

THSP EP4 AD-I



United States Department of the Interior

FISH AND WILDLIFE SERVICE
1764 95th Street
New Richmond, WI 54017

FWS/NWRS-St. Croix WMD

July 8, 2010

Memorandum

To: Regional Fire Management Coordinator
From: Fire Management Specialist, St Croix WMD
Subject: Rationale for AD-I (Excepted Position 4)

I would like to hire _____ as a specialized equipment operator under the AD Plan and am proposing he be hired as AD-I (Exception Position 4 - \$30.60/hr) in consideration of the following elements noted in the _____ Pay Plan - Exception Position 4: 1) Positions within this level require skills acquired through specific job training, technical education or experience and require the ability to apply or use specialized, complicated techniques or equipment. 2) Requires independent judgment and decision making. 3) Assignments and most problem resolution are completed independently.

Specific work entails the operation of a Bobcat T-320 skid loader equipped with a Fecon brush grinder attachment. This FWS machinery is expensive and requires specialized training but also requires skill and finesse to maximize production without damaging the equipment. More importantly, the operator must have the experience and skill to operate this potentially dangerous machine safely. The operator will be required to skillfully operate this equipment on project areas with slopes ranging from 0 to 20%, numerous rocks and stump fields, and in areas with obstructed view of hazards due to dense vegetation. The primary objective is to clear hazard fuels from project areas and the secondary objective is habitat restoration. This requires the operator to identify desirable vs. undesirable woody species (box elder vs. Burr oak) and make independent decisions to protect favored vegetation.

_____ is an extremely skilled heavy equipment operator with over 23 years of accident-free experience in the logging industry and has an exemplary performance record in previous FWS contracts. Before operating FWS equipment, he will be required to complete FWS sponsored heavy equipment safety training.