Founded in 1969, GREENLAWN has established itself as one of the Blue Water Area's largest and successful providers of quality residential and commercial landscape management services. GREENLAWN'S founding principles of trust, honesty and respect are evident in all we do. We look for team members with high personal standards who approach their work with a commitment to quality and superior customer service.

GREENLAWN is seeking experienced **Lawn Technician Applicators and Groundskeeping Workers.** Our Applicators have the rewarding opportunity to manage, coordinate and monitor the performance of the lawns and landscapes throughout St. Clair County, and surrounding counties. Applicators are responsible for ensuring that our clients' expectations for their lawn and landscape are being met or exceeded.

**JOB REQUIREMENTS**

- Prior lawn care work experience is preferred
- Ability to work effectively in a team environment.
- Highest priority on quality, people skills, and goal orientation.
- Must be able to read and comprehend written instructions, safety regulations regarding the performance of job duties, and understand and comply with oral instructions.
- Must be able to identify and have knowledge of the growth habits of lawns, plants, trees, and shrubs found in Southeast Michigan.
- Must be able to use lawn and tree sprayers, landscape tools and equipment and must be able to descend/ascend from ground level.
- Must be able to raise/carry and hold 50 lb. bags up to 20 times per day. Must be able to move loads of 30 lbs. distances up to 300 yards and be able to move 75 lbs. distances up to 150 feet.
- Must have sufficient visual acuity, with or without corrective lenses and sufficient auditory acuity with or without accommodation.
- Must be able to tolerate temperatures ranging from 0 F to 90 F and be able to tolerate prolonged exposure to sunlight.
- A DOT physical examination is required.
- A valid Michigan chauffeur driver's license is required
- A current copy of driver's license MVR from the Secretary of State is required

**Pay Scale for Certified Lawn Technicians**

1. Starting hourly pay rate $12.00/hour for work completed in the certified area of 3A, 3B, & 6.
2. After 14 working days there will be a $1.00 per hour incentive for each hour worked, per pay period, **IF** there is no time loss. Time loss is considered clocking in after scheduled start time **or any missed scheduled work days.**
3. Time and one half of regular pay will be paid after 42.5 hours. If management chooses to work four (4), ten (10) hour work days for the work week, overtime will be paid after 42 hours of work during the scheduled work week. Sufficient (a minimum of one week) notice will be given before any type of work week schedule change(s).
4. Greenlawn will pay its employees a 1 - half hour lunch per 8, or 10, hour work day.
5. After 30 working days, and performance appraisal, **POSSIBLE** pay increase to $13.00 ($14.00 with incentive).
6. After 60 working days, holidays which fall on regularly scheduled work days will be paid at the regular hourly rate only if the is no time loss the day before, or the day after the holiday (see #2 above). Each holiday will be paid as an 8 hour work day.
7. 10% commission is provided by Greenlawn for the employee if new sales are generated by the employee during the current season only. The 10% sales commission does not continue for the following year. The commission is provided only if daily production is not sacrificed and the funds for the service(s) sold have cleared the bank.

8. Greenlawn offers major medical insurance to hourly full time employees working 32+ hours per week through the scheduled working season. In addition, the employee must supplement the insurance program by contributing 10% of the total premium for the insurance program each month. This contribution will be deducted the last pay of each month. This plan will be implemented after 90 days for new employees.

9. The Greenlawn employee is expected to service an average of approximately 200,000 (+/-) square feet during a regular 8 hour lawn application day. Additional square footage application is expected if management chooses to work the 10 hour, 4 day work week. The expected square footage will be dependent upon mileage, size of accounts, assistance of an additional applicator, and weather.

10. The Greenlawn employee must agree to follow all descriptions, performance factors, functions, working conditions, demands, hazards, and notes per the Job Description Title:37-3011.00 Landscaping and Groundskeeping workers and/or 37-3012.00 - Pesticide handlers, Sprayers, and Applicators, along with the Non-Compete, and cell phone/seat belt contracts.

11. This Contract is considered At Will Employment.

**Pay Scale for Groundskeeper**

1. Starting pay rate $9.00/hour for any work completed in the work scope 37-3011.00 Landscaping and Groundskeeping Workers.
2. After a 14 working day training period there will be a $1.00/hour incentive for each hour worked, **PER PAY PERIOD, IF** there is no time loss. Time loss is considered: punch-in after the scheduled start time **OR ANY** missed scheduled work days. 3 time losses accumulated during the 14 day training period will result in termination.
3. Time and one half of regular pay will be paid after 42.5 hours. If management chooses to work four (4), ten (10) hour work days for the work week, overtime will be paid after 42 hours of work during the scheduled work week. Sufficient (a minimum of one week) notice will be given before any type of work week schedule change(s).
4. Greenlawn will pay its employees a 1 - half hour lunch per 8, or 10, hour work day.
5. After 30 working days, and performance appraisal, **POSSIBLE** pay increase to $10.00 ($11.00 with incentive).
6. After 60 working days, holidays which fall on regularly scheduled work days will be paid at the regular hourly rate only if the is no time loss the day before, or the day after the holiday (see #2 above). Each holiday will be paid as an 8 hour work day.

7. 10% commission is paid by Greenlawn for the employee if new sales are generated by the employee during the current season only. The 10% sales commission does not continue the following year. The commission is provided only if daily production is not sacrificed and the funds for the service(s) sold have cleared the bank.

8. The employee must agree to follow all descriptions, performance factors, functions, working conditions, demands, hazards, and notes per the Greenlawn Job Description Title:37-3011.00 Landscaping and Groundskeeping workers and/or 37-3012.00 - Pesticide handlers, Sprayers, and Applicators, along with the Non-Compete, and cell phone/seat belt contracts.

9. Employment is considered At Will Employment.

Contact Greenlawn at (810) 982-6313 or email info@callgreenlawn.com for an application.