

# EMPLOYMENT OPPORTUNITY



## Parks Maintenance Worker I/II

Three (3) Positions Available

*Salary effective July 1, 2026*

Level I: \$5,794 - \$7,043 monthly

Level II: \$6,084 - \$7,395 monthly

# ABOUT THE CITY

The City of San Rafael is focused on enhancing our community members' quality of life through well-designed services and a positive workplace culture. San Rafael is the economic and cultural heart of Marin County, and its high quality of life is centered on its commercial districts, engaged neighborhoods, active lifestyle, and natural environment.

With a population of approximately 60,000, San Rafael is a full-service city with a City Council and City Manager form of government with 12 departments, more than 400 employees, and an annual budget in fiscal year 2025-2026 of approximately \$193 million.

*The City's vision is to be a vibrant economic and cultural center reflective of its diversity!*





**TOGETHER**  
**SAN RAFAEL**

**OUR VISION...** where do we want to go  
A citywide effort to improve service delivery  
and make San Rafael a great place to work.

**OUR MISSION...** how do we get there  
Bring together all City Employees to create, implement,  
and celebrate innovative solutions to organizational and  
community challenges.

## Together San Rafael Guiding Principles

### **Together in Service**

Foster teamwork by collaborating across departments and recognizing the value of diverse perspectives. Help others succeed by creating a supportive environment and always assuming positive intent in interactions.

### **Reimagine the Status Quo**

Challenge norms by asking “why” and testing creative ideas to innovate and improve service delivery. Remember, just because we've always done something one way doesn't mean we should continue; think outside the box.

### **Start with Community Needs**

Cultivate trust and design services with the community in mind. Convene and co-create solutions to better understand and address the needs of those we serve.

### **Practice Openness**

Advocate for transparent, open communication while remaining curious and adaptable. Embrace change to enhance service delivery and drive improvement.

### **Find Something to Say Yes To**

Encourage a positive and solution-oriented approach by taking risks and trying new approaches to solve problems. Embrace creativity and positivity to deliver exceptional customer experiences.

### **Be Mindful**

Every interaction creates a meaningful story, stressing the importance of being considerate and thoughtful in actions and decisions. Serve with integrity and honor our role in responsibly managing public resources.

# THE DEPARTMENT

The Department of Public Works is recruiting for Parks Maintenance Worker I/II (3 positions) to perform carpentry, plumbing, interior remodeling, painting, and a variety of other work in the maintenance and repair of City buildings, structures, and facilities.

The Department of Public Works (DPW) is committed to providing the highest standards of service delivery to its citizens as it works to build, maintain, and update the City's civic infrastructure. DPW is comprised of approximately 50 employees with a general budget of \$15 million and a Capital Improvement Program (CIP) budget that ranges between \$10-\$40 million depending on the City's annual infrastructure needs. Its mission is to ensure San Rafael's infrastructure meets the needs of a vibrant and growing city through careful management of major improvements and the maintenance of the City's assets. By hiring highly trained, dedicated, responsive, and service-oriented personnel, the DPW is actively making its mission a reality.

# THE POSITION

The Parks Maintenance Worker I/II performs a variety of tasks involving the maintenance, repair, improvement, and cleaning of parks, park buildings, recreational facilities, and related areas. We currently have three (3) vacancies to fill at either the I or II level.



## IDEAL CANDIDATE

We are seeking skilled parks maintenance professionals with experience in landscaping, irrigation, and groundskeeping. The ideal candidate can operate equipment, perform routine maintenance and repairs, and is knowledgeable in plant care and safe work practices while working effectively in a team.

### CORE COMPETENCIES/HIGHLY DESIRABLE:

- Knowledge of groundskeeping methods, landscaping materials, irrigation systems, plant care, and safe working practices.
- Knowledge of the operation and maintenance of hand tools, power tools, landscaping equipment, and vehicles with trailers.
- Ability to operate landscaping and maintenance equipment, including mowers, tractors, loaders, sprayers, trucks, and related machinery.
- Ability to maintain turf, trees, landscaping, irrigation systems, and swimming pools, including identifying plant health and watering issues.
- Ability to safely mix and apply fertilizers and pesticides.
- Ability to perform basic carpentry, concrete work, and park repairs and improvements.
- Ability to follow oral and written instructions, maintain cooperative working relationships, and use basic computer software and traffic control procedures.



# ESSENTIAL DUTIES AND RESPONSIBILITIES

This list is meant to be representative, not exhaustive. [CLICK HERE](#) for the full job spec.

- Maintains lawns, turf, ball fields, and landscaped areas through mowing, edging, pruning, trimming, weeding, planting, and irrigation.
- Cleans and maintains parks, restrooms, walkways, patios, and public areas, including litter and debris removal.
- Maintains and repairs irrigation and sprinkler systems, plumbing, and park facilities affected by vandalism.
- Maintains ball fields, swimming pools, and related recreational facilities.
- Operates and performs routine maintenance on landscaping and construction equipment, including mowers, trenchers, dump trucks, backhoes, loaders, sweepers, and vehicles with trailers.
- Performs basic construction and repair work, including concrete preparation and finishing.
- Assists with emergency Public Works repairs, special events, and cross-department support as needed.
- May handle fertilizers, pesticides, and related application equipment.
- Performs other related duties as assigned.



# EDUCATION AND EXPERIENCE

## Parks Maintenance Worker I:

- High School Diploma or its equivalent and ability to read, speak, and write English.
- Previous work experience involving groundskeeping, horticulture, and irrigation is preferred.

## Parks Maintenance Worker II:

- High School Diploma or its equivalent and ability to read, speak, and write English.
- Three years of work experience involving groundskeeping.

## **OTHER REQUIREMENTS:**

Incumbents assigned to this job classification are subject to Department of Transportation's Drug and Alcohol Regulations if they possess a Class B driver's license and opt to utilize the license on the job.

# BENEFITS

This position is a regular position of the City's SEIU Local 1021 employee group and is eligible to receive benefits including but not limited to:

**MEDICAL** | City group health coverage, with the City paying a fixed dollar amount toward the cost of the monthly insurance premium: Employee only: \$998.00 | Employee plus one: \$1,995.00 | Family: \$2,520.00

**DENTAL** | Premium fully paid for employee *plus* eligible dependents.

**VISION** | Premium fully paid for employee.

**VACATION LEAVE** | 10 days annually, increases after 3 years of service

**SICK LEAVE** | 12 days annually

**HOLIDAYS** | 12 paid City holidays plus 1 floating holiday per year

**BEREAVEMENT LEAVE** | Up to 5 days paid leave

**PAID PARENTAL LEAVE (if eligible)** | Up to 300 hours paid leave. SEIU employees also contribute to State Disability Insurance (SDI)

**END OF LIFE CARE LEAVE** | Up to 80 hours paid leave

**LIFE INSURANCE & AD&D** | \$20,000 Life policy and \$20,000 AD&D policy

**LONG TERM DISABILITY** | 66.67% of salary, up to \$1,000 per month

**RETIREMENT** | Enrollment in the Marin County Retirement System (MCERA) pension plan, a defined benefit retirement program

- Tier 2 - hired on or after 7/1/2011: 2% @ 55, Average of 3 highest years
- Tier 3 PEPRA - hired on or after 1/1/2013: 2% @ 62, Average of 3 highest years

**GYM MEMBERSHIP REIMBURSEMENT** | Up to \$198 per year

**BILINGUAL PAY (if eligible)** | Up to \$250 per month

# READY TO MAKE A DIFFERENCE? LEARN MORE AND APPLY TODAY!



[APPLY ON  
CALOPPS](#)

[click here](#)



*Apply by Friday, July 10, 2026 by 5 p.m., for first consideration.*

Tuesday, August 11th and Wednesday, August 12th: First panel interviews (in person)

Tuesday, August 18th: Finalist interviews (in person)

*Interview dates are firm - it is recommended that you plan your calendar accordingly*

