



U.S. DEPARTMENT OF THE INTERIOR
Certification of Position Approval
for Retirement
Under 5 USC § 8336(c) and § 8412(d)

Approved under the Civil Service Retirement System, 5 USC § 8336(c)

Approved under the Federal Employees Retirement System, 5 USC § 8412(d)

Category of Coverage: Secondary/Supervisory (Law Enforcement)

Bureau: U.S. Fish and Wildlife Service - Bureauwide

Classification Title: Supervisory Criminal Investigator (Airplane Pilot)

Organization Title: Resident Agent-In-Charge

Position Number: 9131 Series and Grade: GS-1811-13

RECOMMENDATION FOR COVERAGE REVIEW: Secondary/Supervisory Law Enforcement coverage is recommended under both CSRS and FERS.

The position is that of a first line supervisor over all law enforcement personnel organizationally assigned. Conducts the full range of law enforcement activities; i.e., surveillance; participating in raids; interviewing witnesses; interrogating suspects; searching for physical evidence and clues; seizures of contraband, equipment and vehicles; securing and serving warrants, making arrests; inspecting records and documents; developing evidence for orderly presentation to the U.S. Attorney or other legal officers; testifying in court; preparing detailed reports; and successfully carrying out undercover operations. Provides aircraft support as pilot in command of single or multi-engine fixed-wing aircraft.

This position is clearly in the law enforcement field and is in an organization having a law enforcement mission. The primary duties of this position are as a first-level supervisor of law enforcement officers in primary/rigorous positions.

TONI ORTH, DOI/FLERT Human Resources Specialist

7/18/06
Date

See Attached

KEVIN ADAMS, Chief, Office of Law Enforcement, FWS

05/20/2003

Date

MICHAEL GILLMORE, DOI FF/LE Supervisory Program Analyst

07/19/06
Date

APPROVAL: The position described above is approved for coverage under Firefighter or Law Enforcement (FF/LEO) Retirement **retroactive to classification date of 10/01/2002.** Approval is by DOI Secretary's Designee:

Deputy Assistant Secretary, Performance, Accountability and Human Resources

7/24/06
Date



U.S. DEPARTMENT OF THE INTERIOR
Certification of Position Approval for Retirement
Under
5 USC 8336(c) and 8412(d)

Approved under the Civil Service Retirement System, 5 USC 8336(c)

Approved under the Federal Employees Retirement System, 5 USC 8412(d)

Category of Coverage: Secondary/Administrative (Law Enforcement)

Bureau: Fish and Wildlife Service, Division of Law Enforcement

Classification Title: Supervisory Criminal Investigator (Airplane Pilot)

Organization Title: Resident Agent-In-Charge

Position Number: 9131 Series and Grade: GS-1811-13

RECOMMENDATION FOR COVERAGE REVIEW:

Secondary/Administrative Law Enforcement coverage is recommended under both CSRS and FERS. Special retirement coverage under both CSRS and FERS is requested.

This is an administrative position in an organization having a law enforcement mission. The primary purpose of this position is to serve as a first line supervisor over all law enforcement personnel organizationally assigned. Conducts the full range of law enforcement activities involving fish and wildlife resources; i.e., surveillance; participating in raids; interviewing witnesses; interrogating suspects; searching for physical evidence and clues; conducting seizures of contraband, equipment and vehicles; securing and serving warrants, making arrests; inspecting records and documents; developing evidence for orderly presentation to the U.S. Attorney or other legal officers; testifying in court; preparing detailed reports; and successfully carrying out undercover operations. Provides aircraft support as pilot in command of single or multi-engine fixed-wing aircraft. **The duties of this position are so rigorous that employment opportunities are limited to young and physically vigorous individuals who must meet and maintain established physical qualification requirements.**

See Attached

Chief, Office of Law Enforcement

05/20/2003

Date

Marcia L. Scifres

DOI Fire & Law Enforcement Team Lead, Marcia L. Scifres

12/7/2003

Date

APPROVAL The position described above is approved for coverage under Firefighter or Law Enforcement (FF/LEO) Retirement retroactive to 10/01/2002. Approval is by DOI Secretary's Designee:

Caroleyn Cohen

Deputy Assistant Secretary, Human Resources and Workforce Diversity

1/20/04

Date



United States Department of the Interior

FISH AND WILDLIFE SERVICE
Washington, D.C. 20240

ADDRESS ONLY THE DIRECTOR
FISH AND WILDLIFE SERVICE

MAY 20 2003

In Reply Refer To:
FWS/CLE/PER 4-02

Memorandum

To: Marcia Scifres, Firefighter and Law Enforcement Officer Retirement Team

From: Chief, Office of Law Enforcement *K. Adams*

Subject: Review of FWS Position Description Changes from Special Agent to Criminal Investigator

On October 1, 2002, the Fish and Wildlife Service changed the position descriptions for all Special Agents from GS-1812 to Criminal Investigator GS-1811. The statement of duties that follows applies to the positions:

The primary investigative duties of the Criminal Investigator GS-1811 positions at the GS-5,7,9,11,12,13 levels occupy the substantial portion of the incumbent's work time and are assigned on a regular/recurring basis. At these grade levels, 100% of the agent's time would be spent conducting investigations; preparing cases for presentation to legal officers; and participating in the full range of law enforcement activities, including surveillance, raids, interviewing witnesses, interrogating suspects, searching for physical evidence, securing and serving search warrants, testifying in court, reviewing case activity, administering the law enforcement program within an assigned jurisdiction, etc. For the Special Agent/Pilot positions, approximately 60% of an incumbent's time would be spent on these investigative duties, with the remaining 40% devoted to aircraft operation duties.

Thank you for your continuing efforts to complete the reviews of the special retirement packages for our law enforcement officers. If you have any questions or require additional information, please contact me at 202-208-3809.

Standard Position Description

SUPERVISORY SPECIAL AGENT (PILOT), GS-1812-13

The position of Senior Resident Agent is that of a first line supervisor over all law enforcement personnel organizationally assigned. It is designated critical sensitive. Typical, but not all inclusive types of duties, are listed below.

MAJOR DUTIES 60%⁹⁰

--Conducts the full range of law enforcement activities, i.e., surveillance, participation in raids, interviewing witnesses, interrogating suspects, searching for physical evidence and clues, seizures of contraband, equipment and vehicles, securing and serving search warrants, making arrests, inspecting records and documents, developing evidence for orderly presentation to the United States Attorney and other legal officers, testifying in court, preparing detailed written reports, and carrying out undercover operations for very short periods of time.

--Plans, directs, supervises, and carries out long-range, sensitive and intricate investigations and apprehension of persons suspected of offenses against the criminal laws of the United States, specifically the provisions of fish and wildlife laws cited in 4 AM 4.2D(3) and any regulation of the Secretary of the Interior in Title 50 of the Code of Federal Regulations that is issued pursuant, and other pertinent laws and regulations.

--Supervises a staff that may be comprised of any combination of professionals, technicians, wage grade and clerical employees.

--Initiates, conducts, coordinates and supervises extremely complex and usually sensitive investigations within broad parameters provided by agency policies.

--Consults with and advises the Special Agent-in-Charge of sensitive matters encountered and/or undertaken.

--Insures the continuity of involved, complex investigative case files.

--Insures the best enforcement results within manpower and equipment resources available.

--Insures that investigative reports of subordinates are timely, complete and accurate and distributed to appropriate authorities.

--Provides training and guidance to subordinates in technical and administrative phases of their responsibilities.

--Establishes performance objectives for subordinates and evaluates, with

them, the effectiveness of their activities, identifying deficiencies and prescribing corrective measures.

--Insures all subordinates understand administrative policy and requirements.

--Actively supports and implements the equal opportunity program as specified in national and local affirmative action plans.

--Identifies the need for and performs undercover and surveillance activities.

--Travels frequently away from the regular duty station.

--Performs substantial amounts of irregular, unscheduled, administratively uncontrollable overtime.

--Responds to Service and wildlife law enforcement needs occasioned by proximity and as directed.

--Possesses a valid State driver's permit at all times.

--Protects and safeguards Government property and equipment with which charged.

--Operates motorized vehicles and boats.

--Provides aircraft support as pilot in command of single or multi-engine fixed-wing aircraft.

40% { --Advises on optimum utilization of aircraft in accomplishing the law enforcement mission. Assists in the development of aircraft utilization schedule.

--Conducts missions under appropriate FAA low flight waiver permit and Service hazardous duty guidelines to provide surveillance and surveillance support.

As a condition of employment, the incumbent is required to undergo, and successfully pass, periodic physical examinations, participate in physical training, and maintain a physical condition that permits duties to be performed efficiently and safely.

FACTOR 1, Knowledge Required for the Position

--Ability to supervise and train lower grade employees.

--Comprehensive understanding of the statutes, treaties, conventions and regulations that regulate fish and wildlife trade on a national/international basis.

--In-depth knowledge of administrative processes in order to conduct program

planning, financial, budgetary, personnel and property management.

--In-depth knowledge of foreign governments' processes and procedures which regulate trade in fish and wildlife species and products.

--Knowledge and ability to utilize the full range of demanding investigative techniques such as electronic monitoring of conversations, interrogation of reluctant witnesses, and querying of data base information systems of other agencies.

--Ability to determine independently if evidence can meet the various standards for introduction in Federal prosecution actions.

--Sufficient knowledge of international business practices to determine when legal means are used to mask violations of fish and wildlife laws.

--Sufficient analytical ability to determine the relationship between seemingly unrelated information in order to establish conspiratorial violations of Federal law.

--Skill and ability to communicate complex facts in an orderly manner both orally and in writing.

--Sufficient knowledge of points of law in order to effectively interact with legal representatives of alleged violators.

--Sensitivity to international protocol.

--Comprehensive knowledge of illicit fish and wildlife trade/traffic routes.

--Sufficient knowledge to identify related illegal matters associated with smuggling or immigration.

--Working knowledge of self defense techniques.

--Skill in operating motorized vehicles and boats.

--Skill and ability to effectively utilize firearms.

--Skill and ability to maintain flight proficiency and conduct operations in a professional manner.

--Comprehensive knowledge of Federal, State and local regulations pertaining to flight operations.

--Knowledge, skill and ability to comply with all Departmental and Service requirements for flight operations.

--Knowledge of low level flight techniques peculiar to the law enforcement mission.

FACTOR 2, Supervisory Controls

Incumbent is supervised by the Special Agent-in-Charge who outlines assignments in general terms, specifying end results. Incumbent is responsible for assessing workloads and determining the need for investigative requirements. The supervisor reviews completed work for overall effectiveness and compliance with Service policy.

FACTOR 3, Guidelines

Well defined guidelines are available in the form of the Service Administrative Manual, the Law Enforcement Manual, the statutory provisions of applicable legislation, policies specified in correspondence, formal training and interchange with other enforcement personnel. Incumbent uses judgement to make frequent and considerable interpretation and adaptation of guidelines and to reach decisions in areas not covered by guidelines.

FACTOR 4, Complexity

Incumbent must utilize the full substantive knowledge of an experienced investigator in conducting investigations characteristically having sensitive and controversial issues present. Cases are discussed with supervisory personnel only at critical points during an investigation or when critically sensitive issues are discovered.

FACTOR 5, Scope and Effect

Investigations supervised and/or conducted by the incumbent are concerned with major violations of law which have a debilitating effect on the nation's and the world's fish and wildlife resources. Economic implications are present due to the necessity of ethical concerns to compete with illegal entities. Work affects the present and future ability of international fish and wildlife resources to withstand commercial exploitation.

FACTOR 6, Personal Contacts

Personal contacts are principally with individuals supervised in the organization. Higher graded personnel within the organization are contacted. Peers or higher graded personnel in other Federal or State and local investigative agencies are contacted. Various officials of the Office of the Solicitor, Department of the Interior, and the Office of the U.S. Attorney, Department of Justice, are consulted as appropriate. The general public is contacted in the course of work activities.

FACTOR 7, Purpose of Contacts

Contacts with individuals supervised are to provide supervision and guidance. Contacts with higher graded personnel within the agency are to advise of work activities and receive instructions. Contacts with other agency personnel are for coordination purposes or liaison activities as a representative of the special Agent-in-Charge. Contacts with the Office of the Solicitor and the U.S. Attorney are for presenting completed investigations for prosecution. Contacts with the the general public are to ascertain compliance with law and regulations.

FACTOR 8, Physical Demands

Work requires considerable physical exertion including long periods of standing, walking over rough terrain, recurring bending, lifting, reaching or similar activities. The work requires average agility and dexterity.

FACTOR 9, Work Environment

Work includes both office and outdoor settings. There is regular and recurring exposure to moderate risks and discomforts such as adverse weather conditions, high/low temperatures, dusty/noisy environments, etc. Assignments include surveillance work in aircraft, boats and automobiles. The incumbent is expected to conduct duties in a safe and orderly manner so as to not to endanger self, fellow workers, or property with which entrusted.