



Date: September 24, 2019
To: Human Resources
From: Street Superintendent
Subject: Tree Trimmer II Job Description

SUMMARY: Public Works has revised the Tree Trimmer II job description in an effort to increase the candidate pool for future recruitments.

Public Works was unsuccessful in a recent recruitment for two (2) Tree Trimmer II positions. The City received only six (6) qualified applicants. Three (3) applicants did not show up for the scheduled written exam, (2) failed the written exam, and the one that passed chose not to proceed with taking the performance exam. The department has been working with Human Resources to revise the job description to attract a larger pool of qualified candidates.

The requirement for a Class A or B Commercial driver's license was moved from required licenses and/or certificates at the time of application and for the duration of employment to the certificates required within 12 months of appointment and for the duration of employment. The Certification as an Arborist from the International Society of Arboriculture (ISA) was moved from certificates required within 12 months of appointment and for the duration of employment to desirable qualifications. The exam rating was changed from 50% written and 50% performance to 100% performance to better align with the recruitment of the Tree Trimmer II. The written test has proven to not be successful in recruiting candidates.

Dave Staub

Chris Fazzi

cc: Craig Mobeck