



City of Mountain View (CA) Tree Trimmer III

SALARY	\$3,559.13 - \$4,326.39 Biweekly \$7,711.45 - \$9,373.85 Monthly \$92,537.38 - \$112,486.14 Annually	LOCATION	Municipal Operations
JOB TYPE	Full-Time	JOB NUMBER	202400088
DEPARTMENT	Community Services Department	DIVISION	Forestry and Roadway Landscape
OPENING DATE	06/05/2025	CLOSING DATE	Continuous
FLSA	Non-Exempt	BARGAINING UNIT	SEIU

What's the Role and What You'll Do

We're looking for a **self-motivated**, **safety-oriented**, and **diligent** individual with exceptional **customer service skills** who enjoys working outdoors to take on the role of Tree Trimmer III in the Forestry Division of the Community Services Department. The City's Tree Trimmers perform a variety of duties, including working from the ground and in a bucket truck to trim, prune, remove, plant, grind tree stumps, drag brush, operate the chipper, install street banners, and otherwise maintain Street and city-owned trees. The City's Tree Trimmer III position is also responsible for the daily performance and on-going training for the Tree Trimmer I/II positions. If you are looking to make a positive impact in a skilled maintenance and customer service role, this position is for you! Review our detailed job description [here](#).

What You'll Do:

- Operate small power equipment and hand tools to cut and trim trees on City streets and in City parks.
- Safely and efficiently load brush, logs and debris into trucks.
- Maintain a working knowledge of tree identification and tree maintenance practices.
- Maintain tree trimming equipment, including chainsaws and hand saws.
- Oversee the completion and sharing work orders for all work performed on a daily basis.
- Assist in the inspection of priority tree service requests.
- Assist in the development and monitoring of individualized training programs for the Tree Trimmer I/II's.
- Lead safety meetings and other team briefings.
- Engage with the public regarding tree work.

The Essentials

Tree Trimmer III

- Three years of increasingly responsible tree maintenance experience.
- Education equivalent to the completion of the 12th grade supplemented by courses in arboriculture, pesticide management, or a related field, plus completion of City's or college-level supervisory training course prior to or

within two years of appointment.

- Possession of a valid Class B California Driver License.
- Possession of a valid Class A California Driver License may be required in some assignments.
- Possession of, or ability to obtain a Qualified Pesticide Applicator Certificate may be required by the position.

Bonus Points:

- Tree Climber Certification issued by the International Society of Arboriculture (ISA)
- Arborist Certification issued by the International Society of Arboriculture (ISA)
- Tree Worker Aerial Lift Specialist Certification issued by the International Society of Arboriculture (ISA)

Are We a Match?

- You are **safety-oriented** with the ability to prioritize a variety of projects throughout the work day.
- You are an **effective communicator** with the knowledge and tact to respond respectfully to customer inquiries.
- You are a **resourceful**, diligent worker with top-notch problem solving skills.
- You are a respectful **team player and leader** who thrives in a collaborative, fast-paced work environment.
- You are **flexible** and willing to work beyond normal business hours in response to storms and emergencies.

Apply Now

Submit your application and resume online at [governmentjobs.com](https://www.governmentjobs.com) or to the Human Resources Department; City of Mountain View, 500 Castro Street, Mountain View, CA 94041, (650) 903-6309. Please provide a valid email address on your application. Application materials will be screened on a continuous basis with a **first application review date of Thursday, June 26. This recruitment may close at any time.** Depending on the number of applicants, this process may be altered.

Candidates with the most relevant qualifications will be invited to the following process:

- Oral Board Interview Panel (weighted 100%) via video conference (Zoom) to be conducted on July 8, 2025.
- In-person Department Interview – Select candidates who pass the oral board interview may be invited to meet with staff from the Community Services Department for a more in-depth discussion regarding the position and their qualifications.

Depending on the number of applicants, this process may be altered.

Fine Print. (The salary range is scheduled to receive a 3% cost-of-living increase in July 2025.) The selection process includes submitting 10-year DMV driving history (dated within 90 days). May be required to work varying shifts and days, which may include weekends. Must have the physical ability to bend, pull, push, lift and carry up to 50 pounds and work over heights greater than 10 feet. Pre-employment physical and periodic respiratory exams may be required. The Tree Trimmer II position is covered by the Department of Transportation (DOT) regulations. Therefore, prior to final selection, qualifying candidates will be required to pass a pre-employment/pre-duty drug test. Candidates will not be assigned to a safety-sensitive position if they do not pass the test. Candidates with a disability who may require special assistance in any phase of the application or testing process should advise the Human Resources Department upon submittal of application. Documentation of the need for accommodation must accompany the request. The City of Mountain View is an Equal Opportunity Employer (EOE). Prior to hire, candidates will be required to successfully complete a preemployment process, including employment verification and a Department of Justice (DOJ) fingerprint check. A conviction history will not necessarily disqualify an applicant from appointment; however, failure to disclose a conviction will result in disqualification or termination.

Employer

City of Mountain View (CA)

Address

500 Castro Street

Mountain View, California, 94041

Website

<https://www.mountainview.gov/>

Tree Trimmer III Supplemental Questionnaire

*QUESTION 1

Section 1: How many years of full-time experience do you have in tree maintenance or arboriculture?

- ☐ Less than 1 year
- ☐ 1 year
- ☐ 2 years
- ☐ 3 years
- ☐ 4 years
- ☐ 5 or more years

*QUESTION 2

What is your highest level of education completed?

- ☐ High school diploma or equivalent
- ☐ Some college or trade school
- ☐ Associate's degree
- ☐ Bachelor's degree or higher
- ☐ None of the above

QUESTION 3

Do you currently hold a valid California Class B Driver License?

- ☐ Yes
- ☐ No

QUESTION 4

Are you able and willing to obtain a California Class A Driver License, if required?

- ☐ Yes
- ☐ No

*QUESTION 5

How many years of experience do you have climbing trees for maintenance or removals (using rope and saddle or aerial lifts)?

- ☐ Less than 1 year
- ☐ 1 to 2 years
- ☐ 3 to 4 years
- ☐ 5 or more years

*QUESTION 6

How many years of experience do you have serving in a lead role, such as directing the daily work of a small crew (but not full supervision)?

- ☐ None
- ☐ Less than 1 year
- ☐ 1 to 2 years
- ☐ 3 to 4 years
- ☐ 5 or more years

QUESTION 7

How many years of supervisory experience do you have, including duties such as performance evaluations, hiring input, or formal discipline?

- ☐ None
- ☐ Less than 1 year
- ☐ 1 to 2 years
- ☐ 2 or more years

*QUESTION 8

Section 2: Rate your confidence in each task using the following scale: 0 – Not confident 1 – Somewhat confident 2 – Confident 3 – Very confident Climbing trees using ropes, harness, and aerial lift devices:

- ☐ 0 – Not confident
- ☐ 1 – Somewhat confident
- ☐ 2 – Confident
- ☐ 3 – Very confident

*QUESTION 9

Operating tree maintenance equipment (e.g., chainsaws, chipper, stump grinder):

- ☐ 0 – Not confident
- ☐ 1 – Somewhat confident
- ☐ 2 – Confident
- ☐ 3 – Very confident

*QUESTION 10

Leading a tree maintenance or arborist crew on jobsites:

- ☐ 0 – Not confident
- ☐ 1 – Somewhat confident
- ☐ 2 – Confident
- ☐ 3 – Very confident

*QUESTION 11

Identifying tree species, diseases, and signs of decay or structural hazard:

- ☐ 0 – Not confident
- ☐ 1 – Somewhat confident

- ☐ 2 – Confident
- ☐ 3 – Very confident

***QUESTION 12**

Safe operation and setup of traffic control zones (cones, signage, flagging):

- ☐ 0 – Not confident
- ☐ 1 – Somewhat confident
- ☐ 2 – Confident
- ☐ 3 – Very confident

***QUESTION 13**

Following and enforcing safety protocols and procedures on the job site:

- ☐ 0 – Not confident
- ☐ 1 – Somewhat confident
- ☐ 2 – Confident
- ☐ 3 – Very confident

***QUESTION 14**

Do you have experience with any of the following? (Check all that apply)

- ☐ Tree risk assessments or tree inventories
- ☐ Aerial rescue
- ☐ Pesticide or herbicide application
- ☐ Equipment maintenance
- ☐ Crew supervision or scheduling
- ☐ None of the above

***QUESTION 15**

Do you currently hold any of the following certifications or licenses? (Check all that apply)

- ☐ ISA Certified Arborist
- ☐ ISA Certified Tree Climber
- ☐ ISA Certified Tree Worker Aerial Lift Specialist
- ☐ Qualified Applicator Certificate (QAC) or Qualified Applicator License (QAL)
- ☐ Class A California Driver License
- ☐ None of the above

***QUESTION 16**

Are you trained or knowledgeable in the Electrical Hazard Awareness Program (EHAP) as it relates to arborist work near energized lines?

- ☐ Yes, I have completed formal EHAP training or certification.
- ☐ Somewhat, I have received informal instruction or on-the-job EHAP training.
- ☐ No, I have no EHAP knowledge or training.

* Required Question