



City of Oakland  
**Tree Worker**

<b>CLASS CODE</b>	TR190	<b>SALARY</b>	\$32.51 - \$39.58 Hourly \$5,635.07 - \$6,860.53 Monthly \$67,620.80 - \$82,326.40 Annually
<b>BARGAINING UNIT</b>	SC1 - Local 1021 Field and Operations Employees	<b>ESTABLISHED DATE</b>	October 14, 1993
<b>REVISION DATE</b>	April 15, 2021		

### Definition

Under immediate supervision in the Oakland Public Works Department, performs a variety of tree maintenance duties in the Parks and Trees Division including loading tree debris, cutting roots, and operating tree cutting machines; drives and operates work trucks and other specialized equipment; and performs related duties as assigned.

### Distinguishing Characteristics

This entry-level classification performs basic tree maintenance and debris removal in support of a Tree Trimmer and/or Tree High Climber. Incumbents in this classification routinely drive non-commercial trucks, operate a wide variety of tree maintenance equipment and are required to perform heavy manual labor. It is distinguished from a Tree Trimmer, which is a journey-level classification responsible for performing a variety of tree maintenance duties which involve climbing trees up to a height of fifty-five (55) feet and working from a variety of lift.

Incumbents receive immediate supervision from the Tree Supervisor I, and may receive technical direction from the Tree Trimmer or Tree High Climber.

### Examples of Duties

*Duties may include, but are not limited to the following:*

- Perform a variety of tree maintenance work in support of tree trimmers and tree high climbers in tree trimming, root pruning, reshaping, planting and removal work; assist from the ground in the rigging of ropes to facilitate tree maintenance.
- Operate brush/aerial lift/crane/chipper trucks in accordance with departmental training standards and safety protocols.
- Drive vehicles that are less than 26,000 lbs. gross vehicle weight rating to and from sites.
- Tow tree maintenance equipment not exceeding 10,000 lbs. gross vehicle weight rating.
- Operate stump grinder, chain saws, aerial lift, crane and other power equipment.
- Load debris and other tree related equipment.

- Transport personnel and equipment.
- Maintain pre and post inspection records.
- Inspect tools and equipment for safety and mechanical defects.
- Perform ground level tree trimming; stake and strap trees; install tree guards; sweep, rake and clear ground; remove stumps and tree hazards; cut limbs and trunks into pieces.
- Identify and report hazardous tree conditions; make emergency arrangements for traffic diversions.

### **Minimum Qualifications**

*Any combination of education and experience that is equivalent to the following minimum qualifications may be acceptable.*

#### **Education:**

Successful completion of the eighth grade.

#### **Experience:**

One (1) year of work experience including heavy manual labor. Experience in a tree maintenance related field is desirable.

### **Knowledge and Abilities**

Knowledge of:

- Methods and techniques for operation of a variety of trucks and other tree maintenance equipment.
- Service requirements for trucks and other equipment.
- Basic tree maintenance, including pruning, planting, and tree identification.
- Methods, techniques, and equipment used in heavy labor.
- Applicable vehicle codes governing the operation of trucks and equipment.
- Safe work procedures.
- Basic computer systems and software applications.

Ability to:

- Perform heavy manual labor.
- Safely operate hand and power tools used in tree trimming, pruning, and removal.
- Lift up to fifty (50) pounds.
- Follow oral and written directions.
- Respond to emergency work requests.
- Read and interpret maps.
- Learn to operate chainsaws, stump grinder, cranes, tower truck, and chipper.
- Read and comprehend printed materials related to equipment manuals.
- Utilize basic computer systems and software applications.
- Establish and maintain effective working relationships with those contacted in the performance of required duties.

### **License or Certificate / Other Requirements**

Possession of a Cardiopulmonary Resuscitation Certificate (CPR) by the end of the probationary period.

Possess and maintain a valid California Driver's License, Class C, throughout the tenure of employment with the City of Oakland. License requirements are subject to changes in State and Federal law, and the City of Oakland must comply with mandated changes at all times.

**OTHER REQUIREMENTS**

None required.

**Class History**

Revised: 04-15-2021; CSB Reso#: 45045; Title Change 05-18-2021 CMS#13648

Revised: 07-16-2007; CSB Reso#: 44494

Established: 10-14-1993; CSB Reso#: 44294

Previous Title: Tree Worker Driver



City of Oakland  
**Tree Trimmer**

<b>CLASS CODE</b>	TR189	<b>SALARY</b>	\$37.52 - \$46.06 Hourly \$6,503.47 - \$7,983.73 Monthly \$78,041.60 - \$95,804.80 Annually
<b>BARGAINING UNIT</b>	SC1 - Local 1021 Field and Operations Employees	<b>ESTABLISHED DATE</b>	February 22, 1996
<b>REVISION DATE</b>	January 01, 1900		

### Definition

Under general supervision in the Office of Parks and Recreation, performs a variety of tree maintenance duties which involve climbing trees up to a height of fifty five feet and working from a variety of lifts; corrects hazardous conditions caused by trees on City property, public right-of-way, and easements; may provide technical direction to Tree Worker/Drivers and other assigned personnel; and performs related duties as assigned.

### Distinguishing Characteristics

This is a journey-level classification whose incumbents apply specialized skill in tree climbing up to heights of fifty-five feet in order to perform tree maintenance duties. The work is hazardous and may be done under storm conditions. This classification is distinguished from Tree High Climber, which is an advanced journey-level classification whose incumbents are not required to climb trees higher than fifty-five feet. It is further distinguished from the Tree Worker Driver, which is an entry-level classification that performs basic tree maintenance and debris removal. Tree Trimmers may receive technical direction from the Tree High Climber, and may exercise lead direction over Tree Worker Drivers.

### Examples of Duties

*Duties may include, but are not limited to the following:*

- Climb trees up to fifty five feet using specialized rigging devices, ropes, spurs, ladders, or hydraulic equipment in order to top, trim, reshape, strip and treat tree cavities.
- Support Tree High Climbers in tree maintenance activities as needed.
- Operate and use aerial trucks such as knuckle boom-crane, tower, brush, and chipper trucks exceeding 26,000 lbs. gross vehicle weight rating; drive trucks to and from project sites; tow tree maintenance equipment not exceeding 10,000 lbs. gross vehicle weight rating.
- Perform tree maintenance; stake, tie, strap and install tree guards and cages; cut down trees; remove tree hazards; salvage fallen timber; cut and remove stumps, roots, trunks and limbs; rake, clear and sweep ground surrounding trees.

- Perform tool maintenance duties with equipment such as power saws, chain saws with six foot bar, pruning hooks and other specialized trimming tools; service and inspect tools and equipment for safety and mechanical defects; maintain and perform minor repairs to chain saws.
- Identify and report hazardous tree conditions; spot climbers for safety hazards; identify occupational hazards on the work site.
- Respond to service requests or referrals from public, agencies, or City departments.

### **Minimum Qualifications**

*Any combination of education and experience that is equivalent to the following minimum qualifications is acceptable:*

Education:

Completion of an academic course equivalent to twelfth grade and possession of a G.E.D. or, its equivalent.

Experience:

Two years of experience in tree trimming.

### **Knowledge and Abilities**

Considerable knowledge of:

- Safe work procedures; tree climbing safety practices.
- Methods and equipment used in pruning, trimming and removing trees.
- Rigging methods and equipment; climbing techniques for tree maintenance at heights up to fifty five feet; tying rigging and climbing knots.

Working knowledge of:

- Tree growth characteristics, identification, and planting procedures.

Ability to:

- Climb and work from heights up to fifty-five feet.
- Use specialized rigging devices, including block and tackle, come along, havens grip, hobs lowering device and snatch block.
- Use power saws, chain saw with six-foot bar, pruning hooks, and other tree specialized trimming tools and other related equipment.
- Operate a knuckle boom-crane.
- Operate a large truck and trailer.
- Provide direction to assigned personnel.
- Respond to emergency work requests.
- Follow oral and written directions.
- Establish and maintain effective work relationships with those contacted in the performance of required duties.

### **License or Certificate / Other Requirements**

Possession of a Cardiopulmonary Resuscitation Certificate.

Possession of a valid California Driver's License, Class B, with the ability to drive vehicles with air brakes and a tank endorsement included must be obtained by the end of the probationary period and maintained throughout employment with the City of Oakland. License requirements are subject to changes in State and Federal law, and the City of Oakland must comply with mandated changes at all times.

### **Class History**

Revised: 07-16-2007; CSB Reso#: 44493

Established: 02-22-1996; CSB Reso#: 44352



City of Oakland

**Tree Trimmer Crew Leader**

<b>CLASS CODE</b>	TR214	<b>SALARY</b>	\$40.35 - \$49.51 Hourly \$6,994.00 - \$8,581.73 Monthly \$83,928.00 - \$102,980.80 Annually
<b>BARGAINING UNIT</b>	SC1 - Local 1021 Field and Operations Employees	<b>ESTABLISHED DATE</b>	March 16, 2023
<b>REVISION DATE</b>	July 05, 2023		

**Definition**

Under general supervision in the Oakland Public Works (OPW) Department, uses a full range of technical skills to serve as a mobile crew leader performing a variety of tree maintenance duties, which involve climbing trees up to fifty-five (55) feet and working from a variety of lifts; corrects hazardous conditions caused by trees on City property, public right-of-way, and easements; provides technical direction to Tree Trimmers, Tree Workers, Park Attendants, and volunteers; and performs related duties as assigned.

**Distinguishing Characteristics**

This is a dual concept classification. Incumbents may be assigned as mobile crew leaders responsible for directing a small crew that performs tree maintenance on City property, public right-of-way, and easements. This classification is distinguished from the lower level Tree Trimmer in that the Tree Trimmer Crew Leader provides lead direction to a small crew. It is distinguished from the higher level Tree Supervisor I which is a first level supervisory classification that organizes, directs, and implements tree maintenance programs and handles complaints.

The incumbent receives general supervision from a Tree Supervisor I and may provide technical or lead direction to Tree Trimmers, Tree Workers, Park Attendants, and volunteers.

**Examples of Duties**

*Duties may include, but are not limited to, the following:*

- Direct, train, and assign the work of a crew of one or more subordinate staff; assist with scheduling the use of vehicles and equipment; transport personnel to and from project site; determine on-site work activities and duties and delegate worksite tasks to crew members.
- Assist supervisor with coordinating service requests and work orders with the use of automated asset management software, computer, mobile phone, and other digital devices.

- Provide reporting and updates to supervisor in a timely manner to reflect and document work progress, activities, accidents, and incidents; may collect witness statements related to incidents and accidents.
- Climb trees using rope, saddle, spurs, lowering devices, specialized rigging devices or hydraulic equipment to trim, reshape, and strip trees.
- Operate and use aerial trucks such as knuckle boom-crane, tower, brush, and chipper trucks exceeding 26,000 lbs. gross vehicle weight rating; drive trucks to and from project sites; tow tree maintenance equipment not exceeding 10,000 lbs. gross vehicle weight rating.
- Perform tree maintenance; stake, tie, strap, and install tree guards; cut down trees; remove tree hazards; salvage fallen timber; cut and remove stumps, roots, trunks, and limbs; rake, clear, and sweep ground surrounding trees.
- Perform tool maintenance duties with equipment such as power saws, chain saws with six-foot bar, pruning hooks, and other specialized trimming tools; service and inspect tools and equipment for safety and mechanical defects; maintain and perform minor repairs to chain saws; manage crew member tools and equipment.
- Identify and report hazardous tree conditions; spot climbers for safety hazards.
- Identify occupational hazards on the work site; develop and execute work safety plans at job sites in accordance with safety regulations and standards; ensure that job sites and crew operations meet applicable safety regulations and standards.
- Provide technical direction to crew members including guidance on complex tasks involving tree climbing, tree rigging, tree pruning, root pruning, stump grinding, tree removals, tree planting, tree maintenance, and other tree maintenance duties.
- Provide technical direction and training to staff on the safe use of tools, equipment, and machinery and monitor and address safe usage while in the field.
- Interact with members of the public at worksites to answer their questions and concerns related to tree work; assist with responding to public inquiries.

### Minimum Qualifications

*Any combination of education and experience that is equivalent to the following minimum qualifications may be acceptable:*

**Education:**

High school diploma or equivalent.

**Experience:**

Two (2) years of experience as a Tree Trimmer in the City of Oakland or three (3) years of comparable tree climbing experience in private or public practice.

### Knowledge and Abilities

Knowledge of:

- Safe work procedures; tree climbing safety practices; traffic control; worksite set-up; safe use of tools, equipment, and machinery while in the field.
- Regulations, policies, procedures, protocols, and practices related to safety including American National Standards Institute (ANSI) and Occupational Safety and Health Administration (OSHA).
- Methods and equipment used in tree trimming.
- Rigging methods and equipment; climbing techniques; tying rigging and climbing knots.
- Tree growth characteristics, identification, and planting procedures.

- Methods and equipment used to prune, trim, top and remove trees and branches.
- Basic mathematics.
- Training and lead direction including roles and responsibilities.
- Computer systems and software applications.

Ability to:

- Assist supervisor with scheduling and posting of assignments.
- Direct and train assigned personnel including volunteers.
- Identify tree species and their defects.
- Climb and work in trees up to 55 feet in height.
- Utilize specialized rigging devices, rigging systems, lowering devices, and snatch block.
- Use and maintain power saws, chainsaws with six-foot bar, climbing spurs, and other specialized tree trimming tools and related equipment.
- Provide lead direction to assigned staff.
- Respond to emergency work requests.
- Operate a knuckle-boom crane.
- Operate a large truck and trailer.
- Lift and carry equipment weighing up to 50 lbs.
- Perform work requiring physical strength and agility in various weather conditions.
- Operate trucks exceeding 26,000 lbs. Gross Vehicle Weight Rating, various types of power and hand tools, and other equipment.
- Read and comprehend printed materials including power equipment manuals, Material Safety Data Sheets (MSDS), and applications of potentially toxic chemicals (including disinfectants).
- Perform simple mathematical calculations used in measurement, preparation, and performance of tree work.
- Prepare brief and accurate oral and written reports relating to work performed, accidents, and incidents; collect witness statements related to incidents and accidents.
- Use independent judgment and initiative in daily work activities.
- Follow and provide oral and written directions.
- Utilize a computer system, software applications, and other digital devices.
- Perform data entry into an automated work management system.
- Establish and maintain effective working relationships with those contacted in the performance of required duties including community members and volunteers.

### License or Certificate / Other Requirements

Possession of a valid California Driver's License, Class B, with the ability to drive vehicles with air brakes and a tank endorsement, must be maintained throughout employment with the City of Oakland. License requirements are subject to changes in State and Federal law, and the City of Oakland must comply with mandated changes at all times.

Certification as "Arborist" or "Tree Worker" by the International Society of Arboriculture is desirable.

### OTHER REQUIREMENTS

Depending on nature of assignment, candidates who receive offers of employment may be required to pass a thorough background investigation, submit fingerprints, and undergo a criminal record clearance if the assignment requires working in proximity to children or vulnerable populations.

## Class History

Established: 03/16/2023; CSB Reso#: 45194



City of Oakland

**Arboricultural Inspector**

<b>CLASS CODE</b>	AP100	<b>SALARY</b>	\$48.61 - \$59.67 Hourly \$8,425.03 - \$10,343.18 Monthly \$101,100.36 - \$124,118.16 Annually
<b>BARGAINING UNIT</b>	UH1 - Local 21 Supervisors	<b>ESTABLISHED DATE</b>	June 27, 1996
<b>REVISION DATE</b>	May 21, 2015		

**Definition**

Under general supervision in the Oakland Public Works Department, performs work involving the inspection and evaluation of trees for maintenance, planting and/or removal; investigates and resolves tree maintenance service requests from the public, City departments, or outside agencies; makes field inspections of hazardous tree reports; assists in daily and weekly scheduling of work units; helps select and train tree maintenance personnel; and performs related duties as assigned.

**Distinguishing Characteristics**

Arboricultural Inspector is a journey level classification. Incumbents perform a variety of technical tasks involving tree maintenance and hazardous tree inspections. This classification differs from the higher level classifications of Tree Supervisor II who oversees the operations of the Tree Services Unit and Construction Inspector Supervisor who supervises field inspector staff.

The incumbent receives direction from the Tree Supervisor II or the Construction Inspector Supervisor and may exercise lead direction over tree maintenance staff, as needed.

**Examples of Duties**

*Duties may include, but are not limited to, the following:*

- Inspect, investigate, and resolve various permits and claims regarding city tree ordinances including tree preservation, view preservation and hazardous tree removal and tree root related damage to sidewalks, sewer lines and laterals, and other underground infrastructures.
- Perform field inspections in response to hazardous tree reports; evaluate problem, determine tree ownership and follow appropriate procedure if abatement is required.
- Prepare and maintain records and reports, including permits, risk assessments and staff reports.
- Investigate and process reports of illegal tree endangerment, destruction or removal; issue written notification of violation to alleged violator and/or property owner.

- Investigate tree-related issues generated by citizen complaints, staff observations, or other City departments; document site visit findings.
- Prepare and distribute work order requests for tree maintenance/removal and sidewalk repairs related to trees to supervisors; observe work in progress; resolve work problems; determine additional needs.
- Review and update procedure or operations manuals.
- Handle complaints and inquiries from the public regarding tree ordinances or hazards; make referrals to appropriate personnel.
- Assist in the development of daily and weekly work schedules and routes for field units.
- Assist in the selection, training and evaluation of tree maintenance staff.
- Respond to calls day or night, seven days a week to abate tree hazards, which threaten public safety; coordinate and assign tree maintenance staff as needed to abate emergency tree hazards.

### **Minimum Qualifications**

*Any combination of education and experience that is equivalent to the following minimum qualifications is acceptable.*

#### **Education:**

High school diploma or equivalent, plus 12 college units in forestry, horticulture, arboriculture, botany, or closely related field. College level coursework in supervision is highly desirable.

#### **OR**

A Bachelor's degree from an accredited college or university in arboriculture, horticulture, forestry, botany or closely related field may be substituted for two years of work experience.

#### **Experience:**

Five years of experience working as an arborist, including one year of experience inspecting trees to determine hazardous conditions or trimming needs. One year of experience as a team leader in the care and maintenance of trees is highly desirable.

### **Knowledge and Abilities**

Knowledge of:

- Arboricultural methods and practices pertaining to urban forestry.
- Methods, tools and equipment used in pruning, trimming, planting and removing trees.
- Tree hazards, diseases, species and insects.
- Safety rules, procedures and practices
- American National Standards Institute (ANSI) guidelines and standards for tree care operations.
- Computer systems and applications.
- Rope and saddle tree climbing
- Public contact and community relations.
- Report writing and record keeping.
- Principles of training and development.

Ability to:

- Identify hazardous tree conditions.

- Assist in planning, organizing, directing and evaluating an arboricultural program.
- Interpret state and local regulations pertaining to trees in an urban environment.
- Handle stressful and sensitive situations with tact and diplomacy.
- Coordinate functions and activities between the tree section and other departments.
- Communicate effectively in both oral and written form.
- Maintain accurate records; prepare clear concise reports.
- Promote and enforce safe work practices.
- Provide direction and training to assigned staff.
- Establish and maintain effective work relationships with those contacted in the performance of required duties.

### **License or Certificate / Other Requirements**

Possession of a valid California Driver's License, Class C, to be maintained throughout employment with the City of Oakland.

Possession of a valid Certified Arborist certificate from the International Society of Arboriculture (ISA) is required. Must be maintained throughout tenure of employment.

Must be willing to work outdoors, subject to inclement weather.

Must be willing to work irregular days and hours, as needed, for emergency response.

### **Class History**

Revised: 5-21-2015; CSB Reso#: 44766

Established: 6-27-1996; CSB Reso#: 44358