

CITY OF PULLMAN, WASHINGTON

CLASS SPECIFICATION

HORTICULTURIST

2311

GENERAL PURPOSE:

Designs, displays and propagates flowers and plants at the Lawsen Gardens greenhouse. Operates and maintains greenhouses and performs maintenance work to care for flowers, plants and trees.

CLASSIFICATION SUMMARY:

The Horticulturist is a professional position with the primary function of cultivating gardens and performing related maintenance work. The Horticulturist is assigned to Lawson Gardens but may work at any other City facility or site as directed. As the professional position involved in park maintenance and flower, plant and tree care, the employee in this position provides advice to coworkers on design, care and maintenance of various gardens and planting sites throughout the City. The Horticulturist performs much of the same work as Parks Maintenance Workers. Supervision of seasonal workers. The position reports to the Parks Superintendent who evaluated work based on the attainment of assigned goals, competence of advice given and work performed. Due to the nature of the job, compatibility with the staff and public and the quality of the design and appearance of floral gardens and others areas is also evaluated.

ILLUSTRATIVE EXAMPLES OF ESSENTIAL DUTIES AND RESPONSIBILITIES:

Develops maintenance, planting and growing schedules; creates floral displays in Lawson Gardens and at other sites; makes a list of flowers and plants to give the desired effect; organizes list according to color, texture, and height.

Organizes plants according to seeding and planting dates; propagates trees, shrubs, flowers, and indoor plants for floral displays; transplants flowers and plants according to designs and drawings; waters, prunes, fertilizes, and applies growth regulations; applies herbicides and pesticides.

Plants, transplants, and prunes trees and shrubs; mows, waters, and fertilizes turf; applies herbicides and fungicides to turf; repairs cracks in pond; cleans bricks with acid.

Gives demonstrations and presentations on designing, constructing and maintaining gardens; may provide information or media interviews about gardens; provides advice to coworkers and the public on the design and care of gardens.

Keeps hand and power equipment in operating condition; participates in the construction and maintenance of greenhouses; designs, installs, and repairs irrigation systems.

Directs seasonal workers in landscape maintenance and construction work; trains staff on proper horticulture maintenance practices.

Attends work on a regular and dependable basis.

Interacts in a professional and respectful manner with city staff and the public.

OTHER JOB FUNCTIONS:

Perform other duties as assigned.

SELECTION FACTORS:

(Applicants will be asked to describe their previous experience and training for each of the following selection factors. These factors will be the basis for selecting the most qualified applicants to be interviewed. Candidates selected for employment must satisfactorily demonstrate possession of these factors during a prescribed probationary period, and afterwards, for continued employment.)

Knowledge of:

- The methods of propagating and caring for horticultural specimens under a variety of environmental, use, and seasonal conditions;
- Plant biology and common and botanical names of trees, flowers, shrubs, and grasses peculiar to the area;
- Weeds, pests, and diseases peculiar to the area and the composition and uses of insecticides, fungicides, and herbicides for their control;
- Plant growth and growing requirements, plant varieties and protection.

Ability to:

- Plan and design attractive floral displays and to propagate a variety of flowers and plants;
- Recognize and identify varieties of plants in varying stages of growth;
- Deal with the public in a pleasant and courteous manner;
- Obtain a Washington State Department of Agriculture Pesticide Applicators license within one month after employment;
- Diagnose plant disorders and take proper action;
- Develop maintenance priorities and schedules;
- Supervise the work of seasonal laborers;
- Establish and maintain effective working relationships with other employees and the general public;
- Use a variety of hand and power tools and equipment related to work;
- Provide quality services in a cost-effective manner and to recommend improved methods of performing the work;
- Physically perform the essential functions of the job;
- Obtain and maintain a valid driver's license and a safe driving record.

MINIMUM QUALIFICATIONS:

(Persons applying for a position of this class should have any combination of the following experience and training.)

Three years of experience in horticulture, greenhouse, or landscaping work involving responsibility for the design of floral displays and the propagation and care of turf, flowers, and shrubs, and trees; and a bachelor's degree in horticulture or a related field. Two additional years of experience may be substituted for the bachelor's degree; or any equivalent combination of experience and training.

TOOLS AND EQUIPMENT USED:

Mower, weed trimmer, rototiller, tractor and attachments, forklift, tablesaw, radial arm saw, bandsaw, arc welder, snow shovel, snowplow, computer.

WORK ENVIRONMENT:

(The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.)

While performing the duties of this job, the employee frequently works in outside weather conditions. The employee is often exposed to wet and/or humid conditions, fumes, toxic or caustic chemicals, and occasionally works near moving mechanical parts. The employee must frequently lift and/or move up to 25 pounds, and occasionally lift weights up to 100 pounds.

The noise level in the work environment varies between moderately quiet and moderately noisy, depending on tasks being performed.

The examples of duties are intended only as illustrations of the various types of work performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position.

The job description does not constitute an employment agreement between the employer and the employee and is subject to change by the employer as the needs of the employer and requirements of the job change.

FLSA Classification:Non-Exempt

Adopted: 1/88 Revised: 9/91, 5/94, 6/99, 12/01, 05/07