



Office of Human Resources
Custodian Lead - CJ2977
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General Statement of Duties

Performs full performance custodial lead work over a custodial crew responsible for cleaning and disinfecting City facilities and public domains, which may include grounds keeping, snow removal, and minor repair work and/or the maintenance of City facilities and equipment.

Distinguishing Characteristics

This class is used where a traditional supervisor does not exist, which may include swing and graveyard shifts. This class is distinguished from the Custodian, which does not have lead worker responsibilities, and is distinguished from the Custodial Supervisor, which has full supervisory responsibilities.

Essential Duties

Assigns work to employees, monitors work status, and reviews completed work for accuracy and conformance to work goals, and assisting in the training of employees.

Contributes to the development of performance goals, documents performance, provides performance feedback, and provides information to inform the formal performance evaluation.

Operates mechanical floor cleaners, polishers, and vacuums; including buffing, striping, waxing, and polishing floors, and vacuuming and shampooing carpets; and, performs minor maintenance, cleaning, and repair of mechanical equipment.

Dusts and wet mops offices, rooms, halls, stairways, and public areas.

Removes waste and soiled linens from work areas, and gathers and disposes of trash and waste, some which may contain hazardous materials.

Cleans and disinfects all fixtures, floors, partitions, mirrors, windows, doors, and walls, including those in kitchens, bathrooms, utility rooms, locker rooms, work rooms, study rooms, and conference rooms; and restocks supplies as needed.

Dusts furniture, equipment, shelves, and woodwork, which includes tops of windows and door frames; and the cleaning of vents and fans.

Moves, removes, and relocates furniture, furnishings, equipment, etc. as directed.

Regularly conducts inspection of inventory supply and equipment; and, notifies supervisor of needed supplies and equipment repairs.

Assists in setting-up and supporting agency/department-wide functions and/or special events.

Performs minor maintenance and repair of clogged toilets and sinks; minor furniture and/or fixture repairs; and, replaces burned out light bulbs.

By position, performs exterior maintenance duties including snow removal from sidewalks, steps, and parking lots, mowing lawns, pulling weeds, watering plants and lawns, and picking up litter and clearing dumpster areas.

By position, may be required to be on-call to address emergent needs.

Performs other related duties as assigned.

Employees may be re-deployed to work in other capacities in their own agencies or in other City agencies to support core functions of the City during a City-wide emergency declared by the Mayor.

Any one position may not include all of the duties listed. However, the allocation of positions will be determined by the amount of time spent in performing the essential duties listed above.

Competencies

Oral Communication – Expresses information to individuals or groups effectively; taking into account the audience and nature of the information; makes clear and convincing oral presentations; listens to others, attends to nonverbal cues and responds appropriately.

Reading – Understands and interprets written material, including technical materials, rules, regulations, instructions, reports, charts, graphs, or tables; applies what is learned from written material to specific situations.

Reasoning – Identifies rules, principles, or relationships that explain facts, data, or other information; analyzes information and makes correct inferences or draws accurate conclusions.

Working with People - Shows respect for the views and contributions of other team members. Shows empathy, listens, supports, and cares for others, and reconciles conflict

Writing – Writes in a clear, concise, organized, and convincing manner for the intended audience.

Knowledge & Skills

Knowledge of hazardous materials and waste and their uses, interactions, dangers, production, handling, storage, and disposal.

Level of Supervision Exercised

Performs lead work over two or more employees.

Education Requirement

Graduation from high school or the possession of a GED, HiSET or TASC Certificate.

Experience Requirement

One (1) year of experience performing housekeeping or custodial work of the type and at the level of custodian.

Education & Experience Equivalency

Additional appropriate education may be substituted for the minimum experience requirements.

Licensure & Certification

By position, requires a valid Driver's License at the time of application.

Licenses and certifications must be kept current as a condition of employment.

Working Environment

Atmospheric Conditions: conditions that affect the skin, eyes or respiratory system.
Potential exposure to chemicals, gas and low-level radiation

Potential exposure to cold temperature, cold enough to cause bodily discomfort
 Potential exposure to cold weather conditions (indoor/outdoor)
 Potential exposure to conditions that affect the skin or respiratory system.
 Potential exposure to dust
 Potential exposure to extreme temperature changes
 Potential exposure to hazardous anesthetic agents, body fluids, and bio-wastes
 Potential exposure to hazardous conditions where there is a danger to life, body, and/or health
 Potential exposure to hazardous/toxic chemicals
 Potential exposure to hazards from electro/mechanical/power equipment.
 Potential exposure to hazards of steam and heat
 Potential exposure to heat temperatures, hot enough to cause bodily discomfort
 Potential exposure to hot and humid work environment
 Potential exposure to housekeeping/cleaning agents/chemicals.
 Potential exposure to pesticides or fertilizers
 Potential exposure to the risk of blood borne diseases.
 Potential exposure to temperature changes: variations in temperature from hot to cold
 Potential exposure to toxic chemicals.
 Potential exposure to unpleasant elements (accidents, injuries, and illness).
 Potential exposure to wet working conditions (snow removal)
 Extreme cold conditions
 Handles absentee replacement on short notice
 Handles emergency or crisis situations
 Noise sufficient to cause distraction or possible hearing loss
 Occasional pressure due to multiple calls
 Personal Safety: aware of surroundings, people, and events
 Pressure due to multiple calls and inquiries
 Subject to burns and cuts
 Subject to electrical and radiant energy hazards
 Subject to hazards of flammable or explosive gases
 Subject to injury from moving parts of equipment or vehicles
 Subject to many interruptions
 Subject to precarious or high locations
 Subject to pressure for multiple calls, inquiries, and interruptions
 Subject to varying and unpredictable situations
 Subject to traffic, roadways, and pedestrians
 Subject to vibrations and strain on the body to cause bodily harm if endured daily
 Temperature Changes: variations in temperatures from hot to cold when works in field
 Wet: frequent contact with water, liquid, chemicals, or sanitary sewage
 Works in confined, uncomfortable or awkward locations
 Works in precarious or high locations.

Level of Physical Demand

3-Medium (20-50 lbs.)

Physical Demands

(Physical Demands are a general guide and specific positions will vary based on working conditions, locations, and agency/department needs.):

Agility: Ability to move quickly and easily.

Balancing: Maintaining equilibrium.

Carrying: Transporting or moving an object.

Climbing/Balancing: Ascending walls, fences, and other obstacles and maintaining equilibrium.

Climbing: Ascending or descending an object or ladder.
Color vision: Ability to distinguish and identify different colors.
Crawling: Moving about in a low or crouched position.
Crouching: Positioning body downward and forward.
Depth Perception: Ability to judge distances and space relationships.
Eye/Hand/Foot Coordination: Performing work through using two or more body parts or other devices.
Feeling: Perceiving attributes of objects by means of skin receptors, communication, or otherwise.
Field of Vision: Ability to sharply detect or perceive objects peripherally.
Fine Dexterity: Sufficient coordination to operate a vehicle and manipulate objects.
Fingering: Picking and pinching, through use of fingers or otherwise.
Handling: Seizing, holding, grasping, through use of hands, fingers, or other means.
Hazards: Conditions where there is danger to life, body and/or health.
Hearing/Talking: Perceiving and comprehending the nature and direction of sounds/ability to communicate ideas.
Hearing: Perceiving and comprehending the nature and direction of sounds.
Kneeling: Assuming a lowered position.
Lifting: Moving objects weighing no more than 50 pounds from one level to another.
Neck Flexion: Perceiving objects located above or below.
Oral Comprehension: Ability to discern the meaning of oral speech.
Physical Strength: Exerts force to transport objects of 50 pounds or more.
Pulling: Exerting force upon an object so that it is moving to the person.
Pushing/Pulling: Transport and control traps and cages, animal foods, equipment.
Pushing: Exerting force upon an object so that it moves away from the person.
Reaching: Extending the hands and arms or other device in any direction.
Repetitive motions: Making frequent or continuous movements.
Sitting: Remaining in a stationary position.
Stamina: Ability to work over long periods of time without tiring.
Standing: Remaining in a stationary position.
Stooping: Positioning oneself low to the ground.
Talking: Communicating ideas or exchanging information.
Vision Far Acuity: Ability to perceive or detect objects clearly at 20 feet or more.
Vision Near Acuity: Ability to perceive or detect objects at 20 inches or less.
Vision: Ability to perceive animal behavior, comprehend signs, and detect color.
Walking: Ability to move or traverse from one location to another.
Written Comprehension: Ability to discern the meaning of written words.

Background Check Requirement

Criminal Check
Employment Verification
By position, Motor Vehicle Record

Assessment Requirement

None

Probation Period

Six (6) months.

Class Detail

Pay Grade: NE-08

FLSA Code: N

Established Date: 9/21/2018

Established By: LS

Revised Date: 1/1/2024

Revised By: BM

Class History: 6/11/19 – Updated working environment verbiage; 1/1/2023 – Pay grade revised due to minimum wage increase; 1/1/24 - Pay grade revised due to annual market analysis.