



Job Title: Grounds Herbicide Insecticide

Exemption Status/Test: Non-Exempt

Reports to: IPM Coordinator

Date Revised: March 2025

Dept. /School: Maintenance

Pay Grade: MT06

Primary Purpose:

Responsible for insect and weed control at all District facilities.

Qualifications:

Education/Certification:

- High School Diploma or equivalent
- Valid Texas driver's license with good driving record/CDL preferred
- Herbicide/Pesticide applicators license preferred or ability to obtain within six (6) months of employment

Experience:

- Minimum of two (2) years of related experience preferred

Special Knowledge/Skills:

- Ability to treat grounds for various insects, including fire ants
- Ability to make dormant weed applications
- Ability to fertilize grounds when needed during various seasons
- Knowledge of operation of Heavy equipment (Tractors, Boom Sprayers, RTV)
- Ability to follow directions
- Ability to handle high-volume, fast-paced workloads
- Ability to get along with others
- Ability to complete tasks on time
- Ability to comply with flexible work hours

Major Responsibilities and Duties:

1. Safely mixing, preparing, and applying herbicides (for weeds) and insecticides (for pests) using sprayers or other application equipment.
2. Following guidelines for proper usage rates, timing, and methods to minimize environmental impact and health risks.
3. Inspecting areas for weed or pest infestations and determining the appropriate chemical treatments.
4. Identifying different species of weeds or insects to select the correct herbicide or insecticide for the job.
5. Maintaining records of the chemicals used, application dates, areas treated, weather conditions, and compliance with local regulations.
6. Inspecting and maintaining application equipment, including sprayers, pumps, and tanks, to ensure proper functioning and safe operation.
7. Cleaning equipment after use to prevent contamination and ensure longevity.
8. Adhering to safety regulations and guidelines, including properly handling, storing, and disposing of chemicals.
9. Use personal protective equipment (PPE) such as gloves, goggles, and respirators to reduce exposure to potentially hazardous chemicals.



10. Understanding and mitigating the environmental impacts of chemical applications, including runoff, groundwater contamination, and harm to non-target species.
11. Integrating pest management (IPM) techniques reduces chemical use and promotes sustainable practices.
12. Informing property owners, managers, or supervisors about the pest control strategy, results, and any potential risks associated with the treatment.
13. Keeping up with updated laws, industry standards, and new developments in herbicides and insecticides.
14. Following federal, state, and local laws regarding using restricted chemicals and applying only in authorized areas.
15. Maintaining a valid license or certification required for chemical application, where applicable.
16. Perform all other duties as assigned.

Supervisory Responsibilities:

None

Mental Demands/Physical Demands/Environmental Factors

Tools/Equipment Used: Must be skilled with a variety of lawn tools

Posture: Frequent standing, kneeling/squatting, bending/stooping, pushing/pulling, and twisting; may work in tiring and uncomfortable positions

Motion: Ability to climb on and off equipment

Lifting: Frequently lift 10 to 80 pounds

Environment: Work outside and inside on slippery or uneven walking surfaces; frequent exposure to extreme hot and cold temperatures, dust, noise, and vibration; regularly work irregular hours; occasional prolonged hours; frequent districtwide travel

Mental Demands: Maintain emotional control under stress

This document describes the general purpose and responsibilities assigned to this job. It is not an exhaustive list of all responsibilities and duties that may be assigned or skills that may be required.

Reviewed by _____ Date _____

Received by _____ Date _____