

POSITION DESCRIPTION (Please Read Instructions on the Back)

HRMS COPY

1 Agency Position No
8514-10
6 OPM Certification No
DT-NO
9 Subject to IA Action
 Yes No
13. Competitive Level Code
PH 685 X01
14 Agency Use
0065

2 Reason for Submission
 Redescription New Hdgtrs. Field
 Reestablishment Other
Explanation (Show any positions replaced)

3 Service

4. Employing Office Location
Houston, TX

5 Duty Station
Houston, TX

7 Fair Labor Standards Act
 Exempt Nonexempt

8 Financial Statements Required
 Executive Personnel Financial Disclosure Employment and Financial Interests

10. Position Status
 Competitive
 Excepted (Specify in Remarks)
 SES (Gen.) SES (CR)

11. Position is:
 Supervisory 1-Non-Sensitive 3-Critical Sensitive
 Managerial
 Neither 2-Noncritical Sensitive 4-Special Sensitive

15. Classified/Graded by	Official Title of Position	Pay Plan	Occupational Code	Grade	Initials	Date
a. U.S. Office of Personnel Management						
b. Department, Agency or Establishment						
c. Second Level Review						
d. First Level Review	Laborer	WG	3502	01	<i>JM</i>	11/28/95
e. Recommended by Supervisor or Initiating Office						

16. Organizational Title of Position (if different from official title)

17. Name of Employee (if vacant, specify)

18. Department, Agency, or Establishment
Department of Veterans Affairs

a. First Subdivision
Veterans Health Administration

b. Second Subdivision
VAMC Houston, TX

c. Third Subdivision
Engineering Service

d. Fourth Subdivision
Maintenance & Operations Section

e. Fifth Subdivision
Grounds/Transportation Unit

19. Employee Review—This is an accurate description of the major duties and responsibilities of my position.

Signature of Employee (optional)

20. **Supervisory Certification.** I certify that this is an accurate statement of the major duties and responsibilities of this position and its organizational relationships, and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the knowledge that this information is to be used for statutory purposes relating to appointment and payment of public funds, and that false or misleading statements may constitute violations of such statutes or their implementing regulations.

a. Typed Name and Title of Immediate Supervisor
WILLIE JONES
Chief, Grounds/Transportation Unit

Signature: _____ Date: _____

b. Typed Name and Title of Higher-Level Supervisor or Manager (optional)
WILLIAM H. GIBSON
Chief, Engineering Service

Signature: *M Spratt (for)* Date: **11/28/95**

21. **Classification/Job Grading Certification.** I certify that this position has been classified/graded as required by Title 5, U.S. Code, in conformance with standards published by the U.S. Office of Personnel Management or, if no published standards apply directly, consistently with the most applicable published standards.

22. Position Classification Standards Used in Classifying/Grading Position
JGS for Laborer, WG-3502

Typed Name and Title of Official Taking Action
SUE MAXWELL
Chief, Staffing & Classification

Signature: *Sue Maxwell* Date: **11/28/95**

Information for Employees. The standards, and information on their application, are available in the personnel office. The classification of the position may be reviewed and corrected by the agency or the U.S. Office of Personnel Management. Information on classification/job grading appeals, and complaints on exemption from FLSA, is available from the personnel office or the U.S. Office of Personnel Management.

23. Position Review	Initials	Date	Initials	Date	Initials	Date	Initials	Date	Initials	Date
a. Employee (optional)										
b. Supervisor										
c. Classifier										

24. Remarks

25. Description of Major Duties and Responsibilities (See Attached)

MAJOR DUTIES:

The incumbent's position involves the use of common hand tools (e.g. shovels, rakes, brooms, hammers, etc.) and requires moderate physical effort. Incumbent generally performs the following:

Weeding around trees, shrubs, flower beds, etc. by means of hand or garden tools. Cleans up debris collected after such work.

Digs up trenches by means of hand tools for a variety of purposes such as utility and sewage lines, drainage, etc.

Loads truck, collecting grass, limbs, or soil or other debris around grounds.

Incumbent does other laboring jobs such as moving supplies, furniture, equipment, and such other work that may be assigned.

Assists in the work of other trades (e.g., carpenter, lumber, insulation, mechanics, etc.) by cleaning work areas, delivering materials and equipment, etc.

Waters and fertilizes, mulches beds, removes and plants shrubs and trees.

Cleans ground maintenance equipment such as backhoe, street sweeper, 5-ton truck, and associated grounds equipment by means of detergents, solvents and steam.

SKILL AND KNOWLEDGE:

Ability to safely use hand and garden tools, (e.g., rakes, shovels, posthole diggers, etc.) The nature of the duties and the kinds of equipment used also require continual care and attention both to avoid accidents and to finish work properly.

RESPONSIBILITY:

Specific oral and written instructions are given on what to do and when to do it. The incumbent is responsible for adherence to safety practices and instructions in the use of tools and equipment, lifting/pushing of heavy objects, etc. After getting instructions, he/she may complete duties involving several distinct tasks or steps on his/her own (e.g., weeding flower beds and cleaning up debris collected after such work).

Incumbent receives specific instructions and is not called upon to make decisions (except for simple choices).

PHYSICAL EFFORT:

The incumbent exerts light to moderate physical effort in doing such tasks as occasionally lifting and carrying moderately heavy objects (weighing about 45 pounds); frequently lifting and carrying medium weight objects (weighing up to 30 pounds); frequently pushing carts and dragging hoses.

WORKING CONDITIONS:

Due to the nature of the tasks, the work will often be outdoors, occasionally in bad weather, involving exposure to temperature extremes. Indoor working conditions may be dirty and dusty. The tools, equipment, and heavy objects involved occasionally present chances of serious injury (e.g., broken bones, severe cuts, strained backs).

SAFETY:

Incumbent wears safety and protective gear as required to perform assigned tasks, gloves, safety glasses, ear protection.

AGE SPECIFIC COMPETENCY STATEMENT

The incumbent provides patient care/support which is appropriate to the cognitive, emotional, and chronological maturation needs of the young adult (18-44 years old), middle adult (45-64 years old), and older adult (65-older) patients. The incumbent must demonstrate the knowledge and skills necessary to provide care/support appropriate to the age of the patients served in the assigned service areas. The incumbent must demonstrate the knowledge of the changes associated with aging and possess the ability to provide care/support based upon age related factors.

POSITION DESCRIPTION (Please Read Instructions on the Back)

1. Agency Position No.

5546-A

2. Reason for Submission

Redescription New
 Reestablishment Other

3. Service

Adpts Field

4. Employing Office Location

Houston TX

5. Duty Station

Houston TX

6. OPM Certification No.

DT-NO

Explanation (Show any positions replaced)

Update of Laborer, WG-3502-02,
5546-A, 1/22/90.

7. Fair Labor Standards Act

Exempt Nonexempt

8. Financial Statements Required

Executive Personnel Financial Disclosure Employment and Financial Interests

9. Subject to IA Action

Yes No

10. Position Status

Competitive
 Excepted (Specify in Remarks)
 SES (Gen.) SES (CR)

11. Position is:

Supervisory
 Managerial
 Neither

12. Sensitivity

1-Non-Sensitive 3-Critical Sensitive
 2-Noncritical Sensitive 4-Special Sensitive

13. Competitive Level Code

399/VR-012
501

14. Agency Use

0065

15. Classified/Graded by	Official Title of Position	Pay Plan	Occupational Code	Grade	Initials	Date
a. U.S. Office of Personnel Management						
b. Department, Agency or Establishment						
c. Second Level Review						
d. First Level Review	LABORER	WG	3502	02	JM	9/22/95
e. Recommended by Supervisor or Initiating Office						

16. Organizational Title of Position (if different from official title)

17. Name of Employee (if vacant, specify)

18. Department, Agency, or Establishment

Department of Veterans Affairs

a. First Subdivision

Veterans Health Administration

b. Second Subdivision

VAMC Houston TX

c. Third Subdivision

Engineering Service

d. Fourth Subdivision

Maintenance & Operations Section

e. Fifth Subdivision

Grounds/Transportation Unit

Signature of Employee (optional)

19. Employee Review—This is an accurate description of the major duties and responsibilities of my position.

20. Supervisory Certification. I certify that this is an accurate statement of the major duties and responsibilities of this position and its organizational relationships, and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the

knowledge that this information is to be used for statutory purposes relating to appointment and payment of public funds, and that false or misleading statements may constitute violations of such statutes or their implementing regulations.

a. Typed Name and Title of Immediate Supervisor

WILLIE E. JONES
Chief, Grounds/Transportation Unit

b. Typed Name and Title of Higher Level Supervisor or Manager (optional)

FOR WILLIAM H. GIBSON
Chief, Engineering Service

Signature

Willie E. Jones

Date

9-21-95

Signature

Date

9-20-95

21. Classification/Job Grading Certification. I certify that this position has been classified/graded as required by Title 5, U.S. Code, in conformance with standards published by the U.S. Office of Personnel Management or, if no published standards apply directly, consistently with the most applicable published standards.

22. Position Classification Standards Used in Classifying/Grading Position

JGS for Laborer, WG-3502.

Typed Name and Title of Official Taking Action

SUE MAXWELL
Chief, Classification & Pay Administration

Information for Employees. The standards, and information on their application, are available in the personnel office. The classification of the position may be reviewed and corrected by the agency or the U.S. Office of Personnel Management. Information on classification/job grading appeals, and complaints on exemption from FLSA, is available from the personnel office or the U.S. Office of Personnel Management.

Signature

Sue Maxwell

Date

9/22/95

23. Position Review	Initials	Date	Initials	Date	Initials	Date	Initials	Date	Initials	Date
a. Employee (optional)										
b. Supervisor										
c. Classifier										

24. Remarks

FULL PERFORMANCE LEVEL.

SL: 0

25. Description of Major Duties and Responsibilities (See Attached)

POSITION DESCRIPTION
LABORER
WG-3502-2

MAJOR DUTIES

The incumbent's position involves the use of common hand tools (e.g. shovels, rakes, brooms, hammers, etc.) and simple power equipment (e.g., power lawn mowers and lawn edgers) and requires moderately heavy physical effort. Incumbent generally performs the following:

Weeding around trees, shrubs, flower beds, etc. by means of hand or garden tools. Cleans up debris collected after such work.

Digs up trenches by means of hand tools for a variety of purposes such as utility and sewage lines, drainage, etc.

Loads truck, collecting grass, limbs, or soil or other debris around grounds.

Incumbent does other laboring jobs such as moving supplies, furniture, heavy equipment, and such other work that may be assigned.

Assists in the work of other trades (e.g., carpenter, lumber, insulation, mechanics, etc.) by cleaning work areas, delivering materials and equipment, etc.

Waters and fertilizes, mulches beds, removes and plants shrubs and trees. Edges walk and curbs with small edger. Mows turf areas with push power mowers.

Cleans ground maintenance equipment such as backhoe, street sweeper, 5-ton truck, and associated grounds equipment by means of detergents, solvents and steam.

Drives farm tractors in the absence of tractor operator as a means of transporting tools and equipment to work site and hauling debris.

I. SKILL AND KNOWLEDGE

Ability to safely use hand and garden tools, (e.g., rakes, shovels, posthole diggers, etc.) The nature of the duties and the kinds of equipment used also require continual care and attention both to avoid accidents and to finish work properly.

POSITION DESCRIPTION
LABORER
WG-3502-2

II. RESPONSIBILITY

Specific oral and written instructions are given on what to do and when to do it. The incumbent is responsible for adherence to safety practices and instructions in the use of tools and equipment, lifting/ pushing of heavy objects, etc. After getting instructions, he/she may complete duties involving several distinct tasks or steps on his/her own (e.g., weeding flower beds and cleaning up debris collected after such work.

Incumbent receives both specific instructions and routine work assignments with discretion or selection of sequence of task permitted only for routine scheduled work.

III. PHYSICAL EFFORT

The incumbent exerts moderately heavy physical effort in doing such tasks as occasionally lifting and carrying heavy objects (weighing about 50 pounds); frequently lifting and carrying moderately heavy objects (weighing up to 40 pounds); frequently pushing heavy furniture, loaded carts, etc.

A certain degree of manual labor is required to run lawn mowers, lawn edgers, and to use tools such as hatchets, saws and other running equipment. Incumbent performs a variety of manual tasks requiring moderate to arduous physical effort.

IV. WORKING CONDITIONS

Due to the nature of the tasks, the work will often be outdoors, occasionally in bad weather, involving exposure to temperature extremes. Indoor working conditions may be dirty and dusty. The tools, equipment, and heavy objects involved occasionally present chances of serious injury (e.g., broken bones, severe cuts, strained backs).

V. SAFETY

Incumbent wears safety and protective gear as required to perform assigned tasks, gloves, safety glasses, ear protection.

AGE SPECIFIC COMPETENCY STATEMENT

The incumbent provides patient care/support which is appropriate to the cognitive, emotional, and chronological maturation needs of the young adult (18-44 years old), middle adult (45-64 years old), and older adult (65-older) patients. The incumbent must demonstrate the knowledge and skills necessary to provide care/support appropriate to the age of the patients served in the assigned service areas. The incumbent must demonstrate the knowledge of the changes associated with aging and possess the ability to provide care/support based upon age related factors.

VETERANS ADMINISTRATION POSITION REPORT	NATURE OF PROPOSED ACTION <i>Redescription</i>	POSITION NO. <i>5546-A</i>
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CLASSIFICATION TITLE <i>Laborer</i>	SCHED. <i>WG</i>	SERIES <i>3502</i>	GRADE <i>2</i>
ORGANIZATIONAL TITLE <i>same</i>	NO. POSITIONS		
NAME OF EMPLOYEE <i>Various</i>	SECOND ORGANIZATIONAL SUBDIVISION <i>Operational Section</i>		
STATION AND LOCATION <i>VAMC Houston Tx</i>	THIRD ORGANIZATIONAL SUBDIVISION <i>Miscellaneous Inv. Unit</i>		
FIRST ORGANIZATIONAL SUBDIVISION <i>Engineering Service</i>	FOURTH ORGANIZATIONAL SUBDIVISION		

PROPOSED

PROPOSED CLASSIFICATION TITLE <i>Laborer</i>	SCHED. <i>WG</i>	SERIES <i>3502</i>	GRADE <i>2</i>
PROPOSED ORGANIZATIONAL TITLE <i>same</i>	NO. POSITIONS		

EVALUATION SUMMARY

CLASSIFICATION TITLE <i>Laborer</i>	SCHED. <i>WG</i>	SERIES <i>3502</i>	GRADE <i>2</i>
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ANALYSIS AND EVALUATION (Use additional blank sheets if more space is required.)
Standard Used Laborer, WG-3502, 9/68

Introduction This is a routine update of PD # 5546-A, classified as Laborer, WG-3502-2 on 11/11/77

Discussion WG-2 Laborer jobs require little or no special skills, experience, or training. These jobs involve the use of common handtools and simple power equipment and require moderately heavy physical efforts. This job meets the above criteria for WG-2 because (a) the incumbent uses common handtools and simple power equipment, (e.g., hand garden tools, shovels, post hole diggers, push power mowers); (b) the

CONCUR	DATE	EVALUATED BY <i>Jean C Little</i>	DATE <i>1/5/84</i>
TITLE AND/OR ORGANIZATIONAL LOCATION		TITLE <i>PMS</i>	

POSITION DESCRIPTION (Please Read Instructions on the Back)

HRMS COPY

1. Agency Position No.

7335-A

2. Reason for Submission <input checked="" type="checkbox"/> Re-description <input type="checkbox"/> Re-establishment		3. Service <input type="checkbox"/> Hdqtrs. <input checked="" type="checkbox"/> Field		4. Employing Office Location VAMC HOUSTON		5. Duty Station Houston, TX		6. OPM Certification No. DT-ND	
Explanation (Show any positions replaced) Update PD #7335-A dtd. 8/18/88				7. Fair Labor Standards Act <input type="checkbox"/> Exempt <input checked="" type="checkbox"/> Nonexempt		8. Financial Statements Required <input type="checkbox"/> Executive Personnel Financial Disclosure <input type="checkbox"/> Employment and Financial Interests		9. Subject to IA Action <input type="checkbox"/> Yes <input type="checkbox"/> No	
10. Position Status <input checked="" type="checkbox"/> Competitive <input type="checkbox"/> Excepted (Specify in Remarks) <input type="checkbox"/> SES (Gen.) <input type="checkbox"/> SES (CR)				11. Position Is: <input type="checkbox"/> Supervisory <input type="checkbox"/> Managerial <input checked="" type="checkbox"/> Neither		12. Sensitivity <input checked="" type="checkbox"/> 1-Non-Sensitive <input type="checkbox"/> 2-Noncritical Sensitive <input type="checkbox"/> 3-Critical Sensitive <input type="checkbox"/> 4-Special Sensitive		13. Competitive Level Code PA 421 X01 0065	

15. Classified/Graded by	Official Title of Position	Pay Plan	Occupational Code	Grade	Initials	Date
a. U.S. Office of Personnel Management						
b. Department, Agency or Establishment						
c. Second Level Review						
d. First Level Review	LABORER	WG	3502	3	KU	2/11/95
e. Recommended by Supervisor or Initiating Office	Laborer	WG	3502	3		

16. Organizational Title of Position (if different from official title)

17. Name of Employee (if vacant, specify)

18. Department, Agency, or Establishment

Department of Veterans Affairs

a. First Subdivision
Veterans Health Administration

b. Second Subdivision
VAMC Houston, TX

c. Third Subdivision
Engineering Service

d. Fourth Subdivision
Miscellaneous Services

e. Fifth Subdivision

19. Employee Review—This is an accurate description of the major duties and responsibilities of my position.

Signature of Employee (optional)

20. Supervisory Certification. I certify that this is an accurate statement of the major duties and responsibilities of this position and its organizational relationships, and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the knowledge that this information is to be used for statutory purposes relating to appointment and payment of public funds, and that false or misleading statements may constitute violations of such statutes or their implementing regulations.

a. Typed Name and Title of Immediate Supervisor
WILLIE JONES
Supervisor, Miscellaneous Services

Signature: *Willie Jones* Date: **1-26-85**

b. Typed Name and Title of Higher-Level Supervisor or Manager (optional)
W. HOWARD GIBSON
Chief, Engineering Service

Signature: *W. Howard Gibson* Date: **2-3-95**

21. Classification/Job Grading Certification. I certify that this position has been classified/graded as required by Title 5, U.S. Code, in conformance with standards published by the U.S. Office of Personnel Management or, if no published standards apply directly, consistently with the most applicable published standards.

22. Position Classification Standards Used in Classifying/Grading Position
FWS/JGS Laborer Series, 3502, TS-2,
dtd, Sept 68

Typed Name and Title of Official Taking Action
Sue Maxwell
Chief, Classification & Pay Administration

Signature: *Sue Maxwell* Date: **3/1/95**

Information for Employees. The standards, and information on their application, are available in the personnel office. The classification of the position may be reviewed and corrected by the agency or the U.S. Office of Personnel Management. Information on classification/job grading appeals, and complaints on exemption from FLSA, is available from the personnel office or the U.S. Office of Personnel Management.

23. Position Review	Initials	Date	Initials	Date	Initials	Date	Initials	Date	Initials	Date
a. Employee (optional)										
b. Supervisor										
c. Classifier										

24. Remarks

SLC = 0
Full Performance Level

POSITION DESCRIPTION
LABORER

Prior work experience or on-the-job training is normally required to gain this ability. The incumbent also completes assignments involving several tasks or processes which require remembering directions, sequences, etc. (mixing cement and asphalt, patching pavement).

III. RESPONSIBILITY

For most duties, the supervisor does not give detailed instructions or provide continual supervision. The incumbent is responsible for completing work after initial oral or written instructions are provided. For other than specifically assigned tasks, incumbent follows routine work schedule and has discretion to select sequence of tasks to be accomplished.

Incumbent must utilize experience and knowledge to perform all work in a safe and prudent manner so as not to injure himself/herself or other employees.

IV. PHYSICAL EFFORT

Incumbent exerts very heavy physical effort in performing such tasks as frequent lifting and moving of objects (bags of fertilizer, hospital furniture and equipment) weighing 50-100 lbs. or more, running power mowers on grades or pushing wheelbarrow loads of cement, etc.

V. WORKING CONDITIONS

Incumbent works outside in all kinds of weather and inside in areas that may be dusty, drafty, or noisy. The equipment, tools and tasks involved at this level frequently require special care to avoid serious injuries.

AGE SPECIFIC COMPETENCY STATEMENT

The incumbent provides patient care/support which is appropriate to the cognitive, emotional, and chronological maturation needs of the young adult (18-44 years old), middle adult (45-64 years old), and older adult (65-older) patients. The incumbent must demonstrate the knowledge and skills necessary to provide care/support appropriate to the age of the patients served in the assigned service areas. The incumbent must demonstrate the knowledge of the changes associated with aging and possess the ability to provide care/support based upon age related factors.

POSITION DESCRIPTION
LABORER

I. PRIMARY DUTIES

This position requires some degree of manual skill and prior work experience or training and very heavy physical effort. The incumbent performs duties such as the following:

Digs ditches and trenches with pick and shovel where dirt is hard and compact; does grading and sloping; occasionally and for short periods of time, breaks up pavement with jackhammer; mixes and pours concrete, asphalt and hot mix; fills and levels in damaged roads.

Uses heavy (walking-type) power mowers, adjusts blades and cleans and oils mowers, cuts trees using ax and/or chain saw.

Weeds all areas of medical center grounds by means of hand/or garden tools. Cleans debris collected in work area after such work.

Digs small trenches and holes using hand tools for a variety of purposes, such as drainage, etc.

Loads trucks, collecting grass, limbs, soil, or other construction debris around grounds.

Incumbent performs other laboring jobs such as moving supplies, furniture, heavy equipment and other such work as may be assigned.

Assists in work of other shops, such as Carpenter, Electric, PM, and Plumbing Shops (cleaning work areas and equipment, moving/holding materials and equipment, demolition, etc.).

Waters, mulches beds, removes and plants shrubs and trees. Mows and edges turf areas, walks and curbs.

Cleans Miscellaneous Services equipment by means of detergents, solvents and steam. Occasionally drives farm tractors as a means of transporting tools and equipment to work site and equipment to work site and hauling debris.

II. SKILL AND KNOWLEDGE

Ability to operate, control and clean heavy power equipment (heavy power mower, chain saw, jackhammer) and to work safely with heavy tools (ax, pick, etc.). Ability to safely use hand and garden tools (rakes, shovels, posthole diggers, etc.). The nature of the duties and the kinds of equipment used also require continual care and attention both to avoid accidents and to finish the work properly.

VETERANS ADMINISTRATION POSITION REPORT		NATURE OF PROPOSED ACTION Redescription		POSITION NO. 7355-A		
EXISTING						
CLASSIFICATION TITLE Laborer				SCHED. WG	SERIES 3502	GRADE 3
ORGANIZATIONAL TITLE same				NO. POSITIONS		
NAME OF EMPLOYEE			SECOND ORGANIZATIONAL SUBDIVISION Operations Section			
STATION AND LOCATION VAMC, Houston, TX			THIRD ORGANIZATIONAL SUBDIVISION Miscellaneous Services/Transportation Unit			
FIRST ORGANIZATIONAL SUBDIVISION Engineering Service			FOURTH ORGANIZATIONAL SUBDIVISION			
PROPOSED						
PROPOSED CLASSIFICATION TITLE Laborer				SCHED. WG	SERIES 3502	GRADE 3
PROPOSED ORGANIZATIONAL TITLE same				NO. POSITIONS		
EVALUATION SUMMARY						
CLASSIFICATION TITLE Laborer				SCHED. WG	SERIES 3502	GRADE 3
ANALYSIS AND EVALUATION (Use additional blank sheets if more space is required.)						
<p><u>Background</u> - The position is located in the Miscellaneous Services/Transportation Unit of Engineering Service. This is an existing position.</p> <p><u>Series and Title Determination</u> - The laborer series includes positions with duties that require mainly physical ability and effort involving little or no specialized skill or prior work experience.</p> <p>This position involves such duties as weeding, digging trenches, moving heavy equipment, etc. It requires no knowledge of specific trade practices, therefore it is not classified as a trades helper position.</p> <p>The position is appropriately classified in the Laborer Series WG-3502.</p> <p><u>Grade Determination</u> - The classification standard for the WG-3502 series, dated September 1968, was used to determine the grade.</p> <p>This position exceeds the WG 3502-2 grade level description because the work performed requires some degree of manual skill and prior work experience and very heavy physical effort.</p> <p>This position meets the WG 3502-3 grade level description because the duties of the position require the incumbent to be skilled in operating, controlling, and cleaning heavy power equipment such as power mowers, chainsaws and jack-hammers. Duties also include frequent lifting and moving of objects weighing over 50 pounds.</p> <p>Based on the above, this position is classifiable as Laborer, WG 3502-3.</p> <p style="text-align: right;">OVER</p>						
CONCUR <i>Sue Maxwell</i> SUE MAXWELL		DATE 8/18/88	EVALUATED BY <i>Pat Hodnik</i> PAT HODNIK		DATE 8/11/88	
TITLE AND/OR ORGANIZATIONAL LOCATION Chief, Classification & Pay Admin.			TITLE Personnel Classification Specialist			