

City of Covington Job Posting
Grounds Maintenance Worker

Date: June 2026
Department: Public Works

Grade Number: GR 3
FLSA Status: Non-Exempt

GENERAL PURPOSE: Performs a variety of entry-skilled and semi-skilled work and operates a variety of equipment in the maintenance of grounds, streets, roads, and rights-of-way.

SUPERVISION RECEIVED: Works under the immediate supervision of the Grounds Maintenance Supervisor.

SUPERVISION EXERCISED: None.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Operates and performs routine maintenance on mowing/cutting equipment
- Weed eating, trimming, cutting grass and landscaping
- Removes debris from streets and city property
- Loads/unloads dirt, gravel, trash, garbage
- Works as part of crew in road repair, gravel spreading or ditch digging
- Maintains radio or other communications with the office to receive or report variances to standard operations
- Conducts a daily inspection of tire air pressures, hydraulic pressure, air tanks, hydraulic fluids, transmission fluids, power steering, lights, and other critical parts of equipment prior to the execution of the daily tasks
- Performs routine inspection and preventive maintenance on assigned equipment and refer defects or needed repairs to supervisor; cleans equipment.
- Plants flowers, trees, and shrubs
- Monitors and maintains plant health
- Removes dead, damaged, or unwanted trees
- Operates and handles the leaf machine to clean leaves from the City streets and ditches
- Works shovel and other machinery in the removal of snow or ice. Cuts trees, limbs and other debris
- Performs all duties in conformance to appropriate safety and security standards
- Performs other duties as may be assigned by supervisor

PERIPHERAL DUTIES: None

DESIRED MINIMUM QUALIFICATIONS

Education and Experience:

- (A) graduation from high school or GED equivalent, and
- (B) any equivalent combination of education and experience.

Necessary knowledge, Skills and Abilities:

(A) some knowledge of equipment, methods and procedures for operation of tractors, mowers, weed eaters, and common hand tools.

(B) skill in operation of the listed tools and equipment.

(C) ability to perform heavy manual tasks for extended periods of time; work safely; establish and maintain effective working relationships with employees, supervisors and the public; understand and carry out written and oral instructions.

SPECIAL REQUIREMENTS: Valid State Driver's license

TOOLS AND EQUIPMENT USED

Motorized vehicles and equipment, including medium size tractors, rotary mowers, weed eaters, utility truck, hydraulic lifts, common hand and power tools, pitch fork, wrenches, shovels, rakes, hoes and mobile or portable radio.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform 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 is regularly required to use hands to finger, handle, feel or operate objects, tools, or controls and reach with hands and arms. The employee frequently is required to stand and walk and sit. The employee is occasionally required to hear and talk.

The employee must constantly lift and/or move up to 65 pounds and occasionally lift and/or move up to 100 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

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 regularly works in outside weather conditions which at times may be extreme. The employee frequently works near moving mechanical parts and is frequently exposed to wet and/or humid conditions and vibration. The employee is occasionally exposed to fumes or airborne particles, toxic or caustic chemicals.

The noise level in the work environment is moderate to loud.

SELECTION GUIDELINES

Formal application, rating of education and experience; oral interview and reference check; job related tests may be required. Medical evaluation (physical), background check, and drug screen required of selected applicants.

The duties listed above are intended only as illustrations of the various types of work that may be 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 City and the employee and is subject to change by the City as the needs of the City and requirements of the job change.

COMPENSATION AND BENEFITS

The compensation listed in this job description is specific to this position and takes into account a number of variables. This estimated range is based on various factors, including, but not limited to, job duties, experience, expertise, and established grades within our organization. A reasonable annual estimate of the range for this role based on the variables previously mentioned is: **\$29,640 – \$40,532**.

Benefits include state provided medical, dental, and vision coverage, automatic enrollment and contribution to the Tennessee Consolidated Retirement System, 401(K) employee funded account, State of Tennessee Employee Assistance Program, tuition reimbursement, and paid personal and sick leave through service accrual.

EEOC Statement

The City of Covington is committed to a policy of equal employment opportunity for all applicants and employees. The City will comply with all applicable laws prohibiting discrimination against employees and applicants for employment on the basis of race, creed, color, religion, sex, age, gender, national origin, disability, or veteran status and any other status that is now protected by applicable law or may be protected in the future. Such compliance will occur in all employment decisions and actions regarding matters such as, but not limited to, recruitment, hiring, promotions, transfers, layoffs, disciplinary action, termination, compensation, benefits, and City-sponsored training, education, and education assistance.