



Spray / Plant Health Care (PHC) Technician – Turf & Lawn Care

Company: Patrick Johnson Landscaping LLC

Report To / Location:

105 Frank Street

Jeffersonville, IN 47130

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POSITION SUMMARY

Patrick Johnson Landscaping LLC is hiring a full-time, licensed Spray / Plant Health Care (PHC) Technician for our Turf & Plant Health Care division. This is a year-round position focused on lawn care, turf applications, and ornamental plant health. Winter work includes snow plowing and salting to provide stable, full-time employment.

We intentionally offer higher hourly pay than most competitors to attract experienced, professional applicators and to offset the fact that health insurance is not currently provided.

LICENSING REQUIREMENT (REQUIRED PRIOR TO HIRE – NON-NEGOTIABLE)

Applicants must successfully pass and hold an active Indiana Pesticide Applicator License prior to hire:

- Category 3A – Ornamental Pest Management
- Category 3B – Turf Pest Management

*Proof of licensing is required before any job offer, onboarding, or payroll placement. This is not an apprentice or trainee position.



KEY RESPONSIBILITIES

- Apply herbicides, insecticides, fungicides, fertilizers, and growth regulators
- Perform lawn care, turf care, and ornamental plant health applications
- Diagnose turf and ornamental plant health issues
- Calibrate and operate spray rigs, backpack sprayers, and application equipment
- Maintain accurate pesticide application and compliance records
- Follow all pesticide labels, safety regulations, and company SOPs
- Maintain clean, organized, and compliant equipment and chemical storage
- Communicate professionally with customers when on-site
- Complete daily job reports with notes and photos as required

WINTER RESPONSIBILITIES (REQUIRED)

- Snow plowing and salting operations
- On-call availability during snow events (including nights, weekends, and holidays)
- Safe operation of plow trucks and salt spreaders
- Accurate reporting of hours and materials used

PAY, BENEFITS & QUALIFICATIONS

This position is structured with two compensation tiers. We intentionally start our pay where most companies top out.

TIER 1 – LICENSED PHC TECHNICIAN

Hourly Pay:

- \$28–\$31 per hour
- Overtime pay during peak season and winter snow events
- Full-time, year-round employment



Minimum Qualifications:

- Active Indiana Pesticide Applicator License (3A & 3B)
- Ability to independently perform label-compliant applications
- Experience in lawn care, turf care, or plant health care
- Valid driver's license with acceptable driving record
- Willingness to participate in winter snow operations
- Reliable attendance and professional conduct

TIER 2 – TOP-TIER PHC TECHNICIAN (ADVANCED / LEAD POTENTIAL)

Hourly Pay:

- \$32–\$36 per hour
- Overtime pay during peak season and winter snow events
- Full-time, year-round employment

Advanced Qualifications (in addition to Tier 1):

- Advanced turf and ornamental diagnostics
- Seeding, overseeding, and core aeration experience
- Irrigation system knowledge or troubleshooting ability
- Strong route efficiency and time management
- Leadership, mentoring, or training potential

BENEFITS (ALL TIERS)

- Higher hourly pay than most competitors
- 401(k) retirement plan



- Paid holidays
- Paid continuing education and license renewal support
- Company-provided PPE and safety equipment
- Organized routes, equipment, and operations
- Long-term advancement opportunities within a growing PHC division

WORK ENVIRONMENT & REQUIREMENTS

- Outdoor work in varying weather conditions
- Ability to lift up to 50 lbs
- Professional appearance and safety-first mindset required

WHY WORK WITH US

- Pay that clearly exceeds local market averages
- No seasonal layoffs
- Straightforward expectations and accountability
- Stable, growing company with long-term opportunity