Maintenance Career Ladder

Account Manager Levels

Step Three: Senior Account Manager Pay Range $\_\_\_\_\_\_ to $ \_\_\_\_\_\_

 I

 Step Two: Account Manager Pay Range $\_\_\_\_\_\_ to $ \_\_\_\_\_\_\_\_\_

 I

Step One: Associate Account Manager Pay Range $\_\_\_\_\_\_ to $ \_\_\_\_\_\_\_\_\_

Field Supervisor Levels

**Senior Field Supervisor 3** Pay Range $\_\_\_\_\_\_ to $ \_\_\_\_\_\_\_\_\_

**Next Level of Opportunity:** Associate Account Manager

**Results:** Safety, QC Scores, On Budget with Hours, Oversees 5- 7 Crews

**Behaviors:**

**Skills:**

Leadership – Basic Administration – Time Cards – Safety Talks – Trains and Certifies Gardeners

Certified in the following:

 I

**Field Supervisor 2** Pay Range $\_\_\_\_\_\_ to $ \_\_\_\_\_\_\_\_\_

**Next Level of Opportunity:** Field Supervisor 3

**Results:** Safety, QC Scores, On Budget with Hours, Oversees 3-5 Crews

**Behaviors:**

**Skills:**

Leadership – Basic Administration – Time Cards – Safety Talks – Trains and Certifies Gardeners

Certified in the following:

 I

**Associate Field Supervisor 1** Pay Range $\_\_\_\_\_\_ to $ \_\_\_\_\_\_\_\_\_

**Next Level of Opportunity:** Field Supervisor 2

**Results:** Safety, QC Scores, On Budget with Hours, Oversees 2-3 Crews

**Behaviors:**

**Skills:**

Leadership – Basic Administration – Time Cards – Safety Talks – Trains and Certifies Gardeners

Certified in the following:

 **Field Supervisor Career Ladder**

 Step Three: Field Supervisor 3

 I

 Step Two: Field Supervisor 2

 I

 Step One: Field Supervisor 1

Field Crew Levels

**Gardener 5: Senior Foreman**

 I

**Gardener 4: Crew Leader** Pay Range $ \_\_\_\_\_\_ to $ \_\_\_\_\_\_\_\_\_\_\_

2 years (or meets all qualifications) – On going until meets requirements of next level

**Next Level of Opportunity:** Account Manager or Field Supervisor

**Results:** Safety, QC Scores, On Budget with Hours, Oversees 1-3 Gardeners

**Behaviors:**

**Skills:**

Leadership – Basic Administration – Time Cards – Safety Talks – Trains and Certifies Gardeners

Certified in the following:

 I

**Gardener 3: Lead Person** Pay Range $ \_\_\_\_\_\_\_ to $ \_\_\_\_\_\_\_\_\_

1 year – On going until meets requirements of next level

**Next Level of Opportunity:** Crew Leader

**Results:** Safety, QC Scores, On Budget with Hours, Oversees 1-3 Gardeners

**Behaviors:** Demonstrates Company’s Success Behaviors

**Skills:**

Leadership – Organized – time cards – Safety Talks – Trains and Certifies Gardeners

 I

**Gardener 2: Gardener** 120 Days – On going or until meets requirements of Lead Person

**Next Level of Opportunity:** Lead Person

**Results:** Safety, QC Scores, On Budget with Hours

**Behaviors:** Demonstrates Company’s Success Behaviors

**Skills:**

 I

**Gardener 1: Apprentice Gardener:** 0 - 120 Days - Pay Range $ \_\_\_\_\_\_\_ - $\_\_\_\_\_\_\_\_\_

**Next Level of Opportunity: Gardener 2**

**Results:** NO Accidents, Performs Job Duties Consistently

**Behaviors:** On Time – Prepared – Positive Attitude – Excellent Attendance –Performance Driven

**Skills:** Trained and Certified in 5 pieces of Equipment

 **Field Crew Career Ladder**

 Step Five: Senior Foreman

 I

 Step Four: Gardener 4: Crew Leader

 I

 Step Three: Gardener 3: Lead Person

 I

 Step Two: Gardener 2

 I

Step One: Gardener 1