



U.S. Fish and Wildlife Service



## Evaluation Statement

<b>PD No.:</b>	123610
<b>FPPS PD No.:</b>	S000407
<b>FWS Title:</b>	Engineering Equipment Operator
<b>OPM Title:</b>	Engineering Equipment Operator
<b>Pay Plan, Series &amp; Grade:</b>	WG-5716 : Engineering Equipment Operating Series-8
<b>Full Performance Level:</b>	8
<b>Is Interdisciplinary PD?</b>	NO
<b>Additional Series:</b>	
<b>Employing Office Location:</b>	varies
<b>Duty Location:</b>	varies
<b>Organization Structure:</b>	1st Subdivision: US Fish and Wildlife Service 2nd Subdivision: REGION 3rd Subdivision: 0:SPD Organization Code 4th Subdivision: 5th Subdivision:
<b>Supervisor Signature:</b>	
<b>Supervisor Title:</b>	
<b>Supervisor Sign Date:</b>	
<b>Approving Official Signature:</b>	
<b>Approving Official Title:</b>	
<b>Approving Official Sign Date:</b>	
<b>Classifier Signature:</b>	CECILIA KING
<b>Classifier Title:</b>	Service Classification and Compensation Manager
<b>Classifier Sign Date:</b>	8/15/2012 2:00:00 PM
<b>Standards Used to Classify the Job:</b>	OPM Federal Wage System Job Grading Standard

<b>Series Justification:</b>	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 rough specifications. The duties match the series definition of an Engineering Equipment Operator, WG-5716.
<b>Title Justification:</b>	The prescribed title for positions classified under WG-5716 is Engineering Equipment Operator.
<b>Grade Justification:</b>	
<b>Additional Justification:</b>	When SPD# S000055 was originally established back in 2003, it was not intended to be designated as an FF position. In 2005, the position was erroneously submitted and certified for secondary/administrative FF special retirement coverage, which created a conflict in personnel record -keeping. PDs/SPDs certified for special retirement coverage (FF/LE) are intended for use only for those instances where needed - not general use. The certification cannot be revoke due to potential retirement coverage issues that may arise; therefore, a new SPD is being established.
<b>Additional Position Information:</b>	<b>Position Sensitivity:</b> Non-Sensitive-Low <b>FLSA:</b> Non-Exempt <b>Drug Test Required:</b> Y <b>Financial Disclosure:</b> N

**Narrative Factors:**

**Factor I: Skill and Knowledge:**

Skill and ability to operate one or more types of heavy equipment. Examples of the types of equipment used include: Dozers (up to D-6 size) with implements; loader (front end); loader/backhoe; dump truck; straight truck (hauling small equipment); truck/tractor (hauling large equipment); and farm tractors with implements.

Knowledge of the controls for operating heavy equipment and attachments and skill in handling these controls to perform the work, e.g. good hand, foot, and eye coordination is required to operate various controls simultaneously.

Basic knowledge of the nature of the soil and features of the terrain to determine the proper approaches according to the conditions of surface and subsurface.

Knowledge of safety rules and regulations to ensure safe use of the equipment and prevent injury to self, coworkers, or property.

Basic knowledge of and ability to use computers in order to input maintenance data into database programs.

**Factor Justification**

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 matches the WG-8 whereas 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-9/10 level as there is no movement of earth on

mountainous, graded curves, and shoulders, or heavily forested areas.

It meets the WG-8 level in that the operator is required to have a basic 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. Operators are required to have more knowledge of a variety of soil composition and conformation to exceed the WG-8 level.

It does not exceed the WG-8 of the standard where employees at the WG-9/10 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-9/10 level.

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### **Factor II: Responsibility:**

The work consists of a variety of tasks. Work does not require grading surfaces to exact specifications. The employee is responsible for operating in a safe manner to avoid injury to others and damage to equipment. Oral or written instructions and/or work orders (via SAMMS) concerning the locations of the job, and the work to be done are given. The employee plans the approaches to the assignment and work is performed largely without direct supervision. Work may be spot-checked in progress or upon completion for conformance to instructions and quantity and quality of work accomplished.

#### **Factor Justification**

This position does not exceed the WG-8 level in this factor due to the work is generally performed on flat or rolling terrain where course or fine grades are not required. It meets the WG-8 level in that the employee is responsible to follow oral or written instructions without direct supervision and for operating in a safe manner. Work may be spot-checked in progress or upon completion for conformance to instructions and quantity and quality of work accomplished.

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### **Factor III: Physical Effort:**

Considerable physical effort is required in the operation of the equipment and attachments. Considerable strain can be caused by the constant vibration of the equipment and the jolting received from operation of the equipment over rough surfaces. Location of the controls and attachments frequently requires working in awkward or strained positions.

#### **Factor Justification**

Safe operation is at a lower level and the physical effort is less strenuous at the WG-8 level. The position does not meet the WG-9/10 level where more frequent adjustments under more adverse operation conditions are required.

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### **Factor IV: Working Conditions:**

Work is performed in all types of weather, often in an open driver's seat. The employee is exposed to injury due to the possibility of equipment overturning and is subject to noise, vibration, dust, and fumes from machinery. Caution must be exercised to prevent injury caused by moving machinery or breaking cables.

#### **Factor Justification**

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-9/10 level. The employee does not perform the more difficult tasks.