

**FACTOR EVALUATION SYSTEM  
EVALUATION STATEMENT**

**New Position Number:** S0003<sup>ck</sup>85

**Requested Classification:** Wildlife Biologist (Pilot), GS-048-13

**Location:** U.S. Fish & Wildlife Service  
Migratory Birds and State Programs  
Division of Migratory Bird Management  
(Standard PD for use in Region 7 and 9)

**References:**

- a. Office of Personnel Management (OPM) Job Family Standard (JFS) for Professional Work in the Natural Resources Management and Biological Sciences Group, GS-0400, dated 09/2005; and
- b. OPM Position Classification Standard (PCS) for Aircraft Operation Series, GS-2181, dated 01/88

**Background:** This position is being created in order to establish consistency between the two Regions responsible for conducting annual aerial migratory bird surveys. The primary responsibility for planning, conducting, and assessing collected data requires a mastery in the flight patterns, migratory routes, breeding habits, and wintering grounds of the birds under study which requires the incumbent possess a degree in the biological sciences – more specifically in wildlife biology, wetland ecology, and related disciplines necessary to understand the relationships that exist between wildlife and their natural environments and how to best approach the problems associated with surveying and managing migratory birds and their habitats. In addition, because of manpower allowances, budgetary restraints and space restriction in the small air craft used in the process of conducting the aerial surveys– a secondary requirement is placed on the incumbents' of this position to be accomplished, certified pilots.

The organizations which have the primary responsibility for field monitoring of the status of migratory birds on the breeding, migratory routes, and wintering grounds in order to facilitate effective management and protection of this international resource coupled with the requirement for operating aircraft while conducting specialized aerial surveys fall under the Program Offices of the Migratory Birds and State Programs, Division of Migratory Bird Management, the Branch of Migratory Bird Surveys (MBS) in Region 9 and the Waterfowl Management Branch (Branch) in Region 7.

As a Biologist (Pilot), and recognized Service expert, the primary responsibilities of the position are to design and maintain survey-related data bases, design aerial migratory bird surveys, gather and analyze specific quantitative and qualitative information relating to various demographic factors of North American migratory bird populations, assess habitat conditions and other environmental factors as they affect specific populations, and report this information to the appropriate managers and agencies for the purpose of making educated and timely management decisions as mandated by international treaties and other agreements between the U.S. Fish and Wildlife Service (Service) and cooperating agencies.

**Series and Title Determination:** The incumbent draws upon a professional knowledge of wildlife biology, wetland ecology, and related disciplines necessary to understand the relationships that exist between wildlife and their natural environments and how to best approach the problems associated with surveying and managing migratory birds and their habitats. He/she serves as a recognized scientific expert in migratory bird management and for particular species of migratory birds; plans, designs, and conducts significant surveys, inventories, and other types of monitoring and assessment activities; and serves on waterfowl flyway technical committees which require his/her experience, expertise, and species skills as needed.

By virtue of having a requirement of a professional biology background (wildlife biology, wetland ecology, botany, and/or applied ecology), the position requires classification under a series covered in the Professional Work in the Natural Resources Management and Biological Sciences Group, GS-0400. Positions involved with managing, supervising, leading, or performing professional research, or scientific work that involves conserving, propagating, managing, protecting, and administering wildlife species are covered under the Wildlife Biology, GS-0486, series. These biologists deal with the ecology, behavior, and conservation of wildlife and their research work most likely involves proposing, designing, and conducting studies to study population status, trends, and problems; planned habitat management actions and the evaluation procedures; population enhancement programs; and/or environmental contaminants specifications. The duties and responsibilities of the proposed position deal with waterfowl biology and behavior and aerial survey techniques, which falls within the GS-0486 series description and occupational information. Positions classified in the GS-0486 series have a prescribed title; therefore, the title of Wildlife Biologist is assigned. The added pilot responsibilities of the position will be identified by the use of an addition parenthetical (Pilot) resulting in the title of Wildlife Biologist (Pilot).

**Grade Determination:** Two evaluations will be completed for this position. The first evaluation will determine the overall grade level for the biology duties and responsibilities using reference a – the JFS for Professional Work in the Natural Resources Management and Biological Sciences Group, GS-0400, which provides grading information for non-supervisory positions covered by the standard. This standard has nine factors, set out in Factor Evaluation System (FES) format. The second evaluation will determine the overall grade level for the pilot duties and responsibilities using reference b – PCS for Aircraft Operation Series, GS-2181, which uses a narrative format that addresses three criteria (type of aircraft operated, nature and purpose of assignments, and degree of hazard involved) with further comparison against benchmark grade level descriptions for overall grade level assignment.

## **A. Biology**

### Factor 1. Knowledge Required by the Position

Duties and responsibilities of the proposed PD reflect the need for a mastery knowledge of and experience in wildlife biology, wetland ecology, and related disciplines necessary to understand the relationships that exist between wildlife and their natural environments and how to best approach the problems associated with surveying and managing migratory birds and their habitats; serve as an expert agency representative in dealing with other governmental (federal, state, local) representatives, Native organizations, other private cooperators, and the general public; and develop new approaches for use by other biologists; skill to teach others new as well as established survey methods, banding techniques, and administrative procedures required of the position.

The criteria established within the standard for Level 1-7 calls for knowledge and skill in applying a wide range of concepts, principles, practices, and methodology of the field sufficient to: "modify or adapt standard processes and procedures; assess, select, and apply remedies suited to the assigned problem or situation; devise strategies to overcome significant resource or environmental problems; assess the environmental impact of various practices". Because the incumbent must possess mastery knowledge and is considered to be an agency expert, the aforementioned knowledge requirements fall short but sets an initial starting point of assignment. The proposed PD exceeds this level.

The criteria established within the standard for Level 1-8 states the employee needs the "mastery of, and skill in applying, advanced theories, principles, concepts, practices, standards, and methods of the field sufficient to: provide significant and innovative recommendations for advancing programs and/or methods and, serve as a recognized authority in a specialized area or program". The aforementioned knowledge requirements, along with the responsibilities of the incumbent being a recognized scientific expert (not just an agency subject matter expert) in migratory bird management and for particular species of migratory birds serve to justify the assignment of Level 1-8 as fully met.

The criteria described in the Standard for assignment of a Level 1-9 reflects the requirement for mastery of, and skill in applying, the theories, principles, and concepts of the field sufficient to: develop new theories, concepts, principles, standards, and methods; plan and execute long-range programs and projects of national significance; serve as a recognized expert and consultant in a broad range of subject-matter programs that impact a number of resources; and advance the state-of-the-art beyond current discipline parameters. Although the incumbent of this position must possess a professional mastery of fish husbandry, and the incumbent is recognized as the Service/Department expert in fish hatcheries, the duties and responsibilities do not indicate that the incumbent is developing new theories and/or concepts in the fish hatchery field that would have an impact on number of resources nor advancing state-of-the-art beyond current discipline parameters; therefore, the full intent of this level is not fully met.

Assigned: Factor Level 1-8, 1550 points

### Factor 2. Supervisory Controls

The factor Supervisory Controls has three parts: 1) how work is assigned; 2) the incumbent's responsibility for carrying out the work; and 3) how the work is reviewed.

The incumbent works highly independently (especially during the field seasons), oftentimes with a supervisor that is co-located with personal contact limited to annual performance reviews, scheduled meetings and phone calls. Work assignments are made by way of an approved annual work plan, which is subject to change depending on the need for redistribution of the workload nationally. Incumbent carries out assignments under the context and constraints of national legislation and regulations, international treaties and mandates, agency policies, and overall agency objectives as they pertain to the migratory bird resource and civil air regulations. The incumbent must exhibit a high degree of initiative and resourcefulness during field operations in successfully carrying out assignments and be able to prioritize the various assigned duties, make appropriate decisions regarding their ultimate accomplishment, and assure all safety measures are in compliance when flying.

Completed work is reviewed for soundness of overall approach, effectiveness in meeting requirements or producing expected results, the feasibility of recommendations, and adherence to requirements. The supervisor usually does not review methods used.

In the standard for Level 2-4 "the supervisor outlines overall objectives and available resources. The employee and supervisor, in consultation, discuss timeframes and scope of the assignment including possible stages and approaches". The employee reviews plans independently, resolving most conflicts that arise and coordinating work when required. Program requirements are established independently and the employee determines methods to be used and approaches to be taken in resolving problems. The supervisor is kept abreast of work progress and potential problems. Completed work is reviewed for feasibility of recommendations, compatibility with goals and effectiveness in achieving intended objectives. This position rises above Level 2-4, because the employee independently determines the parameters of the assignment rather than in consultation with the supervisor.

At Level 2-5, "the supervisor provides administrative policy direction in terms of broadly defined missions or functions of the agency". Employees at the level are delegated complete responsibility and authority to plan and carry out major projects. Because the incumbent does not have the delegated authority to "do his/her own thing", level 2-5 is not appropriate.

Assigned: Factor Level 2-4, 450 points

### Factor 3. Guidelines

Available guidelines and references for this position vary in specificity and are in the form of general objectives of the migratory bird survey program, legislation, scientific manuals, national standard operating procedures, and regional instructions which are not always applicable to specific assignments. Complex and unusual national/international problems may arise in which no precedents have been established. Much of the survey and banding operations conducted have few guidelines in the form of established procedures. The incumbent is required to use professional judgment and ingenuity in the application of these guidelines and is frequently required to deviate from traditional methods and operating procedures and develop new techniques to obtain desired levels of accuracy and results. Through participation in the Flyway Council System, the incumbent contributes to the formulation and administration of the Service's collaborative bird survey and management policies.

At Factor Level 3-4, guidelines are general in nature and are often in the form of policy statements and objectives; often scarce, not applicable, or have gaps in specificity that require considerable interpretation and/or adaptation for application to issues and problems. Incumbent must use judgment, initiative, and resourcefulness in deviating from established methods to deal with specific issues or problems; research trends and patterns; propose new policies and practices; develop new methods and criteria; and/or modify, adapt, and/or refine broader guidelines to resolve specific complex and/or intricate issues and problems. The guidelines used in the proposed PD, as described above, fully meets this level of coverage.

For Level 3-5 the standard states "the employee uses guidelines, such as broad policy statements, basic legislation, recent scientific findings, or reports that are often ambiguous and require extensive interpretation." At this level, the employee would be expected to use judgment and ingenuity and exercise broad latitude to determine the intent of applicable guidelines; develop policy and guidelines for specific areas of work; and formulate interpretations that may take the form of policy statements, regulations, and guidelines. Although the incumbent contributes to the formulation and administration of the Service's collaborative bird survey and management policies through his/her participation in the Flyway Council System, it is a collaborative effort of the group not of the individual which is implied to fully meet this level of assignment. Therefore, level 3-5 is not meet.

Assigned: Factor Level 3-4, 450 points

### Factor 4. Complexity

The Migratory Bird Survey Program is responsible for monitoring the status and trends of arctic and sub-arctic nesting geese, ducks, swans, and other migratory birds that summer in Alaska, Canada, and Russia, and portions of the continental U.S., but winter throughout North, Central, and South America, and the Caribbean Basin, and in some cases, Russia and Japan. The work includes varied duties involving multiple disciplines applied to a broad range of activities, e.g., biological, administrative, personnel, and pilot skills often carried out simultaneously and encompassing a wide geographic area (e.g., U.S., Canada, Mexico, and Russia). The biological work is complex, involving a variety of factors (actual and/or potential); involves developing new standards, methods, and techniques to extend existing methodological capability; proposing solutions that have highly visible political consequences; formulating solutions to unyielding or controversial problems; and anticipating future trends and requirements.

Accomplishment of assignments also requires cooperative international efforts and travel to Canada and Mexico and occasionally, Russia and Central American countries, for survey work or meetings; and direct contact and interaction with peers and scientists at the national and international level. Throughout this process, the incumbent must maintain his/her an up-to-date knowledge of the species of birds he/she is responsible for in order to represent the Service as a national-level expert.

At Level 4-4 the biologist is involved with work that involves performing research, testing, or natural resources management functions and duties that require unrelated steps, processes, methods, or procedures. Assignments require incumbent to compare the new work situations to precedent situations then adapting or modifying existing techniques as required. Duties and responsibilities of the proposed PD exceed this definition; therefore, the position exceeds the criteria description for Level 4-4.

At Level 4-5 the biologist performs a variety of natural resources management duties requiring an in-depth analysis of problems and issues that cover a wide geographic area or an environmentally varied area; integrated resource analysis and coordinating and planning activities that cover multiple resource programs; and/or developing new methods and techniques for problem and issue resolution. He/she analyzes issues involving major uncertainties with regard to the most effective approach or methodology to apply; serious conflicts among scientific requirements and environmental program direction or administrative and legal requirements; continually changing program, work requirements, or technological developments.

Given the dispersion of locations, climates and habitat conditions, as well as the attention the migrating birds receive from a wide variety of stakeholders (other Service programs, the public, private interest groups, academia, Federal/state/local/international governments, and Congress) the duties and responsibilities, as well as complexity, of the proposed PD falls well within the criteria established for Level 4-5.

For assignment of Level 4-6, the biologist would be performing work assignments having exceptionally broad and intensive efforts impacting functional areas and processes; problems of such scope and complexity that they require dividing work into components conducted concurrently or sequentially or using multi-disciplinary or cross-functional teams; and/or continual efforts to establish concepts, theories, or programs, or resolve persistent problems. Furthermore, the work requires the biologist *"develop policies and strategies, and lead efforts to address environmental or scientific issues in areas where precedents do not exist; establish new concepts and alternatives to problem identification and resolution; and/or apply a high degree of abstraction to originate concepts, theories, or programs."* Although the duties and responsibilities of this position requires extensive coordination with other players (as described above) and developing new standards and processes for collecting data; the duties and responsibilities of this position does not reflect having the level of complexity that would fully meet the intent of established criteria for Level 4-6. This level is not meet.

Assigned: Level 4-5, 325 points

#### Factor 5. Scope and Effect

This factor covers the relationship between the nature of the work, ie., the purpose, breadth, and depth of the assignment, and the effect of work products or services both within and outside the organization.

The incumbent of the proposed PD serves as a Service-wide expert with responsibilities for actively managing assigned species of North American waterfowl and other migratory bird communities. This entails providing accurate quantitative and qualitative information and recommendations on the status of various continental migratory bird populations (size, distribution, productivity, mortality, etc.), including incidental identification and reporting of migratory bird die-offs, environmental contaminant incidents, habitat changes/alterations, and law violations which may affect the migratory bird resource. Data is gathered primarily by way of aircraft and aerial surveys in order to meet the Service's management responsibilities for trust resources. The survey program covers a wide geographic area (Alaska, Canada, four United States Flyways and Mexico) with operations reaching into foreign countries requiring extra attention to customs and traditions. Work results directly affect decisions of other Federal, State, and Provincial regulatory agencies. Survey results comprise baseline data used to establish annual hunting regulations and individual migratory bird species management plans for the United States and Canada and other management decisions at the State and Federal levels of government throughout the covered geographic areas. These decisions are most frequently expressed in the form of changes in harvest regulations, habitat management practices, or identification of the need for specific management plans or research activities.

At Level 5-4, the biologist is involved with investigating, analyzing, and evaluating problems and situations involving a wide variety of circumstances or unusual conditions; developing new or improved techniques, criteria, or alternatives to meet requirements involving specific natural resources; and assessing program effectiveness. The work affects the effectiveness and acceptability of agency goals, programs, and activities; as well as agricultural, commercial,

industrial, and recreational uses and conditions. Problems encountered at this level are more along the lines of states or a region consisting of several states. The proposed PD's duties and responsibilities exceeds the criteria established for Level 5-4.

At Level 5-5, the biologist takes the work a step further in employees investigating, analyzing, evaluating, and resolving critical or highly unusual problems, developing new approaches or techniques for the use of natural resources that affect multiple stakeholders, determining the validity and soundness of programs and plans, coordinating activities with other stakeholder to better meet economic needs while promoting sound resource conservation; and providing expert advisory services other agency and government employees, and public and private organizations. Work efforts effects the development of major aspects of agency programs, long-range plans, and/or missions; operations of other Government agencies; and/or the state-of-the-art in the area of functional responsibility. Although the work products of the position directly affects other responsible parties, covers a wide geographical area, and addresses critical conditions – the efforts are collaborative in nature and does not fall primarily upon the shoulders of the incumbent; therefore the position does not fully meet the intent of the criteria established for Level 5-5.

Assigned: Level 5-4, 225 points

#### Factors 6/7. Personal Contacts/Purpose of Contacts

Contacts are with other professional and administrative staff of the Service, Department, sister Bureaus; from other Federal agencies (U.S., Canada, and Mexico), State/Provincial natural resource agencies, academia, conservation organizations, special interest groups, media organizations, private industry, landowners, indigenous people (Canada/Mexico), native Alaskan villages and other organizations, and the general public. The purpose of contacts is to provide expert advice; plan and coordinate activities; obtain, provide, or exchange information; advise, plan, or discuss improvement and/or new designs or techniques; educate, negotiate, or persuade public and private landowners; and prevent or resolve conflicts with subsistence hunters or other landowners as needed.

#### Personal Contacts

Since contacts include individuals outside the organization, the starting point for comparison will be at level 3.

For level 3 the standard states that contacts are with individuals or groups internal and external to the employing agency and throughout the various level of government (domestic and internationally). Contacts are frequently non-routine may involve representatives from outside the government at national or international levels, academia, professional organizations, the public, news and entertainment media, attorneys, law enforcement officials, congressional staff members and other elected officials or their staffs. This level is met.

For level 4 the standard states personal contacts are with "high-ranking officials from outside the employing department or agency at national or international levels in highly unstructured settings ". Examples of contacts given are leaders of national stakeholder and/or interest groups; presidents of large national or international firms; national news media; representatives of community action committees; State governors, mayors of large cities, or tribal leaders; Members of Congress; and Presidential advisors and cabinet-level appointees of major departments and agencies. Although contacts for the proposed PD include a diverse group of individuals and/or groups, national and international, the contacts are not primarily of the level described for this level of assignment. Therefore, this position does not fully meet level 4.

#### Purpose of Contacts

Since the purpose of contacts is more than just to exchange information and/or resolve problems, the starting point for comparison will be at level C.

The standard states for assignment under Level C, contacts involve" influencing and persuading persons or groups who may be skeptical or uncooperative" In this position the incumbent must have the ability to deal effectively with individuals and groups representing widely divergent backgrounds, interests, and points of view. The incumbent must be able to educate, negotiate, or persuade in order to work effectively with public and private landowners; prevent or resolve conflicts with subsistence hunters in survey areas or other landowners as needed. Therefore, this level is met.

The standard states for level D that the purpose of contacts is "To justify, defend, negotiate or settle matters involving significant or controversial issues and/or programs". Work at this level usually involves active participation in conferences, meetings, hearings, or presentations involving problems or issues of considerable consequence or

importance. Persons contacted typically have diverse viewpoints, goals, or objectives. The purpose of contacts as outlined in this PD, and justified by the level of responsibilities, does not fully meet assignment of level D.

Assigned: Level 3-C, 180 points

#### Factor 8. Physical Demands

Work requires a considerable amount of physical exertion when conducting banding/aerial surveys, such as: carrying heavy loads (up to 60 pounds), through marshland habitat while wearing hip boots and/or chest waders; sitting for extended periods while on in-flight missions; walking, bending, crawling for extended periods.

At Level 8-1, work is performed in a typical office setting under normal conditions. This position requires that much of the work is performed outdoors, piloting an airplane in a confined space for periods in excess of 8 hours (as gas supply determines), and in remote areas or foreign countries and above normal duty hours, well in excess of the standard 40-hour week. The position exceeds Level 8-1.

At Level 8-2, work requires physical activity in excess of what a typical office worker would encounter – such as long periods of standing; walking rough terrain; recurring bending, crouching, stooping, reaching, or similar activities. Work may also require frequent lifting of moderately heavy items (appx 50 lbs). This PD specifies that the incumbent may be required to carry heavy loads, some weighing as much as 60 pounds. The position meets Level 8-2.

#### LEVEL 8-3 50 POINTS

At Level 8-3, the work of the position requires considerable and strenuous physical exertion and exposure to extreme conditions; lifting objects weighing more than 50 pounds; and involve hostile wildlife, or chemical, biological, or physical hazards for which protective precautions are required or mandated by law. Although the incumbent of the position may be required to carry heavy loads – that in and of itself does not fully meet the intent of the criteria of Level 8-3.

Assigned: Level 8-2, 20 points

#### Factor 9. Work Environment

While conducting field work, the incumbent may be exposed to moderate risks and discomforts, such as those due to: adverse weather conditions, such as high winds and low or high temperatures; travel in safety approved small air and water craft and off-road vehicles; irritating chemicals; noxious fumes; flammable liquids; falling trees; hostile wildlife; poisonous insects, plants, or snakes; radiation; potentially pathogenic bacteria; contagious diseases; and/or carcinogenic materials. Work requires special safety precautions and/or protective clothing and equipment.

Because the duties of this position involves exposure beyond that experienced in a typical office setting , the position exceeds Level 9-1.

At Level 9-2, performance of work involves exposure to moderate risks and discomforts, such as temperature variances; inclement weather; travel in confined spaces; hostile wildlife, poisonous insects, plants, or snakes; which would require wearing/using protective clothing and equipment and following special safety precautions. The position meets Level 9-2.

At Level 9-3, the incumbent is at high risk of exposure or damage due to: extreme weather conditions; working at great heights in remote locations; hazardous chemicals; wildland fires; serious confrontations with armed hunters; or working with lethal viruses. This level of exposure is not evident in the PD; therefore, Level 9-3 is not met.

Assigned: Level 9-2, 20 points

#### SUMMARY:

Factor 1	Level 1-8	1550 points
Factor 2	Level 2-4	450 points
Factor 3	Level 3-4	450 points
Factor 4	Level 4-5	325 points
Factor 5	Level 5-4	225 points
Factor 6/7	Level 3-C	180 points
Factor 8	Level 8-2	20 points
Factor 9	Level 9-2	20 points

Total: 3220 points Grade Range (3155-3600) = GS-13

## **b. Pilot Work**

At the GS-09 level, pilots fly light single- or twin-engine airplanes or helicopters primarily under visual flight rules with responsibility for such operations as ferrying the aircraft or carrying freight from one point to another; under visual flight rules with responsibility for various kinds of photographic survey work. Pilots at this level plan the flight route, secure necessary clearance, and navigate by reference to aeronautical charts, compass, and terrain features under visual flight conditions. There is a minimal degree of hazard in that typically involve using airfields that are fully adequate for the aircraft; involve point-to-point flying utilizing normal flight procedures; flights are primarily conducted during daylight and under favorable weather conditions; and do not normally require the pilot to do anything other than fly the aircraft. The level of piloting the incumbent(s) of this position will be required to perform exceeds this grade level description.

At the GS-11 level, the pilot will be required to fly light single- or twin-engine airplanes or helicopters over unfavorable terrain (i.e., mountains, forest, or deserts) with responsibility for operating from confined or isolated areas primarily under visual flight conditions; fly along established airways with responsibility for transporting passengers and supplies among a variety of familiar destinations. Potential hazards faced are marked degrees of hazard flying to and from airstrips where only one-way operations are possible, or to operate helicopters from forest landing pads with minimal clearance. Except for unpredicted storms, these flights are made under favorable weather conditions, and are characterized by a minimum degree of hazard. Trip planning requires skill in analyzing present and future weather conditions along the route of flight, avoiding unfavorable weather, and considering alternate routes and destinations. The level of piloting the incumbent(s) of this position will be required to perform exceeds this grade level description.

At the GS-12 level, the pilot will be expected to fly light single- or twin-engine airplanes or helicopters at minimum controllable speeds or at low altitudes, or both, over unfavorable terrain while directing their attention outside the aircraft for sustained periods of time. These assignments often involve making flights over uncharted courses and using meadows or roads for landing strips. Pilots are responsible for conducting functional flight checks of light airplanes or helicopters following repair, maintenance, or the installation of approved modifications to aircraft systems. Flight plans cover a variety of points throughout the continental United States and follow different patterns of routes and destinations, varying according to the demands of the assignment. Except for unpredicted storms, these flights are made under favorable weather conditions, and are characterized by a minimum degree of hazard; however, trip planning requires more skill in analyzing present and future weather conditions along the route of flight, avoiding unfavorable weather, and considering alternate routes and destinations.

At the GS-13 level, the pilot will be expected to fly heavy twin-engine or multiengine airplanes (including those classed as "jumbos") over very long distances to a wide variety of locations in this country and overseas for the purpose of transporting cargo and/or personnel. The pilot duties and responsibilities described in the position description does not support this basic criteria for flying twin- or multiengine aircraft.

Pilot work supports grade level assignment of GS-12

**Final Classification:** Wildlife Biologist (Pilot), GS-0486-13

FLSA Determination: Exempt

Financial Disclosure: No

Risk Designation: Moderate Risk

Drug Testing: Yes

Annual Physicals Required

Functional Classification Code: 51 (Natural Resources operations)

Cecilia E. King

HR Specialist (Class/Comp)

DHC, Branch of Human Resources

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