

CalHR Test Item/KSAPC Linkage Sheet Groundskeeper Written Examination

	CalHR's Job Analysis KSAPC Statement		Department's Job Analysis KSAPC Statement
1.	Knowledge of the methods of planting/replanting landscape vegetation (e.g., plants, flowers, hedges, shrubs, lawns, trees) in accordance with proper safety and aesthetic/horticultural standards.	1.	
2.	Ability to 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.	
3.	Knowledge of the irrigation/sprinkler system to ensure vegetation is being properly irrigated/tended.	3.	
4.	Ability to repair irrigation/sprinkler system to ensure vegetation is being properly irrigated/tended.	4.	
5.	Knowledge of weed control methods to help control and eradicate noxious weeds/vegetation.	5.	
6.	Knowledge of the approved methods and materials used to control common plant diseases and insect pests.	6.	
7.	Ability to determine which plants/vegetation are appropriate for which landscape scenarios.	7.	
8.	Knowledge of the laws, rules and regulations relevant to the department and the successful completion of work activities.	8.	
9.	Ability to apply fertilizers and various chemical solutions to vegetation in accordance with departmental safety standards.	9.	

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10.	Ability to identify hazardous and/or bio-hazardous material and notify chain of command to initiate proper removal and disposal.	10.	
11.	Ability to use various hand tools (e.g., shovels, picks, hoes, rakes) under various work/weather conditions to ensure successful completion of work activities.	11.	
12.	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.	12.	
13.	Knowledge of basic safe work provisions and Personal Protective Equipment (PPE) to ensure personal safety and safety of others.	13.	
14.	Ability to wear/use respirator and other protective gear to ensure personal safety in compliance with State rules and regulations.	14.	
15.	Knowledge of basic safe work practices to ensure personal safety and safety of coworkers and public.	15.	
16.	Ability to analyze work situations accurately and make sound decisions to ensure successful completion of work activities.	16.	
17.	Ability to prioritize job assignments to ensure projects are completed in a timely manner.	17.	
18.	Ability to analyze situations and take effective action to ensure the interests of the department are protected.	18.	
19.	Ability to communicate effectively on a one-to-one basis to facilitate the exchange of ideas and ensure the interests of the department are protected.	19.	

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20.	Ability to communicate verbally in stressful situations (e.g., emergency situations, dealing with hostile/angry individuals) to ensure the successful completion of work tasks.	20.	
21.	Ability to work in extreme weather conditions to ensure the successful completion of work tasks.	21.	