

TO: Finance Committee

FROM: William Wick, Human Resources Analyst

DATE: September 2, 2022

SUBJECT: Arborist 1 – Streets and Urban Forestry

Streets and Urban Forestry Superintendent Charlie Romines is requesting the recreation of an existing 1.0 FTE Arborist 1 position (#1558) into a 1.0 FTE Arborist 2 position. Position 1558 is currently occupied by Richard Hanson. Per the class specification, Arborist 2 is not intended to be part of a progression series; rather positions at the Arborist 1 and Arborist 2 levels are dependent on the needs of the Division and will be posted and filled through competition.

Streets’ need for work to be performed at the Arborist 2 level is currently being supported through Arborist 2 out-of-class pay to Arborist 1’s performing necessary crew lead work on a near-daily basis. The recreation of this position as an Arborist 2 will significantly reduce the need for out-of-class pay and the expectation going forward is that out-of-class pay would only occur in the event an Arborist 2 who would otherwise perform the work is absent. Permanent placement at the Arborist 2 classification will allow for more consistent expectations in leading the work of the crew as well as more consistency of direction for the crew performing work. If recreation of the position from Arborist 1 to Arborist 2 is approved, the Arborist 2 position will be filled through a department promotional process. If an Arborist 1 other than the incumbent in position #1558 is selected for promotion, then the incumbent in position #1558 will be moved to the Arborist 1 position vacated by the promoted employee. For these reasons, I recommend the following:

- Recreate position #1558 of Arborist 1 as an Arborist 2, and
- Fill the Arborist 2 position through an internal competitive process

The Resolution necessary to implement this recommendation has been prepared.

Editor’s note:

Compensation Group/Range	2022 Annual Minimum (Step 1)	2022 Annual Maximum (Step 5)	2022 Annual Maximum (+ 12% Longevity)
16/10	\$52,319.28	\$58,560.84	\$65,588.12
16/12	\$55,524.04	\$61,596.60	\$68,988.14

Cc: Charlie Romines – Streets and Urban Forestry Superintendent  
 Steve Schultz - Streets and Urban Forestry Assistant Superintendent  
 Gregg McManners – Provisional Human Resources Director  
 Emaan Abdel-Halim – HR Services Manager  
 Erin Hillson – Employee and Labor Relations Manager  
 Gregg Gotzion - Labor Rep 6000

