

Tree Care Crew Leader



To perform this job successfully, an individual must be able to perform the essential job functions satisfactorily. Reasonable accommodations may be made to enable individuals with disabilities to perform the primary job functions herein described. Since every duty associated with this position may not be described herein, employees may be required to perform duties not specifically spelled out in the job description, but which may be reasonably considered to be incidental in the performing of their duties just as though they were actually written out in this job description.

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JOB SUMMARY

To supervise and participate in the more complex and difficult work of staff responsible for providing skilled work in performing a range of arboricultural practices in the pruning, maintenance, removal, and general care of trees; and to perform other related activities.

This is the Crew Leader level class in the Tree Care Technician series. Positions at this level are distinguished from the Tree Care Technician by the level of responsibility assumed and the complexity of duties assigned. Employees perform the most difficult and responsible types of duties necessary to arboricultural practices. Employees at this level are required to be fully trained in all procedures related to assigned areas of responsibility. The Crew Leader is responsible for manual labor and supervisory work over a crew of skilled and unskilled workers performing a variety of various manual tasks. Responsible for the crew, and ensuring that their assigned tasks are performed properly and efficiently performed, and that work schedules are maintained. The work involves the operation of heavy equipment and tools which are needed for tree trimming, landscaping, sidewalk repairs, asphalt work, maintenance of athletic fields, and park renovations.

ESSENTIAL JOB FUNCTIONS (examples, not all-inclusive)

The list of essential functions, as outlined herein, is intended to be representative of the tasks performed within this classification. It is not necessarily descriptive of any one position in the class. The omission of an essential function does not preclude management from assigning duties not listed herein if such functions are a logical assignment to the position.

- Operate bucket truck to prune, remove hazardous limbs, trim and thin trees.
- Periodically, attend workshops to stay abreast of professional arboricultural standards and techniques, and to maintain pesticide application license.
- Respond to public inquiries; investigate complaints and resolves issues in the area of assignment.
- Maintain records of employee attendance and work hours; maintain operation records and logs of all work performed; assign control numbers and track work orders; complete daily, weekly, and quarterly reports.
- Review work plan for assigned responsibilities; prioritize work orders; prepare daily schedule and staff assignments.
- Identify equipment needs for each assigned project; set up and organize work methods and procedures; track use of expendable items.

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- Provide and coordinate staff training; evaluate employee performance and work with employees to correct deficiencies.
- Operate various mechanical tools and equipment such as saws, aerial lift trucks, chip trucks, with dump, brush chippers, cutters, and various hand and electrical tools required in providing arboricultural practices in the care and maintenance of trees.
- Evaluate trees to determine if they are hazardous; assess whether they can recover from damage or if they need to be removed.
- Supervise and perform all necessary arboricultural practices to include the removal of dead, broken, weakened, and undesirable trees and branches; reduce hazards, eliminate conflict and preserve the beauty of trees on streets and other public property.
- Climb trees to perform pruning and removal work that cannot be accomplished from an aerial lift device; lowers large material to ground with ropes and other devices, with no damage to surroundings.
- Ensure trees are planted, irrigated and mulched; measure and check for damage and disease to trees; mix and apply fertilizers, herbicides, and mulched; measure and check for damage and disease to trees; mix and apply fertilizers, herbicides, and pesticides as appropriate to control insects and diseases.
- Supervises and participates in landscaping, planting, mowing, watering, spraying, cleaning, and trimming of municipal parks and grounds; planting trees, plants, and shrubbery; and operating equipment necessary in completing to complete assigned tasks.
- Inspects work in progress, modifies or adjusts work schedule and related factors to ensure that projects are completed.
- Supervises and trains crews in the field; resolves complaints; operates various types of equipment; performs maintenance tasks.
- Supervises and participates in repairing breaks and holes in street surfaces; mixing mortar; erecting signs and barricades, and clearing debris.
- Supervises and participates in the lining of playing fields, dragging, watering, weeding, and maintaining sport facilities.
- Supervises and participates in the repairs and maintenance of playground equipment to maintain in a proper operating condition.
- Help oversee mowing, landscaping, and tree trimming contracts.
- Exercises care and safety in the use of equipment and tools required to complete assigned tasks.
- Executes purchase orders authorized by the department director.
- Performs other duties as directed.

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QUALIFICATIONS

Education and Experience:

High school diploma or equivalent. Four to Five (4-5) A minimum of four five (45) years of previous increasingly responsible experience in arboriculture or related work the safe and effective operation of a wide variety of trucks, medium to heavy maintenance and construction equipment, or an equivalent

combination of education, training, and experience. Equivalent to completion of the twelfth grade supplemented by specialized training in arboriculture or a related field. Possession of a valid Florida CDL Class A or B and Arborist certification are preferred, and ability to maintain insurability. Required Broward County Advance Tree Trimming Certificate, Class B Trimmers license, license required, Pesticide Applicator license, and Arborist license preferred. Additional qualifying experience or completion of coursework at an accredited college or university in a job-related field may substitute on a year-for-year basis for one year of the required experience or education. Possess or be able to obtain a valid State of Florida driver's license by the date of hire.

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Knowledge, Skills, and Abilities:

Knowledge of:

- Principles of supervision, training, and performance evaluation.
- Climbing gear and techniques needed to effectively and safely perform a wide range of arboricultural practices.
- The operation of a full range of arboriculture equipment.
- All aspects of arboriculture to include including its theory and practice.
- All aspects of herbicides, pesticides, and fertilizers and how they are used.
- Federal, state and local policies, procedures and codes, operational hazards, and local policies, procedures and codes, operational hazards, and necessary precautions applicable to arboricultural practices.
- Preventive maintenance requirements.
- Safe work practices.

Ability to:

- Plan, organize, direct, and coordinate the work of technical personnel.
- Calculate pesticide and herbicide mixture.
- Independently perform the most difficult work in the area of arboricultural practices.
- Operate a variety of tools and equipment to include including but not limited to saws, aerial lift trucks, chip trucks with dumps, brush chippers, cutters stump grinders, and various hand and electrical tools required in providing arboricultural practices in a safe and effective manner.
- Operate a motor vehicle.
- Work independently in the absence of supervision.
- Communicate clearly and concisely, both orally and in writing.
- Establish and maintain cooperative working relationships with those contacted in the course of work.
- Knowledge of the occupational hazards of the trade and of proper use of safety procedures.
- Ability to operate equipment used for tree trimming, landscaping, sidewalk repairs, asphalt work, maintenance of athletic fields, and park renovations.
- Ability to understand and carry out instructions and to complete work assignments correctly.
- Ability to perform heavy manual labor for extended periods, often under hot and humid conditions.
- Ability to install and maintain landscaping.
- Ability to communicate effectively.

- ~~Ability to read and understand blueprints and as-built drawings.~~
- ~~Ability to operate a City vehicle and equipment.~~
- ~~Ability to work a flexible work schedule, including call-outs.~~
- ~~Ability to establish and maintain effective working relationships with other City employees, department officials, and the public.~~

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SUPERVISION RECEIVED / EXERCISED

- ~~Receives administrative direction from the Public Works Director or His/Her/their Designee~~
- ~~Exercises general supervision over lower level tree maintenance staff.~~

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PHYSICAL/MENTAL DEMANDS

~~Tasks involve moderate to heavy physical effort, including heavy lifting, carrying, pushing, and pulling equipment or supplies of heavyweight (e.g., up to 50 or more pounds), climbing stairs or ladders, remaining in positions requiring prolonged standing, walking, or sitting. Tasks require physical agility, in which some combination of the following is typically required: bending, kneeling, climbing, crawling, and stooping. Tasks may involve extended periods working in outdoor conditions with exposure to disagreeable environmental conditions, e.g., solar radiation, heat, dust, dirt, humidity, fumes, gases, smoke, acute vibrations, electrical hazards, and confined or elevated workspaces. These tasks include making observations, communicating, reading and writing, use of computers/tablets, operating equipment, making decisions, using judgment, estimating, calculating, and demonstrating intellectual capabilities and close collaboration with others.~~

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~~Tasks involve the ability to exert moderate to heavy physical effort, which may involve heavy lifting, carrying, pushing, and pulling of objects and materials of heavy weight (e.g., up to 100 or more pounds). Tasks require physical agility, in which some combination of the following is typically required: e.g., bending, kneeling, climbing, crawling, and stooping. Tasks require sound and visual perception and discrimination. Tasks may involve extended periods of working in outdoor conditions with exposure to disagreeable environmental conditions, e.g., solar radiation, heat, and humidity.~~

WORKING CONDITIONS

~~Primarily operates in an outdoor environment with exposure to environmental risks, occasionally transitioning to indoor settings. Tasks are regularly performed inside and outside with potential for exposure to adverse conditions, such as dirt, dust, pollen, odors, fumes and poor ventilation, wetness, humidity, rain, temperature, and noise extremes, machinery and moving vehicles, vibrations, electric currents, animals/wildlife, toxic/poisonous agents, gases or chemicals, oils and other cutting fluids, violence and disease, or pathogenic substances.~~

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This position is considered essential for disaster recovery efforts.