OPERATOR

Department: **Department of Public Works**
Division: **Forestry**
Appointing Authority: **Director**

Grade: **10**
Revision Date: **11/19**
Bargaining Unit: **W**

Definition:

Skilled manual work in the general maintenance of and operations for the removal and trimming of trees, bushes including assessment of hazardous vegetation conditions; the planting, care, maintenance of trees and other vegetative species; semi-skilled general manual labor work as assigned; all other work that is logical to the position.

Supervision:

Works under the direct supervision of the Forestry Crew Chief and the general direction of the Field Superintendent or Assistant Field Superintendent within established safety and operational protocols.

No formal supervisory responsibilities other than incidental responsibility for instructing, directing, and organizing small work crews in the operation of those activities.

Job Environment:

Work is done under typical conditions indoors and in the field outdoors. Work may be performed in adverse weather and environmental conditions; may involve working with hazardous machinery or substances including chain and other types of saws, fertilizers, tractors, trucks, aerial bucket, log loader, or other tools and equipment requiring adherence to safety and usage protocol; may involve mechanical testing and service requiring adherence to safety and usage protocol.

Work conditions may involve walking and climbing on flat ground, uneven terrain or hills; exposure to sun, wind, dust, heat, cold, rain, snow, insects, poison ivy, gasoline or diesel fumes, traffic, noise; walking moderate distances; carrying and lifting requiring physical strength and endurance; exposure to hazardous conditions; crouching, reaching, twisting, repetitive motion.

Errors in equipment operation may cause legal or financial repercussions, damage to equipment or facilities, personal injury, injury to colleagues, danger to public health and safety.

May have directive contact with employees in answering questions, solving problems, providing instructions; may have occasional contact with members of the public in answering questions, receiving complaints, conveying concerns or triaging situations where citizenry may be upset or angry.

Errors in judgment and performance may result in damage to or loss of information, delay in or loss of service, possible monetary loss, or adverse legal consequences to the city as well as impact on employee morale, confusion and delay.

Must drive self and/or equipment to job sites and locations as necessary.

Essential Functions: (The essential functions or duties listed below are intended only as illustration of the various types of work that may be performed and are representative of those that must be met by an employee to successfully perform the essential functions of the job. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position.)

Responsible for tree maintenance, removal, and planting, lawn care, shrubs, and other vegetation on city property or belt lines and as directed; tree trimming; grinding of stumps; road side mowing; responsible for recognizing and addressing hazardous conditions, both on the ground and in the areas above and around trees of all kinds and sizes; responsible for directing crews in normal conditions or emergency conditions as assigned.

Provides training to those who may be assigned to work crew, responsible set up and safe operation of work zone(s), including the usage of chain or other saws, ropes, ladders, log truck, chipper, aerial lift truck, backhoe, loader, compact wheel loader, mini excavator, snow removal equipment and use of various hand tools and their maintenance.

May perform or direct a work crew to perform tasks such as prepare sites for planting, undertake planting and other re-growth activities of native or plantation species; control weeds and pests in both new and established growth areas; prune and thin trees by hand and using mechanical equipment; fell trees safely and efficiently; observe correct environmental practices; prepare logs or brush for transportation by removal of limbs de-barking, log cutting, chipping; etc.

Duties include seasonal or discreet tasks such as putting up or taking down holiday decorations, moving bleachers, hanging banners, installing air conditioners, roof repair, all where city aerial lift equipment or log loader is required; may from time to time move pipe, equipment, barriers (jersey) and setting C.B. and manhole structures, or similar type duties.

Laborer duties may include digging ditches, trenches, post holes and loading of dirt and construction materials; shovel, spread and tamp asphalt; break, remove and load old concrete and prepares sidewalks, curbs and streets for repairs; use assorted hand tools such as shovels and standard construction or carpentry tools; use assorted pneumatic tools such as portable pumps, air compressors, jackhammers, air drills.

Minimum Qualifications: *Any combination of experience and training that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the necessary knowledge and abilities is:*

Education and Experience:

High School or trade school diploma or equivalency required, or, a combination of education and experience that enables performance of all aspects of the position.

Three to five years of responsible experience with a working familiarity of the operational methods, materials, equipment required to perform the duties involved; and, ability to effectuate results for a wide variety of problems in the particular type of work.

Knowledge, Ability and Skill:

Knowledge of planting and transplanting, pruning, and the general well-being of trees, shrubs, plants and related vegetation. Ability to assess hazardous tree or other conditions and the safe removal or pruning of same. Ability to rope trees/limbs in order to accomplish removal of trees and limbs from areas obstructed by

structures, wires and other hazards. Have knowledge and ability to work outdoors safely and efficiently. Possess the ability to safely operate various tools and equipment in the performance of duties.

Working knowledge of the principles and practices of ground and tree maintenance including the proper use and care of related equipment. Able to direct work crews efficiently; to communicate instructions clearly and concisely.

Must demonstrate appropriate time management skills; ability to communicate effectively orally and in writing. Must perform all aspects of job responsibilities with honesty and integrity; must work effectively and independently in situations where deviations and irregularities occur.

Physical Requirements:

Ability to read and understand equipment instructions or labels; mechanical ability, aptitude and skill to perform inspections and minor repairs; intermittent sitting, standing, stooping, crouching, walking, lifting of light and heavy objects, and using tools and equipment that require a high degree of manual dexterity or flexibility. Must possess manual ability and good coordination; be interested in working outdoors, be physically fit, be alert and safety conscious.

Work is performed in an environment with exposure to noise, chemicals and machinery with moving parts. Requires sufficient eye/hand coordination to perform semi-skilled repetitive movements. Tasks require sound and visual perception and discrimination and may include the use of protective devices. May be required to move heavy objects (50 pounds or more) long distances (more than 20 feet).

Knowledge and ability to work in small, cramped places such as bucket loader or in a tree; ability to coordinate the movement of more than one limb simultaneously; ability to work with normal protective equipment; ability to work safely without presenting a direct threat to self or others.

Special Requirements:

Must possess valid Massachusetts Class B Operator's License or equivelint from reciprocal State (CDL) with Air Brake Certification; hoisters' licenses applicable to position; any other licenses/endorsements required by State or Federal law. Must successfully pass CORI/ SORI checks; must have an acceptable driving record and be insurable under city's policy; must pass pre-employment physical and drug screen pursuant to the DOT Regulations. Overtime hours may be required in unusual situations or emergencies.

(This job description does not constitute an employment agreement between the employer and employee. It is used as a guide for personnel actions and is subject to change by the employer as the needs of the employer and requirements of the job change.)

Approved:

Human Resources Director

11/26/19
Date

Revision History: 12/02, 6/10, 4/12, 8/15, 7/18, 11/19

Department Head

Mayor