

## JOB DESCRIPTION

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### TRAIL CREWMEMBER

AKA "Trail Guardian"

#### Job Summary

Trail crews typically camp in the backcountry—near worksites— and work as a team to build and maintain recreational trails, providing for optimum function, aesthetics, and longevity of the trails, and the safety of those who use them.

#### Position Details

<b>Employment Status</b>	Full-time; Temporary/ Seasonal Work Season: approximately mid-June to mid-September Short Workweek: 40-hour, five (5) days Long Workweek: 80-hour, 10 days (4-day weekend)
<b>Schedule</b>	<ul style="list-style-type: none"><li>Length of workweek varies according to project scope and location.</li><li>Quantity of workweeks vary from year-to-year, according to available projects and funding. Our goal is to coordinate the equivalent of at least eight (8) 40-hour workweeks each season.</li></ul>
<b>Compensation</b>	\$9.50 - \$12.00 per hour, DOE + Meals

#### Job Duties

- Water Control:** Shape tread and install water control features—e.g., nicks, grade dips, and waterbars—to ensure timely drainage of runoff from the trail, to minimize erosion; build or install rock drains, culverts, and turnpikes, etc., where trails cross wet areas.
- Tread Work:** Pick/ cut, chop, dig, scrape, grub, move, rake and tamp earth—including sod, roots, soil, scree and small boulders—to remove obstacles, restore tread surface, reinforce downslope edge, establish and/or maintain proper tread width and outslope, remove slough and berms, and generally direct and shape the trail to specification for longevity and ease of use.
- Brush Work:** Maintain the width and height of the trail corridor, according to project specifications, by removing (cutting and "swamping") vegetation; e.g., trees, limbs, brush, and other herbaceous encroachers.
- Obliteration:** Move earth and/or position other obstacles (e.g., small boulders and fallen trees) to prevent the use of closed, unauthorized, and/or problematic trails, shortcuts, and campsites.
- Signs:** Install, remove, relocate, and/or maintain signs and other reassurance markers (e.g., blazes and cairns).
- Restoration:** Re-vegetate (seed, plant) damaged or closed trail corridors or campsites; collect and remove litter.

#### Additional Expectations

- Backpacking:** Although some projects allow for car camping, usually trail crews hike into the backcountry—carrying their personal gear and possibly some hand tools—to establish a camp near the worksite. Backpacking distances vary by project, from as little as one mile, to as much as 20 miles. A backcountry horseman packs in the crew's food, tools, and group camp gear. Note: For long distance pack-ins, we try to hire enough animals to carry the crew's personal gear, too, although we still need to carry daypacks.
  - On-the-Clock: Drive from rendezvous to the trailhead; packing in to camp.
  - Off-the-Clock: Packing out from camp; drive back to the rendezvous point.
- Hiking:** It's not always possible to set up camp at our worksite, and our projects themselves can cover up to five miles of trail, so the crew's daily commute involves hiking to and from the current work site.
  - On-the-Clock: Hike to worksite; clock begins at camp, as soon as everyone has gathered for the daily safety meeting.
  - Off-the-Clock: Hike to camp at the end of the workday.
- Camping:** Crew members work as a team to set up and tear down camp; we share camp chores, e.g., digging latrines, fetching water, filtering drinking water, preparing meals, washing dishes, etc.
  - On-the-Clock: Set up and tear down camp.
  - Off-the-Clock: Day-to-day camp chores.

Regardless of whether or not a specific activity is on or off the clock, while the team is together—from the time we leave, to the time we return to our rendezvous point—everyone is under the direct supervision of the crew leader(s).

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### Tools

Trail crews use a variety of hand tools, e.g., the pick mattock, Pulaski, adze hoe, rock bar, sledge hammer, and McLeod; shovel and bucket; weed whip, pruning saw, loppers, bow saw, crosscut, and pole saw.

When permitted and appropriate, eligible crewmembers may use chain saws and motorized wheelbarrows.

### Personal Protective Equipment

- Provided PPE: hard hat, work gloves, safety glasses; ear plugs, saw chaps (as applicable); first aid kit, sunscreen (group kit w/ crew leader); forest service radio (w/ crew leader)
- Other Required PPE: long-sleeve shirt(s), and hiking boots that cover/ support the ankles.

### Personal Gear

- Provided Gear, as needed: Backpacking pack, sleeping bag, sleeping pad, tarp(s).
- Other Required Gear: Tent\*; ≥ 1 gallon water-carrying capacity (e.g., bottles, camel sacks, etc.). Refer to packing list for complete personal gear list, as well as information on which items are provided/ shared.

\* Note about tents: For those who don't already own a tent, crewmembers often borrow and/or share tents. It's a good idea to share a tent with your coworkers, as ideal tent sites can be scarce in the backcountry.

### Physical Demands

- Walking/ hiking many miles a day, while carrying personal gear as well as tools/ equipment.
- Continuous, light-to-moderate exertion (with periodic bursts of more intense exertion, as needed) for up to 10 hours a day, using repetitive motions including stooping, squatting, bending, reaching, lifting, swinging, sawing, pushing, pounding, carrying, etc. Carrying or otherwise moving loads or objects weighing up to 50 lbs or more.

*Yes, it is laborious and dirty work, which is why we stretch every morning, take a brief break every two (2) hours, and let our socks and feet air dry during lunch. It's important to pace ourselves, to be mindful of our bodies, to be communicative with our supervisors and teammates, and to modify our activities to prevent injury. Yes, we will feel aches and pains, but we will also discover (and build!) our strength and endurance. It is satisfying work.*

### Working Conditions

*Most of the time, conditions are hunky-dory and the view from our "office" is simply breathtaking. But we are living and working in the great outdoors, so we are exposed to the usual wilderness hazards, including:*

- All types of weather, from hot and dry, to cold and wet; including unpredictable and potentially dangerous weather events, e.g., electrical storms, strong winds, hail, snow, and torrential rains.
- Prolonged exposure to sunlight, wind, dust and pollen.
- Working on and traversing uneven terrain, including steep slopes with slip and trip hazards.
- Potential for prolonged exposure to mosquitos; encounters with other insects that may bite or sting; encounters with potentially dangerous wild animal, as well as stock animals.
- Potential exposure to waterborne illnesses.
- Potential exposure to falling objects, e.g., rocks, branches, and trees.
- Prolonged exposure to motor noise and exhaust fumes, if applicable to the project.