

JOB INFORMATION

Job Code	NA11C
Job Description Title	Tech III, Floor Care/Custodian
Pay Grade	FM08
Range Minimum	\$34,070
33rd %	\$38,610
Range Midpoint	\$40,880
67th %	\$43,160
Range Maximum	\$47,700
Exemption Status	Non-Exempt
Approved Date:	1/21/2026 9:49:40 AM

JOB FAMILY AND FUNCTION

Job Family:	Facilities, Maintenance, & Operations
Job Function:	Environmental Services

JOB SUMMARY

The Tech III, Floor Care/Custodian is responsible for planning, delivering, and managing comprehensive custodial and specialized floor maintenance services to maintain a clean, safe, and appealing campus environment. The technician supports department goals through hands-on duties, training, safety practices, and quality assurance, ensuring mission-based custodial operations for students, staff, and visitors.

RESPONSIBILITIES

- Operates and maintains floor care equipment and performs daily cleaning, polishing, and restorative tasks on all floor surfaces such as VCT, terrazzo, tile, and carpet. - Completes scheduled floor maintenance programs to meet cleanliness and safety standards. - Responds promptly to spills and emergencies, including floods and biohazard incidents. - Performs general custodial duties: restroom sanitation, dusting, trash removal, spot cleaning, and facility upkeep. - Maintains custodial closets and ensures safe storage and labeling of chemicals. - Monitors and replenishes cleaning supplies; reports equipment maintenance needs. - Follows OSHA and university safety protocols; consistently uses PPE and handles chemicals safely. - Participates in required safety and skills training sessions. - Executes advanced floor restoration—including stripping, waxing, finishing, and carpet extraction. - Evaluate floor conditions regularly and recommend cleaning schedules or treatments based on surface types and usage patterns. - Assists with onboarding and training of new employees or temporary employees; provides guidance on equipment use and safety procedures. - Troubleshoot and perform routine maintenance on a wider range of floor care equipment to ensure optimal operation. - Independently solve complex floor care problems or special projects requiring higher technical skill and knowledge of materials science or chemical use. - Assists supervisors with scheduling, documenting training, and inventory management. - Provides technical expertise on safety, cleaning agents, and restorative floor care for special projects or problem-solving. - Maintain up-to-date certifications and actively seek ways to incorporate innovative floor care methods or industry best practices.
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The responsibilities listed above show the typical duties for jobs in this classification. Actual tasks may differ depending on the department's needs. Other similar duties may be assigned with discretion of the supervisor. Not every duty will apply to every position, and the amount of time spent on each task can change based on department needs.

SUPERVISORY RESPONSIBILITIES

Supervisory Responsibility	May be responsible for training, assisting or assigning tasks to others. May provide input to performance reviews of other employees.
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MINIMUM QUALIFICATIONS

To be eligible, an individual must meet all minimum requirements which are representative of the knowledge, skills, and abilities typically expected to be successful in the role. For education and experience, minimum requirements are listed on the top row below. If substitutions are available, they will be listed on subsequent rows and may only be utilized when the candidate does not meet the minimum requirements.

MINIMUM EDUCATION & EXPERIENCE

Education Level	Focus of Education		Years of Experience	Focus of Experience	
Associate's Degree	or equivalent.	and	3 years of	experience in floor care equipment operation, cleaning techniques, and/or specialty maintenance.	Or
High School Diploma or GED		and	7 years of	experience in floor care equipment operation, cleaning techniques, and/or specialty maintenance.	

MINIMUM KNOWLEDGE, SKILLS, & ABILITIES

Follows detailed instructions and procedures.

May work under limited supervision, and prioritize tasks independently.

Participating in ongoing safety and skills development is required at each level.

This position also requires heavy lifting.

Duties require basic physical and mental skills and abilities, including use of hand tools, power tools or other equipment and use of basic math or reading skills.

MINIMUM LICENSES & CERTIFICATIONS

Licenses/Certifications	Licenses/Certification Details	Time Frame	Required/Desired	
DL NUMBER - Driver License, Valid and in State	Any State	Upon Hire	Required	And
	ISSA Certified Cleaning Technician (Basic)	Upon Hire	Required	And
	CMI Certified Custodial Technician Advanced	Upon Hire	Required	

PHYSICAL DEMANDS & WORKING CONDITIONS

Physical Demands Category: Other

PHYSICAL DEMANDS

Physical Demand	Never	Rarely	Occasionally	Frequently	Constantly	Weight
Standing					X	
Walking					X	
Sitting			X			
Lifting			X			50lbs

PHYSICAL DEMANDS

Physical Demand	Never	Rarely	Occasionally	Frequently	Constantly	Weight
Climbing			X			
Stooping/ Kneeling/ Crouching				X		
Reaching				X		
Talking				X		
Hearing					X	
Repetitive Motions					X	
Eye/Hand/Foot Coordination					X	

WORKING ENVIRONMENT

Working Condition	Never	Rarely	Occasionally	Frequently	Constantly
Extreme cold				X	
Extreme heat				X	
Humidity				X	
Wet				X	
Noise				X	
Hazards				X	
Temperature Change				X	
Atmospheric Conditions				X	
Vibration				X	

Vision Requirements:

Ability to see information in print and/or electronically.