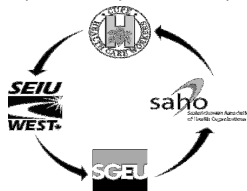


Job Evaluation Rating Documentation

<p>CUPE, SEIU, SGEU, SAHO</p> 	<p>Job Title <u>Groundskeeper</u></p> <p>Date <u>October, 2000</u></p> <p>Revised Date <u>2004</u></p> <p>Revised Date _____</p>	<p>Code</p> <p><u>115</u></p>
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<p>Decision Making</p> <p>Maintains grounds and related equipment in accordance with clearly prescribed practices. Prioritizes daily work routines. Has some choice of action associated with pesticide application.</p>	<p>Degree</p> <p><u>2.5</u></p>
<p>Education</p> <p>Grade 10.</p>	<p><u>1.0</u></p>
<p>Experience</p> <p>No previous experience. Nine (9) months on the job to gain experience with the seasonal aspects of the job, obtain specific training (e.g., commercial mower, Pesticide Applicator licence) and to become familiar with region/facility/department policies and procedures.</p>	<p><u>3.0</u></p>
<p>Independent Judgement</p> <p>Groundskeeping work such as landscaping and grounds maintenance is generally performed using established methods. Makes decisions associated with operating problems such as equipment breakdown, plant disease control and snow removal.</p>	<p><u>2.5</u></p>
<p>Working Relationships</p> <p>Requires courtesy and tact when dealing with vendors for equipment repairs or with the general public when barricading public access areas.</p>	<p><u>2.0</u></p>

Impact of Action	Degree
Provides groundskeeping services to meet quality and service requirements. Improper use of equipment may result in damage to expensive equipment. Inadequate snow clearing and maintenance of sidewalks and parking lots may result in minor injury/discomfort to others.	<u>2.0</u>
Leadership and/or Supervision May show others how to perform tasks or duties by familiarizing new employees with the work area and processes.	<u>1.0</u>
Physical Demands Frequent physical effort climbing, crouching, pushing, shoveling, heavy lifting, reaching and operating equipment.	<u>3.0</u>
Sensory Demands Occasional sensory effort when landscaping, with more concentration required when using hand/power tools and operating equipment/vehicles.	<u>1.5</u>
Environment Regular exposure to major disagreeable conditions such as chemicals, extreme temperatures, noise, unpredictable weights and sharp objects.	<u>4.0</u>