

# Tree Maintenance Worker, Caltrans Series

## California State Personnel Board Specification

Series established July 6, 1993

### Scope

The classes in this series are used to perform a wide variety of tree maintenance functions necessary to maintain trees along transportation facility rights of way and at State facilities; perform roadside vegetation control; and perform other related highway maintenance work "on loan" as needed.

Schem Code	Class Code	Class
BM31	9381	Tree Maintenance Worker, Caltrans
BM21	9382	Tree Maintenance Leadworker, Caltrans
BM11	9383	Tree Maintenance Supervisor, Caltrans

Tree Maintenance Worker, Caltrans Series Specification - Class Titles and Codes

### Job Characteristics

Permanent appointment of eligibles to the Tree Maintenance Worker, Caltrans, series is conditional upon successful completion of Tree Worker Safety and Rescue practices and procedures training given by the Department during the probationary period.

### Factors Affecting Position Allocation

1. Degree of supervision exercised and received.
2. Variety and complexity of assignments.
3. Scope and complexity of responsibility.
4. Independence of action and level of decision making authority.

### Definition of Levels

#### All Levels:

As required, incumbents climb trees in excess of 40 feet by means of ropes and saddles and perform required rigging. Incumbents may be required to work rotating or irregular shifts including weekends.

### Tree Maintenance Worker, Caltrans

This is the entry and journey level in the Tree Maintenance, Caltrans, series. Under supervision, incumbents trim, shape, cultivate, remove and plant trees and perform vegetation control along transportation facility rights of way and at State facilities; perform aerial rescue when required; and perform other related highway maintenance work as needed.

### Tree Maintenance Leadworker, Caltrans

Under direction, incumbents work in a lead capacity with a crew engaged in trimming, shaping, cultivating, removing and planting trees and perform vegetation control along transportation facility rights of way and at

State facilities; perform aerial rescue when required; and perform other related highway maintenance work as needed.

## Tree Maintenance Supervisor, Caltrans

Under general direction, incumbents work with and supervise crews of workers engaged in trimming, shaping, cultivating and planting ornamental and shade trees and perform roadside vegetation control along transportation facility rights of way and at State facilities; perform aerial rescue when required; and perform other related highway maintenance work as needed.

### Typical Tasks

#### All Levels:

May be required to operate a variety of equipment, including trucks, personnel hoists, brush chippers, buses, tank vehicles containing water or hazardous materials (including pesticides) and other maintenance equipment as required.

## Tree Maintenance Worker, Caltrans

Climbs trees by means of ropes or spurs; uses safety belt and other required rigging; trims and removes limbs and branches; uses both power and hand saws and similar equipment; lowers cut limbs and branches by lines; occasionally fells and removes entire trees; plants, cultivates and irrigates trees; cuts brush and weeds along the transportation facility rights of way, and at State facilities; maintains and cares for tree climbing and trimming equipment; acts as a flagger for traffic control; uses aerial equipment and pneumatic and hydraulic tools; under close supervision, applies chemicals for insect, disease and weed control.

## Tree Maintenance Leadworker, Caltrans

As leadworker, works with and assists in the supervision of a crew engaged in removing, spraying, planting, cultivating, irrigating and trimming trees; inspects trees for diseases, pests, or other damages; under direction, applies pesticides using safe practices; uses and assigns the use of vehicles and equipment including aerial equipment and pneumatic and hydraulic tools; maintains safe operations and controls traffic; keeps simple records and prepares reports.

## Tree Maintenance Supervisor, Caltrans

Plans, assigns, directs, inspects, and assists with the work of planting, spraying, cultivating, removing, irrigating and trimming trees; performs the more complex phases of the work; makes rough sketches and selects planting stock; supervises and trains subordinates in the safe application of vegetation and insect control chemicals; uses and supervises the use of aerial equipment; investigates accidents when State property has been damaged; trains subordinates in Tree Worker Safety and Rescue practices and procedures; insures that proper traffic control and pesticide control measures and safety practices are followed; makes Hazardous Tree Assessment recommendations; keeps records and prepares reports; may review and inspect and make recommendations on encroachment permits.

### Minimum Qualifications

#### All Levels:

Possession of a valid Class C driver license. Applicants who do not possess this license will be admitted to the examination but must secure the license prior to appointment.

## Tree Maintenance Worker, Caltrans

EITHER I

Nine months of experience in the California state service assigned to a tree maintenance crew, performing duties comparable in level to those of a Service Assistant (Maintenance). These duties include tree trimming and climbing work on trees of more than 40 feet in height.

**OR II**

One year of tree trimming experience. This experience must have included trimming of trees of more than 40 feet in height and climbing work.

## **Tree Maintenance Leadworker, Caltrans**

**EITHER I**

Two years of experience in the California state service performing the duties of a Tree Maintenance Worker, Caltrans.

**OR II**

Three years of tree maintenance experience. This experience must have included climbing work in trees at heights of more than 40 feet and the operation of heavy equipment.

## **Tree Maintenance Supervisor, Caltrans**

Possession of a valid Qualified Applicator Certificate, Landscape Maintenance or Right-of-Way Pest Control Category, issued by the California Environmental Protection Agency (Cal-EPA). (Applicants who do not possess this certificate may be admitted to the examination but must secure the certificate prior to appointment.) and Either I One year of experience in the California state service performing the duties of a Tree Maintenance Leadworker, Caltrans.

**OR II**

Four years of experience in the California state service performing the duties of the class of Tree Maintenance Worker, Caltrans.

**OR III**

Four years of experience in removing, planting, trimming, and caring for trees and shrubbery. This experience must have included working in trees at heights of more than 40 feet and the operation of heavy equipment. (At least one year of this experience must have been as a leadworker or supervisor of a tree trimming crew.)

## **Knowledge and Abilities**

### **All Levels:**

Knowledge of: Various ropes, knots and splices used in tree trimming work; different cuts used for felling and limb removal; climbing, power tool and pesticide safety regulations and safety practices; appropriate rigging procedures; different types of climbing methods; pruning techniques; rope strengths in conjunction with wood weights; basic mathematics including addition, subtraction, multiplication and division; operation and service requirements of various types of specialized equipment; different types of wood in terms of ease or resistance to cuts; safe pesticide application techniques.

Ability to: Climb trees in excess of 40 feet in height by means of belts, spurs and ropes; perform tree trimming tasks at considerable heights above the ground; coordinate body movements with tasks to be performed; select and apply knowledge appropriate to job tasks; follow basic safety procedures for pesticide use; do the necessary rigging and tying of the various knots used in tree trimming work; follow instructions and location directions; learn new methods and techniques; make independent decisions; establish and maintain cooperative working relationships; communicate at a level required to perform the essential functions of the job.

## **Tree Maintenance Leadworker, Caltrans**

Knowledge of: All of the above, and the minimum levels of tree maintenance as prescribed by Department policy and the Department maintenance manual; proper signing, flagging and lane closure procedures; safety regulations and practices, including protective equipment for the use of pesticides and other chemicals; training techniques; seasonal pruning requirements; basic first aid and CPR; aerial rescue; common diseases and pests that attack trees and procedures for their control; common names and growth patterns of trees.

Ability to: All of the above, and recognize potential hazards; operate heavy equipment; plan and direct the work of others; evaluate the daily work performance of others; follow safe pesticide application procedures.

## **Tree Maintenance Supervisor, Caltrans**

Knowledge of: All of the above, and principles and techniques of effective supervision; current developments in equipment and materials used in tree maintenance; botanical and common names of trees; how to supervise others in the safe application of pesticides; a supervisor's role in Safety, Health, Affirmative Action/Equal Opportunity Program and labor relations objectives and the processes available to meet these program objectives.

Ability to: Do all of the above, and effectively contribute to the Department's safety, health, affirmative action/equal opportunity, sexual harassment prevention and labor relations program objectives; safely prepare, mix, apply and store pesticides; train others in the effective and safe use of pesticides to control disease, insects and weeds.

## **Special Personal Characteristics**

### **All Levels:**

Sufficient physical strength and agility to perform the essential functions of the job, including aerial rescue.

## **Additional Desirable Qualification**

### **All Levels:**

Possession of a valid and unrestricted Class B or Class A driver license with endorsements for P (Passenger/Bus), H (Hazardous Materials) and N (Tank Vehicle).

### **All Levels:**

Possession of a Qualified Applicator Certificate with Landscape Maintenance, Right-of-Way or Forest Pest Control Category issued by the California Environmental Protection Agency (Cal-EPA).

## **Drug Testing Requirement**

### **All Levels:**

Applicants for positions in these classes are required to pass a drug screening test. Testing of current employees who are applicants in an examination or who are transferring is permitted only if the person does not have a current appointment to a class for which drug testing is a requirement.

## **Class History**

<b>Class</b>	<b>Date Established</b>	<b>Date Revised</b>	<b>Title Changed</b>
Tree Maintenance Worker, Caltrans	07/06/1993	04/18/1995	--
Tree Maintenance Leadworker, Caltrans	07/06/1993	04/18/1995	--
Tree Maintenance Supervisor, Caltrans	07/06/1993	04/18/1995	--
Tree Maintenance Worker, Caltrans Series History - Dates Established, Revised, and Title Changed			

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