



## Groundskeeper

Exam Code: 3PB35

Department: State of California  
Final Filing Date: Scheduled periodically  
Type of Examination: Servicewide, Open

### CLASSIFICATION DETAILS

**Groundskeeper** – \$3,069.00 - \$4,002.00 per month

#### Who Should Apply:

Applicants who meet the minimum qualifications as stated on this bulletin may apply for and take this exam.

#### How to Apply:

Self-scheduling for this examination is offered on a first-come-first-served basis for each written exam date. Please be aware that, although seating is limited and scheduling will conclude once all seats are filled for a specific written exam date, additional self-scheduling dates and exam locations will be posted. If you schedule an exam date and do not appear, you will not be able to re-schedule for at least 6 weeks.

**Once you have taken the examination, you may not retake it for 12 months.**

Check this bulletin regularly for future exam dates.

**ON THE SELF-SCHEDULING DATE, PLEASE GO TO THE “Taking the Exam” SECTION OF THIS BULLETIN TO BEGIN THE SCHEDULING PROCESS.**

### MINIMUM QUALIFICATIONS

All applicants must meet the education and/or experience requirements as stated on this exam bulletin to be accepted into the examination. Part-time or full-time jobs, regardless of whether paid or volunteer positions, and inside or outside California state service will count

toward experience.

## Groundskeeper

### EITHER I

Six months of experience in the California state service performing the duties of a Service Assistant (Maintenance).

### OR II

One year of experience in [flower gardening and general grounds maintenance work](#).

### OR III

Successful completion of a [formal vocational training program in flower gardening and general grounds maintenance work](#) such as those operated under the Manpower Development Training Act, the Work Incentive Program, or similar programs operated by State, Federal, or local agencies through school districts.

### OR IV

Education: Completion of a [two-year curriculum in ornamental horticulture or landscape work](#) at the junior college or college level. (Persons registered in the last year of the required curriculum will be admitted to the examination, but must produce evidence of completion of the required education before eligible for appointment.)

## POSITION DESCRIPTION

### Groundskeeper

Plants, cultivates, waters and sprays ornamental plants, shrubs, hedges, trees and flowers, and propagates cuttings; plants and cares for lawns; maintains plants along highways and in semiarid regions; rakes leaves, hoes weeds, and performs general grounds maintenance work; prepares and treats soils for planting and spades and fertilizes flower beds and sets out plants; supervises the work of inmate or patient helpers; keeps greenhouses and other buildings in repair and free from diseases and pests; keeps grounds clean and orderly; maintains hoses, tools, supplies, and equipment in proper condition and repair; trims trees, hedges, and shrubs and erects tree supports; does general laboring tasks related to grounds and garden maintenance work.

## EXAMINATION SCOPE

This examination consists of the following components:

**Multiple Choice Written Examination** – Weighted 100% of the final score

A final score of 70% must be attained to be placed on the eligible list.

In addition to evaluating applicants' relative knowledge, skills, and ability, as demonstrated by quality and breadth of education and/or experience, emphasis in each exam component will be on measuring competitively, relative job demands, each applicant's:

Knowledge of:

1. The methods of planting/replanting landscape vegetation (e.g., plants, flowers, hedges, shrubs, lawns, trees) in accordance with proper safety and aesthetic/horticultural standards.
2. The irrigation/sprinkler system to ensure vegetation is properly irrigated/tended.
3. Weed control methods to help control and eradicate noxious weeds/vegetation.
4. The approved methods and materials used to control common plant diseases and insect pests.
5. Knowledge of the laws, rules and regulations relevant to the department and the successful completion of work activities.
6. Knowledge of the Material Safety Data Sheet (MSDS) to ensure personal safety and safety of coworkers and public.
7. Knowledge of the California Vehicle Code as it pertains to the loading and operation of motor vehicles.
8. Knowledge of basic safe work provisions and Personal Protective Equipment (PPE) to ensure personal safety and safety of others.
9. Knowledge of basic safe work practices to ensure personal safety and safety of coworkers and the public.
10. Knowledge of basic mathematics (e.g., addition, subtraction, division, multiplication) to calculate ratios, determine measurements, and perform work activities.

Ability to:

1. Tend/cultivate landscape vegetation (e.g., plants, flowers, hedges, shrubs, lawns, trees) using various tools and equipment in accordance with proper safety and aesthetic/horticultural standards.
2. Repair irrigation/sprinkler system to ensure vegetation is properly irrigated/tended.
3. Determine which plants/vegetation are appropriate for which landscape scenarios.
4. Perform minor construction, repair and maintenance work to ensure tools and facilities are in proper working condition.
5. Ability to apply fertilizers and various chemical solutions to vegetation in accordance with departmental safety standards.
6. Ability to identify hazardous and/or bio-hazardous material and notify chain of command to initiate proper removal and disposal.
7. Ability to use various hand tools (e.g., shovels, picks, hoes, rakes) under various work/weather conditions to ensure successful completion of work activities.
8. Ability to use various pneumatic and/or power tools (e.g., chainsaws, air guns, blower, string, trimmers, edgers, hedge trimmers) under various work/weather conditions to ensure successful completion of work activities.
9. Ability to make minor repairs to grounds maintenance equipment (e.g., string trimmers, edgers, lawn mowers, hedge trimmers) to ensure proper working

condition.

10. Ability to operate various grounds maintenance equipment (e.g., tractors, lawn mowers, riding mowers, man lifts, utility vehicles, fork lifts).
11. Ability to operate a two-way radio to ensure information is being communicated appropriately.
12. Ability to operate standard office equipment (i.e., telephone, fax, copier and calculator).
13. Ability to hear and see adequately to ensure personal safety and successfully carry out work activities.
14. Ability to write clearly and concisely using proper spelling, grammar, syntax and sentence structure to present information clearly.
15. Ability to read and interpret written material (e.g., pesticide labels, directions, instructions, reports) and apply that information to specific work situations.

## ELIGIBLE LIST INFORMATION

A service-wide, open eligible list for the **Groundskeeper** classification will be established for:

State of California (all State of California departments, statewide)

The names of successful competitors will be merged onto the eligible list in order of final score regardless of exam date. Eligibility expires **12 months** after it is established. Applicants must then retake the examination to reestablish eligibility.

Veterans' Preference will be granted for this examination. In accordance with Government Codes 18973.1 and 18973.5, whenever any veteran, or widow or widower of a veteran achieves a passing score on an open examination, he or she shall be ranked in the top rank of the resulting eligible list.

Veteran status is verified by the California Department of Human Resources (CalHR). Information on this program and the Veterans' Preference Application (Std. 1093) is available [online](#). Additional information on veteran benefits is available at the Department of Veterans Affairs.

Career Credits are not granted for examinations administered on an Open basis or Promotional basis.

## EXAMINATION INFORMATION

The examination will consist of a written test, multiple choice, weighted 100%. To obtain a position on the eligible list, a minimum score of 70% must be attained. The written test is

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designed to evaluate a candidate's knowledge in the areas of (1) Arithmetic Calculations, (2) Written Communication, and (3) Data Accuracy.

This examination will also allow for the use of calculators, and these will be issued to the candidates on the written test date by the California Department of Human Resources. The use of a candidate's personal calculator will not be permitted.

**For an examination with a written feature**, it is the candidate's responsibility to print his/her "Notice to Appear" and present the notice on the date, time, and location of the test date.

**Examination Locations:** When a written test is part of the examination, it will be given in such places in California as the number of candidates and conditions warrant. However, locations of interviews or performance evaluations may be limited or extended as conditions warrant.

**Applications are available at** [www.jobs.ca.gov](http://www.jobs.ca.gov) and local offices of the Employment Development Department.

**Security and Confidentiality of Examination:** Pursuant to Government Code Section 19860. "It is unlawful for any person: (a) Willfully by himself or in cooperation with another person to defeat, deceive, or obstruct any person with respect to his right of examination, application, or employment under this part or board rule. (b) Willfully and falsely to mark, grade, estimate, or report upon the examination or proper standing of any person examined or certified under this part or board rule, or to aid in so doing, or make any false representation concerning the same or the person examined. (c) Willfully to furnish to any person any special or secret information for the purpose of either improving or injuring the prospects or chances of any person examined, certified or to be examined or certified under this part or board rule."

Pursuant to Government Code 19681. "It is unlawful for any person: (a) To practice any deception or fraud with regard to his identity in connection with any examination, application, or request to be examined. (b) To obtain examination questions or other examination material except by specific authorization either before, during, or after an examination or use or purport to use any such examination questions or materials for the purpose of instructing or coaching or preparing candidates for examinations. (c) To use any unfair means to cause or attempt to cause any eligible to waive any rights obtained under this part."

## PREPARING FOR THE EXAMINATION

**Here is a list of suggested resources to have available prior to taking the exam.**

**Employment History:** Employment dates, job titles, organization names and addresses,

names of supervisors or persons who can verify your job responsibilities, and phone numbers of persons listed above.

**Education:** School names and addresses, degrees earned, dates attended, courses taken (verifiable on a transcript), persons or offices who can verify education, and phone numbers of persons or offices listed above.

**Training:** Class titles, certifications received, names of persons who can verify your training, and phone numbers of persons listed above.

## TAKING THE EXAM

**You must schedule yourself to participate in this written examination.** Self-scheduling for this examination is offered on a first-come-first-served basis for each written date. Although seating is limited and scheduling will conclude once all the available seats are filled for a specific written exam date, additional self-scheduling dates and test locations will be posted in the future.

**Self-Scheduling Opens**

**Written Exam Date(s)**

**Exam Location (s)**

**Test dates are posted here as needs warrant. Please check this area periodically for open testing.**

[Schedule](#) a written exam for the Groundskeeper classification.

**Please note: If you have a disability and need special testing arrangements, please select the Reasonable Accommodation box during the self-scheduling process.**

## TESTING DEPARTMENTS

State of California (all State of California departments)

## CONTACT INFORMATION

California Department of Human Resources  
CalCareer Service Center  
1810 16<sup>th</sup> Street  
Sacramento, CA 95814

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Phone: (866) 844-8671  
[CalCareer@CalHR.CA.GOV](mailto:CalCareer@CalHR.CA.GOV)

California Relay Service: 7-1-1 (TTY and voice)

TTY is a Telecommunications Device for the Deaf, and is reachable only from phones equipped with a TTY Device.

## EQUAL OPPORTUNITY EMPLOYER

The State of California is an equal opportunity employer to all, regardless of age, ancestry, color, disability (mental and physical), exercising the right of family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex (includes pregnancy, childbirth, breastfeeding, and related medical conditions), and sexual orientation.

## DRUG-FREE STATEMENT

It is an objective of the State of California to achieve a drug-free State work place. Any applicant for State employment will be expected to behave in accordance with this objective, because the use of illegal drugs is inconsistent with the law of the State, the rules governing civil service, and the special trust placed in public servants.

## GENERAL INFORMATION

The Examination/Employment Application (STD 678) is available at the California Department of Human Resources, local offices of the Employment Development Department, and through your CalCareer account ([www.CalCareers.ca.gov](http://www.CalCareers.ca.gov)).

**If you meet the requirements** stated on this examination bulletin, you may take this competitive examination. Possession of the entrance requirements does not assure a place on the eligible list. Your performance in the examination described in this bulletin will be rated against a predetermined job-related rating, and all applicants who pass will be ranked according to their scores.

**The California Department of Human Resources (CalHR)** reserves the right to revise the examination plan to better meet the needs of the service, if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service laws and rules, and all applicants will be notified.

**General Qualifications:** Applicants must possess essential personal qualifications including integrity, initiative, dependability, good judgment, the ability to work cooperatively with others, and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination may be required. In open examinations, investigation may be made of employment records and personal history, and fingerprinting may be required.

**Eligible Lists:** Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) sub-divisional promotional, 2) departmental promotional, 3) multi-departmental promotional, 4) service-wide promotional, 5) departmental open, and 6) open. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in one to four years unless otherwise stated on the exam bulletin.