



KRAMER TREE SPECIALISTS, INC.
300 CHARLES COURT
WEST CHICAGO, ILLINOIS 60185

Job Title: Plant Health Care Technician	Department: Plant Health Care
Location: West Chicago, IL	Supervisor: Plant Health Care Manager

The following is a list of specific duties, which are considered to be essential functions of the Plant Health Care Technician. The list is not exhaustive as all positions at Kramer Tree Specialists are dynamic. This is consistent with our need to be flexible and responsive to the needs of our customers. The employee who occupies this position is expected to assume any/all duties assigned by management irrespective of whether such duties are specifically included in this list.

Position Summary

A Plant Health Care Technician is responsible for administering treatment applications on trees or other vegetation for purpose of insect and/or disease control and enhancement of plant health. Plant Health Care Technicians work in accordance with applicable ANSI and other industry standards and in compliance with all state regulations and policies as it pertains to pesticide applications for ornamental plants and trees. This position will also be involved with our tree care maintenance crews during the non-PHC months assisting on other arboriculture services that we provide. It is expected that all services conducted in this position will always maintain a positive image of Kramer Tree Specialists and adherence to the values of Kramer Tree Specialists and our Performance Triangle, which involves the balance of safe, productive and quality work practices.

Bonus Pay for Revenue Produced

The Bonus program shall be implemented once the candidate is fully on his/her own with all training completed. The revenue produced Bonus program for this position provides for 1% of revenue produced within the first year. 1.25% of revenue produced within the second year. 1.5% of revenue produced the third year. 1.75% for revenue produced within the fourth year. 2% of revenue produced the fifth year. This Bonus for revenue produced shall be capped at 2% of revenue produced. Kramer Tree Specialists, Inc. reserves the right to modify and/or nullify this bonus program at any time with adequate prior notification.

Essential Duties and Responsibilities

- Perform tree & shrub treatment applications in accordance with industry best practices and state / product guidelines & policies, assuring quality applications in a timely manner and proactively inspecting the plant material for current and potential pests.
- Identify and communicate field observations of ornamental and tree insect and disease issues which are to be provided to Sales Arborists targeted towards continuous improvement of the products and service we provide.
- Ability to work outdoors for extended periods of time, including inclement weather, which will involve standing, kneeling, entering and exiting vehicles/equipment, and assisting with cleanup of job sites
- Ability to work a varied time schedule according to seasonal requirements including Saturdays.
- Ensure overall safe, productive and quality work done on each property, attending to the details through proper tree evaluations, job site hazard assessments, and pre-trip and post-trip vehicle inspections.
- Maintain daily work truck to be clean, organized & in operational condition on a daily basis.
- Tools assigned to each truck should be inventoried and in operational condition.
- Participate in the Plant Health Care department meetings.
- To be willing to work within other departments when the Plant Health Care workloads are minimal. This could include leaf / brush collection, tree care maintenance (including but not limited to the dragging of brush, pruning, stump grinding, using a chipper & loader operation), holiday lighting and the snow removal services.

Knowledge, Skills, Abilities

- One Year of tree care and/or plant health care application services
- Excellent organizational and communication skills, both written and verbal.
- Ability to calculate the needed material and tools for each specific application.
- Ability to climb in/out/on of work trucks for the purpose of material mixing for application services.
- Ability to lift and drag up to 70 lbs.

Pre-Requisites

- Current State of Illinois Commercial Applicators License or obtain upon hire.
- Valid Illinois Drivers' License
- Non CDL Class C license or obtaining within (14) days of employment.
- Ability to obtain or sustain a valid DOT medical card during employment
- Illinois Class A CDL Driver's License with air-brake endorsement, or the ability to obtain within 90 days of hire
- ISA Certified Arborist (Preferred).

Employment Classification: Non-exempt

Pay Range: \$18.00-\$30.00 per hour

Benefits: Medical, dental, vision, and supplemental insurance, 401(k), paid vacation, personal days & holiday pay

Kramer Tree Specialists, Inc. is an Equal Opportunity Employer