City of Bellingham
Classification Specification

CLASS TITLE	**Natural Resources Worker I/II**
DEPARTMENT	**Public Works, Natural Resources**

UNION:1937
SG: 107/108
CS:Y
FLSA:Y
EEO4/SOCCODE:SM/37-3011

NATURE OF WORK:

This series performs progressively responsible manual field work for the Natural Resources Division of Public Works. Provides support to Natural Resources programming, including the Lake Whatcom Watershed Property Acquisition Program, Habitat Restoration Program and Wetland Mitigation Program. Implements native ecological restoration activities through the performance of planting, weed management, construction and maintenance activities. Decommissions, reroutes and maintains trails and constructs signage, fencing and pedestrian boardwalks. Demolishes small structures and removes trash and site debris. Work involves the use of hand and power tools and the operation of tracked wheelbarrows, skid-steer, mini excavators, towing/backing trailers and dump trucks. Documents and records data and answers questions from the public.

DISTINGUISHING CHARACTERISTICS:

The Natural Resources Worker is distinguished from other classifications by its emphasis on performing manual field work involving ecological restoration activities including weeding, planting, construction, maintenance, habitat restoration and monitoring of native landscapes in support of the Natural Resources Field Programs.

Natural Resources Worker I:
The Natural Resources Worker I is an entry-level position assisting higher classified workers in the performance of assigned duties. NR Worker I is distinguished from the NR Worker II by a greater level of supervision and instruction required in the performance of assigned duties. Incumbents at this level receive instruction or assistance as new or unusual situations occur.

An individual in this position will move to the NR Worker II level in a non-competitive promotion upon completing two years as a NR Worker I, obtaining a Washington State pesticide license and obtaining a Commercial Driver's License (Class A CDL) with air brake endorsement (CSC 7-11-90).

Natural Resources Worker II:
The NR Worker II is distinguished from the NR Worker I by the greater level of experience which provides a higher level of skill and independence in the performance of job duties. In

accordance with established procedures, rules and regulations, the NR Worker II is expected to perform the full range of routine to complex duties within the scope of the classification with minimal supervision.

NR Worker II is further distinguished from the NR Worker I by obtaining and maintaining a Washington State pesticide license and obtaining and maintaining a Commercial Driver's License and demonstrating proficiency in operating heavy equipment.

SUPERVISORY RELATIONSHIPS:

Reports to the Natural Resources Field Supervisor. Receives direction and training from higher classified positions within the unit (Natural Resources Worker II, Natural Resources Worker Crew Lead, Natural Resources Field Supervisor, Natural Resources Field Manager). Work is performed under general supervision and in accordance with City and departmental policy and procedure as well as applicable statutes, regulations and guidelines. Works independently, with a crew, and/or with volunteers or seasonal staff as assigned.

ESSENTIAL FUNCTIONS:

1. Performs native ecological restoration, maintenance, construction and property conservation activities such as planting; mulching; weed management, including pesticide application, brush cutting and manual weeding; forest management and thinning; structure removal; installation, maintenance and repair of irrigation systems; fish isolation and fish salvage; and, construction and maintenance of signs, fences and boardwalks.

2. Participates in activities associated with decommissioning, rerouting and maintaining trails. Work involves revegetation, constructing/demolishing bridges and signage, and configuring drainage.

3. Performs regular inventory, cleaning, and minor maintenance of tools and equipment such as saw filing, shovel sharpening and repair of fish nets. Reports equipment needs and issues to supervisor.

4. Operates light equipment such as chainsaws, mowers, riding mowers, line trimmers, brush cutters, miter saws, field sweepers, tracked wheelbarrows, pressure washers and a variety of hand and power tools.

5. Operates heavy equipment such as excavators, skid steer, trucks with trailer attachments and backhoes.

6. Performs manual labor such as digging, shoveling, raking, lifting, and pushing a wheelbarrow.

7. Participates in the operation and maintenance of a native plant nursery including planting, watering, plant propagation, and assisting with inventory. Maintains appropriate levels of cleanliness and organization.

8. Works with higher classified staff to inspect and monitor restoration, mitigation and Lake Whatcom sites for completeness, effectiveness, maintenance needs, hazards and encroachments. Documents and inputs monitoring data for parameters such as vegetation, water quality, geomorphic and fish and wildlife. Documentation includes mapping, reporting and scheduling.

9. Answers questions and provides information to the public within the scope of authority. Refers more complex technical questions and concerns to higher classified positions within the unit.

10. Communicates logistical needs to Supervisor.

11. Maintains accurate and detailed records of work performed.

Natural Resources Worker II

1. Provides guidance and on-the-job training to less experienced co-workers.

2. Operates 10-yd dump trucks.

ADDITIONAL WORK PERFORMED:

Natural Resources Worker I

1. Participates in job-related training to improve knowledge and skills.

2. Performs other related duties within the scope of the classification.

Natural Resources Worker II

1. Assists higher classified workers in data collection.

2. Performs other related duties within the scope of the classification.

KNOWLEDGE AND SKILLS:

Knowledge of:

- Native plant communities and ability to distinguish between native and non-native species.
- Use of hand tools, power tools and equipment.
- Safety rules and regulations.
- Working knowledge of governmental functions and processes.

Skill in:

- Excellent interpersonal skills for interaction with City staff, department staff, and the public.
- Data entry and record keeping.

- Computer skills to learn and utilize computer software and technology as required to perform various assignments.

Ability to:

- Use or operate, or learn to use or operate, a variety of hand and power tools and motorized equipment safely and efficiently.
- Match the appropriate tool to the task.
- Troubleshoot equipment problems and perform basic maintenance on small equipment.
- Follow established safety rules and operate equipment in a safe manner.
- Work outside in all types of weather.
- Execute assigned work without constant supervision.
- Ability and willingness to follow directions.
- Adapt and be flexible.
- Maintain consistent and punctual attendance.
- Ability and willingness to demonstrate the Public Service Competencies of Service Orientation, Results Orientation, and Teamwork and Cooperation.
- Physical ability to perform the essential functions of the job, including:
    - Occasionally operate a computer and other office machinery such as an iPad, keyboard, mouse, phone and fax machine.
    - Frequently communicate accurate information and ideas with others;
    - Frequently move throughout City facilities and worksite locations;
    - Hear and see sufficiently to respond quickly in a noisy, fast-paced environment while meeting mandated safety standards;
    - Frequently perform repetitive tasks such as field preparation, vegetation maintenance, and extended equipment operation such as backpack blower operation.
    - Frequently walk up to five miles through water and uneven terrain, loose soil and sloped surfaces;
    - Stand, stoop, bend, dig, reach, kneel, squat, ascend and descend steep terrain and equipment, such as ladders and heavy equipment;
    - Infrequently work from heights;
    - Frequently operate mechanical and electrical equipment of varying lengths and width and small hand tools.
    - Frequently lift and move objects up to 50 pounds and occasionally transport objects up to 100 pounds.

WORKING ENVIRONMENT:

Work is primarily performed outdoors in developed and undeveloped areas with frequent exposure to outdoor weather conditions. Work is occasionally performed in an office setting at a desk or computer terminal. Frequent exposure to difficult terrain, loud noises and water. Employees are required to use appropriate safety equipment and follow established safety policies. This is a field work position with continuous physical exertion requirements.

EXPERIENCE AND TRAINING REQUIREMENTS:

Natural Resources Worker I:

- High School Diploma or equivalent.
- Experience or demonstrated ability using hand and power tools and motorized equipment to perform manual labor.
- Experience utilizing a computer and computer software including word processing software, email and performing data entry.

Natural Resources Worker II:

- High School Diploma or equivalent.
- Two years of experience as a Natural Resources Worker I, OR two years equivalent experience performing manual labor in the construction, maintenance and restoration of native landscapes.
- Experience utilizing a computer and computer software including word processing software, email and performing data entry.
- Experience in Puget Sound Lowland native and invasive plant identification preferred.
- Experience in Pacific Northwest salmon/trout identification preferred.
- Experience operating heavy equipment preferred.

NECESSARY SPECIAL REQUIREMENTS:

- Employment contingent upon passing a criminal convictions check, child and adult abuse records check and local background check.
- Valid Washington State Driver's License and satisfactory driving record. Must submit a three-year driver's abstract prior to hire.
- At least 18 years old by time of hire.

Natural Resources Worker II:

- Natural Resources Worker II must possess and maintain a Commercial Driver's License (Class A CDL) with air brake endorsement throughout term of employment (CSC-7-11-90).
- Must pass CDL-related drug and alcohol testing throughout the term of employment.
- Possess and maintain a Washington State pesticide license through the Washington State Department of Agriculture.
- Failure to obtain and maintain CDL and Washington State pesticide license within the established time limits will result in demotion to a lower classification for which qualified until such time as the required certification is achieved.

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