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**Job Title:** Lawn Maintenance Laborer

**Company:** Serene Landscape Group

**Department:** Maintenance

**FLSA Status:** Non-Exempt

**Location:** Plymouth

**O.T. Eligible?** Yes

**REPORTS TO:** Production Manager

**ESSENTIAL DUTIES AND RESPONSIBILITIES** To perform this job successfully, an individual must be able to perform the essential duties satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.

- Use of hand and power tools to perform a wide range of landscape and irrigation duties.
- Use of edger, weed whip, and walk behind mower
- Operate and maintain riding lawnmower or zero-turn mower
- Ability to determine wanted and unwanted vegetation.
- Following safety practices.
- Cleanup of job sites; consisting of debris, household materials, etc.
- Carry a sense of urgency to assure work is done in a timely manner.
- Work for extended periods of time in various weather conditions.

**Other Essential Skills:**

- Ability to use power and hand tools.
- Ability to teach and train new laborers.
- Ability to follow plans as shown on a map of property.
- Wear and operate backpack blower.

**Job Qualifications:**

- Previous lawn care experience is preferred, but not required
- Chauffeur's license with MDOT card is encouraged.
- Due to the inherently dangerous nature of the industry and the requirements to work with or around hazardous equipment, employees must be able to maintain attention and concentration for extended periods of time.
- Must be able to wear PPE as necessary.
- Must be able to enter and exit a vehicle numerous times a day.
- Must be able to withstand exposure to all kinds of weather while completing work assignments, i.e., rain, heat, sun, cold.
- Must be able to traverse various terrains.
- Must be able to write, read and comprehend written and verbal job instructions/information.
- Must be able to communicate with others.
- Must be able to maintain attention during dangerous tasks.

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- Must be able to lift, move and maneuver up to 50 pounds on an infrequent basis, and up to 10 pounds on a frequent basis.
- Must have endurance necessary to perform these duties throughout a standard eight or ten hour day. Must be able to work long hours and overtime during emergencies (including holidays, weekends, etc. Subject to call out work).
- Must have knowledge of heavy equipment.
- Must have sufficient eyesight to judge distances and coordination to get and use the appropriate equipment and tools.
- Must be able to operate and service all required tools and equipment.
- Must have transportation to and from the show up location.
- Must be willing to travel out of state for emergency storm work.
- Must be able to pass a background check and Motor Vehicle Records Check (MVR).
- Must have a valid driver's license.

**Hazards**

- Work in/or about situations near direct automotive traffic.
- Work near or about natural bodies of water.
- Work in extreme conditions (hot and cold), as well as direct sunlight for extended periods.
- Ability to lift, carry, load, unload burlaps, bags, and plant cuttings up to 50 lbs.

**Physical Requirements:**

<b>Key:</b>									
Rarely = less than 10%									
Occasionally = up to 33%									
Frequently = up to 66%									
Continuously = 67% to 100%									
<b>Activity:</b>	<b>R</b>	<b>O</b>	<b>F</b>	<b>C</b>	<b>Activity:</b>	<b>R</b>	<b>O</b>	<b>F</b>	<b>C</b>
Standing				X	Seeing				X
Walking				X	Reading			X	
Sitting		X			Reaching			X	
Stooping			X		Range of Motion				X

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Kneeling			X		Hearing – Speech Range			X	
Squatting			X		Depth Perception			X	
Body Twisting			X		Color Vision			X	
Crawling	X				Lifting			X	
Sense of Touch			X		Carrying			X	
Manual Dexterity				X	Pushing		X		
Speaking Clearly			X		Pulling		X		
Seeing Distant				X	Climbing Ladders	X			
Climbing On/Off Truck				X	Climbing Stairs		X		
Climbing Poles	X				Balancing		X		
Gripping				X	Lifting Up to 10 lbs.			X	
Lifting Over 10 lbs. to 50 lbs.				X	Lifting Up to 50 lbs.			X	

Individuals must be able to perform the essential functions of the position with or without a reasonable accommodation. Individuals with a disability who desire a reasonable accommodation should contact the Human Resources Manager at 734-416-9602.

Serene Landscape Group is an Equal Opportunity Employer, including disabled and vets.

Revised 09/18/2020

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