

Evaluation Statement

Position Number: S000056

Proposed Classification: Engineering Equipment Operator, WG-5716-09

Location: U.S. Fish and Wildlife Service National Wildlife Refuges and National Fish Hatcheries

References: Federal Wage System Job Grading Standard for Engineering Equipment Operation, 5716, TS-4 January 1969

Background:

This evaluation is a result of reviewing and updating the standard position descriptions for the U.S. Fish and Wildlife Service.

Series and Title Determination:

The position requires the performance of the following duties: operates a variety of gasoline and diesel powered engineering and construction equipment, both wheeled and crawler type traction models, with attachments. Also, excavates, backfills, compacts, grades, and/or level earth to fine specifications. The duties match the series definition of an Engineering Equipment Operator, WG-5716.

Grade Determination:

There are 4 factors used in grading this position: Skill and Knowledge, Responsibilities, Physical Effort, and Working Conditions.

Factor 1 –Skill and Knowledge

This factor covers the nature and level of skill, knowledge, and mental application required in performing assigned work. Positions vary in such ways as the kind, amount, and depth of skill and knowledge needed, as well as in the manner, frequency, and extent to which they are used.

By reference to the grading standard, this position description exceeds the WG-8 where as the employee operates engineering equipment to excavate, backfill, grade and level earth on projects such as breaking ground for new roads, canals/ditches, and construction sites on newly acquired land. This position does not meet the WG-10 level as there is no movement of earth on mountainous, graded curves, and shoulders, or heavily forested areas.

It exceeds the WG-8 level in that the operator is required to have a thorough knowledge of the nature of the soil and features of the terrain to determine the proper approach according to the condition of the surface and subsurface.

This position exceeds the WG-8 of the standard where employees at this level must have more skill in order to grade surfaces to course, medium, or fine specifications by adjusting attachments while the vehicle is in motion and on all types of terrain.

This position does not require good depth perception and a high degree of concentration and therefore does not meet the WG-10 level.

Factors 2 – Responsibilities

This position exceeds the WG-8 level in this factor due to the work is generally performed on flat, rolling and some irregular terrain where course or medium grades are required. It does not meet the WG-10 level in that the employee is not required to perform the more difficult tasks of rough grading the earth to the general contour desired as well as fine surfacing on fiat or rolling terrain.

Factor 3 – Physical Effort

The position does not meet the WG-10 level where more frequent adjustments under more adverse operation conditions are required.

Factor 4 – Working Conditions

Since the duties of this position are performed on flat or rolling terrain and fine grades are not required, the position cannot meet the WG-10 level. The employee does not perform the more difficult tasks.

Based on the information above, the proper classification is an Engineering Equipment Operator, WG-5716-9.

Additional Information:

FLSA Determination: Non-Exempt
Financial Disclosure: No
Risk Designation: Low
Drug Testing: Yes (position requires a CDL license)