

DUTY STATEMENT

DGS OHR 907 (Rev. 7/2025)

☐ Current☒ Proposed

RPA NUMBER 29675	DGS DIVISION / OFFICE or CLIENT AGENCY Facilities Management Division (FMD)	
UNIT NAME Capitol Historic Region / Franchise Tax Board (FTB)	HEADQUARTER ADDRESS (example: 707 3rd Street, West Sacramento, CA 95605) 9645 Butterfield Way, Sacramento, CA 95827	
CIVIL SERVICE CLASSIFICATION Lead Groundskeeper	POSITION NUMBER 308-228-0725-001	CBID R12
POSITION ELIGIBLE FOR TELEWORK: ☐ Yes ☒ No	PROBATIONARY PERIOD ☒ 6 Months ☐ 12 Months ☐ N/A	WORK WEEK GROUP 2
WORK SCHEDULE (DAYS / HOURS) Monday - Friday; 6:00 a.m. - 2:30 p.m.	TENURE P	
WORKING TITLE Lead Groundskeeper	TIMEBASE FT	
DESIGNATED POSITION FOR CONFLICT OF INTEREST (COI): ☐ Yes ☒ No	BILINGUAL POSITION: ☐ Yes ☒ No LANGUAGE NEEDED: ☐ Verbal ☐ Written Proficiency language in: _____	
PROPOSED INCUMBENT (IF KNOWN)	EFFECTIVE DATE	

CORE VALUES / MISSION☒ Rank and File☐ Supervisor☐ Specialist☐ Office of Administrative Hearings☐ Client Agency

The Department of General Services (DGS) Core Values and Employee Expectations are key to the success of the Department's Mission. That mission is to "Deliver results by providing timely, cost-effective services and products that support our customers." DGS employees are to adhere to the Core Values and Employee Expectations, and to perform their duties in a way that exhibits and promotes those values and expectations.

POSITION CONCEPT

Under the direction of the Supervising Groundskeeper I, the Lead Groundskeeper in the Facilities Management Division (FMD), Franchise Tax Board building leads, inspects and works with a small crew responsible for gardening, general grounds maintenance work and grounds beautification for the FMD.

SPECIAL REQUIREMENTS☒ Medical Clearance☒ Background Clearance☐ Typing☐ DMV Pull Notice☐ Drug Testing☐ Vehicle Home Storage Permit☐ Driver's License and Class (specify below in Description)☐ Certificate (specify below in Description)☐ Professional License (specify below in Description)☐ Other (specify below in Description)**Medical Clearance**

This position requires medical evaluation clearance.

Background Clearance

This position and/or location requires background investigation clearance.

ESSENTIAL FUNCTIONS

PERCENTAGE	DESCRIPTION
35%	Leads and performs groundskeeping duties by assisting with planting, cultivating, watering and fertilizing of vegetation, mowing, aerating, edging, pruning, amending soil, clearing and removing leaves, weeds, garbage and other debris in order to renovate landscape and prepare soil for transplanting plants, flowers and trees utilizing the appropriate methods and equipment such as mowers, shovels, backhoes, edge trimmers and rakes to ensure the aesthetic qualities of the building and grounds are maintained and improved.
25%	Leads in the performance of general grounds and garden maintenance work by constructing, repairing and cleaning planter borders, retaining walls, walkways, bike paths, mow strips, various

DUTY STATEMENT

DGS OHR 907 (Rev. 7/2025)

☐ Current☒ Proposed

PERCENTAGE	DESCRIPTION
	irrigation systems, drainage ditches, catch basins, drains, culverts, ponds, fountains, drinking fountains and outdoor seating utilizing various materials and appropriate hand or power tools including trenchers, shovels, backhoes, sanders, and pressure washers in order to maintain, restore and improve the natural environment to ensure public safety.
15%	Maintains equipment and gardening tools such as gas/electric powered lawn mowers, leaf blowers, edge trimmers, etc. by performing preventative maintenance and minor repairs in accordance with manufacturer guidelines utilizing various hand tools in order to maintain proper and safe operation to ensure the longevity of the state's assets and landscaping resources, and ensure maintenance is completed in accordance with manufacturer's specifications, utilizing Maximo.
10%	Implements diverse methods of pest control and supports the Integrated Pest Management (IPM) program by visually inspecting, monitoring and preventing vegetation damage from insects, disease and pests by applying granules and/or liquid fertilizers utilizing IPM's standards and practices, for all plant materials to ensure proper use of tools, equipment and chemicals, in order to oversee the control and eradication of plant pests and diseases, in accordance with FMD policies and procedures.
10%	Identifies and remedies potential safety hazards by attending training in the handling of hazardous materials and use of environmental safeguards and monitoring the work site in order to maintain a safe and healthy work environment for the benefit of all employees and the public, utilizing FMD Environmental Safety and Health processes, to ensure compliance with laws and regulations, the Occupational Safety and Health Administration, mandated safety training, the Injury and Illness Prevention Program, and Workers' Compensation protocols.

MARGINAL FUNCTIONS

PERCENTAGE	DESCRIPTION
5%	Plans and develops work schedules for the Groundskeepers by visually inspecting the work area assigned by the Supervising Groundskeeper I and assigning the work to be completed in order to meet FMD standards and guidelines to ensure timely completion of work.

WORK ENVIRONMENT AND PHYSICAL REQUIREMENTS☒ Travel (Specify the percentage in the travel box below)Travel 5 % of the time to various locations and may include overnight travel by various methods of transportation.

Work requires heavy physical and manual labor in safely handling, lifting, or carrying objects weighing up to 50 pounds, and climbing a ladder or operating a lift to reach high spaces.

Works involves reaching, stretching, bending, stooping, kneeling, and moving about to perform duties.

May encounter live or dead insects, reptiles, rodents or other wildlife in the performance of duties.

May require ability to work overtime.

Requires ability to inspect the grounds and the proper operation of machinery/equipment.

Requires use of power and noise-producing tools or equipment and driving motorized equipment or vehicles applicable to job being performed.

Requires removal of human and/or animal waste.

Requires the ability to work in any location in the regional area.

Wear safety equipment during work performance i.e. ear plugs, dust masks, eye goggles, face shield, latex gloves, cloth gloves, rubber boots or rain gear, aprons and back support.

DUTY STATEMENT

DGS OHR 907 (Rev. 7/2025)

☐ Current☒ Proposed

Wear unaltered FMD supplied shirts according to current uniform and safety requirements.

Work involves exposure to unusual elements, such as confined spaces, uneven ground surfaces, extreme temperatures, dust, fumes, unpleasant odors, and loud noises and may involve exposure to hazardous chemicals or physical risks which requires following basic safety precautions.

Work involves use of a computer.

DESIRABLE QUALIFICATIONS

You are a valued member of the department's team. You are expected to work cooperatively with team members and others to enable the department to provide the highest level of service possible. Your creativity and productivity are encouraged. Your efforts to treat others fairly, honestly and with respect are important to everyone who works with you.

I have discussed these duties with my supervisor and have received a copy of the duty statement. I have read and understand the duties and essential functions listed above and I am able to complete the essential functions with or without a reasonable accommodation. (If you believe you need a reasonable accommodation or you are unsure if you need a reasonable accommodation, please inform the hiring manager and contact the Reasonable Accommodation Unit at reasonableaccommodation@dgs.ca.gov)

EMPLOYEE NAME	EMPLOYEE SIGNATURE	DATE SIGNED

I have discussed the duties of the position with the employee and certify the duty statement represents an accurate description of the essential functions of the position. I have provided the employee with a copy of this duty statement.

SUPERVISOR NAME	SUPERVISOR SIGNATURE	DATE SIGNED

C & P APPROVED BY	DATE SIGNED