



City of Phoenix
Gardener

Job Code:	40080	Job Function:	Parks and Recreation
Salary Plan:	002	Grade:	138
FLSA:	Nonexempt	Labor Assign:	Unit 1 LIUNA 777
Benefit Cat:	001	EEO-4:	Service Maintenance
SOC:	37-3011.00	Last Revision:	July 2024

This description shall not be held to exclude other duties not specifically mentioned that are of similar kind or level of difficulty as the examples of typical functions of the classification. They are intended to describe the general nature and level of work being performed by individuals assigned to positions in this classification.

DEFINITION:

The fundamental reason this classification exists is to perform skilled maintenance of parks, gardening, or other landscaped areas. Some positions exercise lead responsibilities over unskilled employees.

DISTINGUISHING FEATURES OF THE CLASS:

This classification differs from Groundskeeper by its skill in the application of herbicides and insecticides and the ability to plant, transplant, fertilize, irrigate, cultivate and prune trees, shrubs, turf and plants.

SUPERVISION RECEIVED/GIVEN:

Supervision is received from a Parks Foreman I or other supervisor.

EXAMPLES OF TYPICAL JOB FUNCTIONS (Illustrative Only):

- Plants, irrigates, cultivates, fertilizes, and weeds desert areas
- Mixes soils, makes cuttings, transplants seedlings, trims hedges, plants, stakes, and prunes trees
- Performs sprinkler system repair, maintenance, and troubleshooting
- Flood irrigation
- Applies herbicides and insecticides
- Digs ditches and holes

REQUIRED KNOWLEDGE AND ABILITIES:

Knowledge of:

- Trees, plants, shrubs native to Arizona and their care requirements
- Gardening methods and tools
- Herbicide applications
- Irrigation systems
- Turf maintenance



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Ability to:

- Understand and follow oral and written instructions
- Read and understand herbicide and insecticide warning labels and mix and apply them in accordance with State of Arizona Office of Pest management standards
- Repair damaged trees and shrubs by pruning or chemical application
- Use hand tools, such as pick, shovel, spade, rake or similar tools and power-driven equipment such as hedge trimmers
- Move debris, dirt, or other material from one place to another
- Travel over rough, uneven, or rocky surfaces
- Direct the work of others
- Work in a variety of weather conditions with exposure to the elements
- Learn job-related material primarily through oral instruction and observation which takes place mainly in an on-the-job training setting
- Move objects weighing up to 50 pounds) short distances (20 feet or less)
- Bend or stoop repeatedly over time
- Work with cleaning fluids, chemicals, pesticides, insecticides, paints, cleaning agents or similar solutions using only normal protective equipment
- Work cooperatively with other City employees and the general public
- Work safely without presenting a direct threat to self or others

Additional Requirements:

- Requires a State of Arizona Office of Pest management (OPM) Applicator License within six months of hire
- Appointments to some positions are subject to meeting appropriate polygraph and background standards
- Some positions require the use of personal or City vehicles on City business. Individuals must be physically capable of operating the vehicles safely, possess a valid driver's license and have an acceptable driving record. Use of a personal vehicle for City business will be prohibited if the employee is not authorized to drive a City vehicle or if the employee does not have personal insurance coverage.

ACCEPTABLE EXPERIENCE AND TRAINING:

One year of experience in the care and maintenance of trees, plants, shrubs, and turf. Other combinations of experience and education that meet the minimum requirements may be substituted.