

URBAN FORESTRY LABORER

Recruitment #2011-1048DC-002

List Type	Original
Requesting Department	DPW-OPS-FORESTRY
Open Date	11/13/2020 08:00:00 AM
Filing Deadline	12/11/2020 11:59:00 PM
HR Analyst	Marti Cargile

INTRODUCTION

Located on the western shore of Lake Michigan, Milwaukee is an urban hub bursting with energy. Milwaukee provides a casual sophistication – big city appeal without the big city hassles. We are accessible and affordable, and our residents are welcoming. Milwaukee has evolved through the years, bringing together its unsurpassed old world charm with a breathtaking Art Museum, top-flight arts and cultural attractions, professional sports, lakefront festivals, recreational opportunities, and great restaurants.



The City of Milwaukee is proud to employ a diverse workforce that is committed to providing exemplary service to the City's residents. If you have a passion for being a part of an inclusive team of public servants, please consider the following opportunity.

PURPOSE

Urban Forestry Laborers perform various horticultural work activities in the establishment, maintenance, and renovation of boulevards and other City greenspaces as well as provide ground level support for tree maintenance crews performing more technical tasks on City trees. Urban Forestry Laborers function in an emergency capacity to remove fallen branches and tree debris and perform snow and ice control operations.

ESSENTIAL FUNCTIONS

- Plant, maintain, and remove trees, shrubs, flowers and turf on city boulevards and other greenspaces, including the following: site preparation and planting, bed building and repair, mowing and trimming, mulching, weeding, watering, application of pesticides and fertilizers, pruning and removal of small trees and shrubs from ground level, brush removal, stump removal, irrigation repair, and litter clean-up.
- Operate and drive large vehicles and specialized outdoor power equipment and hand tools, including the following: 1-ton and 2.5-ton dump trucks with trailers, snow plows and de-icing equipment, topsoil and mulch spreaders, trenchers, commercial riding mowers, push mowers, turf sweepers, brush chippers, chainsaws, string and hedge trimmers, lawn edgers, sprayers, tree injection equipment, shovels, rakes, saws, loppers, pruners, and other hand and motorized equipment used in the industry.

- Perform emergency services on an on-call and scheduled basis, including snow plowing, salting, and anti-icing of City streets, emergency storm clean-up (cutting, chipping, and hauling of fallen branches and tree debris), and assisting with irrigation repairs.

We welcome qualified individuals with disabilities who are interested in employment and will make reasonable accommodations during the hiring process in accordance with the Americans with Disabilities Act (ADA) of 1990, as amended by the Americans with Disabilities Act Amendments Act (ADAAA) of 2008.

CONDITIONS OF EMPLOYMENT

Urban Forestry Laborers must be willing and able to do the following:

- Work extended work shifts as needed during emergency operations.
- Work for prolonged periods outdoors in variable weather and environmental conditions, as well as tolerate noise, vibration, and exposure to airborne contaminants.
- Perform work requiring physical exertion and agility, including walking distances; climbing stairs and ladders; bending and crawling; reaching, pushing, and pulling; and doing repetitive movements.
- Exert up to 100 pounds of force occasionally, and/or up to 50 pounds of force frequently, and/or up to 20 pounds of force constantly to move objects.
- Maintain awareness of surroundings, with visual acuity at the machine operator level and hearing sensitivity to be able to receive oral communication and make fine discriminations in sound (no less than a 40 dB loss).
- Adhere to departmental standards for work clothing and Personal Protective Equipment (PPE).

MINIMUM REQUIREMENTS

At time of application:

- 1. Eighteen years of age or older.**

At time of application, throughout the selection process, and throughout employment:

- 2. Valid State of Wisconsin driver's license.**
- 3. Good driving record. Driving records will be reviewed and evaluated.**

Within six months of appointment, and maintain throughout employment:

- 4. Class B Commercial Driver's License (CDL) without Air Brakes Restriction.**
- 5. Residency within 15 miles of the jurisdictional boundaries of the City of Milwaukee pursuant to Rule III, Section 4(f) of the Rules of the City Service Commission.** A map defining the jurisdictional boundary is located on the Fire and Police Commission website at: <http://city.milwaukee.gov/fpc/Residency-Map.htm#.WPTR5E11qAg>.

- *Passing probation in the Urban Forestry Laborer position is contingent upon meeting the requirements listed above.*

Within one year of appointment, and maintain throughout employment:

6. State of Wisconsin Pesticide Applicator Certification.

7. First Aid Certification and CPR Certification.

8. Tree Care Industry Association (TCIA) Ground Operations Specialist credential.

- *Forestry managers will provide guidance to Urban Forestry Laborers in the attainment of the credentials listed above.*
- *By law, persons in these positions are required to pass pre-employment drug tests and are subject to random drug and alcohol testing during the course of employment. Candidates must sign a release authorizing the City to receive the results of any drug and alcohol tests conducted by previous employers during the past two years if those tests were required by the U.S. Department of Transportation.*

KNOWLEDGES, SKILLS, ABILITIES & OTHER CHARACTERISTICS

- Ability to read and understand documents such as work rules, policies, and regulations.
- Ability to understand and follow written and oral instructions.
- Ability to read and interpret maps.
- Ability to learn and follow American National Standards Institute (ANSI) and Occupational Safety and Health Administration (OSHA) safety regulations, rules, practices, and procedures applicable to the arboricultural and landscape industry.
- Ability to safely operate and provide field maintenance for outdoor power equipment such as chainsaws, blowers, trimmers, mowers, chippers, and rototillers.
- Ability to safely use job-related hand-held tools and equipment such as shovels, rakes, saws, loppers, and pruners.
- Ability to safely operate and drive large vehicles and heavy equipment such as a 2.5-ton dump and snow plow and salting truck (including on city streets), a 1-ton truck with trailer, a powered soil and mulching trailer, commercial mowers, and brush chippers.
- Ability to construct, repair, and maintain irrigation systems.
- Ability to learn, know, and identify common tree and landscape plant species as well as signs and symptoms of common insects and diseases.
- Ability to plant, maintain, and remove small trees, shrubs, flowers, and turf.
- Ability to safely apply pesticides after obtaining a Wisconsin Pesticide Applicator license.
- Ability to serve the public in a professional, courteous, and diplomatic manner.
- Ability to work cooperatively with fellow Crew members whose backgrounds may differ from one's own.
- Ability to document daily activity accurately.
- Ability to remain calm and work safely and effectively during emergency situations.
- Ability to safeguard City equipment and resources.

CURRENT SALARY

The current starting salary (Pay Range 8EN) is \$37,502, and the resident incentive starting salary for City of Milwaukee residents is \$38,627. Appointment is at the beginning of the range and will be made in accordance with the provisions of the City of Milwaukee Salary Ordinance.

The City of Milwaukee provides a comprehensive benefit program that includes the following:

- *Defined Benefit Pension Plan*
- *457 Deferred Compensation Plan*
- *Health and Dental Insurance*
- *Comprehensive Wellness Program*
- *Onsite Clinic Services*
- *Onsite Employee Assistance Program*
- *Alternative Work Schedules*
- *Long Term Disability Insurance*
- *Group Life Insurance*
- *Tuition Benefits*
- *Paid Vacation*
- *11 Paid Holidays*
- *Paid Sick Leave and other paid leaves*
- *Flexible Spending Arrangement*
- *Commuter Value Pass*

For full details of the benefits offered by the City of Milwaukee, please visit <http://city.milwaukee.gov/Benefits>.

SELECTION PROCESS

THE SELECTION PROCESS will be job-related and will consist of two components:

1. **WRITTEN TEST** --- Testing dates = Week of January 11-15, 2021. Subject to change.
2. **PHYSICAL PERFORMANCE TEST** --- Testing dates = Week of February 8-12, 2021. Subject to change.

Selection process component weights will be determined by further analysis of the job.

INITIAL FILING DATE - The examination will be held as soon as practical after **Friday, December 11, 2020**. Receipt of applications may be discontinued at any time after this date without prior notice. However, recruitment may continue until the needs of the City have been met. Qualified applicants will be notified of the date, time, and place of the examination. Unless otherwise required by law, the City of Milwaukee will not provide alternative test administration. The applicant is responsible for attending all phases of the job selection process at the time and place designated by the City of Milwaukee. The names of all candidates who successfully complete all phases of the selection process will be placed on the Eligible List for this position.

ADDITIONAL INFORMATION

- **APPLICATIONS** and further information may be accessed by visiting www.jobaps.com/MIL.

- If you would like assistance completing an application, please contact the Department of Employee Relations at (414) 286-3751 or staffinginfo@milwaukee.gov.
- The Department of Employee Relations is located in City Hall, 200 E Wells St, Room 706, Milwaukee, WI 53202.

CONCLUSION

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The City of Milwaukee values and encourages diversity and is an equal opportunity employer.