

## **Job Description/Expectations:**

**Position: Crew**

**Duties include window cleaning, power washing, gutter cleaning and holiday lighting. Employees will be trained in all areas and experience is not necessary. Most days require carrying ladders weighing up to 85 lbs. Working safely and competently on these ladders is also a daily expectation.**

**Employees are expected to show up on-time every day in uniform with a clear head and ready to work.**

**Of the services we offer, window cleaning especially requires a production mindset. Efficiency is important in order to work at a productive rate.**

***Most importantly employees are expected to follow the guidelines outlined in the manual. When in doubt, refer to the manual. If the question is not sufficiently answered there then ask.***

### **Considerations:**

- 1) Everyday and every season is different- some flexibility is important**
  - a) Daily**
    - i) Some long , Some short**
    - ii) Some close, Some far**
    - iii) Sometimes weather cancels work for the day**
    - iv) Sometimes weekends or after-hours is necessary**
      - (1) AWC respects the time of the employee and does not require this at short notice.**
  - b) Seasonal**
    - i) Cold or hot weather**
    - ii) Windows cleaning, gutter cleaning, holiday lighting, power washing depending on the season**
    - iii) Busy months and slow months**
- 2) Pay**
  - a) Commission/Hourly combination**
    - i) No additional pay to rectify at fault situation if commission was earned.**
  - b) Bi-weekly**
  - c) Outside company does payroll: Paychex**