

**Lubbock County Job Description**  
**Consolidated Road and Bridge**

**Job Title:** Lead Ground Maintenance Tech **Grade:** SM03  
**EEOC:** Service Maintenance

**Date:** 01/2026

**FLSA:** Non-Exempt  
**Reports To:** Parks Supervisor

**SUMMARY:** Leads crew in grounds maintenance work using applicable power tools and equipment in a variety of duties such as lawn mowing, trims trees, maintains, and repairs sprinkler irrigation systems, removes weeds; removes trash and debris from walkways, roadways, and other areas. Work involves coordinating the maintenance, operation, and repairs of equipment. Works under general supervision, with limited latitude for the use of initiative and independent judgment.

**ESSENTIAL DUTIES:**

- Assist the Parks Supervisor with leading work crew in assigned work.
- Operates various light equipment involved in ground maintenance skid steer, backhoes, front end loaders, tractors, or mowers.
- Performs preventive maintenance inspections, routine servicing, and minor repairs on equipment.
- Ensures adherence to safety standards when operating equipment and at all times.
- Picks up rocks, leaves, and trash and cleans up after heavier equipment and assists in the loading and unloading of trucks; installs guardrails, repairs detached or dented guardrails, patches potholes.
- Inspects equipment to ensure that it meets safety and operational specifications.
- May perform other work as directed during emergencies such as extreme weather events, accidents, and hazardous material spill.
- Assists with traffic control operations in work zones as directed.
- Maintains an accurate daily record of team performance, including timekeeping, materials utilized, equipment deployed, and other job related job site issues.
- Performs other job related duties as assigned.

**QUALIFICATION REQUIREMENTS:** Requires a High School diploma or GED equivalent. Requires two years of experience in ground maintenance or other related experience. Must possess and maintain a valid state driver's license with a good driving history. Prefer CDL driver's license with endorsements.

**KNOWLEDGE, SKILLS, AND ABILITIES:**

Knowledge of policies, practices, procedures, and methods of assigned function; applicable safety practices and regulations. Knowledge of Texas Motor Vehicle Code and other codes, laws, and statutes relating to the given position. Knowledge of operation and maintenance characteristics of primary hand and power tools, light equipment and tools used in road maintenance. Skills in operating grounds maintenance equipment safely. Both verbal and written communication, including conveying and following instructions and providing information to the public. Ability to safely and correctly apply road construction and maintenance techniques, drive light road maintenance and construction vehicles and equipment. Ability to understand and follow instructions, communicate effectively, work independently, efficiently, and manage time well and meet timelines. Maintain accurate records. Establish and maintain effective working relationships with County employees and officials, representatives of outside agencies, and the public. Demonstrate regular and reliable attendance.

**PHYSICAL AND ENVIRONMENTAL REQUIREMENTS:** Physical requirements include the ability to lift/carry up to 50 pounds, visual acuity, speech and hearing, hand and eye coordination, and manual dexterity. Subject to standing, sitting, walking, climbing stairs, bending, stooping, crouching, kneeling, pushing, pulling, reaching, twisting, balancing, repetitive motion, driving, client/customer contact, and squatting to perform the essential functions. Subject to extreme temperatures, outside elements, noise, vibration, contact with dust, fumes and hazardous chemicals, foul odors, animal and human fecal

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matter, insects, and rodents. Requires the use of Personal Protective Equipment as required by job circumstances.

May work weekends or in an emergency. Consolidated Roads employees may be required to respond to emergency situations and may be required to train on emergency response and perform certain emergency services in the direction of their supervisor.

**RECEIVED:** \_\_\_\_\_  
Employee signature and date