



American Elm

**STRATFORD COMMUNITY SERVICES  
DEPARTMENT**

**URBAN FORESTRY PLAN  
2001  
(REVISED 2007)**

## Introduction

The City of Stratford's Community Services Department is committed to the well being of its Urban Street Trees and Forests. This commitment runs hand in hand with a dedication of service to the citizens of Stratford.

The efficient care and maintenance of our trees is the mandate by which our tree program will operate. This program is intended to continue in perpetuity, beginning with the initial selection of a tree, its planting and its ongoing care and maintenance and eventual removal.

Our citizens will be treated in a fair and honest manner and will be kept apprised of any decisions affecting trees within this department's mandate. Every opportunity will be afforded to our citizens to become involved in a dialogue regarding trees, and when disagreements arise the right of appeal will certainly be part of this process.

Trees are an integral part of the urban environment. It is our goal to manage this resource in the best possible way for our children and ourselves. Trees sustain life.

The purpose of an Urban Forestry Plan is to identify and explain our existing operations and help guide and develop our forestry management practices now and in the future. This is intended to be an ever-changing document and will be revised as required.

The Stratford and Area Round Table for the Environment, established in 1991, tabled a final report in 1993. In this report a very important point was made - "trees and other green plants deserve a place of importance in the urban environment because of their multifaceted impact on the urban area in terms of aesthetics, air purification, carbon dioxide uptake, oxygen production, shade and temperature control and habitat for small wildlife." "Greening can be done with relative ease and has tremendous long term environmental payback." Proper management of this environment is extremely important.

## Introduction Cont...

Our Urban Forest is a diverse and unique ecosystem. For the most part it has not developed naturally, but has arisen as the needs of the community expand. It ranges from individual trees to street, lawn and boulevard plantings. It encompasses parks, schools, institutions, industry, golf courses, private residences, wood lots, stream and river valleys, etc. How well we manage this resource dictates how well as a community we will function. Our city trees are under a huge amount of stress as we progress into the 21st century. Planning and management is of utmost importance if we are to preserve a healthy diverse multi-aged tree population. Long term planning is not only necessary, but also essential to maintain the vitality of our urban forest ecosystem.



West Gore Nursery – growing on trees to sustain and enhance natural areas

## Goals and Objectives

- τ **Objective:** To develop an Urban Forestry Management Plan for the City of Stratford, which will provide a Strategic Plan for increasing the number and diversity of trees and risk management in the care and maintenance of trees within the boundaries of Stratford.
- τ **Goals:**
  - develop a written tree maintenance program which supports a specific maintenance procedure on trees from initial planting of the tree to eventual removal due to external or environmental factors
  - establish a written tree maintenance and inspection policy with minimum acceptable operational standards identified
  - establish a regularly scheduled tree inspection program which will include written documentation and maintenance procedures undertaken
  - provision of: responsible staff (hire and/or train) trained in recognizing the signs of tree hazards including branch structure, detection of rot or disease and other associated dangers, which may reduce structural soundness of tree
  - establish a program identifying boundary trees and develop policy for maintenance and hazard identification and responsibility
  - pursue purchase of computer software that will enhance identification and tracking of trees in the system through age, location, species and conditions - i.e. ACRT Tree Management Software
  - establish a tree planting program with specific planting standards, specifications and recommendations



## What we do:

- 1 **Safety of City Trees:** Large Tree Maintenance Program includes inspection services, evaluation, advice, pruning, cabling, removals, stump removals, Festival Hydro line clearance and emergency response.
  - 2 **Plant Health Care:** Large Tree and Small Tree Maintenance Program includes insect and disease advice, evaluation, a pruning program for young trees, environmental outreach programs, work with organization such as the Civic Beautification Committee, UTRCA, Service Clubs, school groups, Scouts Canada with projects such as Green Week, Arbour Day tree plantings, naturalization projects, etc. Educate public in proper care of newly planted trees.
  - 3 **Emergency Response:** Deal with call-outs on a 24 hr/day 7 day a week basis due to trees failing in storms (wind, lightning, ice, etc.) that block roads, driveways and cause power outages - Contractor and/or staff deployed as required. Work through and with Festival Hydro, Public Works Department and Police Department.
  - 4 **Tree Planting Program:** Select, purchase and plant all street trees in new subdivisions, in-fill for trees removed, re-tree older neighbourhoods and citizen requests as well as planting parks, open spaces and natural areas (300-500 trees per year).
  - 5 **Environmental Protection:** Protection and preservation of municipal trees during construction activities. Tree Preservation Policy specifies required minimum protection standards required.
- † **Long Term Goal:** Efficient care and maintenance and planting of the City's urban forests at a reasonable cost to promote a healthy and vigorous treed environment that will benefit all in the Community, and to include proper management practices to ensure sustainable development.

## Operating Plan

- † Existing Standards: Care and maintenance of trees is carried out on two levels
- Contracted Services
  - In-House Services

## **In-House Services:**

Our second level of tree maintenance service is carried out in-house. Park staff maintains small trees up to 10 metres in height. Present staffing consists of four full-time Parkskeepers, one Parkskeeper Lead Hand, one Arborist as well as seasonal crews for Parks & Forestry. A minimum of two of these staff have been designated to the forestry crew and as much time as is physically possible is allotted to our small tree maintenance program. Small tree maintenance begins with the initial planting of the tree on city streets, boulevards, parks and natural areas. Annual tree planting is carried out each spring and consists of re-treing older neighborhoods (infilling), replacement tree planting for large trees removed under our large tree maintenance program, citizen requests, new subdivision, parks and natural area plantings. A five-year rotational pruning cycle (1989) has been implemented, whereby all trees planted since 1989 are inspected every five years and any corrective pruning required is carried out to ensure proper branch structure and a well-balanced healthy tree. This systematic pruning will minimize costs involved in the pruning of larger trees in the future. A five-year rotational pruning cycle has been implemented (1993), whereby all trees to a height of 10 metres are inspected and properly pruned at time of inspection. This includes tree climbing as well as pole saw work.



Park Staff – Cyclical Pruning

## **In-House Services Cont...**

All citizen requests will continue to be handled in-house on an as-required basis and much of this work is requested in the summer months. Although the workload for small tree maintenance pruning will continue to rise, the citizen requests workload should diminish as a direct result of our cyclical pruning program. Small tree maintenance in parks and natural areas is included as part of the regular maintenance program.

It is anticipated in the future as the city grows, our large tree maintenance budget will increase due to new subdivision plantings, in filling, re-treeing of older neighborhoods and citizen requests. However, our pruning costs per tree for large trees will decrease dramatically as a result of proper pruning techniques carried out under our small tree maintenance program. Trees get larger with age and require as much or more maintenance. Ten times more maintenance cost is required than in the past. To maintain this investment and encourage a healthy and diverse Urban Forest, a proper tree maintenance program must be maintained.

## **Wood Chipper**

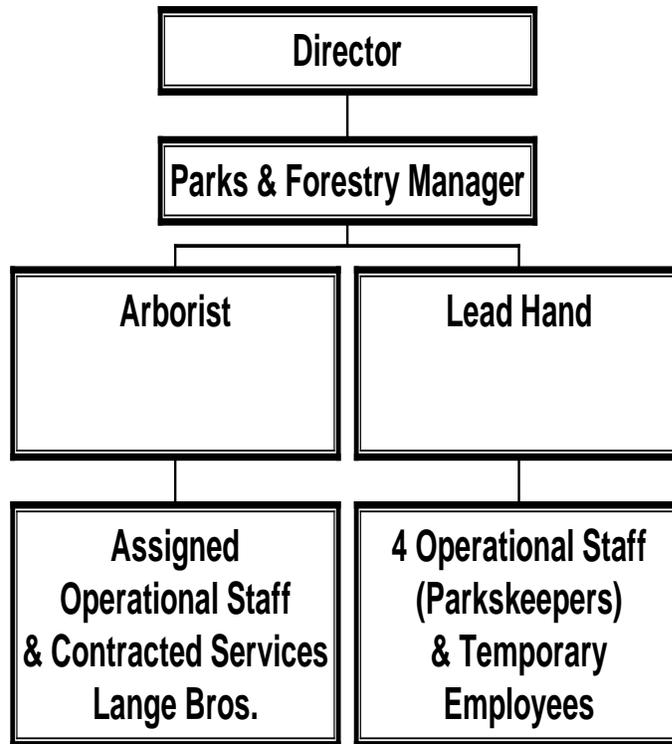
At present our in-house services are using one truck to carry out all citizen requests, continues street and sidewalk clearing, many small to midsize removals and storm clean up. This work is becoming very inefficient because of the numerous trips to the landfill brush pile. With a pull behind brush chipper we could reduce our daily trips to the landfill to one from approximately 10 - 15 trips we do at present. This piece of machinery will save fuel costs, employee's are on the job longer and not en-route. We believe a brush chipper would pay for itself in one year.

With the prediction of the arrival of the Emerald Ash Borer to arrive in Perth County within three years, there will be numerous small to mid size trees to take down and not to be equipped with the proper equipment will increase our removal cost and slow down our removal process.

With all this being said we strongly believe environmentally, economically and for great efficiency we need a brush chipper in the City of Stratford forestry arsenal.

**DIAGRAM #1**

**ORGANIZATIONAL CHART - 2007**



**Note** – At any given time a minimum of one Arborist and one Parkskeeper is required for tree pruning. Pruning crew increased as workload permits.

## Contracted Services:

Large tree maintenance is contracted out due to large equipment costs involved i.e. aerial bucket truck, stump puller and wood chipper. Large tree maintenance and removals, stump removals, utility line clearance, systematic street tree pruning and citizen requests are carried out by a tree service contractor under supervision of the Parks & Forestry Manager. Systematic street tree pruning is carried out on a rotating cycle. This systematic pruning of trees on streets and boulevards was initiated in 1990. Under this system all large street trees in the City of Stratford are pruned on a rotating cycle. This pruning includes \*hydro line clearance, pruning back where necessary from residential roofs, removal of dead and diseased limbs and any other corrective pruning required. Any trees, which may require further attention such as a potentially dangerous or hazardous tree, are noted and reported to the Parks and Forestry Manager for inspection and possible removal. **Presently this cycle is completed every five years.** As of 2007 season we are starting a three-year hydro cycle working on a request list supplied by Festival Hydro Operations Manager. Also, under this system, any extra Festival Hydro line clearing requests, citizen requests for pruning, Public Works pruning requests and any tree removal requests initiates an inspection by staff and recommendations made (i.e. prune as part of systematic street tree program, immediate attention required, removal required). Using the tree maintenance report, work orders can be generated and any work required can be carried out independently from our systematic tree-pruning program.



Tree Pruning & Removal – Contracted Services

## TREE PLANTING POLICY

Each year tree planting takes place in the following locations: new subdivisions, re-treeing older neighbourhoods, parks, natural areas and citizen requests. The trees planted (at no cost to the homeowner) are 45mm caliper (1 3/4 inches) and approximately 300 – 400 cm high (10 – 12 feet). Larger caliper trees can be purchased at a cost to the homeowner. Prices vary depending on species and size of tree and larger trees are not always available. If a specific tree is requested, the homeowner must choose the type of tree no later than October 1<sup>st</sup>. This allows staff enough time to complete the order for the spring planting.

The goal for re-treeing older neighbourhoods is to plant a tree wherever there is space within the confines of overhead wires, existing trees, boulevards, etc. At present the replacement rate is approximately seven new trees for every one removed. This varies from year to year, depending on the number of removals. For new subdivisions, the city plants a minimum of one new tree for every lot.

The Community Services Department provides comprehensive information to the public regarding tree-planting options. This includes providing a list of species along with their characteristics and staff recommendations. Photos are also available for further information. This information can be obtained by contacting the department at 271-0250 ext. 243 or by visiting the office at 27 Morenz Drive.

## Tree Removal Policy

Tree removal is a “last resort” means to resolving specific hazardous conflicts between trees and public safety, public and private property, and the health and vitality of the City’s Urban Forest.

Prior to removal, the Parks & Forestry Manager or his/her designate shall conduct a comprehensive tree inspection. The inspection will be carried out thoroughly and efficiently to assess the tree’s stability, health and contribution to the community. The following conditions and/or site characteristics shall take precedence for removal consideration:

- dead
- structurally unsound
- beyond practical remedial care
- host to virulent insects or diseases
- display evidence of prior branch, trunk or root failure
- chronically invasive to public or private property
- irreconcilable position conflict

## **Tree Removal Cont...**

Tree removal will be warranted if in the judgement of the Parks & Forestry Manager or his/her designate if any one or combination of the following applies:

- public safety is compromised beyond a reasonable level
- an irreconcilable conflict exists between the tree and the safe use of public or private property
- the health and vitality of the City's Urban Forest is at risk
- excessive maintenance costs, economic and/or safety issues justify the removal of the tree

The streetscape is the property of the City and all residents in a community, not of any individual property owner. Each city-owned streetscape must be viewed as a whole and in its relation to neighbouring streetscapes.

Scheduled tree removal will take place only after a dialogue with the resident(s) most closely affected has taken place. Written notification shall be given to the adjacent property owner prior to any tree removal, and the opportunity afforded to respond with any questions or concerns.

### **Right of Appeal –**

1. tree is identified and inspected by Parks & Forestry Manager and letter of removal is sent to homeowner (letter includes hazardous tree evaluation form and appeal process)
2. appeal letter from homeowner is sent to Director of Community Services and letter is placed on Board of Park Management agenda (agendas are delivered to Board members 5 days prior to meeting) – Parks & Forestry Manager or designate may do second assessment of tree
3. prior to meeting, Board members review assessment of tree from Parks & Forestry Manager and view tree
4. homeowner may attend Board of Park Management meeting - Board approves/denies request and letter is sent to homeowner, advising that if they are not satisfied with the Board's decision, they may appeal to City Council only if they have a written assessment (2<sup>nd</sup> opinion at their cost) from a Consulting Arborist
5. Council's decision is final

\*The appeal process is for homeowners that don't want a tree removed and homeowners requesting a tree be removed.

Road Reconstruction – Each year the City Engineering Department will publish a list of streets that are currently on the five-year capital forecast for reconstruction, and the Community Services Department will inspect all trees on these streets and communicate their findings with the residents (i.e. pruning, removal, planting). Wherever possible, new trees will be planted in advance to replace those being removed or to lessen the impact of any trees that may require removal in the future.

Subdivision Planning – where subdivision planning is in progress on newly annexed land, the Building & Planning Department will direct the subdivider to plan the subdivision so that:

1. any wood lots be preserved to become parkland dedication
2. any viable existing trees or tree lines be preserved, if at all possible, by appropriate street pattern and lot allocation design, and
3. that any proposed exception to this policy can only be authorized by the Board of Park Management

Wood Lots, Park Areas & Natural Areas – The Community Services Department will publish in the local media, a list of planned cuttings for these areas.

## Boundary Trees

Boundary trees, for the purpose of this plan, are trees that were initially planted on private property but through natural growth processes have had their trunks encroach on municipal property or right-of-way. Those trees that were planted close to or on property line and whose trunk (diameter) encroaches 1/3 or more on City property will be deemed to be totally on City property, and the City will accept full responsibility for care and maintenance of said trees.

The municipality's responsibility for tree maintenance and inspection lies not only with trees located totally on municipal property, but also to trees that are situated on boundary lines. Under the Municipal Act these trees become the responsibility of both owners (joint ownership). Boundary trees, although privately owned, that have encroached onto municipally owned property by less than 1/3 of the trunk diameter will be subject to the same inspection criteria by the Parks and Forestry Manager or his/her designate as if it were a municipally owned tree. Maintenance will be carried out on the municipally owned part of the tree, including air space.

The City contractor, while on their regular pruning cycle, will notify the Community Services Department of any trees that appear to be on City property and appear to be unsafe.

Any pruning required on a privately owned tree encroaching on municipal property, where public safety is an issue, or where tree removal is required as a result of criteria met with regards to the municipality's Tree Removal Policy, will be forwarded to the property owner for his/her immediate attention. The City will afford the individual property owner the services of its tree service contractor at the rates applicable under contract provisions, provided the property owner covers all costs incurred.

Any tree planted on the municipal right-of-way and encroaching on private property shall be deemed to be municipally owned and subject to tree maintenance policy and procedures.

## Environment of the Industry

**Legislation:** Under the *Municipal Act*, tree by-laws may be passed that regulate the cutting on Municipal Property. Recent amendments to the *Municipal Act* provide enabling powers to lower tier municipalities to pass restrictions on tree cutting on private property. This would include private and boundary trees. Bill 163 (Part IV, Section 56, Subsection 273.1 and 273.2).

**Our Market:** At this time there are two separate markets within our urban forest: Older neighbourhoods, or the old Stratford, which contain the vast majority of mature trees, and the new Stratford, which consists of new subdivisions built within the last 30 years. These areas contain a majority of trees less than 9 metres in height.

There is a direct relationship between the pattern of forestry service requests and the age of the urban forest. Needs for various types of tree maintenance are similar within a particular neighbourhood because the trees are apparently the same age.

The older neighbourhoods, with infilling and replacement of trees removed, will maintain a "large" tree presence whereas the newer neighbourhoods will gradually become the old growth areas as time goes on. This changes our service requests. A high maintenance phase is developing in our new subdivisions as trees age and grow. This will continue to generate growth in demand for forestry maintenance services.

**Citizen Preferences:** Based on feedback from citizens, developers and other departments, prompt attention to service requests is a mandate to which this department is committed. Tree concerns take on a time of urgency with the citizens because people have a strong attachment to trees. The Community Services Department strives to be as "professional" as possible.

## Response Time

A very key issue in our operating plan is response time. This is defined as "the length of time from the initial staff inspection until work is performed by the maintenance crew." The average response time for tree maintenance inquiries is improving. However, as in many other communities experiencing growth and managing their Urban Forests more effectively, an upward pressure on response time is occurring. Factors creating this upward response come from several sources:

- 1 Ever increasing parkland - approx. 500 acres (200 hectares) of natural area and open spaces as of 2007.
- 2 Aging subdivisions - i.e. Glendon Road Subdivision (aging trees require more maintenance).
- 3 Aging trees in older neighborhoods in the 90-120 year old age class.

## Response Time Cont...

- 4 Monoculture of trees planted in the 1800's, mainly in the form of Silver Maple. It is conservatively estimated that over 90% of the trees planted in our older neighborhoods were Silver Maple. Although these trees are one of the easiest to grow, they have limitations as a street tree. They are a fast growing tree subject to breakage because of poor and/or weak branch structure. Vigorous growth and storm breakage lead to high maintenance costs for trimming and cleanup. Mature trees are costly to remove due to large trunk diameter and heights reaching upwards of 90 feet. Most of these trees were planted in a very limited time frame and are mature and over mature trees that are rapidly declining at very similar rates. Mature trees develop deadwood and cavities that can make trees structurally unsound, which requires extra care and maintenance. In order to prevent an increase in damage claims to the municipality resulting from tree related accidents and to maintain a safe streetscape, response time should not be lengthened.

Note: The only real solution to this type of problem is a tree diversification. To this end, some 20 different species of trees have been selected as potential street tree plantings. The species selected are subject to change, depending on availability, new varieties, etc. Many of the species planted are native and/or indigenous to Ontario. As of August 2006 ash species have been eliminated due to the impending arrival of the Emerald Ash Borer. The right tree in the right place is also addressed – i.e. smaller growing trees under hydro wires, specific trees for specific conditions (limited space, dry or wet conditions, compacted soil, etc.).

- 5 Increasing number of intersections within the city and clearing for vehicle visibility - Section 33 of the "Highway Traffic Act" provides "that a sign prescribed by the regulations shall be so placed as to be visible at all times for a distance of 60 metres to traffic approaching the sign". This requires inspection and pruning of all trees near traffic signs in the city on a yearly and as required basis, which is over and above our cyclical pruning program. As part of a risk management approach and to reduce claims against the city, this program is essential and should not be lengthened.

Tree maintenance standards are identified using a standard arboricultural classification: *pruning cycle* (time between two successive treatments on a tree) and *pruning class* (volume of wood pruned). The recommended pruning class is equivalent of a Class 3 - Hazard Pruning, as defined by the National Arborist Association "basic treatment is conducted on a tree in order to keep it in a safe condition". Trees are evaluated for structural soundness using the International Society of Arboriculture's Tree Hazard Evaluation Guide. Trees judged unsafe are scheduled for removal.

- 6 It is recommended that a base line for service levels be identified, and that the service standards (pruning cycle, pruning class and response time) be approved by Council and adopted as the Department's maintenance service standard:

Pruning Cycle: 5 years\* with a three year cycle (when required) on Festival Hydro request areas.

Pruning Standard: Class 3 (NAA standard)

Response Time: An average of 4-6 weeks for routine requests, subject to funding levels

\*Pruning carried out in open spaces and natural areas is carried out on an as-required basis. Line clearing on Festival Hydro's grid system is also carried out on an as-requested-basis, especially where construction and capital projects mandate.

**\* Electrical Utilities Safety Association SAFE PRACTICE GUIDE  
LINE CLEARING OPERATIONS**

**PRUNING CLEARANCES**

In order to maintain a pruning standard, maintain pruning clearances and establish a pruning cycle.

Table #1

CLEARANCES (in metres)														
SUBTRANSMISSION VOLTAGE LINES 22,000-44,000 V					DISTRIBUTION LINES 2,300-15,000 V						SERVICE LINES 115-230 V 120-240 V			
	2 YEARS		3 YEARS		2 YEARS			3 YEARS			4 YEARS		3 YEARS	
	Top	Side	Top	Side	Top	Side	O.H	Top	Side	O.H	Top	Side	O.H	Side
Ex.Fas t	2	1.7	3	2	2	1.3	1.7	3	1.7	2	3.6	2	2.7	1
Fast	2	1.7	2.7	2	1.7	1.3	1.7	2	1.7	2	3	2	2	1
Med.	1.7	1.3	2	1.7	1.3	1	1.3	2	1	1.7	2	1.3	2	.7
Slow	1.3	1.3	1.7	1.7	1	1	1	1.3	1	1.3	1.7	1.3	1.7	.7

Table #2

CLEARANCES (in feet)														
SUBTRANSMISSION VOLTAGE LINES 22,000-44,000 V					DISTRIBUTION LINES 2,300-15,000 V						SERVICE LINES 115-230 V 120-240 V			
	2 YEARS		3 YEARS		2 YEARS			3 YEARS			4 YEARS		3 YEARS	
	Top	Side	Top	Side	Top	Side	O.H	Top	Side	O.H	Top	Side	O.H	Side
Ex.Fas t	7	5	9	6	6	4	5	9	5	7	11	6	8	3
Fast	6	5	8	6	5	4	5	7	5	6	9	6	7	3
Med.	5	4	6	5	4	3	4	6	3	5	7	4	6	2
Slow	4	4	5	5	3	3	3	4	3	4	5	4	5	2

Tables #1 and #2 contain allowance for sag, but in the middle of winter, an extra 0.30 – 0.60 m (1-2 ft.) of clearance should be obtained on spans up to 91 m (300 ft.) long and an extra 0.60 – 1.3 m (2-4 ft.) on spans over 91 m (300 ft.) long on trees at centre span.

You may set a more stringent pruning cycle, depending on species within your area. However, the following should be regarded as the maximum length of time between cycles to maintain a consistent standard:

- On voltages 2.4 kV to 27.6 kV: 6 to 8 years
- On voltages 27.6 kV to 44 kV: 4 years

The pruning clearances and pruning cycle requirements set forth above allow the Community Services Department to continue with a five-year pruning cycle under its Operating Plan.

## Operational Costs

A breakdown of forestry maintenance hours as percentage of operating budget is illustrated in DIAGRAM #2. This reflects activity codes charged in project management against our operating budget.

About 90% of the crew's time should be spent on three pruning activities: tree trimming, tree removal & stumping and line clearing. The other 10% of time consists of items such as preventative tree maintenance (and removals where required) for road/utility construction.

It should be noted that tree removal and stumping charges are forming an ever-increasing percentage of our operating budget. This fact reflects the aging tree population in the 90-120 year old age class, as well as the monoculture plantings of silver maples that are experiencing declining health levels. This is not expected to change in the near future, and operating budgets will have to be adjusted. It is recommended that tree removal and stumping not account for more than 30% of the operating budget.

### DIAGRAM #2

## CONTRACTED SERVICES – LARGE TREE MAINTENANCE PROJECTED OPERATIONAL FOR 2007

TREE TRIMMING 30 %
TREE REMOVAL 30 %
FESTIVAL HYDRO LINE CLEARING 30 %
OTHER 10 %

\*\*\*Operating Budget currently at \$240,000 for 2007 large tree maintenance.

## Training and Development

Staff is encouraged to upgrade and continue education. Budget dollars are made available yearly to all staff to attend conferences, seminars, take correspondence courses. At present, two employees have their chainsaw certification with one scheduled to take the course in April 2007. Three employees have graduated with diplomas in horticulture and one is receiving his Certified Arborist certification in February 2007. This employee is also in an apprentice program for his Ontario Arborist certification. Our Arborist is also certified in line clearance. All staff have completed the WHMIS refresher course and have the Heartsaver/First Aid course.

The Forestry Division will practice all work under provincial regulations with the Ministry of Labour, Transportation and Environment.

**NOTICE OF VACANCY  
CUPE LOCAL 197  
ARBORIST - Full Time**

**Posting # 33-197-2006  
2006**

**June 16,**

Position	<b>Arborist</b>
Hourly Rate	\$22.94
Duties	<ul style="list-style-type: none"> <li>□ Perform municipal tree planting, care and maintenance duties, including tree evaluations, removals and hazard assessments</li> <li>□ Prepare and implement tree planting &amp; replacement plans</li> <li>□ Select and apply insecticides, herbicides, fungicides or alternative biological controls</li> <li>□ Maintain stock, equipment and supplies</li> <li>□ Perform other related duties as assigned</li> </ul>
Qualifications	<ul style="list-style-type: none"> <li>□ Ornamental Horticultural Diploma (3 year)</li> <li>□ Demonstrated proficiency in the application of tree pruning, hazard assessment, evaluation and removal techniques</li> <li>□ Ability to safely perform climbing, rigging, soil management, fertilization and biological control functions</li> <li>□ ISA &amp; Chainsaw certification</li> <li>□ Valid Pesticide Spray Licence</li> <li>□ Excellent communication, problem solving and time management skills</li> <li>□ Valid Ontario Class G motor vehicle operator's licence</li> <li>□ Ability to work in a team environment</li> </ul>
Department/Division	Community Services / Parks and Forestry Division
Reporting to	Manager - Parks and Forestry
Closing Date/Time	Friday, June 23, 2006 at 4:30 p.m.

**Qualified applicants are requested to submit a detailed resume outlining experience and qualifications, and quoting File #33-197-2006. Applications must be received at Human Resources by the closing date and time indicated above.**

## Human Resources Forecast

It is anticipated that between 2007 and 2015, the workload demand will continue to increase dramatically due to ongoing development. The number of streets and therefore number of trees will increase. The number of street trees planted in the last 20 years is approximately 8000. The number of street trees to be planted from 2007-2015 is estimated at 4000. With the possible arrival of the Emerald Ash Borer this number could be as high as 7000 trees planted in the next nine years.

The older the tree the more maintenance required to complete proper pruning procedures. Trees planted 20 years ago are entering a phase where nearly ten times more maintenance is required than when initially planted. All trees require pruning as part of the in-house pruning cycle program now in place. The pruning program will be ongoing and expanded simply because of the number of trees planted in new subdivisions, replacement trees, infilling and treeing of parks, open spaces and natural areas will be ongoing. An additional Parkskeeper will be required to handle workloads created not only through increased tree maintenance, but day to day operations within the park system. It is recommended that an additional Parkskeeper be hired in the year 2007. In order to continue our climbing inspections and aloft pruning we recommend that this applicant be tree climber trained and atleast two years experience in doing so. This position will be Parkskeeper/Tree Trimmer.

## Risk Management

The majority of claims received by the City of Stratford are successfully defended because the department has a systematic, documented practice of tree inspections and maintenance work orders.

## Conclusion

The Corporation can be proud of the environmental stewardship that the Community Services Department projects through the efficient delivery of services to the citizens of Stratford. Staff looks forward to the future with enthusiasm and professionalism in this ever-changing society.



**Our Future**