade supplemented by two (2) years of college-level coursework in parks maintenance/construction technology or related field and five (5) years of increasingly responsible experience in parks and grounds maintenance experience, including three (3) of lead or supervisory experience. Additional experience as outlined above can be substituted for the required education on a year-for-year basis up to two (2) years.

**Licenses and Certifications:**

- Possession of a valid class A driver's license with the appropriate endorsements and satisfactory driving record.
- Oregon Department of Agriculture Pesticide License.
- Playground Safety Inspector Certification.

### **PHYSICAL DEMANDS**

Must possess mobility to work in a standard office setting and use standard office equipment, including a computer, as well as to work in the field; to operate a motor vehicle and to visit various City and meeting sites; vision to read printed materials and a computer screen; and hearing and speech to communicate in person, before groups, and over the telephone. This is partially a sedentary office, partially a field classification, and standing in and walking between work areas may be required. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator and to operate standard office equipment. Positions in this classification occasionally bend, stoop, kneel, reach, push, and pull drawers open and closed to retrieve and file information. Employees must possess the ability to lift, carry, push, and pull materials and objects weighing up to 75 pounds and heavier weights with the use of proper equipment.

### **ENVIRONMENTAL ELEMENTS**

Employees partly work in an office environment and partly work in the field and are exposed to loud noise levels, cold and hot temperatures, inclement weather conditions, road hazards, vibration, confining workspace, chemicals, mechanical and/or electrical hazards, and hazardous physical substances and fumes. Employees may interact with upset staff and/or public and private representatives and contractors in interpreting and enforcing departmental policies and procedures.