



CITY OF ST. LOUIS
DEPARTMENT OF PARKS, RECREATION & FORESTRY
DIVISION OF FORESTRY

1415 North 13th Street
ST. LOUIS, MO 63106



GREG HAYES
DIRECTOR

(314) 613-7200
FAX (314) 613-7225

CARA SPENCER
MAYOR

ALAN JANKOWSKI
COMMISSIONER

DIVISION OF FORESTRY
(314) 613-7200

August 6, 2026

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Board of Estimate and Apportionment
Office of Mayor Spencer
1200 Market Street, Room 200
St. Louis, Missouri 63103

RE: Division of Forestry (214) - Request to Change Table of Organization

Dear Honorable Members,

The City of St. Louis, Division of Forestry, requests approval of the following changes to the Division's Table of Organization:

Action	Fund	Acct	Division #	pos	Title	Class Code/Grade
Delete	1000	510100	FOR 214	14	Tree Trimmer Trainee	3621 / 10G
Delete	1000	510100	FOR 214	6	Tree Trimmer	3621 / 10G
Delete	1111	510100	FOR 214	2	Tree Trimmer	3621 / 10G
Add	1000	510100	FOR 214	10	Tree Trimmer I	3621 / 204G
Add	1000	510100	FOR 214	10	Tree Trimmer II	3623 / 205G
Add	1111	510100	FOR 214	2	Tree Trimmer I	3621 / 204G

In an effort to attract qualified and skilled employees, the Director of Personnel, Brian Light, approved the Division of Forestry's request to classify the Tree Trimmer position between Tree Trimmer I and Tree Trimmer II. See attached Summary of Memorandum - Tree Trimmer Series Proposal (February 12, 2026). This classification was not itemized in FY27's Personnel Schedule (See attached Personnel Schedule, City of St. Louis, C2140ZZ 214 Forestry Division, FY27, page 126)

Thank you for your consideration. If you have any questions or require additional information, please do not hesitate to contact me at 314-613-7205.

Sincerely,

Alan Jankowski
Forestry Commissioner

Summary of Memorandum – Tree Trimmer Series Proposal (February 12, 2026)

The Forestry Division's proposal to create four new classifications: Tree Trimmer II, III, and IV, in addition to the current Tree Trimmer (Trainee) and Tree Trimmer structure.

We conclude that the proposed classifications are not sufficiently distinct to justify four separate levels. Specifically:

- Tree Trimmer I and II have identical duties. The only differences are a written/performance test and CDL requirement, which could instead be handled through incentives within the same classification.
- Tree Trimmer III and IV also share identical duties, with the only added responsibility being leading a crew. Additional testing and certification (including unspecified certification from the International Society of Arboriculture) do not justify separate classifications and could likewise be used as incentives.

Recommends consolidating:

- Tree Trimmer I and II into Tree Trimmer I
- Tree Trimmer III and IV into a single Tree Trimmer II (lead level, not supervisory)

Also, that the Forestry Foreman role is supervisory and carries broader responsibilities than Tree Trimmers. Under the current structure, Forestry Foreman is only one grade above Tree Trimmer (about 5.5% higher pay), which does not adequately reflect its expanded duties.

Based on Evergreen Consultants' compensation study, they recommend:

- Retitling Tree Trimmer to Tree Trimmer I (Grade 204)
- Adding Tree Trimmer II (Grade 205) as a lead classification
- Placing Forestry Foreman in Grade 207, approximately 15% above Tree Trimmer I and 10% above Tree Trimmer II

We also challenge the reliability of salary data used by Forestry (including data referenced from the Post Dispatch), noting it lacks job descriptions, salary ranges, and cost-of-living adjustments. He finds that Forestry's proposed salaries for positions such as Forestry Supervisor and Urban Forester significantly exceed market data identified by Evergreen, in some cases by nearly 38%.

Final Recommendation:

Adopt Evergreen's proposed compensation plan for all existing classifications, add only one new classification (Tree Trimmer II at Grade 205), and reject Forestry's broader restructuring and salary proposals due to insufficient justification and lack of reliable market support.

Evergreen's proposed rates of pay with Tree Trimmer II added:

Classification	Proposed Grade	Proposed Minimum	Proposed Midpoint	Proposed Maximum
Tree Trimmer Trainee	203	\$ 37,149.84	\$ 46,437.30	\$ 55,724.76
Tree Trimmer I	204	\$ 39,007.33	\$ 48,759.17	\$ 58,511.00
Tree Trimmer II	205	\$ 40,957.70	\$ 51,197.12	\$ 61,436.55
Forestry Foreman	207	\$ 45,155.86	\$ 56,444.83	\$ 67,733.79
Forestry Supervisor	211	\$ 54,887.23	\$ 68,609.04	\$ 82,330.85
Urban Forester	209	\$ 49,784.34	\$ 62,230.42	\$ 74,676.51
Arborist	210	\$ 52,273.56	\$ 65,341.94	\$ 78,410.33
Urban Forestry Superintendent	216	\$ 70,051.56	\$ 87,564.45	\$ 105,077.35

Evergreen's market data compared to Forestry's proposed rates of pay:

Classification	Market Min	Forestry Proposed Minimum	% Diff to Market	Evergreen Proposed Minimum	% Diff to Market	% Diff to Forestry Proposed
Forestry Supervisor	\$ 65,838.31	\$ 78,884.00	19.8%	\$ 54,887.23	-16.6%	-30.4%
Urban Forester	\$ 57,195.66	\$ 78,884.00	37.9%	\$ 49,784.34	-13.0%	-36.9%

Personnel Schedule
City of St. Louis
C2140ZZ 214 Forestry Division - FY27
Jun 26, 2026

				FY26 Budget Pos	FY26 Occupie d Pos	FY27 Dept. Request Pos	FY26 Budget Amount	FY27 Dept. Request Amount	FY27 Budget Adopted Pos	FY27 Budget Adopted Amount
Fund	Account	Grade	Position							
1000	510100	Grade-9G	3117-Utility Worker	42.00	39.00	65.00	1,777,230	2,702,856	42.00	1,803,412
1000	510100	Grade-40T	3333-Construction Equipment Operator II	2.00	-	-	104,936	-	-	-
1000	510100	Grade-36T	3333-Construction Equipment Operator II	-	2.00	2.00	-	110,604	2.00	110,604
1000	510100	Grade-35T	3332-Construction Equipment Operator I	2.00	2.00	6.00	146,484	305,526	4.00	229,346
1000	510100	Grade-19M	3644-Commissioner of Forestry	1.00	1.00	1.00	100,724	105,326	1.00	105,326
1000	510100	Grade-17M	1629-Executive Assistant II	1.00	1.00	1.00	69,098	78,780	1.00	78,780
1000	510100	Grade-16M	3656-Urban Forestry Superintendent	1.00	1.00	1.00	66,690	69,732	1.00	69,732
1000	510100	Grade-16G	1625-Government Services Analyst	-	-	1.00	-	59,956	1.00	59,956
1000	510100	Grade-15G	3654-Arborist	1.00	1.00	1.00	59,956	62,686	1.00	62,686
1000	510100	Grade-14M	3128-Labor Supervisor	1.00	1.00	1.00	84,708	88,556	1.00	88,556
1000	510100	Grade-14G	1692-Program Supervisor	-	-	1.00	-	46,358	1.00	46,358
1000	510100	Grade-14G	3652-Urban Forester	2.00	2.00	6.00	98,072	297,960	4.00	206,752
1000	510100	Grade-14G	1698-Program Coordinator	1.00	1.00	1.00	44,954	53,872	1.00	53,872
1000	510100	Grade-14G	1662-Contract Compliance Officer	2.00	2.00	2.00	107,073	111,930	2.00	111,930
1000	510100	Grade-13G	3125-Labor Foreman II	2.00	2.00	2.00	148,356	153,946	2.00	153,946
1000	510100	Grade-13G	3622-Forestry Supervisor	3.00	2.00	3.00	153,946	145,574	3.00	145,574
1000	510100	Grade-12G	1134-Executive Secretary I	1.00	1.00	1.00	40,196	42,042	1.00	42,042
1000	510100	Grade-12G	3121-Labor Foreman I	5.00	5.00	5.00	289,718	306,696	5.00	306,696
1000	510100	Grade-11G	3641-Forestry Foreman	5.00	3.00	5.00	187,928	210,288	4.00	173,966
1000	510100	Grade-11G	3325-Heavy Equipment Operator I	-	-	6.00	-	212,784	4.00	141,856
1000	510100	Grade-11G	1172-Payroll Specialist	1.00	1.00	1.00	36,868	37,986	1.00	37,986
1000	510100	Grade-10G	3861-Public Nuisance Inspector	3.00	3.00	3.00	133,302	140,738	3.00	140,738
1000	510100	Grade-10G	1116-Customer Service Representative I	4.00	4.00	4.00	167,934	176,670	4.00	176,670
1000	510100	Grade-10G	3621-Tree Trimmer	4.00	6.00	6.00	149,370	227,734	6.00	227,734
1000	510100	Grade-10G	3621-Tree Trimmer Trainee	16.00	9.00	14.00	552,032	485,316	14.00	485,316
1000	510100	Grade-000	0000-Salary - Adjustments	-	-	-	128,000	-	-	217,000
1000	510100	Default Grade	Salary Savings Reduction	-	-	-	-225,000	-	-	-250,000
Total 1000	Total 510100	Total All Grades	Total All Positions	100.00	89.00	139.00	4,422,575	6,233,916	109.00	5,026,834
1000	510900	Grade-000	OVTM-Overtime	-	-	-	700,000	700,000	-	700,000
Total 1000	Total 510900	Total All Grades	Total All Positions	-	-	-	700,000	700,000	-	700,000
1000	511200	Grade-000	PERF-Per Performance	-	-	-	600,000	40,000	-	460,000
Total 1000	Total 511200	Total All Grades	Total All Positions	-	-	-	600,000	40,000	-	460,000
Total 1000				100.00	89.00	139.00	5,722,575	6,973,916	109.00	6,186,834
1111	510100	Grade-15G	3654-Arborist	1.00	1.00	1.00	59,956	62,686	1.00	62,686
1111	510100	Grade-14G	3652-Urban Forester	1.00	1.00	1.00	58,188	46,306	1.00	46,306
1111	510100	Grade-11G	3641-Forestry Foreman	1.00	1.00	1.00	39,780	44,226	1.00	44,226
1111	510100	Grade-10G	3621-Tree Trimmer	-	-	2.00	-	68,848	2.00	68,848
1111	510100	Grade-10G	3621-Tree Trimmer Trainee	2.00	-	-	66,248	-	-	-
1111	510100	Grade-000	0000-Salary - Adjustments	-	-	-	7,000	-	-	7,000
Total 1111	Total 510100	Total All Grades	Total All Positions	5.00	3.00	5.00	231,172	222,066	5.00	229,066