


Title: Landscape Maintenance Crew Leader	
Department: Public Works	
Status: Non-Exempt	

Summary Objective

The purpose of this position is to lead a crew in performing landscaping and ground maintenance work at all city facilities.

This position works under general supervision, independently developing work methods and sequences.

Essential Functions

The essential functions listed below are those that represent the majority of the time spent working in this class. Management may assign additional functions related to the type of work of the class as necessary.

- Coordinates, assigns and reviews work and establishes work schedules; maintains standards; monitors status of work in progress; inspects completed work assignments; answers questions; gives advice and direction as needed.
- Maintains city lawns, landscape and rights-of-way; mows, edges, and trims grass; prunes trees and shrubs.
- Maintains and services equipment.
- Picks up trash, limbs, and leaves in landscaped or other designated areas.
- Weeds and mulches landscape beds.
- Applies herbicides and pesticides.
- Plants annuals, trees, and shrubs.
- Performs related work as assigned.

Minimum Education and Experience Requirements:


- Requires High School diploma or GED equivalent.
- One (1) year of lawn maintenance or landscaping experience or an equivalent combination of education, training and experience.

Physical Demands:

Physical demands refer to the requirements for physical exertion and coordination of limb and body movement.

- Performs light to medium work that involves walking or standing virtually all of the time and also involves exerting between 20 and 50 pounds of force on a regular and recurring basis or skill, adeptness and speed in the use of the fingers, hands or limbs on repetitive operation of mechanical or electronic office or shop machines or tools within moderate tolerances or limits of accuracy.

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Unavoidable Hazards (Work Environment):

Unavoidable hazards refer to the job conditions that may lead to injury or health hazards even though precautions have been taken.

- Involves routine and frequent exposure to:
 - Bright/dim light; Dusts and pollen.
 - Extreme heat and/or cold; Wet or humid conditions.
 - Extreme noise levels, Animals/wildlife.
 - Vibration; Fumes and/or noxious odors.
 - Traffic; Moving machinery.

Special Certifications and Licenses:

- Must possess and maintain a valid state driver’s license with an acceptable driving history.
- Possession of or the ability to obtain a Commercial Pesticide Applicator license within three years.

Americans with Disabilities Act Compliance

The City of Franklin is an Equal Opportunity Employer. ADA requires the City to provide reasonable accommodations to qualified persons with disabilities. Prospective and current employees are encouraged to discuss ADA accommodations with management.

Standard Clauses

May be required to work nights, weekends and holidays to meet the business needs of the City.

This job description is not designed to cover or contain a comprehensive listing of essential functions and responsibilities that are required of an employee for this job. Other duties, responsibilities, and activities may change or be assigned at any time with or without notice.

Essential Safety Functions

It is the responsibility of each employee to comply with established policies, procedures and safe work practices. Each employee must follow safety training and instructions provided by their supervisor. Each employee must also properly wear and maintain all personal protective equipment required for their job. Finally, each employee must immediately report any unsafe work practices or unsafe conditions as well as any on-the-job injury or illnesses.

Every manager/supervisor is responsible for enforcing all safety rules and regulations. In addition, they are responsible for ensuring that a safe work environment is maintained, safe work practices are followed, and employees are properly trained.

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