

Forestry Mission Statement

*A forest within Milwaukee County Parks that is safe,
functional and sustainable for future generations*

What is a Natural Resource Technician?

Full-time highly skilled Parks employees who perform: Tree work (arborists), Road/Asphalt repairs, major landscape work, and any other type of work that involves heavy machinery operating.

Qualifications and Certifications include: Certified Arborists, CDL Class A with numerous endorsements, degrees (bachelors/associates) in natural resource management/horticulture etc..

Land Resources Division – Areas of Oversight

■ Asphalt Maintenance

- Roads - 64 Miles
- Parking Lots - 131
- Park Paths – 112 Miles
- Catch Basins, Patching (hot/cold)

■ Playgrounds – 113 Units

- Inspections
- Maintenance
- Surfacing
- Repairs

■ Landscaping, Construction and Repairs

■ Trails

- Oak Leaf Trail – 120+ Miles
- Hiking Trails – 44+ Miles

■ Natural Areas Management 9,000 Acres

- Invasive work
- Wildlife Monitoring
- Citizen Science
- Native Planting
- Habitat Restoration
- Project Review and Impact analysis

■ Forestry Management

Land Resources Division

Staff

- 1 Deputy Regional Operation Mgr.
- 2 Landscape and Construction Sup.
- 5 Natural Resource In-Charge**
- 26 Natural Resource Technicians**
- 1 Natural Areas Coordinator
- 1 Assist. Natural Areas Coordinator
- 1 Trails Coordinator
- 10 Seasonal Support Staff

Equipment

- 5 Crew Trucks
- 7 Chipper Units
- 11 Dump Trucks (106's)
- 5 Bucket Trucks
- 2 Stump Grinders
- 1 Log Loader
- 3 Skid Steers
- 3 Tree Spades

The Forest within our Parks

- **15,500 acres**
- **158 Parks**
- **1.5 Million** Trees in Milwaukee County Parks
- **356,000** Ash Trees in Milwaukee County
- **24 %** of all Park Trees are Ash (Emerald Ash Borer)
- **Approx. 2,500** Tree Removals Annually

Maintaining our Forest

Removals: 1000-2000 Annually

- Dead or Hazardous
- Non Treated Ash

Priority Maintenance Zones

- frequency of users
- size of trees
- quantity of trees
- Roads and Parkway
- Property Lines



Maintaining our Forest

The Value of our Natural Resource Technicians

- Private Contractor Cost
 - Davey Tree Experts – Avg. of \$580 per tree
- Annual Cost if Contracted
 - **\$580,000 – \$1.16 Million** (1,000 – 2,000 trees)



FOR JUST THE ARBORIST WORK THEY PERFORM!

Maintaining our Forest

- **Planting**

- 400 – 600 B&B or Tree Spade
- 1000 – 2000 Natural Areas Potted
- Species Diversity – Preference to natives
- 25% of our trees come from Partners – Greatest outreach opportunity



- **Pruning**

- Preventative Maintenance
- 2nd Most important means to better public safety and tree health
- Reduce Storm Damage



Natural Resource Technician Reallocation

Retention vs Recruitment

2016

- 2 Vacancies

2017 Spring

- 2 Vacancies
- 1 filled from 2 offers*

2017 Fall

- 3 Vacancies
- 0 offers (none qualified)

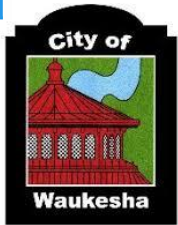
2018

- **7 Vacancies** (*2017 recruit resigned)



Natural Resource Technician Reallocation

Public Sector Comparables



Position Title	Department	Municipality	Date	Low	Median	High
Forester I		Village of Shorewood	Mar-17	22.00	25.00	28.00
Equipment Operator	Streets	City of Waukesha	Dec-16	22.00	25.86	29.71
Crew Person	Public Works	Cedarburg	Nov-16	20.00	23.95	27.89
Arborist	Public Works	Sheboygan	Jun-16	21.00	23.43	25.86
Arborist I	Parks	Madison	Sep-17	23.02	24.39	25.76
Arborist 2	Parks	Madison	Sep-17	24.42	25.76	27.10
Arborist	Public Works	West Allis	Aug-14	21.70	22.56	23.41
Arborist		Racine	Jul-14	19.66	22.37	25.07
Arborist	Parks	Menasha	Jul-14	19.59	22.04	24.48
Urban Forestry Specialist	Public Works	City of Milwaukee	Dec-17	20.28	22.65	25.02
Arborist I	Public Works	City of Wauwatosa	Feb-11	20.55	24.38	28.20
Arborist	Parks	City of New Berlin	May-18	25.21	29.62	34.03
				\$21.62	\$24.33	\$27.04 average
Natural Resource Tech (15z2)	Parks	Milwaukee County	Jun-18	\$19.17	\$21.12	\$23.06 Current
Natural Resource Tech (15z3)	Parks	Milwaukee County	Jul-18	\$20.32	\$22.81	\$25.29 Proposed

