***Environmental, Health and Safety***

***Compensation Survey Questionnaire***

# Thirty Eighth Edition

***Effective Date of Data: APRIL 1, 2024***

***Participation Deadline: JUNE 17, 2024***

**If you have any questions about completing the questionnaire or job matching,**

**E-mail us at Foushée@scottmadden.com and we will be glad to assist you.**

**Organization Data**

**Enter your organization name as you would like it to appear on the participant list:**

Organization Name:

Street Address

City: State: Zip:

**Individual Providing Information:**

This is the person we will contact, if necessary, to audit the input material or to discuss any issues.

Name: Dr**. ­­**\_ Mr. \_or Ms. \_

Title:

Phone No: ( ) Fax No: ( )

E-mail Address: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Secondary Contact;**: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***- - - We cannot process your survey input without the following information - - -***

**Please indicate which of these classifications best describes the reporting organization:**

Corporation \_\_Group (Operating Unit)­\_\_Subsidiary\_\_Division\_\_Plant/Dept.\_\_

Government Agency\_\_Educational Institution \_\_ Research Laboratory\_\_

**Please indicate the total number of employees in the following categories:**

Enter the total number of full-time employees in the EH&S function:

Enter the total number of full-time employees in the reporting business unit:

Enter the number of full-time employees in the total organization:

**Major Type of Industry: *(We cannot process the input data without your industry category)***

Indicate the industry category for your organization. Please check only one classification that best fits your primary business.

**Durable Goods Manufacturing**

*Building Materials and Equipment*

Building Materials

Building Equipment

*Electrical*

Electrical Equipment and Supplies

Household Appliances and Consumer Electronics

*Fabricated Metal Products*

Heavy Fabricated Metal Products

Light Fabricated Metal Products

*Primary Metals*

Iron and Steel Foundries

Iron and Steel Products

*Machinery*

Heavy Machinery

Light Machinery

*Technology*

Aerospace (including Military)

Telecommunications Equipment

Instruments and Biomedical Equipment and Supplies

Computers and Computer Peripherals

Semiconductors, Electronics Equipment & Components

Office Equipment

*Transportation Equipment*

Aircraft (including Military)

Automotive Parts and Accessories (excluding tires)

Automobile and Truck

Railway and Marine Equipment

*Other Durable Goods Manufacturing*

Glass and Allied Products

Other Products Not Otherwise Classified \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Non-Durable Goods Manufacturing**

*Chemicals*

Chemicals Products

Fertilizers

*Pharmaceuticals*

Pharmaceuticals

Cosmetics and Toiletry Preparations

*Food & Kindred Products*

Beverages Products

Grain Mill and Confectionery Products

Meat Products

Tobacco Products

Other Products Not Otherwise Classified \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

*Forest Products*

Paper Products

Allied Products

*Rubber & Plastic Products*

Rubber Products (including tires)

Plastics and Allied Products

*Textiles*

Apparel

Fabrics

*Other Non-Durable Goods Manufacturing*

Other Products Not Otherwise Classified \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**All Non-Manufacturing**

*Energy*

Petroleum Refining and Petroleum Products

Crude Oil Exploration and Production

Natural Gas Transmission and Distribution

*Utilities*

Gas, Electric and Water

Communications and Telecommunications Services

*Hospital, Medical & Health Care*

Hospitals/Medical Center

Health Care Services

*Insurance*

Property and Casualty Insurance

Life and Health Insurance

*Banking and Diversified Financial Companies*

Commercial Banks and Savings Institutions

Diversified Financial Companies

Securities Firms

*Entertainment & Leisure*

Leisure and Recreation Services

Hotels, Casinos and Resorts

*Mining & Agriculture*

Mining

Farming, Fishing

*Research Laboratories*

Public and Private Research Laboratories

*Retail Businesses*

General Merchandise

Food and Drug Stores

Other Related Business Not Otherwise Classified

*Services*

Engineering Consulting

Environmental Consulting

Engineering and Environmental Consulting

Waste Management Services

Oil and Gas Field Services

Other Services Not Otherwise Classified \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

*Transportation*

Air

Railroad

*Other Non-Manufacturing*

Educational Institutions

Government Institutions (Federal, State, County, City)

**Annual Dollar Volume: *(We cannot process the input data without the financial scope)***

Please indicate the financial measurement that **best** defines your Operating Unit and/or the Total Organization's projected 2024 annual financial volume:

**Operating Unit Total Company**

Gross Sales/Revenue $\_\_\_\_\_\_,000,000 $\_\_\_\_\_\_,000,000

Total Operating Budget (Enter if not reporting Revenue) $\_\_\_\_\_\_,000,000 $\_\_\_\_\_\_,000,000

Total Premiums (Insurance Companies Only) $\_\_\_\_\_\_,000,000 $\_\_\_\_\_\_,000,000

Total Assets (Financial Organizations Only) $\_\_\_\_\_\_,000,000 $\_\_\_\_\_\_,000,000

**Position Data Instructions**

**Please read the instructions before completing the "Position Data Sheet" section.**

When reporting your compensation data please input the required information for each employee. *Reporting average salaries or bonuses* will have a negative effect on the statistical accuracy of the final data. This survey calculates the weighted average and the percentile ranges based on each individual incumbent’s salary and bonus paid. The results provide the participant with the most reliable, statistically sound data.

**A. Position Description Matching**

Each "Position Data Sheet" includes a job description consisting of activities and re­spon­sibili­ties performed by the employees. In addition, qualification guidelines are pro­vided to assist you in your decision when matching jobs. If **80 percent** or more of the content of your posi­tion matches the activities, responsibilities and qualification guidelines you should report all the information requested. In the section titled "Degree to which the company job matches the survey description" indicate how closely your job matches the survey descrip­tion. The matching process will en­sure that the sur­vey re­sults accurately reflect the competitive pay practice for each job.

**B. Data to Report**

After you have matched your positions, please complete the follow­ing:

• **Is this Job Exempt?** - Enter Yes or No regarding the job's exempt status from the overtime provisions of the Fair Labor Standards Act (FLSA).

**• Total Number of Employees Reported for this Position** - The figure you indicate in this section should match the total number of full-time employees entered in the annual base salary section.

• **Eligibility for Extra Income** - Indicate if the position is eligible to earn extra cash income. An ***Annual Cash Bonus*** is defined as pay in addition to the salary and may or may not be based on individual performance. A ***Cash Profit Sharing*** payment is de­fined as a payment made to all employees based on salary and the level of prof­itability of the com­pany. ***Special Cash Award*** may include payments made to an in­dividual employee or a group of employees for making a significant contribution to the organiza­tion unit. Indicate if the position is eligible during the current year to receive ***Stock Option Grants***? A stock option grant is the issuance of unrestricted common shares of the company's stock to one or more selected employees. Stock options are a compensation component that allows employees to purchase company stock at a fixed price, vesting over a specified period of time, with a defined exercise date. The difference between the option price and the market price of the stock at the time of exercise (the date the employee can purchase and sell the stock) constitutes the reward to the recipient.

•**Degree of Job Match** - Enter the degree to which your position content matches the survey job description. The following percentage guidelines can help to determine the degree of match:

**80-90%** = Less Than Description

**90-110%** = Very Close Match

**110-120%**  = More Than Description

• **Employee Location** - Enter the **STATE** in which each employee you have matched to the position is physically located.

***- - - DO NOT REPORT AVERAGE SALARIES - - -***

• **Annual Base Salary** - Enter the current annual base salary (e.g., $48,500) of each em­ployee you have matched to the position. Please report actual salaries. Report **only** full-time employees.

• **Annual Bonus or Extra Cash Income** -Enter the annual cash bonus, cash profit sharing or spe­cial cash award (e.g. $5,500) for each employee you have matched to the po­sition. ***Do not report averages.***

• **Annual Bonus Target as a Percent of Base Pay** -Enter the annual bonus target as a percent of base pay. The bonus target may be higher or lower than what was awarded the employee. Positions would be under a defined company bonus plan.

• **LTI Incentive Target** –Enter the annual LTI incentive target in dollars for the position if eligible for an LTI.

• **LTI Paid** –Enter the actual amount paid during the survey reporting period (annual April 1).

• **LTI Target (TGT) as a % of Base** –Enter the annual target LTI expressed as a percent of base pay.

• **Annual Salary Range(s)** - Enter the established salary range(s) (Minimum, Midpoint, Maximum) for each posi­tion. Use annual salary data (e.g., $36,400 - $46,000 - $52,600). *Those organization's using broad banding systems should report only the Minimum and Maximum.*

• **Average Annual Starting Salary for College Graduates**

Please provide your organization's Average Annual Starting Salary for recent college graduates for entry-level positions that require either a Bachelors or Masters degree. We are asking for only average annual starting salary, therefore, when entering data you do not need to distinguish between Bachelor of Arts and Bachelor of Science or Master of Arts and Master of Science. The entry-level positions that we are requesting information are as follows: 1007, 1107, 1207, 1407, 1507, 1607, 1807, 1907, 2007, 2107, 2207, 2507, 2707, and 2907 . The Position Data Sheets for these positions have a space for the input data.

**Note**: If you have more employees than space provides, please make a copy of the Data Sheet and continue listing the incumbent's information.

**C. Important Guidelines:**

1. ***Returning the Survey Questionnaire*** - Return **ONLY** the position data sheets that are filled out.
2. ***If you have any questions***

**Please e-mail us at:** **Foushée@scottmadden.com**

**E-mail your completed Survey Questionnaire to: Foushée@scottmadden.com**

**Or**

**Mail the completed Survey Questionnaire to:**

***Foushée Group, Inc.***

**7590 SW 188th Ave**

**Dunnellon, Florida 34432-2459**

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# Position Data Sheets

# Top Environmental Affairs Executive Job Code: 1000

## Job Description:

This is the most senior environmental affairs, health and safety position in the organization with direct line re­spon­sibility. Accountable for developing and directing a re­spon­sible company-wide policy with respect to pre­serv­ing the envi­ronment and protecting the health and safety of employ­ees and the public. Responsible for balancing the financial goals of the enterprise with the external regulations. Directs the development of internal policies, proce­dures and prac­tices dealing with health, safety and the en­vironment based on the best available scientific evi­dence and judgment. Establishes pro­grams to pre­serve the quality of life by correct­ing and improving vari­ous ar­eas of environmental concerns. Insures com­pliance with all stan­dards promul­gated by all Federal, State and local agencies through developing and imple­menting on-site inspec­tion and monitoring programs at all facili­ties. Establishes preventa­tive medicine programs to identify and reduce risk from potential hazards in the work-place. Conducts inde­pendent re­search on the or­ganiza­tion's envi­ron­men­tal problems to estab­lish a ba­sis for pro­gram changes and improvement. Keeps abreast of pend­ing regu­la­tory de­vel­opments through reference sources. Obtains insights on leg­islative agen­das at both the Federal and State levels. Develops a con­sen­sus po­si­tion within an organization cli­mate of di­verse opera­tional ac­tivi­ties and often con­flict­ing regula­tions pro­posed by agen­cies with regulatory jurisdiction.

### Qualification Guidelines:

Ph.D. in Environmental Science/Engineering or re­lated fields and more than 15 years expe­ri­ence; or M.D. and more than 10 years specializing in Occupational Health; or M.S. and more than 20 years experience; or B.S. and more than 25 years experience. Experience should in­clude a minimum of 8 years of management responsibility. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for the **employee** performing the work as detailed in the job description. Do not list the employee name.

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| **Emp. Location**  **STATE** | **Annual**  **Base Salary** | **Annual Extra**  **Cash Income** | **Annual**  **Bonus Tgt.**  **% of Base** | **LTI**  **Incentive**  **Target** | **LTI**  **Paid** | **LTI TGT.**  **as a %**  **of**  **Base** | **Salary Range**  **Min.** | **Salary Range**  **Mid.** | **Salary Range**  **Max.** |
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# Second Level Environmental Affairs Executive Job Code: 1001

## Job Description:

This is the most senior environmental affairs, health and safety position at a major operating unit (sector, group or division) level. Accountable for devel­oping and directing a re­spon­sible organization-wide policy with respect to pre­serv­ing the envi­ronment and protecting the health and safety of employ­ees and the public. Responsible for balancing the financial goals of the enterprise with the external pres­sures. At the operating unit level, directs the develop­ment of internal policies, proce­dures and prac­tices based on the best available scientific evidence and judgment. Establishes pro­grams to pre­serve the quality of life by correcting and improving vari­ous ar­eas of envi­ronmental concerns. Insures com­pliance with all envi­ron­men­tal, health and safety stan­dards promul­gated by all Federal, State and local agencies through developing and imple­menting on-site inspec­tion and monitoring pro­grams at all facili­ties. Establishes preventative medicine programs to identify and reduce risk from potential haz­ards in the work-place. Conducts inde­pendent re­search on the or­ganiza­tion's environ­mental problems to estab­lish a ba­sis for pro­gram changes and improvement. Keeps abreast of pend­ing regu­la­tory de­vel­opments through ref­erence sources. Obtains insight on leg­islative agen­das at both the Federal and State levels. Develops a con­sen­sus po­si­tion within an organi­zation cli­mate of di­verse opera­tional ac­tivities and often con­flict­ing regula­tions pro­posed by agencies with regulatory jurisdiction.

**Qualification Guidelines:**

Ph.D. in Environmental Science/Engineering or re­lated fields and more than 10 years expe­ri­ence; or M.S. and more than 15 years experience; or B.S. and more than 20 years experience. Experience should in­clude a mini­mum of 5 years of management responsibility. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Emp. Location**  **STATE** | **Annual**  **Base Salary** | **Annual Extra**  **Cash Income** | **Annual**  **Bonus Tgt.**  **% of Base** | **LTI**  **Incentive**  **Target** | **LTI**  **Paid** | **LTI TGT.**  **as a %**  **of**  **Base** | **Salary Range**  **Min.** | **Salary Range**  **Mid.** | **Salary Range**  **Max.** |
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# Manager, Environmental, Health and Safety Job Code: 1002

## Job Description:

Plans, directs and manages the environmental, health and safety (EH&S) programs within a facility under senior management direction. Recognizes, evaluates, rec­ommends and implements policies and procedures to assure awareness of and compliance with EH&S requirements of the organization. Responsible for monitoring and pre­venting chemical, biological, physical hazards and diseases present throughout the facilities work sites. Reviews and incorporates health standards pro­mulgated by regulatory authorities. Ensures that quality control procedures are established to monitor all aspects of regulations. Provides all necessary reports to Federal, State, and local agencies. Directs audits of health and safety programs at the facility to identify and control significant loss pro­duc­ing exposure. Must keep fully informed on all existing and proposed changes in occupational health and safety regulations. Develops and provides basic EH&S training to facility employees. Promotes communication pro­grams to enhance and encourage employee awareness of accident and fire prevention, industrial hygiene and environmental compliance. Plans, develops and directs the personnel within the Environmental, Health and Safety function of the organization. Provides leadership direction to management and professional personnel of the organization unit.

**Qualification Guidelines:**

Ph.D. in Environmental or Safety Engineering or re­lated fields and more than 5 years expe­ri­ence; or M.S. and more than 7 years experience; B.S. and more than 10 years experience. Experience should in­clude a minimum of 3 years of supervisory responsibility. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Emp. Location**  **STATE** | **Annual**  **Base Salary** | **Annual Extra**  **Cash Income** | **Annual**  **Bonus Tgt.**  **% of Base** | **LTI**  **Incentive**  **Target** | **LTI**  **Paid** | **LTI TGT.**  **as a %**  **of**  **Base** | **Salary Range**  **Min.** | **Salary Range**  **Mid.** | **Salary Range**  **Max.** |
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# Supervisor, Environmental, Health and Safety Job Code: 1003

## Job Description:

Under general direction supervises personnel engaged in the environmental, health and safety (EH&S) functions within a facility. Implements policies and procedures to assure awareness of and compliance with EH&S re­quirements of the organization. Responsible for supervising personnel engaged in moni­toring and preventing chemical, biological, physical hazards and diseases present throughout the facilities work sites. Provides techni­cal leadership and functional guidance to operating unit personnel to ensure health standards pro­mulgated by regulatory authorities are being enforced. Ensures that quality control procedures are executed to monitor all as­pects of regulations. Drafts all necessary reports to Federal, State, and local agencies. Coordinates au­dits of health and safety programs at the facility to identify and control significant loss producing exposure. Keeps in­formed on all existing and proposed changes in occupational health and safety regulations. Assists in the devel­opment and conducts basic EH&S training to facility employees. Promotes communication programs to enhance and encourage employee awareness of accident and fire prevention, industrial hygiene and environmental compli­ance.

**Qualification Guidelines:**

M.S. in Environmental or Safety Engineering or related fields and 3 to 5 years experience; or B.S. and 5 to 7 years experience. Experience should include a minimum of 2 years supervisory responsibility. Certification pre­ferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Emp. Location**  **STATE** | **Annual**  **Base Salary** | **Annual Extra**  **Cash Income** | **Annual**  **Bonus Tgt.**  **% of Base** | **LTI**  **Incentive**  **Target** | **LTI**  **Paid** | **LTI TGT.**  **as a %**  **of**  **Base** | **Salary Range**  **Min.** | **Salary Range**  **Mid.** | **Salary Range**  **Max.** |
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# Senior Environmental, Health and Safety Specialist IV (multi-discipline) Job Code: 1004

## Job Description:

A generalist position located in a division or a plant operation. Responsible for the most complex technical work in a wide range of environmental, health and safety disci­plines to achieve compliance with the organization’s EH&S stan­dards and with federal and state regulatory requirements. No single EH&S ac­tivity requires 80 percent or more of the incumbents available time. Works un­der consultative di­rection toward prede­termined goals and objectives. Assignments are usually self-initi­ated. Develops, im­plements and maintains programs, systems and pro­ce­dures necessary to ensure the overall safety and health of em­ployees and the com­munity. Conducts comprehensive, indepen­dent compliance assurance reviews of environmental, health and safety poli­cies and procedures. Monitors and prevents chemical, physical and biological haz­ards and diseases that could be present in the work area. Investigates ac­ci­dents, in­juries, and complaints concerning hazards or uncomfortable condi­tions in the work place. Recommends im­provements in processes, design, pro­ce­dures, and operating equipment, to minimize the hazardous potential. Develops and conducts employee training, emergency preparedness and qual­ity assurance programs. Monitors air, land and water pollution levels. Provides regulatory interpretation and technical ad­vice. Prepares reports and recom­mends correc­tive action. Maintains expert knowl­edge of specific requirements imposed by gov­ernment agencies. Acts as a lead person or technical expert providing func­tional direction and training in the applica­tion of the occupa­tional health and safety programs.

**Qualification Guidelines:**

Ph.D. in Safety or Environmental Engineering or related fields and 3 to 5 years experience; or M.S. and 5 to 7 years experience; or B.S. and 7 to 10 years ex­perience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Environmental, Health and Safety Specialist III (multi-discipline) Job Code: 1005

## Job Description:

A generalist position located in a division or a plant operation. Responsible for moderately complex technical work in a wide range of environmental, health and safety disciplines to achieve compliance with the organization’s EH&S standards and with federal and state regulatory requirements. No single EH&S activity requires 80 percent or more of the incumbents available time. Works under very general di­rection. Independently determines and develops ap­proaches to solutions. Work is re­viewed upon completion for adequacy in meeting objectives. Develops, im­ple­ments and maintains programs, systems and proce­dures nec­essary to ensure the overall safety and health of em­ployees and the com­munity. Monitors and prevents chemical, physical and biological hazards and diseases that could be present in the work area. Investigates ac­cidents, in­juries, and complaints con­cerning hazards or uncomfortable condi­tions in the work place. Recommends im­provements in processes, design, pro­cedures, and operating equipment, to minimize the hazardous potential. Develops and conducts em­ployee training, emergency preparedness and qual­ity assurance programs. Provides regula­tory interpretation and technical ad­vice. Maintains cur­rent knowl­edge of specific requirements imposed by gov­ernment agencies. May act as a lead person or technical expert and provides direction to less ex­perienced personnel working on health and safety programs.

**Qualification Guidelines:**

Ph.D. in Safety or Environmental Engineering or related fields and 1 to 3 years experience; or M.S. and 3 to 5 years experience; or B.S. and 5 to 7 years expe­rience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Environmental, Health and Safety Specialist II (multi-discipline) Job Code: 1006

## Job Description:

A generalist position located in a division or a plant operation. Performs basic technical work in a wide range of environmental, health and safety disciplines to achieve compli­ance with the organization’s EH&S standards and with federal and state regula­tory requirements. No single EH&S activity requires 80 percent or more of the incum­bents available time. Works under general supervision. Work is re­viewed upon completion for ade­quacy in meeting objectives and for soundness of technical judgment and overall adequacy. Assists in the devel­opment, im­plementation and maintenance of programs, systems and proce­dures neces­sary to ensure the overall safety and health of em­ployees and the com­munity. Monitors and prevents chemical, physical and biological hazards and diseases that could be present in the work area. Investigates ac­cidents, in­juries, and complaints con­cerning hazards or uncomfortable condi­tions in the work place. Recommends im­provements in processes, design, pro­cedures, and operating equipment, to minimize the hazardous potential. Conducts em­ployee training, emergency preparedness and qual­ity assurance programs. Provides regulatory interpretation and technical ad­vice. Maintains working knowl­edge of specific requirements imposed by gov­ernment agencies. May provide technical guid­ance to less experienced per­sonnel.

**Qualification Guidelines:**

Ph.D. in Safety or Environmental Engineering or related fields and up to 1 year of experience; or M.S. and 1 to 3 years experience; or B.S. and 3 to 5 years expe­rience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Environmental, Health and Safety Specialist I (multi-discipline) Job Code: 1007

## Job Description:

A generalist position located in a division or a plant operation. Performs tasks in a wide range of environmental, health and safety disciplines to achieve compli­ance with the organization’s EH&S standards and with federal and state regula­tory requirements. No single EH&S activity requires 80 percent or more of the incum­bents available time. Works under close supervision. Performs tasks that are usually from de­tailed instructions and established procedures. Work is reviewed for soundness of technical judgment for following the defined policies and procedures. Assists in the development, im­plementation and maintenance of programs, systems and proce­dures necessary to ensure the overall safety and health of em­ployees and the com­munity. Assists in monitor­ing and preventing chemical, physical and biological hazards and diseases that could be present in the work area. Works with others to investigate ac­cidents, in­juries, and complaints con­cerning hazards or uncomfortable condi­tions in the work place. Participates in recom­mending im­provements in processes, design, pro­cedures, and operating equipment, to minimize the hazardous potential. Participates in employee train­ing, emergency preparedness and qual­ity assur­ance programs. Maintains a working knowledge of the technical aspects of various regulatory re­quirements and how they may impact the operating unit.

**Qualification Guidelines:**

M.S. in Safety or Environmental Engineering or related fields and up to 1 year of experience; or B.S. and up to 3 years experience.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

**Please provide the AVERAGE starting salary for recent hires (last 12 months) with a:**

Bachelor of Art or Bachelor of Science Degree (BA/BS) $

Master of Art or Master of Science Degree (MA/MS/MBA) $

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Senior Staff/Principal Scientist V (generic position) Job Code: 1015

## Job Description:

This is the most senior scientific individual contributor position covering all environmental professional disciplines. Acts independently under only consulta­tive direction. Works with wide latitude to plan, conduct and direct re­search and/or development work on extremely complex projects necessitating the origination and application of new and unique approaches. Exercises independent judgment in developing methods, techniques and evalua­tion criterion for obtaining results. Applies advanced knowledge of a particular field of specialization within the envi­ronmental science field while working across a number of disciplines to obtain results on major projects. Uses expert knowledge of scientific principles and concepts to contribute to the development of the company's envi­ronmental health and safety policies, standards, and operating guidelines. Acts as an internal authority on all ex­isting and proposed changes in Federal, State and local environmental and occupational health regulations. Provides technical expertise and guidance in interpreting and monitoring compliance with regulatory and industry requirements regarding preventive and remedial programs. Reviews, evaluates, and prepares replies to techni­cal and management audits. Represents the organization in high-level scientific technical forums. Plans and directs the largest environmen­tal projects in the company. Must have achieved national recognition in the sci­entific community through original contribution. Supplies technical inspira­tion and leadership consultation to pro­fessional co-workers.

**Qualification Guidelines:**

Ph.D. in Environmental Science or re­lated scientific fields and more than 7 years experience; or M.S. and more than 10 years experience. Certification required.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Senior Staff/Principal Engineer V (generic position) Job Code: 1020

## Job Description:

This is the most senior engineering individual contributor position covering all environmental health and safety disciplines. Acts independently under only consultative direction. Works with wide latitude to plan, conduct and di­rect engineering development work on extremely complex projects necessitating the origination and application of new and unique approaches. Exercises independent judgment in developing methods, techniques and evalua­tion criterion for obtaining results. Applies advanced knowledge of a particular field of engineering within the en­viron­mental health and safety fields while working across a number of disciplines to obtain results on major pro­jects. Uses expert knowledge of scientific principles and concepts to contribute to the devel­opment of the com­pa­ny's environmental health and safety policies, standards, and operating guidelines. Acts as an internal author­ity on all existing and proposed changes in Federal, State and local environmental and occupational health regu­la­tions. Provides technical expertise and guidance in interpret­ing and monitoring compliance with regulatory and industry requirements regarding preventive and remedial programs. Reviews, evaluates, and prepares replies to techni­cal and management audits. Represents the organization in high-level technical forums. Plans and directs the largest environmental projects in the company. Must have achieved national recognition in the sci­entific commu­nity through original contribution. Supplies technical inspiration and leadership consultation to professional co-workers.

**Qualification Guidelines:**

Ph.D. in Environmental Engineering or re­lated engineering fields and more than 7 years experience; or M.S. and more than 10 years experience. Certification required.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Manager, Environmental Sciences Job Code: 1102

## Job Description:

Plans and directs the environmental science function within a facility under senior man­age­ment di­rection. Accountable for implementing the organization's environmental health compli­ance strategies in the facility. Implements the policies, procedures and sys­tems to main­tain and en­hance envi­ronmental per­formance of the or­ga­nization. Manages all activi­ties associated with subcontracting of vendors for services and equipment. Assists operating manage­ment in the in­stalla­tion and maintenance of environmental com­pliance mea­sures required under Federal, State and local regula­tions. Assists management in interpreting and apply­ing technical regu­latory re­quirements on production opera­tions. Monitors cost control measures for environ­mental compli­ance. Manages compli­ance projects at the operating facility. Keeps updated on information on new de­velopments in regula­tory changes in environmental health re­quirements and incorpo­rates this in­formation into the facility's business plan­ning. Re­sponsible for assuring effective utiliza­tion of person­nel and re­spond­ing promptly to the needs of the facili­ty's opera­tions. Provides leadership di­rec­tion to management and professional personnel in the envi­ronmental sciences func­tion at the operating unit.

**Qualification Guidelines:**

Ph.D. in Environmental Science or re­lated fields and more than 5 years expe­ri­ence; or M.S. and more than 7 years experience; or B.S. and more than 10 years experience. Experience should in­clude a minimum of 3 years of management responsibility. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Emp. Location**  **STATE** | **Annual**  **Base Salary** | **Annual Extra**  **Cash Income** | **Annual**  **Bonus Tgt.**  **% of Base** | **LTI**  **Incentive**  **Target** | **LTI**  **Paid** | **LTI TGT.**  **as a %**  **of**  **Base** | **Salary Range**  **Min.** | **Salary Range**  **Mid.** | **Salary Range**  **Max.** |
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# Supervisor, Environmental Sciences Job Code: 1103

## Job Description:

Works under consultative direction toward predetermined goals and objectives. Supervises personnel engaged in implementing the organization’s envi­ronmental health compli­ance program in a specific site. Implements the pro­cedures and sys­tems to main­tain and en­hance envi­ronmental performance of the or­ga­nization. Assists operating management in the in­stalla­tion and maintenance of environmental com­pliance mea­sures required under Federal, State and local regula­tions. Assists manage­ment in interpreting and apply­ing technical regu­latory require­ments on production opera­tions. May monitor cost control measures for environ­mental compli­ance. Supervises compli­ance projects at the operating site. Keeps informed on new de­velop­ments in regula­tory changes in environmental health re­quire­ments. Provides technical leadership and functional guidance to personnel within the work group. Primarily re­sponsible for assur­ing effective utiliza­tion of technical person­nel and re­spond­ing promptly to the needs of organization unit. Interacts daily with subordinates and/or functional peer groups. Interaction fre­quently in­volves exchange or presentation of findings, conclu­sions and recommendations. Provides direct supervision to entry level exempt employees and/or skilled non-exempt employees (i.e., technicians) assigning tasks related to the group.

**Qualification Guidelines:**

M.S. in Environmental or Environmental Science or related fields and 3 to 5 years experience; or B.S. and 5 to 7 years experience. Experience should include a minimum of 2 years supervisory responsibility. Certification pre­ferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Emp. Location**  **STATE** | **Annual**  **Base Salary** | **Annual Extra**  **Cash Income** | **Annual**  **Bonus Tgt.**  **% of Base** | **LTI**  **Incentive**  **Target** | **LTI**  **Paid** | **LTI TGT.**  **as a %**  **of**  **Base** | **Salary Range**  **Min.** | **Salary Range**  **Mid.** | **Salary Range**  **Max.** |
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# Senior Environmental Scientist IV Job Code: 1104

## Job Description:

Works under consultative direction toward predeter­mined goals and objectives. Assignments are usually self-initi­ated. Determines need for, de­signs, and coordinates large scale scientific studies, pro­grams and projects to support the safe and efficient opera­tion of units within the organization. Develops and per­forms scientific investi­gation which includes analyzing and inter­preting trends and patterns for which no established precedents or stan­dards exist. Evaluates pro­posed and existing codes, standards, regulations, and guidelines to determine the im­pact on proposed or exist­ing programs and facility modifications. Provides technical support and mainte­nance of operating systems. Deter­mines the need for ecological screening studies for potential sites; studies the ecological character of the sites to address concerns of various envi­ronmental and regula­tory agencies. Provides technical guidance in inter­preting and moni­toring compliance with regulatory re­quirements and indus­try guide­lines regarding remedial programs. Prepares responses to proposed regula­tions and legislation. Serves as a formal reviewer of techni­cal documents to ensure their accuracy and completeness. Interfaces with industry and environ­mental groups and regulatory agencies to keep current on the changes de­veloping in the regulations and legislation. Provides leadership to less experienced scientist and to technicians. May act as lead person or technical expert on medium to large projects.

**Qualification Guidelines:**

Ph.D. in Environmental Science or re­lated fields or and 3 to 5 years experience; or M.S. and 5 to 7 years experi­ence; or B.S. and 7 to 10 years experience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Environmental Scientist III Job Code: 1105

## Job Description:

Works under very general direction. Exercises reason­able latitude in determining technical objectives of as­sign­ments. or is reviewed upon completion for ade­quacy in meeting objectives. Conducts scientific studies to sup­port the safe and efficient opera­tion of units within the organi­zation. Provides spe­cialized technical expertise to solve various complex environmental problems. Conducts sci­entific investigation which includes analyzing and in­ter­pret­ing trends and patterns generally using established prece­dents and standards. Operates, maintains and monitors operating systems, e.g., water treatment and waste dis­posal to ensure compliance with established guidelines. Devel­ops and oversees the use of appropriate sampling and monitoring procedures and guidelines. Prepares and re­vises technical documents for internal and external audit groups. Assists in the evaluation and review of pro­posed and existing codes, standards, regulations, and guidelines to determine the impact on pro­grams and facility modifica­tions. Works on ecological screening studies for potential sites. Provides technical guidance in interpreting and moni­toring compli­ance with regulatory requirements and indus­try guide­lines. Reviews techni­cal documents to en­sure their accuracy and completeness. Keeps current on the changes de­vel­oping in the regula­tions and legisla­tion. Provides leadership to less experienced scientist and to technicians. May act as lead person or technical expert on small to medium projects.

**Qualification Guidelines:**

Ph.D. in Environmental Science or re­lated fields or and 1 to 3 years experience; or M.S. and 3 to 5 years experi­ence; or B.S. and 5 to 7 years experience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Environmental Scientist II Job Code: 1106

## Job Description:

Works under general supervision. Follows established pro­cedures. Work is reviewed for soundness of techni­cal judgment and overall adequacy. Conducts scientific stud­ies to support the safe and efficient opera­tion of units within the organi­zation. Provides technical ex­pertise to solve various envi­ronmental prob­lems. Conducts sci­en­tific investigation which includes ana­lyzing and inter­pret­ing trends and patterns using estab­lished prece­dents and standards. Operates, maintains and monitors operating systems, e.g., water treatment and waste dis­posal to en­sure compliance with established guide­lines. Provides technical sup­port and mainte­nance of operating sys­tems. Oversees the use of appropriate sampling and moni­toring proce­dures and guidelines. Assists in reviewing tech­ni­cal docu­ments for in­ternal and external audit groups. Assists in the evaluation and review of pro­posed and ex­ist­ing codes, standards, regulations, and guidelines to de­termine the impact on programs and facility modifica­tions. Provides technical guidance to field person­nel in interpret­ing and moni­toring compli­ance with regulatory re­quire­ments and indus­try guide­lines. Keeps current on the changes de­vel­oping in the regula­tions and legisla­tion. Provides leadership to less experienced scientist and to technicians. May act as lead person or technical advisor on small projects.

**Qualification Guidelines:**

Ph.D. in Environmental Science or re­lated fields and up to 1 year of experience; or M.S. and 1 to 3 years experi­ence; or B.S. and 3 to 5 years experience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Environmental Scientist I Job Code: 1107

## Job Description:

Works under close supervision. Performs tasks from de­tailed instructions and established procedures. Work is reviewed for soundness of techni­cal judgment and for fol­lowing the defined policies and procedures. As­sists oth­ers in conducting scientific stud­ies to support the safe and ef­ficient opera­tion of units within the organi­zation. Provides technical expertise to solve various environ­mental prob­lems. Conducts sci­entific investigation which in­cludes ana­lyzing and inter­pret­ing trends and patterns using available prece­dents and guidelines. Consults with more senior environmental scientist and with techni­cal person­nel in the field to assure information is obtained in a practical and economic manner. Assists in providing technical sup­port and mainte­nance of operating sys­tems. Calibrates, operates, and maintains scientific equipment and instru­ments. Assists others in overseeing the use of appropriate sam­pling and moni­toring procedures and guidelines. Assist in the evaluation and review of pro­posed and exist­ing codes, standards, regulations, and guide­lines to de­termine the impact on programs and facility modi­fica­tions.

**Qualification Guidelines:**

M.S. in Environmental Science or re­lated fields and up to 1 year of experience; or B.S. and up to 3 years ex­perience.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

**Please provide the AVERAGE starting salary for recent hires (last 12 months) with a:**

Bachelor of Art or Bachelor of Science Degree (BA/BS) $

Master of Art or Master of Science Degree (MA/MS/MBA) $

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Environmental Technician 3 Job Code: 1108

## Job Description:

Under general supervision performs modestly complex quantitative and qualitative analyses, such as field sam­pling, testing and measur­ing, to determine air, ground or water pollution levels. Provides technical support activi­ties in accor­dance with established procedures to assist in the perfor­mance of envi­ronmen­tal monitoring and testing projects to enable oper­ating units to comply with all environmental regula­tions. Assists in in­stallation and set-up of complex instruments and equip­ment. Operates electronic equipment and con­ducts sampling with the current line of instrumentation. Maintains periodic inspections of equipment and performs preventa­tive mainte­nance work. Maintains records perti­nent to special sampling projects performed in con­junction with government agencies and consulting firms. Works on special projects, as assigned. Must keep abreast of changes in Federal, State and local regu­lations associated with all aspects of the work.

**Qualification Guidelines:**

B.S. in Environmental Science or related fields and a minimum of 1 year experience; or Associate degree in a field directly related to the position and a minimum of 3 years experience; or H.S. diploma with a minimum of 7 years practical experience.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Environmental Technician 2 Job Code: 1109

## Job Description:

Under direct supervision performs semi-routine quantitative and qualitative analyses, such as field sampling, testing and measur­ing, to determine air, ground or water pollution levels. Assists others in supporting technical activities in accor­dance with established procedures for envi­ronmen­tal monitoring and testing projects to enable oper­ating units to comply with all environmental regula­tions. Assists in in­stallation and set-up of modestly com­plex instru­ments and equip­ment. Operates electronic equipment and assists in con­ducting sampling procedures with the current line of instrumentation. Maintains periodic inspections of equipment and performs simple preven­ta­tive maintenance work. Assists in assembling data and maintaining records perti­nent to special sampling pro­jects performed in con­junction with government agencies and consulting firms. Works on special projects, as as­signed. Must be fa­miliar with changes in Federal, State and local regulations associated with the field of work.

**Qualification Guidelines:**

Associate degree in a field directly related to the position and minimum of 2 years experience; or H.S. diploma with a minimum of 5 years practical experience.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Environmental Technician 1 Job Code: 1110

## Job Description:

Under immediate supervision performs routine quantitative and qualitative analyses, such as field sampling, test­ing and measur­ing, to determine air, ground or water pollution levels. Assists others in supporting technical activi­ties in accor­dance with established procedures for envi­ronmen­tal monitoring and testing projects to enable oper­at­ing units to comply with all environmental regula­tions. Assists in in­stallation and set-up of instruments and equip­ment. Operates basic electronic equipment and assists in con­ducting sampling procedures with the current line of instrumentation. Assists others in conducting periodic inspections of equipment and performs simple preventa­tive maintenance work. Assists in assembling data and maintaining records perti­nent to sampling projects performed in con­junction with government agencies and consulting firms. Works on special projects, as assigned. Is gen­erally made aware of changes in Federal, State and local regulations associated with the field of work.

**Qualification Guidelines:**

Associate degree in a field directly related to the position and minimum of 1 year experience; or H.S. diploma with a minimum 3 years practical experience.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Second Level Regulatory Compliance Executive Job Code: 1201

## Job Description:

Plans and manages the regulatory compliance function for an operating unit of the or­ganization (i.e., sector, group, division) under senior man­age­ment di­rection based on predetermined goals and ob­jectives. Implements an on-site inspection program re­quired to ensure that the op­erating unit is complying with all Federal, State and local regulations related to health, safety and en­­vironmental control of employees and the public. Ensures that all sites within the operating unit meet the required regulatory standards to the extent that offi­cial agencies inspecting the locations can find no fault, and therefore, can not is­sue cita­tions, penalties, fines or take any other legal ac­tion against the operating unit or the parent or­ganization. Determines through independent investigation all existing and potential health, safety and environmen­tal control prob­lems within the operating unit. Prepares regulatory com­pliance re­ports to management that fairly and objec­tively details the in­spection re­sults and rec­ommended ac­tion. Stays current on all technical and le­gal aspects of the regula­tions and how they relate to the operating unit. Provides leadership and di­rection to profes­sional personnel in the compliance function.

**Qualification Guidelines:**

Ph.D. in Environmental or Safety Engineering or re­lated fields and more than 7 years expe­ri­ence; or M.S. and more than 10 years experience; or B.S. and more than 15 years experience. Experience should in­clude a mini­mum of 5 years of management responsibility. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Emp. Location**  **STATE** | **Annual**  **Base Salary** | **Annual Extra**  **Cash Income** | **Annual**  **Bonus Tgt.**  **% of Base** | **LTI**  **Incentive**  **Target** | **LTI**  **Paid** | **LTI TGT.**  **as a %**  **of**  **Base** | **Salary Range**  **Min.** | **Salary Range**  **Mid.** | **Salary Range**  **Max.** |
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# Manager, Regulatory Compliance Job Code: 1202

## Job Description:

Plans and manages the regulatory compliance function under senior manage­ment direction for an operating facil­ity (i.e., plant, laboratory, etc.) within a group or division of the corporation. Implements an on-site inspection pro­gram re­quired to ensure that the operating unit is in compliance with all Federal, State and local regulations re­lated to environmental control, health and safety of em­ployees and the public. Ensures that the sites within the operating unit meets the required regulatory standards to the extent that official agencies inspecting the location can find no fault, and therefore, can not issue citations, penalties, fines or take any other legal action against the operating facility or the parent corporation. Determines through independent investigation all existing and poten­tial health, safety, and environmental control problems within the organi­zational unit. Prepares regulatory compli­ance reports to management that fairly and objectively details the inspection results and recommendations for remedial action. Keeps fully informed on all technical and legal regulations and how they relate to the operating unit. Provides leadership and direction to professional personnel assigned to the compliance function.

**Qualification Guidelines:**

Ph.D. in Environmental or Safety Engineering or re­lated fields and more than 3 years expe­ri­ence; or M.S. and more than 5 years experience; or B.S. and more than 7 years experience. Experience should in­clude a minimum of 2 years of supervisory responsibility. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Emp. Location**  **STATE** | **Annual**  **Base Salary** | **Annual Extra**  **Cash Income** | **Annual**  **Bonus Tgt.**  **% of Base** | **LTI**  **Incentive**  **Target** | **LTI**  **Paid** | **LTI TGT.**  **as a %**  **of**  **Base** | **Salary Range**  **Min.** | **Salary Range**  **Mid.** | **Salary Range**  **Max.** |
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# Senior Regulatory Compliance Engineer/Specialist IV Job Code: 1204

## Job Description:

Works under consultative direction toward predeter­mined goals and objectives. Assignments are usually self-initi­ated. Determines and pursues courses of action neces­sary to obtain desired results. Work is checked through con­sultation and agreement, rather than by for­mal review of superior. Develops, implements and main­tains complex inspection procedures and programs de­signed to minimize deficiencies and ensure compliance with ex­isting Federal, State and local laws, regulations, li­censes, permits and or­dinances pertaining to health, safety and environmental control at the organization's facilities. Major areas may in­clude: water, air, and land quality; radio­logical health and safety; liquid and solid waste disposal; and industrial and mine safety. Identifies potential or ac­tual areas of non-compliance through per­sonal on-site inspections. Pre­pares accurate and con­cise reports on the inspection findings along with rec­ommendations for corrective action to management. Maintains expert knowl­edge of specific requirements imposed by government agencies through ex­tensive reading of the statutes, regu­la­tions, li­censes, and permits; consultation with other members of the environmental affairs function; and consult­ing with op­er­ating unit and field personnel. Maintains a strong work­ing knowledge on the scientific and technical as­pects of vari­ous regulatory requirements and how they im­pact each operating unit. May act as a lead person or technical expert on medium to large projects.

**Qualification Guidelines:**

Ph.D. in Environmental or Safety Engineering or re­lated fields and 3 to 5 years experience; or M.S. and 5 to 7 years experience; or B.S. and 7 to 10 years experience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Regulatory Compliance Engineer/Specialist III Job Code: 1205

## Job Description:

Works under very general direction. Independently de­termines and develops approaches to solutions. Work is reviewed upon completion for adequacy in meeting ob­jec­tives. Works on assignments to develop, implement and main­tain inspection procedures and programs de­signed to minimize deficiencies and ensure compliance with ex­isting Federal, State and local laws, regulations, li­censes, permits and ordinances pertaining to health, safety and environ­mental control at an operating unit. Major areas may include: water, air, and land quality; radiological health and safety; liquid and solid waste disposal; and industrial and mine safety. Identifies potential or actual ar­eas of non-compliance through per­sonal on-site inspections. Writes technical reports based on the interpretation of data, ob­servations, and current regulations regarding inspection findings and recom­mendations for corrective action and submits the docu­ment to the supervisor for presentation to management. Maintains current knowledge of specific re­quirements imposed by government agencies through reading of the statutes, regulations, licenses, and per­mits; consultation with other members of the environmental affairs function; and consulting with oper­ating unit and field personnel. Maintains a good work­ing knowledge on the scientific and technical aspects of various regula­tory requirements and how they may im­pact each operat­ing unit. May also act as a lead person or technical expert on small to medium projects.

**Qualification Guidelines:**

Ph.D. in Environmental or Safety Engineering or re­lated fields and 1 to 3 years experience; or M.S. and 3 to 5 years experience; or B.S. and 5 to 7 years experience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Regulatory Compliance Engineer/Specialist II Job Code: 1206

## Job Description:

Works under general direction. Work is reviewed upon completion for adequacy in meeting objectives and for soundness of technical judgment and overall adequacy. Uses technical discretion within well de­fined practices and policies in se­lecting methods and tech­niques for obtaining solutions. Works on problems of somewhat diverse scope and com­plexity where analyses of data require evaluation of identifi­able factors. Works on assignments to develop, implement and main­tain inspection procedures and programs de­signed to minimize deficiencies and ensure compliance with existing Federal, State and local laws, regulations, li­censes, permits and ordinances pertaining to health, safety and envi­ron­mental control at the organization's facil­ities. Major areas may include: water, air, and land quality; radiologi­cal health and safety; liquid and solid waste dis­posal; and industrial and mine safety. Assists in the identifi­cation of potential or actual areas of non-compliance through per­sonal on-site inspections. Assists in preparing technical reports based on the interpretation of data, ob­servations, and current regulations regarding inspection findings and recom­mendations for corrective action. Keeps current on specific re­quirements imposed by government agencies through reading of the statutes, regulations, licenses, and per­mits; consultation with other members of the Environ­mental Division; and consulting with oper­ating unit and field personnel. Maintains a work­ing knowl­edge on the scientific and tech­nical aspects of various regula­tory requirements and how they may im­pact each operat­ing unit. May also act as a lead person or technical advisor on small projects.

**Qualification Guidelines:**

Ph.D. in Environmental or Safety Engineering or re­lated fields and up to 1 year of experience; or M.S. and 1 to 3 years experience; or B.S. and 3 to 5 years experience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Regulatory Compliance Engineer/Specialist I Job Code: 1207

## Job Description:

Works under close supervision. Performs tasks that are usually from detailed instructions and established proce­dures. Work is reviewed for soundness of technical judgment for following the defined policies and proce­dures. Assists others in developing, implementing and main­taining inspection procedures and programs de­signed to minimize deficiencies and ensure compliance with existing Federal, State and local laws, regulations, li­censes, permits and ordinances pertaining to health, safety and environ­mental control at the organization’s facil­ities. Major areas may include: water, air, and land quality; radiological health and safety; liquid and solid waste dis­posal; and industrial and mine safety. Assists in the identifi­cation of potential or actual areas of non-compliance through per­sonal on-site inspections. Assists in preparing technical reports based on the interpretation of data, ob­servations, and current regulations regarding inspection findings and recom­mendations for corrective action. Keeps current on specific re­quirements imposed by government agencies through reading of the statutes, regula­tions, licenses, and per­mits. Maintains a work­ing knowledge on the scientific and tech­nical aspects of various regula­tory requirements and how they may im­pact each operat­ing unit.

**Qualification Guidelines:**

M.S. in Environmental or Safety Engineering or re­lated fields and up to 1 year of experience; or B.S. and up to 3 years ex­perience.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

**Please provide the AVERAGE starting salary for recent hires (last 12 months) with a:**

Bachelor of Art or Bachelor of Science Degree (BA/BS) $

Master of Art or Master of Science Degree (MA/MS/MBA) $

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Second Level Industrial Hygiene Executive Job Code: 1401

## Job Description:

Plans, directs and manages the industrial hygiene programs of the organiza­tion unit under senior management direction based on predetermined goals and objectives. Manages all activities associated with subcontracting of vendors for services and equip­ment including laboratory and research facilities. Recognizes, evaluates, recom­mends and implements policies and procedures for monitoring and preventing chemical, biolog­ical and physical hazards and diseases present throughout the organization's work sites. Reviews and incorporates, as appropri­ate, health standards originated by OSHA, MSHA, EPA, NRC, DOD, DOE and State programs. Ensures that quality control procedures are established to monitor all aspects of Federal, State and local regulations. Must keep fully informed on all existing and proposed changes in industrial health regulations. Maintains and controls the financial budget related to Industrial Hygiene activities. Responsible for making recommendations and pre­sentations to the senior management based on accepted industrial hygiene scientific methodology. Manages all activities of the function within the scope of the jobs responsibilities. Develops and evaluates the personnel in the function and provides leadership direction to management of the organization unit.

**Qualification Guidelines:**

Ph.D. in Industrial Hygiene or re­lated fields and more than 7 years expe­ri­ence; or M.S. and more than 10 years experience; or B.S. and more than 15 years experience. Experience should in­clude a minimum of 5 years of man­agement responsibility. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Emp. Location**  **STATE** | **Annual**  **Base Salary** | **Annual Extra**  **Cash Income** | **Annual**  **Bonus Tgt.**  **% of Base** | **LTI**  **Incentive**  **Target** | **LTI**  **Paid** | **LTI TGT.**  **as a %**  **of**  **Base** | **Salary Range**  **Min.** | **Salary Range**  **Mid.** | **Salary Range**  **Max.** |
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# Manager, Industrial Hygienist Job Code: 1402

## Job Description:

Plans, organizes and manages the industrial hygiene programs of a facility under senior management direction. Manages activities associated with subcontracting of vendors for services and equip­ment including laboratory and research facilities. Recognizes, evaluates, recommends and implements policies and procedures for monitoring and preventing chemical, biolog­ical, physical hazards and diseases from occurring throughout the facility's work sites. Reviews and incorporates, as appropriate, health standards originated by OSHA, MSHA, EPA, NRC, DOD, DOE and State programs. Ensures that quality control procedures are established to monitor all aspects of Federal, State and local regulations. Must keep fully informed on all existing and proposed changes in industrial health regulations. Maintains and controls the financial budget related to industrial hygiene activities at the facil­ity. Responsible for making recommendations and presentations to the senior management based on accepted industrial hygiene scientific methodology. Develops and evaluates the personnel in the Industrial Hygiene func­tion within the scope of the jobs responsibilities. Manages the activities and provides leadership direction to pro­fessional, technical and support personnel in the functional unit.

**Qualification Guidelines:**

Ph.D. in Industrial Hygiene or re­lated fields and more than 5 years expe­ri­ence; or M.S. and more than 7 years ex­perience; or B.S. and more than 10 years experience. Experience should in­clude a minimum of 3 years of super­visory responsibility. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Emp. Location**  **STATE** | **Annual**  **Base Salary** | **Annual Extra**  **Cash Income** | **Annual**  **Bonus Tgt.**  **% of Base** | **LTI**  **Incentive**  **Target** | **LTI**  **Paid** | **LTI TGT.**  **as a %**  **of**  **Base** | **Salary Range**  **Min.** | **Salary Range**  **Mid.** | **Salary Range**  **Max.** |
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# Supervisor, Industrial Hygiene Job Code: 1403

## Job Description:

Works under consultative direction toward predeter­mined goals and objectives. Supervise personnel en­gaged in implementing programs, policies, procedures and processes for monitoring and preventing chemi­cal, physical and biological hazards and diseases present in the organization’s work areas. Provide direction to employees in­volved in monitoring and con­trolling the organization’s health standards in accor­dance with OSHA, MSHA, EPA, NRC, DOD, DOE and State programs. Provides technical leadership and functional guidance to personnel in the work group to insure that quality control procedures are implemented according to Federal, State and local regu­la­tions. Keeps informed on new requirements imposed by all agencies. Primarily re­spon­sible for assuring effec­tive utiliza­tion of technical person­nel and re­spond­ing promptly to the needs of organization unit. Interacts daily with sub­ordinates and/or functional peer groups. Interaction frequently involves exchange or presenta­tion of find­ings, conclusions and recommendations. Provide di­rect supervi­sion to entry level exempt em­ployees and/or skilled non-exempt employees (i.e., techni­cians).

**Qualification Guidelines:**

M.S. in Industrial Hygiene or re­lated fields and 3 to 5 years expe­rience; or B.S. and 5 to 7 years expe­ri­ence. Experience should in­clude a minimum of 2 years of supervisory responsibility. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Emp. Location**  **STATE** | **Annual**  **Base Salary** | **Annual Extra**  **Cash Income** | **Annual**  **Bonus Tgt.**  **% of Base** | **LTI**  **Incentive**  **Target** | **LTI**  **Paid** | **LTI TGT.**  **as a %**  **of**  **Base** | **Salary Range**  **Min.** | **Salary Range**  **Mid.** | **Salary Range**  **Max.** |
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# Senior Industrial Hygienist IV Job Code: 1404

## Job Description:

Works under consultative direction toward predetermined goals and objectives. Assignments are usually self-ini­tiated. Determines and pursues courses of action neces­sary to obtain desired results. Work is checked through consultation and agreement, rather than by formal review of superior. Develops, recommends and implements programs, policies and procedures for monitoring and preventing chemical, physical and biological hazards and diseases present in the organization's work areas. Monitors and controls the organization's health standards in accordance with OSHA, MSHA, EPA, NRC, DOD, DOE and State programs. Ensures that quality control proce­dures are implemented according to all regulations. Maintains professional knowledge of existing and proposed changes in all industrial health and safety regulations. Provides expert knowledge of diverse chemical, physical and biological hazards. Makes recommendations and presentations based on accepted industrial hygiene scien­tific methodology. May prepare technical reports based on the expert interpretation of data, observations, and current regulations. Develops and conducts employee training and hazardous materials communications pro­grams. Provides leadership to less experienced Industrial Hygienist and to technicians through work assign­ments, monitoring schedules and resolving problems. May act as lead person or technical expert on medium to large projects.

**Qualification Guidelines:**

Ph.D. in Industrial Hygiene or re­lated fields and 3 to 5 years experience; or M.S. and 5 to 7 years experience; or B.S. and 7 to 10 years experience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Industrial Hygienist III Job Code: 1405

## Job Description:

Works under very general direction. Independently determines and develops ap­proaches to solutions. Work is reviewed upon completion for adequacy in meeting ob­jectives. Develops, recommends and implements pro­grams, policies and procedures for monitoring and preventing chemical, physical and biological hazards and dis­eases present in the organization's work areas. Participates in monitoring the organization's health standards in accordance with OSHA, MSHA, EPA, NRC, DOD, DOE and State programs. Performs industrial hygiene field measurements, safety measurements, safety evaluations, and hazardous waste evaluations. Evaluates and inter­prets current regulations and assists in compliance. Develops hazardous materials communications. Writes technical reports based on the interpretation of data, observations, and current regulations. Makes recommenda­tions for changes in the work environment based on interpretations and principles of professional practices. Must keep current on existing and proposed change all industrial health and safety regulations. Uses and maintains industrial hygiene equipment. Very proficient in all I/H tasks. May provide leadership to less experienced Industrial Hygienist and to technicians through work assignments, monitoring schedules and resolving problems. May act as lead person or technical expert on small to medium projects.

**Qualification Guidelines:**

Ph.D. in Industrial Hygiene or re­lated fields and 1 to 3 years experience; or M.S. and 3 to 5 years experience; or B.S. and 5 to 7 years experience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Industrial Hygienist II Job Code: 1406

## Job Description:

Works under general direction. Work is reviewed upon completion for adequacy in meeting objectives and for soundness of technical judgment and overall adequacy. Uses technical discretion within well de­fined practices and policies in se­lecting methods and tech­niques for obtaining solutions. Works on problems of somewhat diverse scope and com­plexity where analyses of data require evaluation of identifi­able factors. Develops, recommends and implements programs and procedures for monitor­ing and preventing chemical, physical and biological hazards and diseases in the position's work areas. Participates in monitoring the organization's health standards in accordance with OSHA, MSHA, EPA, NRC, DOD, DOE and State programs. Performs industrial hygiene field measurements, safety measurements, safety evalua­tions and hazardous waste evaluations. Evaluates and interprets current regulations and assists in compliance. Develops hazardous materials communications. Makes recommendations for changes in the work environment based on interpretations and principles of professional practices. Uses and maintains industrial hygiene equip­ment. Proficient in most I/H tasks. May provide leadership to less experienced Industrial Hygienist and to techni­cians through work assignments, monitoring schedules and resolving problems. May act as lead person or tech­nical advisor on small projects.

**Qualification Guidelines:**

Ph.D. in Industrial Hygiene or re­lated fields and up to 1 year of experience; or M.S. and 1 to 3 years experience; or B.S. and 3 to 5 years experience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Industrial Hygienist I Job Code: 1407

## Job Description:

Works under close supervision. Performs tasks from detailed instructions and estab­lished procedures. Work is reviewed for soundness of technical judgment and for follow­ing the defined policies and procedures. Assists oth­ers in developing and implementing programs for monitoring and preventing chemical, physical and biological hazards and diseases in the organization's work areas. Participates with others in monitoring the organization's health standards in accordance with OSHA, MSHA, EPA, NRC, DOD, DOE and State programs. Performs basic industrial hygiene field measurements, safety measurements, safety evaluations and hazardous waste evalua­tions. Evaluates and interprets current regulations and assists in compliance. Provides input in the development of hazardous materials communications. Uses industrial hygiene equipment. Working to become proficient in the Industrial Hygiene field.

**Qualification Guidelines:**

M.S. in Industrial Hygiene or re­lated fields and up to 1 year experience; or B.S. and up to 3 years experience.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

**Please provide the AVERAGE starting salary for recent hires (last 12 months) with a:**

Bachelor of Art or Bachelor of Science Degree (BA/BS) $

Master of Art or Master of Science Degree (MA/MS/MBA) $

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Manager, Toxicology Job Code: 1502

## Job Description:

Plans, directs and manages the toxicological programs of an operating facility under senior management direc­tion. Directs research regarding toxicological, ecological and human risk assessment. Assembles, prepares and analyzes data for information services, regulatory affairs and litigation support. Provides expert knowledge in technical areas of risk assessment including: general and mammalian toxicology, litigation philosophy, and regu­latory nuances for the operating facility. Provides expert knowledge of chemical, toxicological and health data for hazardous organic and inorganic substances; evaluates and prepares both cancer and non-cancer risk assess­ments including development of potency slopes, etc. Provides expert technical advice and assistance in interpret­ing toxicological and health data relative to individual chemicals and mixtures and their effects on health related values. Prepares comprehensive toxicological profiles of materials relative to site-specific hazardous waste regu­latory actions. Makes recommendations and presentations to senior management of the organization. Develops and evaluates personnel in the Toxicology function. Provides leadership direction to supervisory and professional personnel of the unit.

**Qualification Guidelines:**

Ph.D. in Toxicology or re­lated fields and more than 5 years expe­ri­ence; or M.S. and more than 7 years experi­ence; or B.S. and more than 10 years experience. Experience should in­clude a minimum of 3 years of supervisory responsibility. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Emp. Location**  **STATE** | **Annual**  **Base Salary** | **Annual Extra**  **Cash Income** | **Annual**  **Bonus Tgt.**  **% of Base** | **LTI**  **Incentive**  **Target** | **LTI**  **Paid** | **LTI TGT.**  **as a %**  **of**  **Base** | **Salary Range**  **Min.** | **Salary Range**  **Mid.** | **Salary Range**  **Max.** |
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# Senior Toxicologist IV Job Code: 1504

# Job Description:

Works under consultative direction toward predetermined goals and objectives. Assignments are usually self-ini­tiated. Determines and pursues courses of action necessary to obtain desired results. Work is checked through consultation and agreement, rather than by formal review of superior. Conducts research regarding toxicological, ecological and human risk assessment. Assembles, prepares and analyzes data for information services, regula­tory affairs and litigation support. Prepares and implements models of exposures for detailed human risk as­sessment. Provides expert knowledge of chemical, toxicological and health data for hazardous organic and inor­ganic substances; evaluates and prepares both cancer and non-cancer risk assessments including development of potency slopes etc. Provides expert technical advice and assistance in interpreting toxicological and health data (e.g., epidemiological) relative to individual chemicals and mixtures and their effects on health related values. Prepares fully comprehensive toxicological profiles of materials relative to site-specific hazardous waste regula­tory actions. Provides leadership to less experienced Toxicologist and to technicians through work assignments, monitoring schedules and resolving problems. May act as lead person or technical expert on medium to large projects.

**Qualification Guidelines:**

Ph.D. in Toxicology or re­lated fields and 3 to 5 years experience; or M.S. and 5 to 7 years experience; or B.S. and 7 to 10 years experience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Toxicologist III Job Code: 1505

# Job Description:

Works under very general direction. Independently determines and develops approaches to solutions. Work is reviewed upon completion for adequacy in meeting objectives. Conducts research regarding toxicological, eco­log­ical and human risk assessment. Assembles, prepares and analyzes data for information services, regulatory af­fairs and litigation support. Assists in preparing and implementing models of exposures for detailed human risk assessment. Provides comprehensive knowledge of chemical, toxicological and health data for hazardous or­ganic and inorganic substances; evaluates and prepares both cancer and non-cancer risk assessments. Provides extensive technical advice and assistance in interpreting toxicological and health data (e.g., epidemiological) rela­tive to individual chemicals and mixtures and their effects on health related values. Prepares comprehensive toxi­cological profiles of materials relative to site-specific hazardous waste regulatory actions. Provides leadership to less experienced Toxicologist and to technicians through work assignments, monitoring schedules and resolving problems. May act as lead person or technical expert on small to medium projects.

**Qualification Guidelines:**

Ph.D. in Toxicology or re­lated fields and 1 to 3 years experience; or M.S. and 3 to 5 years experience; or B.S. and 5 to 7 years experience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Toxicologist II Job Code: 1506

# Job Description:

Works under general direction. Work is reviewed upon completion for adequacy in meeting objectives and for soundness of technical judgment and overall adequacy. Uses technical discretion within well de­fined practices and policies in se­lecting methods and tech­niques for obtaining solutions. Works on problems of somewhat diverse scope and com­plexity where analyses of data require evaluation of identifi­able factors. Conducts research regarding toxicological, ecological and human risk assess­ment. Assembles, prepares and analyzes data for information services, regulatory affairs and litigation support. Assists in preparing and implementing models of exposures for human risk assessment. Provides a good working knowledge of chemical, toxicological and health data for hazardous organic and inorganic substances; evaluates and prepares both cancer and non-cancer risk assessments. Provides basic technical advice and assistance in interpreting toxicological and health data (e.g., epidemiological) relative to individual chemicals and mixtures and their effects on health related values. Prepares toxicological profiles of materials relative to site-specific haz­ardous waste regulatory actions. May provide leadership to less experienced Toxicologist and to technicians through work assignments, monitoring schedules and resolving problems. May act as lead person or technical advisor on small projects.

**Qualification Guidelines:**

Ph.D. in Toxicology or re­lated fields and up to 1 year of experience; or M.S. and 1 to 3 years experience; or B.S. and 3 to 5 years experience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Toxicologist I Job Code: 1507

## Job Description:

Works under close supervision. Performs assigned tasks from detailed instructions and established procedures. Work is reviewed for soundness of technical judgment and for following the defined policies and procedures. Assists others in conducting research regarding toxicological, ecological and human risk assessment. Assists in assembling, preparing and analyzing data regarding information services, regulatory affairs and litigation support. Assists in preparing and implementing models of exposures for human risk assessment. Develops and maintains basic knowledge of chemical, toxicological and health data for hazardous organic and inorganic substances; eval­uates and prepares both cancer and non-cancer risk assessments. Participates with others in providing technical advice and assistance in interpreting toxicological and health data (e.g., epidemiological) relative to individual chemicals and mixtures and their effects on health related values. Provides input in the preparation of toxicologi­cal profiles of materials relative to site-specific hazardous waste regulatory actions.

**Qualification Guidelines:**

M.S. in Toxicology or re­lated fields and up to 1 year experience; or B.S. and up to 3 years experience.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

**Please provide the AVERAGE starting salary for recent hires (last 12 months) with a:**

Bachelor of Art or Bachelor of Science Degree (BA/BS) $

Master of Art or Master of Science Degree (MA/MS/MBA) $

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Manager, Risk Assessment Job Code: 1602

## Job Description:

Plans, organizes and manages the risk assessment programs and projects at a facility or site under senior man­agement direction. Responsible for developing and overseeing im­plementation of a comprehensive program to examine sources of programmatic or operational risk in terms of regu­latory and operational criterion of the pro­gram. Accountable for managing technical prepara­tion of complex risk assessment examination involving mul­tiple pathways, routes, and model systems. Responsible for recognizing, evaluating, recommending and implementing policies and procedures for ensuring the safety of employ­ees. Answerable for insuring all appropriate data is as­sem­bled, prepared and analyzed regarding exposure, toxicology, human risk assessment, information services, regulatory af­fairs and litigation support. Reviews and incorporates health and safety standards promulgated by OSHA, EPA, DOT, DOE, DOD and other Federal, State and local agencies. Responsible for making recommen­dations and technical presentations to senior management based on accepted safety and risk assessment methodol­ogy. Responsible for developing and evaluating the personnel in the function. Manages the activities and pro­vides leadership direction to the professional, technical and support staff within the organization unit.

**Qualification Guidelines:**

Ph.D. in Physical or Biological Science or re­lated fields and more than 5 years expe­ri­ence; or M.S. and more than 7 years experience; or B.S. and more than 10 years experience. Experience should in­clude a minimum of 3 years of supervisory responsibility. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Emp. Location**  **STATE** | **Annual**  **Base Salary** | **Annual Extra**  **Cash Income** | **Annual**  **Bonus Tgt.**  **% of Base** | **LTI**  **Incentive**  **Target** | **LTI**  **Paid** | **LTI TGT.**  **as a %**  **of**  **Base** | **Salary Range**  **Min.** | **Salary Range**  **Mid.** | **Salary Range**  **Max.** |
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# Senior Risk Analyst/Specialist IV Job Code: 1604

# Job Description:

Works under consultative direction toward prede­ter­mined goals and objectives. Assignments are usually self initi­ated. Determines and pur­sues courses of ac­tion necessary to ob­tain desired re­sults. Works on complex prob­lems where analysis of data or situa­tions requires an in-depth evalua­tion of various fac­tors. Exercises technical dis­cretion within broadly de­fined practices and poli­cies in se­lecting methods, techniques and evalua­tion cri­terion for obtaining results. Assembles, prepares and analyzes data regarding exposure, toxicology, human risk as­sessment, regulatory af­fairs and litigation support. Prepares and imple­ments statistical mod­els of exposure for detailing human risk assessment in the work place. May serve as the internal expert by provid­ing knowledge of physical, chemical, toxicological, and health data for haz­ardous organic and inorganic substances; evalu­ates and prepares both cancer and non cancer risk as­sessments. Provides extensive technical expert advice and assis­tance in interpreting transport, exposure, toxicological, or health data relative to individual chemicals and mixtures and their effects on health related values. Prepares technical reports based on the expert interpretation of ana­lyzed data. Provides leader­ship to less experienced analyst and to technicians through work as­signments, moni­toring schedules and resolv­ing prob­lems. May act as lead person or technical ex­pert on medium to large projects.

**Qualification Guidelines:**

Ph.D. in Physical or Biological Science or re­lated fields and 3 to 5 years experience; or M.S. and 5 to 7 years ex­perience; or B.S. and 7 to 10 years experience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Risk Analyst/Specialist III Job Code: 1605

# Job Description:

Works under very general direction. Exercises reasonable latitude in determining technical objectives of assign­ments. Work is reviewed upon completion for adequacy in meeting objectives. Works on problems of diverse scope and com­plexity where analysis of data requires evaluation of identifi­able factors. Uses technical discretion within generally de­fined practices and policies in se­lecting methods and tech­niques for obtaining solutions. Assembles, prepares and analyzes data regarding exposure, toxicology, human risk assessment, regulatory af­fairs and litigation support. Prepares and imple­ments statistical models of exposure for detailing human risk as­sessment in the work place. May serve as the internal expert by providing knowledge of physical, chemical, toxi­cological, and health data for haz­ardous organic and inorganic substances; evalu­ates and prepares both cancer and non cancer risk assessments. Provides extensive technical advice and operating assistance in interpreting transport, exposure, toxicological, or health data relative to individual chemicals and mixtures and their effects on health related values. May provide leadership to less experi­enced analyst and to technicians through work as­sign­ments, monitoring schedules and resolv­ing problems. May also act as lead person or technical ex­pert on small to medium projects.

**Qualification Guidelines:**

Ph.D. in Physical or Biological Science or re­lated fields and 1 to 3 years experience; or M.S. and 3 to 5 years ex­perience; or B.S. and 5 to 7 years experience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Risk Analyst/Specialist II Job Code: 1606

# Job Description:

Works under general direction. Work is reviewed upon completion for adequacy in meeting objectives and for soundness of technical judgment and overall adequacy. Uses technical discretion within well de­fined practices and policies in se­lecting methods and tech­niques for obtaining solutions. Works on problems of somewhat diverse scope and com­plexity where analyses of data require evaluation of identifi­able factors. Assembles, prepares and analyzes data regarding exposure, toxicology, human risk assessment, regulatory af­fairs and litigation support. Prepares and imple­ments statistical models of exposure for detailing human risk as­sessment in the work place. May serve as the internal source for information on physical, chemical, toxicological, and health data for haz­ardous organic and inorganic substances; evalu­ates and prepares both cancer and non cancer risk assessments. Provides extensive technical advice and operating assistance in interpreting fate and transport, exposure, toxicological, or health data relative to individual chemicals and mixtures and their effects on health related values. May provide technical direction to less experi­enced analyst and to technicians. May also act as lead person or technical advisor on small projects.

**Qualification Guidelines:**

Ph.D. in Physical or Biological Science or re­lated fields up to 1 year of experience; or M.S. and 1 to 3 years experi­ence; or B.S. and 3 to 5 years experience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Risk Analyst/Specialist I Job Code: 1607

## Job Description:

Works under close supervision. Performs assigned tasks from detailed instructions and established procedures. Work is reviewed for soundness of tech­nical judgment and for fol­lowing defined policies and procedures. Follows standard practices and procedures in analyzing situations or data from which answers can be readily obtained. Assembles, prepares and analyzes specific data regarding exposure, toxicology, human risk assessment, regula­tory af­fairs and litigation support. Assist in preparing and imple­menting statistical models of exposure for detailing human risk assessment in the work place. Works with more senior analyst to provide information on physical, chemical, toxicological, and health related haz­ardous organic and inorganic substances. Assist in the evalu­ation of both cancer and non cancer risk assessments. May provide basic technical advice in interpreting fate and transport, exposure, toxicological, or health data relative to individual chemicals and mixtures and their effects on health related values. Provides input in the preparation of technical reports based on the in­terpre­tation of an­a­lyzed data.

**Qualification Guidelines:**

M.S. in Physical or Biological Science or re­lated fields and up to 1 year experience; or B.S. and up to 3 years ex­perience.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

**Please provide the AVERAGE starting salary for recent hires (last 12 months) with a:**

Bachelor of Art or Bachelor of Science Degree (BA/BS) $

Master of Art or Master of Science Degree (MA/MS/MBA) $

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Top Health Physics Executive Job Code: 1700

## Job Description:

Plans, directs and manages the radioactive waste management programs and procedures of the total corporation under executive management direction based on predetermined goals and objectives. Manages all activities as­sociated with subcontracting of vendors for radiation equipment, waste handling and disposal services. Recommends, designs, implements, and evaluates radiation research, training and monitoring programs, inspec­tion standards, safe-work methods, decontamination procedures, and radiological emergency procedures. Reviews and incorporates, as appropriate, government and industry radiation protection standards and require­ments into the organization's programs to ensure ALARA. Ensures radiation levels are in compliance with per­missible standards. Must keep fully informed on all existing and proposed Federal, State, local and industry changes in radiation protection regulations. Maintains and controls the financial budget related to Health Physics activities. Prepares required reports to management, industry and the NRC. Responsible for making recommen­dations and presentations to the executive management of the organization. Responsible for assuring an effec­tive utilization of personnel and provides leadership direction to management personnel in the functional unit.

**Qualification Guidelines:**

Ph.D. in Health Physics or re­lated fields and more than 10 years expe­ri­ence; or M.S. and more than 15 years ex­perience; or B.S. and more than 20 years experience. Experience should in­clude a minimum of 7 years of man­agement responsibility. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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# Second Level Health Physics Executive Job Code: 1701

## Job Description:

Plans, directs and manages the radioactive waste management programs and procedures of an operating unit under senior management direction based on predetermined goals and objectives. Manages all activities associ­ated with subcontracting of vendors for radiation equipment, waste handling and disposal services. Recommends, designs, implements, and evaluates radiation research, training and monitoring programs, inspec­tion standards, safe-work methods, decontamination procedures, and radiological emergency procedures. Reviews and incorporates, as appropriate, government and industry radiation protection standards and require­ments into the operating units programs to ensure ALARA. Ensures radiation levels are in compliance with per­missible standards. Must keep fully informed on all existing and proposed Federal, State and industry changes in radiation protection regulations. Maintains and controls the financial budget related to Health Physics activities. Prepares required reports to management, industry and the NRC. Responsible for making recommendations and presentations to the senior management of the organization. Responsible for assuring an effective utilization of personnel and provides leadership direction to management personnel in the functional unit.

**Qualification Guidelines:**

Ph.D. in Health Physics or re­lated fields and more than 7 years expe­ri­ence; or M.S. and more than 10 years ex­perience; or B.S. and more than 15 years experience. Experience should in­clude a minimum of 5 years of man­agement responsibility. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Emp. Location**  **STATE** | **Annual**  **Base Salary** | **Annual Extra**  **Cash Income** | **Annual**  **Bonus Tgt.**  **% of Base** | **LTI**  **Incentive**  **Target** | **LTI**  **Paid** | **LTI TGT.**  **as a %**  **of**  **Base** | **Salary Range**  **Min.** | **Salary Range**  **Mid.** | **Salary Range**  **Max.** |
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# Manager, Health Physics Job Code: 1702

## Job Description:

Plans, directs and manages the radioactive waste management programs and procedures at a facility under se­nior management direction. Manages all activities associated with subcontracting of vendors for radiation equip­ment, radiation waste handling and disposal services. Recommends, designs, implements, and evaluates radia­tion research, training and monitoring programs, inspection standards, safe-work methods, decontamination pro­cedures, and radiological emergency procedures. Reviews and incorporates government and industry radiation protection standards and requirements into the facility's programs to ensure ALARA. Ensures radiation levels are in compliance with permissible standards. Must keep fully informed on all existing and proposed Federal, State and industry changes in radiation protection regulations. Prepares required reports to management, industry and the NRC. Responsible for making recommendations and presentations to the senior management of the organi­zation. Develops and evaluates the personnel in the Health Physicist function at the facility. Manages the activi­ties and provides leadership direction to the management, professional, technical and support personnel within the organization unit.

**Qualification Guidelines:**

Ph.D. in Health Physics or re­lated fields and more than 5 years expe­ri­ence; or M.S. and more than 7 years expe­rience; or B.S. and more than 10 years experience. Experience should in­clude a minimum of 3 years of supervi­sory responsibility. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Emp. Location**  **STATE** | **Annual**  **Base Salary** | **Annual Extra**  **Cash Income** | **Annual**  **Bonus Tgt.**  **% of Base** | **LTI**  **Incentive**  **Target** | **LTI**  **Paid** | **LTI TGT.**  **as a %**  **of**  **Base** | **Salary Range**  **Min.** | **Salary Range**  **Mid.** | **Salary Range**  **Max.** |
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# Supervisor, Health Physics Job Code: 1703

## Job Description:

Works under consultative direction toward predeter­mined goals and objectives. Supervise personnel en­gaged in monitoring ra­diation levels in the environ­ment and internal workplace to de­termine contamina­tion levels. Provide guidance to personnel performing radiation surveys. Interprets survey data submitted by employees conducting investigation when excessive contamination levels are detected. Makes decision as to the most appropriate ac­tion to take for corrective measures to reduce con­tamina­tion levels. Oversees the collection of data from per­son­nel monitoring in­struments and from recording ra­diation protection in­struments for analysis and in­clu­sion in regular reports to management. Insures all data are compiled and records retained regarding the calibration of personnel monitor­ing instruments. Keeps informed on new re­quirements im­posed by Federal, State and local regulations. Primarily re­spon­sible for assuring effective utiliza­tion of technical person­nel and re­spond­ing promptly to the needs of organization unit. Interacts daily with sub­ordinates and/or functional peer groups. Interaction frequently involves exchange or presenta­tion of find­ings, con­clusions and recommendations. Provide di­rect su­pervi­sion to entry level exempt em­ployees and/or skilled non exempt employees (i.e., techni­cians) as­signing tasks related to the group. Serve as a mem­ber of the Emergency Radiation Safety Incident team.

**Qualification Guidelines:**

M.S. in Health Physics or related scientific fields and 3 to 5 years experience; or B.S. and 5 to 7 years experience. Experience should include a minimum of 2 year of supervisory responsibil­ity. Certification pre­ferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Emp. Location**  **STATE** | **Annual**  **Base Salary** | **Annual Extra**  **Cash Income** | **Annual**  **Bonus Tgt.**  **% of Base** | **LTI**  **Incentive**  **Target** | **LTI**  **Paid** | **LTI TGT.**  **as a %**  **of**  **Base** | **Salary Range**  **Min.** | **Salary Range**  **Mid.** | **Salary Range**  **Max.** |
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# Senior Health Physicist IV Job Code: 1704

## Job Description:

Works under consultative direction toward prede­ter­mined goals and objectives. Assignments are usually self initi­ated. Determines and pur­sues courses of ac­tion necessary to ob­tain desired re­sults. Works on complex prob­lems where analysis of data or situa­tions requires an in-depth evalua­tion of various fac­tors. Exercises technical dis­cretion within broadly de­fined practices and poli­cies in se­lecting methods, techniques and evalua­tion cri­terion for obtaining results. Responsible for testing and monitoring equipment and recording of personnel and plant area radiation exposure data. Develops, procures and modifies health physics equipment. Monitors and controls the organization's radiation protection standards in accordance with Federal, State and industry programs to ensure ALARA. Maintains professional knowledge of existing and proposed changes in radiation protection require­ments. Provides expert knowledge of diverse radioactive materials and hazards. Makes recommendations and presentations to government, industry and management based on interpretations and principles of professional practices. Provides expert assistance and guidance on complex radiological control problems. Provides leader­ship to less experienced Physicist and to technicians through work as­signments, monitoring schedules and re­solv­ing prob­lems. May act as lead person or technical ex­pert on medium to large projects.

**Qualification Guidelines:**

Ph.D. in Health Physics or re­lated fields and 3 to 5 years experience; or M.S. and 5 to 7 years experience; or B.S. and 7 to 10 years experience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Health Physicist III Job Code: 1705

## Job Description:

Works under very general direction. Independently determines and develops approaches to solutions. Work is reviewed upon completion for adequacy in meeting objectives. Responsible for developing, implementing and evaluating research, training and monitoring programs to protect plant and laboratory personnel from radiation hazards. Recommends and develops policies and procedures to include: inspection standards, safe-work meth­ods, decontamination procedures, radiological emergency procedures. Develops, procures and modifies health physics equipment. Participates in monitoring and controlling the organization's radiation protection standards in accordance with Federal, State and industry programs to ensure ALARA. Performs personnel and plant radiation exposure measurements, radiation equipment testing and radioactive materials and waste measurements. Maintains records and supporting data for required government, industry and management reports. Makes rec­ommendations for changes in the work environment based on interpretations and principles of professional prac­tices. Must keep current on existing and proposed changes in Federal, State and Industry radiation protection regulations. Provides technical assistance and guidance on comprehensive radiological control problems. May provide leader­ship to less experienced Physicist and to technicians through work as­signments, monitoring schedules and resolv­ing prob­lems. May act as lead person or technical ex­pert on small to medium projects.

**Qualification Guidelines:**

Ph.D. in Health Physics or re­lated fields and 1 to 3 years experience; or M.S. and 3 to 5 years experience; or B.S. and 5 to 7 years experience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Health Physicist II Job Code: 1706

# Job Description:

Works under general direction. Work is reviewed upon completion for adequacy in meeting objectives and for soundness of technical judgment and overall adequacy. Uses technical discretion within well de­fined practices and policies in se­lecting methods and tech­niques for obtaining solutions. Works on problems of somewhat diverse scope and com­plexity where analyses of data require evaluation of identifi­able factors. Responsible for developing, implementing and evaluating research, training and monitoring programs to protect plant and laboratory personnel from radiation hazards. Responsible for recom­mending and developing policies and procedures to include: inspection standards, safe-work methods, decon­tamination procedures, radiological emergency procedures. Responsible for the development, procurement and modification of health physics equipment. Participates in monitoring the organization's radiation protection stan­dards in accordance with Federal, State and industry programs to ensure ALARA. Performs personnel and plant radiation exposure measurements, radiation equipment testing and radioactive materials and waste measure­ments. Evaluates and interprets current regulations and assists in compliance. Makes recommendations for changes in the work environment based on interpretations and principles of professional practices. Provides technical assistance and guidance on basic radiological control problems. May provide leader­ship to less experi­enced Physicist and to technicians. May act as lead person or technical advisor on small projects.

**Qualification Guidelines:**

Ph.D. in Health Physics or re­lated fields and up to 1 year experience; or M.S. and 1 to 3 years experience; or B.S. and 3 to 5 years experience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Health Physicist I Job Code: 1707

## Job Description:

Works under close supervision. Performs assigned tasks from detailed instructions and established procedures. Work is reviewed for soundness of technical judgment and for following the defined policies and procedures. Assists others in protecting plant and laboratory personnel from radiation hazards. Conducts research to assist in the development of policies and procedures to include: inspection standards, safe-work methods, decontamina­tion procedures, radiological emergency procedures. Participates with others in monitoring the organization's ra­diation protection standards in accordance with Federal, State and industry programs to ensure ALARA. Performs personnel and plant radiation exposure measurements, radiation equipment testing and radioactive materials and waste measurements. Assists others in the development, procurement and modification of health physics equipment. Evaluates and interprets current regulations and assists in compliance. Develops familiarity with nuclear systems and equipment in order to provide basic technical assistance and guidance on radiological control problems.

**Qualification Guidelines:**

M.S. in Health Physics or re­lated fields and up to 1 year experience; or B.S. and up to 3 years experience.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

**Please provide the AVERAGE starting salary for recent hires (last 12 months) with a:**

Bachelor of Art or Bachelor of Science Degree (BA/BS) $

Master of Art or Master of Science Degree (MA/MS/MBA) $

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Health Physics Technician 3 Job Code: 1708

## Job Description:

Under general supervision participates in planning experiments related to measurements of radioactive materials. Monitors ra­diation levels in the environ­ment and internal workplace to de­termine contamina­tion levels using the appropriate instruments to make radioactive measurements. Performs radiation surveys collect­ing and process­ing samples of soil, water, vegetation, and other environ­mental media. Notifies supervisor when excessive con­tamination levels are detected and recommends necessary corrective measures to reduce contamina­tion levels to acceptable levels. Repeats sur­vey, ei­ther partially or completely, to determine effectiveness of any corrective measure taken to ensure compliance with allow­able limits. Recommends appropriate per­sonnel monitoring de­vices, protective equipment, and working time for operators and research employees working with sources of ra­diation. Collects data from personnel monitoring instruments and from recording radiation protection instruments for analysis and in­clusion in summary reports. Compiles and retains records regarding the calibration of person­nel monitor­ing instruments, i.e., pocket dosimeters, and other radiation instruments. Determines invalid function­ing of processes and procedures and suggest probable corrective action. May assist in the training of less expe­rienced technicians. May serve as a member of the Emergency Radiation Safety Incident team.

**Qualification Guidelines:**

B.S. in Health Physics or related scientific fields and a mini­mum of 1 year experience; Associate degree in a technical field directly re­lated to the position and a mini­mum of 3 years progressive experience; or H.S. diploma with a minimum of 7 years progressive experience.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Health Physics Technician 2 Job Code: 1709

## Job Description:

Under direct supervision participates in planning experiments related to measurements of radioactive materials. Monitors ra­diation levels in the environ­ment and internal workplace to de­termine potential radiation hazards using the appropriate instruments to make radioactive measurements. Performs radiation surveys collect­ing and pro­cessing samples of soil, water, vegetation, and other environ­mental media. Notifies supervisor when excessive contamination levels are detected. Repeats sur­vey, ei­ther partially or completely, to determine effectiveness of any corrective measure taken to ensure compliance with allow­able limits. Recommends appropriate per­sonnel monitoring de­vices, protective equipment, and working time for operators and research employees working with sources of radiation. Collects data from personnel monitoring instruments and from recording radiation protection instruments for analysis and in­clusion in summary reports. Compiles and retains records regarding the calibration of personnel monitor­ing instruments, i.e., pocket dosimeters, and other radiation instruments. Determines invalid functioning of processes and procedures and suggest probable corrective action. May serve as a member of the Emergency Radiation Safety Incident team.

**Qualification Guidelines:**

Associate degree in a technical field directly re­lated to the position and minimum of 2 years progressive experi­ence; or H.S. diploma with a minimum of 5 years progressive experience.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Health Physics Technician 1 Job Code: 1710

# Job Description:

Under immediate supervision performs assigned tasks from detailed instructions, established policies and proce­dures. Monitors ra­diation levels in the environ­ment and internal workplace to de­termine potential radiation haz­ards using the appropriate instruments to make radioactive measurements. Performs radiation surveys collect­ing and processing samples of soil, water, vegetation, and other environ­mental media. Notifies supervisor when ex­cessive contamination levels are detected. Repeats sur­vey, ei­ther partially or completely, to determine effective­ness of any corrective measure taken to ensure compliance with allow­able limits. May recommends appropriate per­sonnel monitoring de­vices, protective equipment, and working time for operators and research employees working with sources of radiation. Collects data from personnel monitoring instruments and from recording radia­tion protection instruments for analysis and in­clusion in summary reports. Compiles and retains records regarding the calibration of personnel monitor­ing instruments, i.e., pocket dosimeters, and other radiation instruments. Analysis of data is limited to comparison of routine readings with pre-determined standards, and reporting those which exceed operational levels. May serve as a member of the Emergency Radiation Safety Incident team.

**Qualification Guidelines:**

Associate degree in a technical field directly re­lated to the position and minimum of 1 year progressive experi­ence; or H.S. diploma with a minimum of 3 years progressive experience.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Top Safety Executive Job Code: 1800

## Job Description:

Plans, directs and manages the safety programs and policies for the total organization under executive manage­ment direction based on predetermined goals and objectives. Directs all activities associated with subcontracting of vendors for services and equipment. Develops and incorporates, as appropriate, safety and health standards originated by OSHA. Must keep fully informed on all existing and proposed changes in OSHA regulations, pro­tec­tive equipment requirements and permit requirements. Directs audits of safety programs throughout the corpo­ra­tion and identifies and controls significant loss producing exposures. Directs the investigation of serious acci­dents. Evaluates performances of program activities and provides summary report to corporate management. Develops and implements record keeping and investigation procedures for occupational injuries and illness. Develops and conducts emergency preparedness and safety training programs. Maintains and controls the fi­nan­cial budget related to occupational safety activities. Responsible for making recommendations and presenta­tions to senior executives based on accepted scientific methodology. Responsible for assuring an effective uti­lization of personnel and provides leadership direction to management personnel in the safety function.

**Qualification Guidelines:**

Ph.D. in Safety Engineering or re­lated fields and more than 10 years expe­ri­ence; or M.S. and more than 15 years experience; or B.S. and more than 20 years experience. Experience should in­clude a minimum of 7 years of man­agement responsibility. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Emp. Location**  **STATE** | **Annual**  **Base Salary** | **Annual Extra**  **Cash Income** | **Annual**  **Bonus Tgt.**  **% of Base** | **LTI**  **Incentive**  **Target** | **LTI**  **Paid** | **LTI TGT.**  **as a %**  **of**  **Base** | **Salary Range**  **Min.** | **Salary Range**  **Mid.** | **Salary Range**  **Max.** |
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# Second Level Safety Executive Job Code: 1801

## Job Description:

Plans, directs and manages the safety programs and policies within an organization unit under senior manage­ment direction based on predetermined goals and objectives. Manages all activities associated with subcontract­ing of vendors for services and equipment. Reviews and incorporates, as appropriate, safety and health stan­dards originated by OSHA. Must keep fully informed on all existing and proposed changes in OSHA regulations, protective equipment requirements and permit requirements. Conducts audits of safety programs at the division and identifies and controls significant loss producing exposures. Conducts investigations of serious accidents. Evaluates performances of program activities and provides summary report to division and corporate manage­ment. Develops and implements record keeping and investigation procedures for occupational injuries and ill­ness. Develops and conducts emergency preparedness and safety training programs. Maintains and controls the financial budget related to occupational safety activities. Responsible for making recommendations and presenta­tions to senior management based on accepted safety methodology. Plans, develops and evaluates personnel within the scope of the jobs responsibility. Manages activities and provides leadership direction to management personnel of the unit.

**Qualification Guidelines:**

Ph.D. in Safety Engineering or re­lated fields and more than 7 years expe­ri­ence; or M.S. and more than 10 years experience; or B.S. and more than 15 years experience. Experience should in­clude a minimum of 5 years of man­agement responsibility. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Emp. Location**  **STATE** | **Annual**  **Base Salary** | **Annual Extra**  **Cash Income** | **Annual**  **Bonus Tgt.**  **% of Base** | **LTI**  **Incentive**  **Target** | **LTI**  **Paid** | **LTI TGT.**  **as a %**  **of**  **Base** | **Salary Range**  **Min.** | **Salary Range**  **Mid.** | **Salary Range**  **Max.** |
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# Manager, Safety Job Code: 1802

## Job Description:

Plans, directs and manages the safety programs and policies within an operating facility under senior manage­ment direction. Manages all activities associated with subcontracting of vendors for services and equipment. Reviews and incorporates, as appropriate, safety and health standards originated by OSHA. Must keep fully in­formed on all existing and proposed changes in OSHA regulations, protective equipment requirements and permit requirements. Conducts audits of safety programs at the facility and identifies and controls significant loss pro­duc­ing exposures. Conducts investigations of all accidents at the facility and sites. Evaluates performances of pro­gram activities and provides summary report to division management. Develops and implements record keeping and investigation procedures for occupational injuries and illness. Develops and conducts emergency prepared­ness and safety training programs. Responsible for making recommendations and presentations to se­nior man­agement based on accepted safety methodology. Develops and evaluates personnel within the scope of the jobs responsibility. Manages activities and provides leadership direction to management, professional, technical and support personnel of the unit.

**Qualification Guidelines:**

Ph.D. in Safety Engineering or re­lated fields and more than 5 years expe­ri­ence; or M.S. and more than 7 years experience; or B.S. and more than 10 years experience. Experience should in­clude a minimum of 3 years of su­pervisory responsibility. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Emp. Location**  **STATE** | **Annual**  **Base Salary** | **Annual Extra**  **Cash Income** | **Annual**  **Bonus Tgt.**  **% of Base** | **LTI**  **Incentive**  **Target** | **LTI**  **Paid** | **LTI TGT.**  **as a %**  **of**  **Base** | **Salary Range**  **Min.** | **Salary Range**  **Mid.** | **Salary Range**  **Max.** |
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# Supervisor, Safety Job Code: 1803

## Job Description:

Under general direction supervises personnel engaged in industrial safety functions to maintain a safe and healthy work environment within OSHA guidelines. Provides technical leadership and functional guidance to op­erating unit personnel to assure prevention of accidents and elimi­nation of safety hazards within the work area. Directs the inspection and survey of facilities and sites to identify un­safe work­ing conditions. Investigates indus­trial accidents to find ways to eliminate any unsafe condi­tions. Promotes em­ployee awareness of safety through publications, posters and training seminars. Ensures that safety re­quirements are included in the design, con­struction, instal­lation, oper­ation and maintenance of facil­ity systems and the applica­ble training and procedures are given operating personnel. Maintains working knowledge of current and proposed Federal, State and local standards and regula­tions and recommends actions in anticipation of potential impacts on operations. Provides advice, instructions, re­quirements and reports on matters pertaining to employee and facility safety to operating management.

**Qualification Guidelines:**

M.S. in Safety Engineering or re­lated fields and 3 to 5 years expe­ri­ence; or B.S. and 5 to 7 years experience. Experience should in­clude a minimum of 2 years of supervisory responsibility. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Emp. Location**  **STATE** | **Annual**  **Base Salary** | **Annual Extra**  **Cash Income** | **Annual**  **Bonus Tgt.**  **% of Base** | **LTI**  **Incentive**  **Target** | **LTI**  **Paid** | **LTI TGT.**  **as a %**  **of**  **Base** | **Salary Range**  **Min.** | **Salary Range**  **Mid.** | **Salary Range**  **Max.** |
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# Senior Safety Engineer/Specialist IV Job Code: 1804

## Job Description:

Works under consultative direction toward predetermined goals and objectives. Assignments are usually self-ini­tiated. Determines and pursues courses of action necessary to obtain desired results. Work is checked through consultation and agreement, rather than by formal review of superior. Develops, implements and evaluates pro­grams and procedures to assure personnel and facility safety. Program areas include: electrical, explosive, high pressure, construction and robotics safety. Monitors and controls the organization's safety standards in accor­dance with OSHA and State regulations. Maintains professional knowledge of protective equipment and existing and proposed changes in Federal and State safety regulations. Develops and implements programs and record keeping systems to track and evaluate personnel injury and illness experience. Conducts trend analysis, audits, accident investigations and site inspections of operational procedures, facility design, equipment and materials. Analyzes data and advises appropriate recommendations to prevent new or recurring accidents. Develops and conducts employee training, emergency preparedness and quality assurance programs. Responsible for evaluat­ing and approving material and equipment requisition, new and modified processes and non-routine work. Provides leader­ship to less experienced engineers and to technicians through work as­signments, monitoring schedules and resolv­ing prob­lems. May act as lead person or technical ex­pert on medium to large projects.

**Qualification Guidelines:**

Ph.D. in Safety Engineering or re­lated fields and 3 to 5 years experience; or M.S. and 5 to 7 years experience; or B.S. and 7 to 10 years experience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Safety Engineer/Specialist III Job Code: 1805

## Job Description:

Works under very general direction. Independently determines and develops approaches to solutions. Work is reviewed upon completion for adequacy in meeting objectives. Develops, implements and evaluates programs and procedures to assure personnel and facility safety. Program areas include: electrical, explosive, high pres­sure, construction and robotics safety. Participates in monitoring and controlling the organization's safety stan­dards in accordance with OSHA and State regulations. Maintains comprehensive knowledge of protective equip­ment and existing and proposed changes in Federal and State industrial safety regulations. Develops and imple­ments programs and record keeping systems to track and evaluate personnel injury and illness experience. Conducts trend analysis, audits, accident investigations and site inspections of operational procedures, facility design, equipment and materials. Analyzes data in compliance with current regulations and makes appropriate recommendations to prevent new or recurring accidents. Develops and conducts employee training, emergency preparedness and quality assurance programs. Evaluates and approves material and equipment requisition, new and modified processes and non-routine work. Provides leader­ship to less experienced engineers and to techni­cians through work as­signments, monitoring schedules and resolv­ing prob­lems. May act as lead person or tech­nical ex­pert on small to medium projects.

**Qualification Guidelines:**

Ph.D. in Safety Engineering or re­lated fields and 1 to 3 years experience; or M.S. and 3 to 5 years experience; or B.S. and 5 to 7 years experience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Safety Engineer/Specialist II Job Code: 1806

## Job Description:

Works under general direction. Work is reviewed upon completion for adequacy in meeting objectives and for soundness of technical judgment and overall adequacy. Uses technical discretion within well de­fined practices and policies in se­lecting methods and tech­niques for obtaining solutions. Works on problems of somewhat diverse scope and com­plexity where analyses of data require evaluation of identifi­able factors. Develops, implements and evaluates programs and procedures to assure per­sonnel and facility safety. Program areas include: electrical, explosive, high pressure, construction and robotics safety. Participates in monitoring and controlling the organization's safety standards in accordance with OSHA and State regulations. Develops and implements programs and record keeping systems to track and evaluate personnel injury and illness experience. Conducts trend analysis, audits, accident investigations and site inspec­tions of operational procedures, facility design, equipment and materials. Analyzes data in compliance with cur­rent regulations and makes appropriate recommendations to prevent new or recurring accidents. Develops and conducts employee training, emergency preparedness and quality assurance programs. Evaluates and approves material and equipment requisition, new and modified processes and non-routine work. May provide leader­ship to less experienced engineers and to technicians. May act as lead person or technical advisor on small projects.

**Qualification Guidelines:**

Ph.D. in Safety Engineering or re­lated fields and up to 1 year experience; or M.S. and 1 to 3 years experience; or B.S. and 3 to 5 years experience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Safety Engineer/Specialist I Job Code: 1807

## Job Description:

Works under close supervision. Performs assigned tasks from detailed instructions and established procedures. Work is reviewed for soundness of technical judgment and for following the defined policies and procedures. Assists others in developing, implementing and evaluating programs and procedures to assure personnel and facility safety. Program areas include: electrical, explosive, high pressure, construction and robotics safety. Participates with others in monitoring and controlling the organization's safety standards in accordance with OSHA and State regulations. Provides input for the development and implementation of programs and record keeping systems to track and evaluate personnel injury and illness experience. Conducts basic trend analysis, audits, accident investigations and site inspections of operational procedures, facility design, equipment and ma­terials. Assists others in developing and conducting employee training, emergency preparedness and quality as­surance programs.

**Qualification Guidelines:**

M.S. in Safety Engineering or re­lated fields and up to 1 year experience; or B.S. and up to 3 years experience.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

**Please provide the AVERAGE starting salary for recent hires (last 12 months) with a:**

Bachelor of Art or Bachelor of Science Degree (BA/BS) $

Master of Art or Master of Science Degree (MA/MS/MBA) $

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Safety Technician 3 Job Code: 1808

## Job Description:

Under general supervision performs assigned tasks from detailed instructions, established policies and proce­dures. Assists others in implementing and monitoring industrial safety programs to ensure personnel and facility safety. Participates with senior safety personnel in monitoring and controlling the organization's safety standards in accordance with OSHA and State codes and regulations. Evaluates new equipment and materials for safety. Monitors employee exposure to chemicals and other toxic substances. Assists in performing surveys and inspec­tions to ensure compliance with the organization's policies, procedures, regulations and standards related to em­ployee safety. Assists with testing and servicing safety equipment and systems, and conducting drills. May assist with calibrating, testing and maintaining monitoring sampling and analytical equipment and instruments related to safety programs. Documents non-compliance or hazardous conditions found and the remedial action taken. Maintains storage areas, consumable supply inventories, and personnel protection equipment. Responds to emergency situations involving hazardous materials, radiation, or fire and smoke incidents in the facility. Must keep abreast of changes in all OSHA and State safety codes and regulations.

**Qualification Guidelines:**

B.S. in Occupational Safety or related fields and a minimum of 1 years experience; or Associate degree in a tech­nical field directly related to the position and minimum of 3 years progressive experience; or H.S. diploma with a minimum of 7 years progressive experience.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Safety Technician 2 Job Code: 1809

## Job Description:

Under direct supervision performs assigned tasks from detailed instructions, established policies and procedures. Assists others in implementing and monitoring industrial safety programs to ensure personnel and facility safety. Participates with senior safety personnel in monitoring and controlling the organization's safety standards in ac­cordance with OSHA and State codes and regulations. Participates in evaluating new equipment and materials for safety. Monitors employee exposure to chemicals and other toxic substances. Assists others in performing surveys and inspections to ensure compliance with the organization's policies, procedures, regulations and stan­dards related to employee safety. Assists with testing and servicing safety equipment and systems. May assist with maintaining monitoring sampling and analytical equipment and instruments related to safety programs. Documents non-compliance or hazardous conditions found and the remedial action taken. May maintain storage areas, consumable supply inventories, and personnel protection equipment. Responds to emergency situations involving hazardous materials, radiation, or fire and smoke incidents in the facility. Must keep abreast of changes in all OSHA and State safety codes and regulations.

**Qualification Guidelines:**

Associate degree in a technical field directly related to the position and a minimum of 2 years progressive experi­ence; or H.S. diploma with minimum of 5 years progressive experience.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Safety Technician 1 Job Code: 1810

# Job Description:

Under immediate supervision performs assigned tasks from detailed instructions, established policies and proce­dures. Assists others in implementing and monitoring industrial safety programs to ensure personnel and facility safety. Participates with senior safety personnel in monitoring and controlling the organization's safety standards in accordance with OSHA and State codes and regulations. Participates in evaluating new equipment and mate­rials for safety. Assists with monitoring employee exposure to chemicals and other toxic substances. Assists others in performing surveys and inspections to ensure compliance with the organization's policies, procedures, regulations and standards related to employee safety. Assists with testing and servicing safety equipment and systems. Reports non-compliance or hazardous conditions found and suggest remedial action to be taken. May maintain storage areas, consumable supply inventories, and personnel protection equipment. Along with more senior personnel responds to emergency situations involving hazardous materials, radiation, or fire and smoke incidents in the facility.

**Qualification Guidelines:**

Associate degree in a technical field directly related to the position and a minimum of 1 year progressive experi­ence; or H.S. diploma with a minimum of 3 years progressive experience.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Manager, Environmental Protection Job Code: 2002

## Job Description:

Plans and directs the environmental engineering function within a facility under senior management direction. Accountable for developing and implementing the policies, procedures and systems relating to the environmental pollution compliance program. Ensures that the operating facility is in compliance with all government agencies or­dinances and regula­tions. Communicates with senior management regarding the policies and procedures for ensuring environmental stan­dards. Responsible for directing the installation, operation and maintenance of envi­ronmental and emission monitoring instruments and testing equipment necessary to determine air, land or water pollution levels. Maintains expert knowledge of all existing and proposed changes in Federal, State and Local environmental and occupational health regulations. Responsible for interpreting data, observations and current regulations. Assesses environmental risk and develops required regulatory documentation. Performs hazardous waste site inspections and recommends appropriate action to senior management in compliance with regulations. Responsible for requisition of and use of protective equipment. May review planned expansion, modifications or closures of facilities which affect environmental discharges, emissions, and hazardous materials. Provides lead­ership and direction to management, professional and technical personnel of the organization unit.

**Qualification Guidelines:**

Ph.D. in Environmental Engineering or re­lated fields and more than 5 years expe­ri­ence; or M.S. and more than 7 years experience; or B.S. and more than 10 years experience. Experience should in­clude a minimum of 3 years of supervisory responsibility. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Emp. Location**  **STATE** | **Annual**  **Base Salary** | **Annual Extra**  **Cash Income** | **Annual**  **Bonus Tgt.**  **% of Base** | **LTI**  **Incentive**  **Target** | **LTI**  **Paid** | **LTI TGT.**  **as a %**  **of**  **Base** | **Salary Range**  **Min.** | **Salary Range**  **Mid.** | **Salary Range**  **Max.** |
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# Environmental Protection Engineer IV Job Code: 2004

## Job Description:

Works under consultative direction toward predetermined goals and objectives. Assignments are usually self-ini­tiated. Determines and pursues courses of action necessary to obtain desired results. Work is checked through consultation and agreement, rather than by formal review of superior. Responsible for installing, operating and maintaining environmental and emission monitoring instruments and testing equipment necessary to determine air, land or water pollution levels. Maintains expert knowledge of all existing and proposed changes in Federal, State and Local environmental and occupational health regulations including RCRA, HSWA, CERCLA, NEPA, SARA, Clean Air and Water Acts. Responsible for interpreting data, observations and current regulations. Assesses environmental risk and develops required regulatory documentation. Performs hazardous waste site inspections and recommends appropriate action to management in compliance with regulations. Develops, main­tains and uses protective equipment. Performs tests or experiments requiring the use of unconventional proce­dures and current line of instrumentation. May review planned expansion, modifications or closures of facilities which affect environmental discharges, emissions, and hazardous materials. Provides leader­ship to less experi­enced engineers and to technicians. May act as lead person or technical ex­pert on medium to large projects.

**Qualification Guidelines:**

Ph.D. in Environmental Engineering or re­lated fields and 3 to 5 years experience; or M.S. and 5 to 7 years experi­ence; or B.S. and 7 to 10 years experience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Environmental Protection Engineer III Job Code: 2005

## Job Description:

Works under very general direction. Independently determines and develops approaches to solutions. Work is reviewed upon completion for adequacy in meeting objectives. Responsible for installing, operating and maintain­ing environmental and emission monitoring instruments and testing equipment necessary to determine air, land or water pollution levels. Maintains a comprehensive knowledge of all existing and proposed changes in Federal, State and Local environmental legislation and regulations including RCRA, HSWA, CERCLA, NEPA, SARA, Clean Air and Water Acts. Assesses environmental risk and assists in developing regulatory documentation of results. Performs hazardous waste site inspections and recommends appropriate action to management in com­pliance with regulations. Prepares, maintains and uses protective equipment. May perform tests or experiments requiring the use of unconventional procedures and current line of instrumentation. May review planned expan­sion, modifications or closures of facilities which affect environmental discharges, emissions, and hazardous ma­terials. Provides leader­ship to less experienced engineers and to technicians. May act as lead person or techni­cal ex­pert on small to medium projects.

**Qualification Guidelines:**

Ph.D. in Environmental Engineering or re­lated fields and 1 to 3 years experience; or M.S. and 3 to 5 years experi­ence; or B.S. and 5 to 7 years experience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Environmental Protection Engineer II Job Code: 2006

## Job Description:

Works under general direction. Work is reviewed upon completion for adequacy in meeting objectives and for soundness of technical judgment and overall adequacy. Uses technical discretion within well de­fined practices and policies in se­lecting methods and tech­niques for obtaining solutions. Works on problems of somewhat diverse scope and com­plexity where analyses of data require evaluation of identifi­able factors. Responsible for installing, operating and maintaining environmental and emis­sion monitoring instruments and testing equipment necessary to determine air, land or water pollution levels. Maintains a good working knowledge of Federal, State and Local environmental and occupational health legisla­tion and regulations including RCRA, HSWA, CERCLA, NEPA, SARA, Clean Air and Water Acts. Assesses envi­ronmental risk and assists in developing regulatory documentation of results. Performs hazardous waste site in­spections and recommends appropriate action to management in compliance with regulations. Maintains and uses protective equipment. May provide leader­ship to less experienced engineers and to technicians. May act as lead person or technical advisor on small projects.

**Qualification Guidelines:**

Ph.D. in Environmental Engineering or re­lated fields and up to 1 year of experience; or M.S. and 1 to 3 years expe­ri­ence; or B.S. and 3 to 5 years experience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Environmental Protection Engineer I Job Code: 2007

## Job Description:

Works under close supervision. Performs assigned tasks from detailed instructions and established procedures. Work is reviewed for soundness of technical judgment and for following the defined policies and procedures. Assists others in installing, operating and maintaining environmental and emission monitoring instruments and testing equipment necessary to determine air, land, or water pollution levels. Develops and maintains basic knowledge of Federal, State and Local environmental and occupational health legislation and regulations includ­ing RCRA, HSWA, CERCLA, NEPA, SARA, Clean Air and Water Acts. Assesses environmental risk and assists in developing required regulatory documentation. Participates with others in performing hazardous waste site in­spections, and provides input in recommending appropriate action. Maintains and uses protective equipment.

**Qualification Guidelines:**

M.S. in Environmental Engineering or re­lated fields and up to 1 year experience; or B.S. and up to 3 years experi­ence.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

**Please provide the AVERAGE starting salary for recent hires (last 12 months) with a:**

Bachelor of Art or Bachelor of Science Degree (BA/BS) $

Master of Art or Master of Science Degree (MA/MS/MBA) $

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Manager, Fire Protection Engineer Job Code: 2102

## Job Description:

Plans, organizes and manages the fire protection engineer­ing function within a major facility of the corporation. Responsible for directing all activities associated with fire protection engineering, including the development and im­plementation of a comprehensive program to ensure effec­tive monitoring of the facilities activities to assess fire protec­tion and life safety implica­tions. Responsible for the review of all building construction designs, fire protec­tion oversight and audit programs, fire loss control methodologies, fire safety inspection reports, property damage investigation re­ports and fire prevention training activities. Develops short and long range plans to maintain the highest standards of fire protection. Maintains state-of-the-art knowledge in areas of responsibility through con­tacts with industry peers and in­volvement with fire protection engineering associations. Develops new policies and procedures to incorporate fire protection standards promulgated by NFPA, OSHA, EPA, DOE, DOD and other Federal, State and local agen­cies. Guides the establishment of monitoring and con­trol proce­dures. Directs all in­vestigation and anal­y­sis of all facets of any major fire within the organi­zation to determine the origin, cause, and what, if any breakdown in the fire protection plans and procedures may have oc­curred. Develops reme­dial plans for ap­proval by senior manage­ment. Provides leadership direction to supervisory and professional staff in the functional unit.

**Qualification Guidelines:**

Ph.D. in Fire Protection Engineering or re­lated fields and more than 5 years expe­ri­ence; or M.S. and more than 7 years experience; or B.S. and more than 10 years experience. Experience should in­clude a minimum of 3 years of supervisory responsibility. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Emp. Location**  **STATE** | **Annual**  **Base Salary** | **Annual Extra**  **Cash Income** | **Annual**  **Bonus Tgt.**  **% of Base** | **LTI**  **Incentive**  **Target** | **LTI**  **Paid** | **LTI TGT.**  **as a %**  **of**  **Base** | **Salary Range**  **Min.** | **Salary Range**  **Mid.** | **Salary Range**  **Max.** |
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# Supervisor, Fire Protection Engineer Job Code: 2103

## Job Description:

Under general direction supervises person­nel engaged in fire protection engineering activi­ties within a facility of the organization. Work is reviewed upon completion for adequacy in meeting objectives. Provides technical leadership and administrative guid­ance to personnel to as­sure effective monitoring of the facilities activities to as­sess fire protection and life safety implica­tions. Develops short-term plans to maintain the highest standards of fire protection. Schedules project work and personnel assign­ments to meet the completion dates and sets prior­ity of work as­signments. Supervises and coordi­nates development of fire protection projects. Evaluates progress and results and institutes changes in procedures and objectives as needed. Directs the establishment of monitor­ing and con­trol procedures. Oversees investigation and anal­y­ses of all facets of any fire within the organi­zation to determine the origin, cause, and what, if any breakdown in the fire protection plans and procedures may have oc­curred. Prepares remedial plans and procedures for ap­proval by manage­ment. Determines and implements training for subordinates. Maintains current knowledge of building and fire protection codes and regulations to as­sure the organization's compliance. Provides direct supervision to entry level exempt employees and/or skilled non-exempt employees assigned to the work unit.

**Qualification Guidelines:**

M.S. in Fire Protection Engineering or re­lated fields and 3 to 5 years expe­rience; or B.S. and 5 to 7 years expe­ri­ence. Experience should in­clude a minimum of 2 years of supervisory responsibility. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Emp. Location**  **STATE** | **Annual**  **Base Salary** | **Annual Extra**  **Cash Income** | **Annual**  **Bonus Tgt.**  **% of Base** | **LTI**  **Incentive**  **Target** | **LTI**  **Paid** | **LTI TGT.**  **as a %**  **of**  **Base** | **Salary Range**  **Min.** | **Salary Range**  **Mid.** | **Salary Range**  **Max.** |
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# Senior Fire Protection Engineer IV Job Code: 2104

## Job Description:

Works under consultative direction toward predetermined goals and objectives. Assignments are usually self-ini­tiated. Responsible for developing and im­plementing fire protection programs and procedures in an attempt to eliminate personnel injury and/or property damage due to fire and explosion. Implement programs and proce­dures to ensure employee and facility safety is in accordance with all OSHA, NFPA and Life Safety Code re­quirements. Maintain current knowledge of all building and fire protection codes and regula­tions to assure com­pliance. Monitors new construction and facility fire safety. Designs, inspects, tests and maintains fire protection systems and equipment to ensure that in an emer­gency they operate and perform to standards. Analyzes all facets of any fire to determine the origin, cause, and what, if any, breakdown in the fire pro­tection plans and pro­cedures may have occurred. Drafts remedial plans and procedures for approval by fire protection management. Organizes, trains and provides leadership to a facility fire brigade. Develops and maintains emer­gency proce­dures and personnel accountability systems. Performs audits and fire investigations and provides fire fighter and first aid/CPR training. Reviews and approves material and equipment requisitions, new and modified pro­cesses and non-routine work. Provides technical leadership to less experience engineers and to technicians. May act as lead person or technical expert on medium to large projects.

**Qualification Guidelines:**

Ph.D. in Fire Protection Engineering or re­lated fields and 3 to 5 years experience; or M.S. and 5 to 7 years expe­rience; or B.S. and 7 to 10 years experience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Fire Protection Engineer III Job Code: 2105

## Job Description:

Works under very general direction. Independently determines and develops approaches to solutions. Work is reviewed upon completion for adequacy in meeting objectives. Participates in developing and im­plementing fire protec­tion programs and procedures in an attempt to eliminate personnel injury and/or property damage due to fire and explosion. Implements programs and proce­dures to ensure employee and facility safety is in accordance with all OSHA, NFPA and Life Safety Code requirements. Maintains current knowledge of building and fire pro­tection codes and regula­tions to assure compliance. Surveys facilities to determine potential fire hazards and recommends correc­tive action. Reviews the more complex documents required for new construc­tion or modifica­tion of existing facilities to determine appropriate fire prevention. Inspects, tests and maintains fire protection sys­tems and equipment to ensure that in an emer­gency they operate and perform to standards. Participates in the investigation of all facets of any fire to determine the origin, cause, and what, if any, breakdown in the fire pro­tec­tion plans and procedures may have occurred. Prepares reports and maintains records on fire investigations. Drafts remedial plans and procedures. Conducts fire fighter and first aid/CPR training. Provides technical leader­ship to less experience engineers and to technicians. May act as lead person or technical expert on small to medium projects.

**Qualification Guidelines:**

Ph.D. in Fire Protection Engineering or re­lated fields and 1 to 3 years experience; or M.S. and 3 to 5 years expe­rience; or B.S. and 5 to 7 years experience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Fire Protection Engineer II Job Code: 2106

## Job Description:

Works under general direction. Work is reviewed upon completion for adequacy in meeting objectives and for soundness of technical judgment and overall adequacy. Uses technical discretion within well de­fined practices and policies in se­lecting methods and tech­niques for obtaining solutions. Works on problems of somewhat diverse scope and com­plexity where analyses of data require evaluation of identifi­able factors. Assists others in developing and im­plementing fire protec­tion programs and pro­ce­dures in an attempt to eliminate personnel injury and/or property damage due to fire and explosion. Participates in the implementation of programs and proce­dures to ensure employee and facility safety is in accor­dance with all OSHA, NFPA and Life Safety Code requirements. Maintains good working knowledge of building and fire protection codes and regula­tions to assure compliance. Surveys specific facilities to determine potential fire hazards and recommends correc­tive action. Reviews modestly complex documents required for new con­struc­tion or modification of existing facilities to determine appropriate fire prevention. Participates with others in inspecting, testing and maintaining fire protection systems and equipment to ensure that in an emer­gency they operate and per­form to standards. Assists in the investigation of any fire to determine the origin, cause, and what, if any, breakdown in the fire pro­tection plans and procedures may have occurred. Maintains records and prepares reports on fire investiga­tions. Participates in fire fighter and first aid/CPR training. Provides technical leadership to less experience Engineers and to technicians. May act as lead person or technical advisor on small projects.

**Qualification Guidelines:**

Ph.D. in Fire Protection Engineering or re­lated fields and up to 1 year experience; or M.S. and 1 to 3 years expe­rience; or B.S. and 3 to 5 years experience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Fire Protection Engineer I Job Code: 2107

## Job Description:

Works under close supervision. Performs assigned tasks from detailed instruc­tions and established procedures. Work is reviewed for soundness of technical judgment and for following the defined policies and procedures. Assists others in im­plementing fire protec­tion programs and proce­dures in an attempt to elimi­nate personnel injury and/or property damage due to fire and explosion. Works with others in the implementation of programs and pro­ce­dures to ensure employee and facility safety is in accordance with all OSHA, NFPA and Life Safety Code re­quirements. Maintains basic working knowledge of building and fire protec­tion codes and regula­tions to assure compliance. Helps in surveys of specific facilities which are conducted to determine potential fire hazards. Provides support in the review of less complex documents required for new construc­tion or modification of exist­ing facilities to determine appropriate fire prevention. Collaborates with others in inspecting, testing and maintain­ing fire protection systems and equipment to ensure that in an emer­gency they operate and per­form to standards. Assists in the investigation of any fire to determine the origin, cause, and what, if any, breakdown in the fire pro­tection plans and procedures may have occurred. Prepares records and reports on fire investigations. Assists in the preparation and maintenance of emer­gency procedures. Assists in fire fighting and first aid/CPR training.

**Qualification Guidelines:**

M.S. in Fire Protection Engineering or re­lated fields and up to 1 year experience; or B.S. and up to 3 years experi­ence.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

**Please provide the AVERAGE starting salary for recent hires (last 12 months) with a:**

Bachelor of Art or Bachelor of Science Degree (BA/BS) $

Master of Art or Master of Science Degree (MA/MS/MBA) $

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Chief, Fire and Emergency Response Services Job Code: 2120

## Job Description:

Plan, organizes and supervises, fire suppression, emergency medical services and hazardous materi­als emer­gency response activities under consultative direc­tion toward predetermined goals and objectives. Develops and implements policies and procedures to ensure an effec­tive fire suppression, fire prevention, emergency response and rescue operations program. Responsible for supervising all fire suppression activities at fire sites. Directs the department’s fire protection training for in-ser­vice fire department personnel and employees of off-site fire de­part­ments. Supervises fire inspection programs and as­sures that appropriate documentation is provided. Ensures that all regulations are observed in accordance with NFPA, OSHA, EPA, DOE, DOD and other Federal, State and local agen­cies. Reviews all construction projects and building specifica­tions to assure that fire protec­tion concerns are addressed and in­corporated. Investigates fire incidents to determine cause and implements procedures to reduce potential of re­currence of similar incidents. Responsible for the obtaining the necessary fire fighting and emergency response equipment, supplies and apparatus to maintain an effective emergency unit. Assures that all personnel are informed and knowledgeable of Fire Codes. Functions as the Incident Commander at most emergencies. Provides leadership direc­tion to supervisory and technical personnel in the fire de­partment.

**Qualification Guidelines:**

B.S. in Fire Science or related fields and more than 5 years experience; or Associate degree in Fire Science or related fields and more than 7 years experience, including a least 4 years of fire ground command; H.S. diploma or a certification in fire prevention or fire suppression and 10 years experience. NFPA and EMT special skills cer­tification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Emp. Location**  **STATE** | **Annual**  **Base Salary** | **Annual Extra**  **Cash Income** | **Annual**  **Bonus Tgt.**  **% of Base** | **LTI**  **Incentive**  **Target** | **LTI**  **Paid** | **LTI TGT.**  **as a %**  **of**  **Base** | **Salary Range**  **Min.** | **Salary Range**  **Mid.** | **Salary Range**  **Max.** |
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# Battalion Chief, Fire and Emergency Response Services Job Code: 2122

## Job Description:

Works under consultative direction. Exercises reasonable discretion in determining work assignments, setting priorities and coordinating the activities of personnel in the Fire Department on an assigned shift. Supervises shift personnel and directs activities associated with the department’s objec­tives. Prepares schedules and assigns fire fighters and con­ducts follow-up reviews to assure compliance with work di­rectives and proper fire protection and emergency response procedures. Supervises activities at fires employing all fire suppression necessary. Investigates fire incidents to deter­mine cause and suggest procedures to reduce potential of re­currence of similar incidents. Supervises the emergency response unit for medical services or hazardous spills and specialized res­cue operations such as; high angle technical rescues, confined space rescues and subsurface rescues in accor­dance with NFPA, Federal, State and local standards. Ensures that all rescue equipment is appropriately tested and serviced. Conducts fire prevention inspections and as­sures that appropriate docu­mentation is provided. Reports on periodic inspections and recom­mends placement of fire fighting equipment at strategic loca­tions. Maintains cognizance of and compliance with appli­cable environmental, health and safety directives. May act as the Incident Commander at emergencies. Provides leadership direc­tion and training to fire fighter and emergency response personnel during the as­signed shift.

**Qualification Guidelines:**

Associate degree in Fire Science or related fields and more than 5 years fire fighting experience; or H.S. diploma and certification in fire prevention or fire suppression and 7 years fire fighting experience including a least 3 years supervisory responsibility. NFPA and EMT special skills certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Emp. Location**  **STATE** | **Annual**  **Base Salary** | **Annual Extra**  **Cash Income** | **Annual**  **Bonus Tgt.**  **% of Base** | **LTI**  **Incentive**  **Target** | **LTI**  **Paid** | **LTI TGT.**  **as a %**  **of**  **Base** | **Salary Range**  **Min.** | **Salary Range**  **Mid.** | **Salary Range**  **Max.** |
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# Fire Fighter/Emergency Response Specialist 3 Job Code: 2124

## Job Description:

Works under general supervision. Performing assigned fire fighting and emergency response services in accor­dance with established protocols and standard procedures. Follows standard practices as part of the Fire and Emergency Response Services team. Participates as a member of the emergency response unit in providing fire suppression and prevention services, medical services, hazardous spill response and specialized rescue opera­tions in accordance with NFPA, Federal, State and local standards. Conducts regular inspections of plant and equipment to detect potential fire and safety hazards and reports such conditions so that corrective action can be taken. Inspects fire extinguisher and fire systems (sprinklers, fire hydrants, water control systems). Assists in in­vestigations of all alarms and fires to determine causes. Conducts fire protection educational programs and in-plant training in use of fire fighting equipment. Participates in compiling, verifying and correlating data related to emergency response issues. Assists with testing and servicing emergency rescue equipment. Assists in evaluat­ing and issuing confined space permits and hot permits for construction personnel. Operates and maintains emergency response vehicles (i.e., fire trucks, ambulances, etc.).

**Qualification Guidelines:**

Associate degree in Fire Science or related fields and more than 5 years fire fighting experience; or H.S. diploma and more than 7 years fire fighting experience. NFPA certification (level III) or equivalent and Emergency Medical Training (EMT) special skills certification.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Fire Fighter/Emergency Response Specialist 2 Job Code: 2125

## Job Description:

Works under direct supervision. Performing assigned fire fighting and emergency response services in accor­dance with established protocols and standard procedures. Follows standard practices as part of the Fire and Emergency Response Services team. Participates as a member of the emergency response unit in providing fire suppression and prevention services, medical services, hazardous spill response and specialized rescue opera­tions such as high angle technical rescues, confined space rescues and subsurface rescues in accordance with NFPA, Federal, State and local standards. Conducts regular inspections of plant and equipment including fire ex­tinguisher and fire systems (sprinklers, fire hydrants, water control systems). Participates in compiling, verifying and correlating data related to emergency response issues. Assists with testing and servicing emergency rescue equipment. Assists in evaluating and issuing confined space permits and hot permits for construction personnel. Operates and maintains emergency response vehicles (i.e., fire trucks, ambulances, etc.).

**Qualification Guidelines:**

Associate degree in Fire Science or related fields and 1 to 3 years fire fighting experience; or H.S. diploma and 3 to 5 years fire fighting experience. NFPA certification (level III) or equivalent and Emergency Medical Training (EMT) special skills certification.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Fire Fighter/Emergency Response Specialist 1 Job Code: 2126

# Job Description:

Works under close supervision. Performing assigned fire fighting and emergency response services tasks from detailed instructions and established procedures. Follows standard practices as part of the Fire and Emergency Response Services team. Participates as a member of the emergency response unit in providing fire suppression and prevention services, medical services, hazardous spill response and specialized rescue operations such as high angle technical rescues, confined space rescues and subsurface rescues in accordance with NFPA, Federal, State and local standards. Conducts monthly inspections of fire extinguisher and fire systems (sprinklers, fire hydrants, water control systems). Assists in compiling, verifying and correlating data related to emergency re­sponse issues. Assists with testing and servicing emergency rescue equipment. Assists in evaluating and issu­ing confined space permits and hot permits for construction personnel. Operates and maintains emergency re­sponse vehicles (i.e., fire trucks, ambulances, etc.).

**Qualification Guidelines:**

Associate degree in Fire Science or related fields and less than 3 years fire fighting experience; or H.S. diploma and more than 5 years fire fighting experience. NFPA certification (level III) or equivalent and Emergency Medical Training (EMT) special skills certification.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Manager, Hazardous Materials Job Code: 2202

## Job Description:

Plans and directs the hazardous materials management, packaging, and transportation function within a facility under senior management direction. Accountable for developing and implementing the policies, procedures and systems relating to the hazardous materials storage, packaging and transportation compliance program. Accountable for the safe, efficient storage, packaging, and transportation of all forms of hazardous materials (including radioactive) and hazardous waste to off-site locations. Directs activities to assure readiness of the or­ganizations emergency response program. Conducts investigations to assure waste management facilities are operated in strict compliance with operating permits. Prepares reports to management on investigations and evaluations of hazardous materials. Evaluates hazardous waste transportation, treatment and disposal vendors for acceptability. Responsible for ensuring packaging and shipment of all hazardous and radioactive waste are in accordance with all Federal, State and local motor carrier safety and drug free work place compliance regulations. Administers waste minimization programs, provides training, and develops and maintains quality assurance pro­grams. Maintains an in-depth knowledge of Federal, State and local hazardous waste standards and regulations such as: EPA, DOE, DOT, NRC, RCRA, and HSWA programs. Provides leadership direction to management, professional, and technical personnel in the functional unit.

**Qualification Guidelines:**

Ph.D. in Environmental Science or re­lated fields and more than 5 years expe­ri­ence; or M.S. and more than 7 years experience; or B.S. and more than 10 years experience. Experience should in­clude a minimum of 3 years of supervisory responsibility. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Emp. Location**  **STATE** | **Annual**  **Base Salary** | **Annual Extra**  **Cash Income** | **Annual**  **Bonus Tgt.**  **% of Base** | **LTI**  **Incentive**  **Target** | **LTI**  **Paid** | **LTI TGT.**  **as a %**  **of**  **Base** | **Salary Range**  **Min.** | **Salary Range**  **Mid.** | **Salary Range**  **Max.** |
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# Supervisor, Hazardous Materials Job Code: 2203

## Job Description:

Works under consultative direction toward predetermined goals and objectives. Supervise employees engaged in processing, storing and securing hazardous materials to achieve the optimal control or reduction of hazards and exposures which are detrimental to people and/or property. Accountable for the safe, efficient abatement, packaging, storage and transportation of all forms of hazardous materials and waste (including hazardous substances, radioactive waste and infectious waste) to on or off-site locations and/or disposal. Oversees processing and security of hazardous materials, waste and radioactive waste including: receiving, logging, labeling, segregating, classifying, and packaging. Participates in investigations to assure waste management facilities are operated in strict compliance with operating permits and security standards. Prepares reports to management on investigations and evaluations of hazardous materials. Responsible for ensuring packaging and shipment of all hazardous and radioactive waste are in accordance with all Federal, State and local motor carrier safety and drug free work place compliance regulations. Participates in evaluating hazardous waste transportation, treatment and disposal vendors for acceptability. Maintains up-to-date knowledge of Federal, State and local hazardous waste standards and regulations. Administers waste minimization programs, provides training, and develops and maintains quality assurance programs. Provides direct supervision to entry level exempt employees and/or skilled non-exempt employees (i.e., technicians).

**Qualification Guidelines:**

M.S. in Environmental Science or related fields and 3 to 5 years experience; or B.S. and 5 to 7 years experience. Experience should include a minimum of 2 years of supervisory responsibility. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Emp. Location**  **STATE** | **Annual**  **Base Salary** | **Annual Extra**  **Cash Income** | **Annual**  **Bonus Tgt.**  **% of Base** | **LTI**  **Incentive**  **Target** | **LTI**  **Paid** | **LTI TGT.**  **as a %**  **of**  **Base** | **Salary Range**  **Min.** | **Salary Range**  **Mid.** | **Salary Range**  **Max.** |
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# Senior Hazardous Materials Specialist IV Job Code: 2204

## Job Description:

Works under consultative direction toward predetermined goals and objectives. Assignments are usually self-ini­tiated. Determines and pursues courses of action necessary to obtain desired results. Work is checked through consultation and agreement, rather than by formal review of superior. Responsible for developing, implementing, and maintaining programs and procedures regarding the treatment, storage, packaging, transport and disposal of all forms of hazardous materials. Conducts investigations to assure waste management facilities are operated in strict compliance with operating permits. Prepares reports to management on investigations and evaluations of hazardous materials. Evaluates hazardous materials packaging, storage, transportation, treatment and disposal vendors for acceptability. Assures packaging and shipment of all hazardous and radioactive waste are in accor­dance with all Federal, State and local regulatory agencies. Administers hazardous materials minimization pro­grams, provides training, and develops and maintains quality assurance programs. Maintains an in-depth knowl­edge of Federal, State and local hazardous materials standards and regulations such as EPA, DOE, DOD, DOT, NRC, RCRA, and HSWA, programs. Develops training programs for site personnel involved in hazardous materi­als management work. Provides leadership to less experienced specialist and to technicians through work as­signments, monitoring schedules and resolving problems. May act as lead person on medium to large projects.

**Qualification Guidelines:**

Ph.D. in Environmental Science or re­lated fields and 3 to 5 years experience; or M.S. and 5 to 7 years experience; or B.S. and 7 to 10 years experience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Hazardous Materials Specialist III Job Code: 2205

## Job Description:

Works under very general supervision. Independently determines and develops technical objectives of assign­ments. Work is reviewed upon completion for accuracy in meeting objectives. Responsible for developing, im­plementing, and maintaining programs and procedures regarding the packaging, treatment, storage, transport and disposal of hazardous materials. Conducts investigations to assure waste materials management facilities are operated in strict compliance with operating permits. Prepares reports to management on investigations and evaluations of hazardous waste materials. Evaluates hazardous materials packaging, transportation, treatment and disposal vendors for acceptability. Assures packaging and shipment of all hazardous and radioactive mate­ri­als are in accordance with all Federal, State, and local regulations. Administers hazardous materials minimiza­tion programs, provides training, and develops and maintains quality assurance programs. Maintains an in-depth knowledge of Federal, State and local hazardous materials standards and regulations such as EPA, DOE, DOD, DOT, NRC, RCRA, and HSWA programs. May develops training programs for site personnel involved in haz­ardous materials management work. Provides leadership to less experienced specialist and to technicians through work assignments, monitoring schedules and resolving problems. May act as lead person on small to medium size projects.

**Qualification Guidelines:**

Ph.D. in Environmental Science or re­lated fields and 1 to 3 years experience; or M.S. and 3 to 5 years experience; or B.S. and 5 to 7 years experience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Hazardous Materials Specialist II Job Code: 2206

## Job Description:

Works under general direction. Work is reviewed upon completion for adequacy in meeting objectives and for soundness of technical judgment and overall adequacy. Uses technical discretion within well de­fined practices and policies in se­lecting methods and tech­niques for obtaining solutions. Works on problems of somewhat diverse scope and com­plexity where analyses of data require evaluation of identifi­able factors. Develop programs and procedures regarding the treatment, storage, packag­ing, transport and disposal of hazardous materials. Assists others in conducting investigations to assure haz­ardous materials management facilities are operated in strict compliance with operating permits. Participates in preparing reports to management on investigations and evaluations of hazardous materials. Assists in the eval­uation of hazardous materials packaging, transportation, treatment and disposal vendors for acceptability. Assures packaging and shipment of all hazardous and radioactive waste are in accordance with all regulations. Participates in the administration of hazardous materials minimization programs, provides training, and develops and maintains quality assurance programs. Maintains a good working knowledge of Federal, State and local hazardous materials standards and regulations such as DOE, DOT, EPA, NRC, RCRA, and HSWA, programs. Participates in the development of training programs for site personnel involved in hazardous materials manage­ment. May provide technical direction to less experienced specialist and to technicians. May also act as lead person or technical advisor on small projects.

**Qualification Guidelines:**

Ph.D. in Environmental Science or re­lated fields and up to 1 year of experience; or M.S. and 1 to 3 years experi­ence; or B.S. and 3 to 5 years experience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Hazardous Materials Specialist I Job Code: 2207

## Job Description:

Works under close supervision. Work is reviewed for soundness of technical judgment and overall adequacy. Assists in developing, implementing, and maintaining programs and procedures regarding the treatment, storage, packaging, transport and disposal of hazardous materials. Assists in conducting investigations to assure haz­ardous materials management facilities are operated in strict compliance with operating permits. Participates in the evaluation of hazardous materials packaging, transportation, treatment and disposal vendors for acceptability. Assures packaging and shipment of all hazardous and radioactive waste are in accordance with all regulations. Assists in administering hazardous materials minimization programs, provides training, and develops and main­tains quality assurance programs. Maintains general knowledge of Federal, State and local hazardous materials standards and regulations such as; DOE, DOD, DOT, EPA, NRC, RCRA, and HSWA, programs. Assists others in developing training programs for site personnel involved in hazardous materials management work. Provides in­put in the presentation of technical reports based on interpretation of observed data and research analysis.

**Qualification Guidelines:**

M.S. in Environmental Science or re­lated fields and up to 1 year experience; or B.S. and 1 to 3 years experience.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

**Please provide the AVERAGE starting salary for recent hires (last 12 months) with a:**

Bachelor of Art or Bachelor of Science Degree (BA/BS) $

Master of Art or Master of Science Degree (MA/MS/MBA) $

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Hazardous Materials Technician 3 Job Code: 2208

## Job Description:

Under general supervision performs assigned tasks from detailed instructions, established policies and proce­dures. Performs non-routine and, occasionally, labor tasks related to on and off-site treatment, storage, packag­ing, transport and/or disposal of hazardous materials. Maintains inventory and storage of hazardous materials (including radioactive and potentially radioactive substances). Processes hazardous materials which includes re­ceiving, logging, label­ing, segregating, classifying, and packaging. Independently performs radiation measure­ments and maintains security of material and waste in storage areas and processing sites. Independently per­forms routine swipes and exposure surveys of hazardous material storage and processing sites and documents results. Assists hazardous material specialist and health physics in a wide variety of duties including surveys, calibration of instruments, and material inventory. Assists in inspec­tions to ensure compliance with the organiza­tion’s poli­cies, procedures, regulations and standards re­lated to hazardous sites. Responds to emergency situa­tions involv­ing hazardous materials incidents at a specific site. Assists with testing and servicing equipment and systems. Must keep abreast of changes in all OSHA and State safety codes and regulations. Operates trucks, pumps, vacuum equipment, oil boom, generators, etc.

**Qualification Guidelines:**

B.S. in Environmental Science/Engineering or related fields and a minimum of 1 years experi­ence; or Associate degree in a tech­nical field directly related to the position and minimum of 3 years progressive experience; or H.S. diploma with a minimum of 7 years progressive experi­ence.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Hazardous Materials Technician 2 Job Code: 2209

## Job Description:

Under direct supervision performs assigned tasks from detailed instructions, established policies and proce­dures. Performs non-routine and, occasionally, heavy labor tasks related to on and off-site treatment, storage, packag­ing, transport and/or disposal of hazardous materials. Assist in maintaining inventory and storage of hazardous materials (including radioactive and potentially radioactive substances). Participates in processing hazardous ma­terials which includes re­ceiving, logging, label­ing, segregating, classifying, and packaging. Assist in performing radiation measure­ments and maintaining security of material and waste in storage areas and processing sites. Performs routine swipes and exposure surveys of hazardous material storage and processing sites and docu­ments results. Assists hazardous material specialist and health physics in a wide variety of duties including sur­veys, calibration of instruments, and material inventory. Assists in inspec­tions to ensure compliance with the or­ganization’s poli­cies, procedures, regulations and standards re­lated to hazardous sites. Responds to emergency situations involv­ing hazardous materials incidents at a specific site. Assists with testing and servicing equipment and systems. Must be aware of changes in all OSHA and State safety codes and regulations. Operates trucks, pumps, vacuum equipment, oil boom, generators, etc. May be required to operate tractors and other heavy ma­chinery after training.

**Qualification Guidelines:**

Associate degree in a technical field directly related to the position and a minimum of 2 years progressive experi­ence; or H.S. diploma with minimum of 5 years progressive experience.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Hazardous Materials Technician 1 Job Code: 2210

# Job Description:

Under immediate supervision performs assigned tasks from detailed instructions, established policies and proce­dures. Performs routine and, frequent, heavy labor tasks related to on and off-site treatment, storage, packag­ing, transport and/or disposal of hazardous materials. May assist in maintaining inventory and storage of hazardous materials (including radioactive and potentially radioactive substances). Participates in processing hazardous ma­terials which includes re­ceiving, logging, label­ing, segregating, classifying, and packaging. Assist in performing radiation measure­ments and maintaining security of material and waste in storage areas and processing sites. May participate in routine swipes and exposure surveys of hazardous material storage and processing sites and documents results. Assists hazardous material specialist and health physics in a wide variety of duties including surveys, calibration of instruments, and material inventory. Assists in inspec­tions to ensure compliance with the organization’s poli­cies, procedures, regulations and standards re­lated to hazardous sites. Responds to emer­gency situations involv­ing hazardous materials incidents at a specific site. Assists with testing and servicing equipment and systems. Operates trucks, pumps, vacuum equipment, oil boom, generators, etc. Required to operate tractors and other heavy machinery after training.

**Qualification Guidelines:**

Associate degree in a technical field directly related to the position and a minimum of 1 year progressive experi­ence; or H.S. diploma with a minimum of 3 years progressive experience.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Manager, Training – Environmental, Health and Safety Job Code: 2402

## Job Description:

Plans and manages the organization’s environmental health and safety training programs under senior manage­ment direc­tion. Conducts needs analyses and designs and institutes EH&S training and development programs to implement the organization’s policies. Directs the planning and development of "classroom type" technical training programs for all levels of employees de­signed to pro­mote knowledge of and compliance with envi­ronmen­tal health and safety issues and requirements. Programs will include support of such training activities and class­room instruction as: new employee safety, employee certification/recertification, CPR, first aid hazardous materi­als communication, driver’s safety and other programs as needed. Responsible for monitoring all regulatory re­quirements and for coordinating pro­grams of instruction in EH&S for management, supervisory, professional, technical and production employ­ees. Coordinates with and ensures a uniform level of EH&S training among all operating units of the organization. Appraises design specifications and provides technical assistance to senior management in support of developing acceptable training courses relating to temporary construction and perma­nent physical facilities and equipment. Evaluates effectiveness of training and de­velopment programs. Oversees the purchase of all EH&S training modules and interfaces with outside vendors and con­tractors. Prepares the training budget and moni­tors costs against plan. Provides leadership direction to supervi­sory and professional personnel of the unit.

**Qualification Guidelines:**

Ph.D. in Education, Business or re­lated fields and more than 5 years expe­ri­ence; or M.S. and more than 7 years experience; or B.S. and more than 10 years experience. Experience should in­clude a minimum of 3 years of su­pervisory responsibility. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Emp. Location**  **STATE** | **Annual**  **Base Salary** | **Annual Extra**  **Cash Income** | **Annual**  **Bonus Tgt.**  **% of Base** | **LTI**  **Incentive**  **Target** | **LTI**  **Paid** | **LTI TGT.**  **as a %**  **of**  **Base** | **Salary Range**  **Min.** | **Salary Range**  **Mid.** | **Salary Range**  **Max.** |
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# Senior Training Specialist – Environmental, Health and Safety IV Job Code: 2404

## Job Description:

Works under consultative direction toward predeter­mined goals and objectives. Assignments are usually self-initi­ated. Determines need for, de­signs, and implements the EH&S training and scheduling to support the safe and efficient opera­tion of all units within the organization. Plans, develops and conducts "classroom type" technical training programs de­signed for all levels of employees to pro­mote knowledge of and compliance with envi­ronmen­tal health and safety issues and requirements. Determines regulatory requirements and coordinates pro­grams of instruction in environmental health, safety and related fields to management, supervisory, professional, technical and production employees. Establishes and maintains training records for all employ­ees showing required and completed training and sched­ules various employee classifications in order to maintain current certifications. Develops and presents various certi­fication programs for employees as required by EH&S regulations. Evaluates effectiveness of training and de­velopment programs. Provides internal consulting ser­vices to the operating units to design and develop their training pro­grams. Serves as a formal reviewer of training documents to ensure their accuracy and completeness. Interfaces with industry and environ­mental groups and regulatory agencies to keep current on the changes de­veloping in the regulations and legislation. Requires knowledge and experience with the training requirements of OSHA and other Federal and State regulatory programs such as the DOE Training Accreditation Program (TAP). Maintains expert knowledge of the various training media and the latest develop­ment in the field. Provides leadership to less experienced professional trainers and to technicians. May act as lead person or technical expert on major training and development projects.

**Qualification Guidelines:**

Ph.D. in Education, Business or re­lated fields or and 3 to 5 years experience; or M.S. and 5 to 7 years experience; or B.S. and 7 to 10 years experience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Training Specialist – Environmental, Health and Safety III Job Code: 2405

## Job Description:

Works under very general direction. Independently determines and develops approaches to solutions. Work is reviewed upon completion for adequacy in meeting objectives. Plans, develops and conducts "classroom type" technical training programs de­signed for all levels of employees to pro­mote knowledge of and compliance with envi­ronmental health and safety issues and requirements. Coordinates pro­grams of instruction in environmental health, safety and related fields to management, supervisory, professional, technical and production employees. Establishes and maintains training records for all employ­ees showing required and completed training and sched­ules various employee classifications in order to maintain current certifications. Develops and presents various certi­fication programs for employees as required by EH&S regulations. Evaluates effectiveness of training and de­velopment programs. Provides internal consulting ser­vices to the operating units to design and develop their training pro­grams. May interface with industry and environ­mental groups and regulatory agencies to keep current on the changes de­veloping in the regulations and legislation. Requires knowledge and experience with the train­ing requirements of OSHA and other Federal and State regulatory programs such as the DOE Training Accreditation Program (TAP). Maintains extensive knowledge of the various training media and the latest devel­opment in the field. Provides leadership to less experienced professional trainers and to technicians. May act as lead person or technical expert on some training and development projects.

**Qualification Guidelines:**

Ph.D. in Education, Business or re­lated fields and 1 to 3 years experience; or M.S. and 3 to 5 years experience; or B.S. and 5 to 7 years experience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Training Specialist – Environmental, Health and Safety II Job Code: 2406

## Job Description:

Works under general supervision. Work is reviewed for soundness of technical judgment and overall adequacy. Plans, and conducts "classroom type" technical training programs de­signed for supervisory, professional, techni­cal and production employees to pro­mote knowledge of and compliance with envi­ronmental health and safety is­sues and requirements. Coordinates pro­grams of instruction in environmental health, safety and related fields. Performs special­ized training on EH&S topics for environmental sciences, engineering, safety and employees in related disciplines. Establishes and maintains training records for all employ­ees showing required and completed training and sched­ules various employee classifications in order to maintain current certifications. Presents vari­ous certi­fication programs for employees as required by EH&S regulations. Assess the effectiveness of training and de­velopment programs. Requires knowledge and experience with the train­ing requirements of OSHA and other Federal and State regulatory programs such as the DOE Training Accreditation Program (TAP). Provides internal consulting ser­vices to the operating units to develop their training pro­grams. Maintains knowledge of the various training media and the latest development in the field.

**Qualification Guidelines:**

Ph.D. in Education, Business or related fields and up to 1 year professional teaching or training experience; or M.S. and 1 to 3 years experience; or B.S. and 3 to 5 years experience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Training Specialist – Environmental, Health and Safety I Job Code: 2407

## Job Description:

Works under close supervision. Performs assigned tasks from detailed instruc­tions and established procedures. Work is reviewed for soundness of technical judgment and for following the defined policies and procedures. Conducts "classroom type" technical training programs de­signed for professional, technical and produc­tion em­ployees to pro­mote knowledge of and compliance with envi­ronmental health and safety issues and re­quirements. Coordinates pro­grams of instruction in environmental health, safety and related fields. Assists with special­ized training on EH&S topics for environmental sciences, engineering, safety and employees in related disciplines. May maintain training records for employ­ees showing required and completed training and sched­ules various employee classifications in order to maintain current certifications. Assists others in presenting various certi­fica­tion programs for employees as required by EH&S regulations. Requires basic knowledge and experi­ence with the train­ing requirements of OSHA and other Federal and State regulatory programs such as the DOE Training Accreditation Program (TAP). Provides internal advisory ser­vices to the operating units to develop their training pro­grams.

**Qualification Guidelines:**

M.S. in Education, Business or re­lated fields and up to 1 year experience; or B.S. and 1 to 3 years experience.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

**Please provide the AVERAGE starting salary for recent hires (last 12 months) with a:**

Bachelor of Art or Bachelor of Science Degree (BA/BS) $

Master of Art or Master of Science Degree (MA/MS/MBA) $

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Top Medical Director Job Code: 2500

## Job Description:

Plans, directs, and manages the Occupational Medicine Program for the total corporation under execu­tive man­agement direction based on predetermined goals and objectives. Provides ultimate medical expertise in all areas of occupational medicine. Recognizes, evaluates, interprets, recommends, and implements policies and proce­dures for all components of the occupational medicine, including; medical surveillance and certification, workers' compensation, health promotion, emer­gency response, employee assistance, and medical epidemiology. Reviews and incorporates, as appropriate, health and medical surveillance standards as promulgated by OSHA, DOE, DOD, and other Federal, State and local regulatory agencies. Provides medical expertise and input to company-wide programs of multi-dis­ciplinary nature. Participates in health and environmental issues at the pol­icy-making level and communicates on an ongoing basis with senior management to insure program effective­ness. Maintains and controls a financial budget re­lated to occupational medicine activities. Develops and directs the per­sonnel within the occupational medicine function of the organization. Provides leadership direction to management and professional personnel of the organi­zational unit.

**Qualification Guidelines:**

M.D. specializing in Occupational Health with more than 7 years of experience which should include a minimum of 3 years of management re­sponsibility. Board certification in Occupational Medicine preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Emp. Location**  **STATE** | **Annual**  **Base Salary** | **Annual Extra**  **Cash Income** | **Annual**  **Bonus Tgt.**  **% of Base** | **LTI**  **Incentive**  **Target** | **LTI**  **Paid** | **LTI TGT.**  **as a %**  **of**  **Base** | **Salary Range**  **Min.** | **Salary Range**  **Mid.** | **Salary Range**  **Max.** |
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# Second Level Medical Director Job Code: 2501

## Job Description:

Plans, directs, and manages the Occupational Medicine Program for an operating unit (i.e., division, group, sec­tor, etc.) under senior management direction based on predetermined goals and objectives. Provides ultimate medi­cal expertise in all areas of occupational medicine at the division or group level. Recognizes, evaluates, in­ter­prets, recommends, and implements policies and procedures for all components of the occupational medicine, including; medical surveillance and certification, workers' compensation, health promotion, emer­gency response, employee assistance, and medical epidemiology. Reviews and incorporates, as appropriate, health and medical surveillance standards as promulgated by OSHA, DOE, and other Federal, State and local regulatory agencies. Provides medical expertise and input to division-wide programs of multi-dis­ciplinary nature. Participates in health and environmental issues at the division level and communicates on an ongoing basis with senior management to insure program effectiveness. Maintains and controls a financial budget re­lated to occupational medicine activi­ties. Develops and directs the per­sonnel within the occupational medicine function of the organization unit. Provides leadership and direction to management and professional personnel of the organi­zational unit.

**Qualification Guidelines:**

M.D. specializing in Occupational Health with more than 5 years of experience which should include a minimum of 2 years of management re­sponsibility. Board certification in Occupational Medicine preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Emp. Location**  **STATE** | **Annual**  **Base Salary** | **Annual Extra**  **Cash Income** | **Annual**  **Bonus Tgt.**  **% of Base** | **LTI**  **Incentive**  **Target** | **LTI**  **Paid** | **LTI TGT.**  **as a %**  **of**  **Base** | **Salary Range**  **Min.** | **Salary Range**  **Mid.** | **Salary Range**  **Max.** |
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# Senior Physician Assistant IV – Senior Occupational Health Nurse IV Job Code: 2504

# Job Description:

Works under consultative direction with the Occupational Physician toward pre-determined goals and objectives. Assignments are usually self-initiated. Provides medical expertise in occupational health, epidemiology, and re­lated disciplines in conjunction with the organization's medical program. Monitors and analyzes programs of med­ical surveillance and provides or supervises on-site medical testing. Reviews, analyzes and interprets test results of individuals and groups. Prepares final summary reports with conclusions and recommendations. Conducts pre-employment physical examinations, periodic check-ups, treatment of work-connected illnesses, and medical and surgical care in industrial accident or disease cases. Works to maintain optimum levels of health, reduce ab­senteeism, reduce medical disabilities, and contain medical costs. Recommends medical and health policies and preventative measures of eliminating or minimizing industrial injuries and diseases. Evaluates workers' compen­sation cases and provides medical consultation on temporary and permanent disability cases. Participates in the formulation and administration of the organization's health care programs. May collaborate on related matters such as safety programs, industrial hygiene and health promotion programs. May act as the lead nurse and pro­vide leadership direction and technical counsel to less experience members of the nursing staff. May provide employee health services to one or more operating facilities in the organization.

**Qualification Guidelines:**

M.S. in Nursing and 5 to 7 years experience and a licensed registered nurse; or B.S. and 7 to 10 years experi­ence and a licensed registered nurse. May be a graduate of an accredited Physician Assistant program and li­censed Physician Assistant and NCCPA and/or COHN certified.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Physician Assistant III - Occupational Health Nurse III Job Code: 2505

## Job Description:

Under the general direction of an Occupational Physician, applies nursing principles directed toward conserving the health of workers and maintaining a safe and healthful environment in the occupational setting. Directs the activities of an operating unit's dispensary or infirmary. Works to maintain optimum levels of health, reduce ab­senteeism, reduce medical disabilities, and contain medical costs. Carries out proper treatment for acute or seri­ous injury (e.g., injections, suture removal, dressing changes, etc.), or illness (e.g., heart attacks, seizures, frac­tures, concussions, etc.) and determines and arranges proper disposition of employees as to hospital, physician, home or return to work. Determines real and potential health problems and hazards at the workplace through methods including work-site surveys and analysis of OSHA logs and accident reports. Conducts assigned project tasks to include: evaluating occupational injuries and illness, coordinating medical care, performing medi­cal surveillance and examinations, counseling and educating employees, organizing and maintaining medical records, and reviewing test results. Assists in the formulation and administration of company health programs. May act as the lead nurse and provides leadership direction and technical advice to less experience members of the nursing staff.

**Qualifications Guidelines:**

M.S. in Nursing and 3 to 5 years experience and a licensed registered nurse; or B.S. and 5 to 7 years experience and a licensed registered nurse. May be a graduate of an accredited Physician Assistant program and a licensed Physician Assistant and NCCPA and/or COHN certified.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Physician Assistant II - Occupational Health Nurse II Job Code: 2506

## Job Description:

Under limited supervision applies nursing principles directed toward conserving the health of workers and main­taining a safe and healthful environment in the occupational setting. Works to maintain optimum levels of health, reduce absenteeism, reduce medical disabilities, and contain medical costs. Carries out proper treatment for acute or serious injury (e.g., injections, suture removal, dressing changes, etc.) or illness (e.g., heart attacks, seizures, fractures, concussions, etc.) and determines and arranges proper disposition of employees as to hospi­tal, physician, home or return to work. Determines real and potential health problems and hazards at the work­place through methods including work-site surveys and analysis of OSHA logs and accident reports. Conducts assigned project tasks to include: evaluating occupational injuries and illness, coordinating medical care, performing medical surveillance and examinations, counseling and educating employees, organizing and maintaining medical records, and reviewing test results. Assists in the formulation and administration of the orga­nization's overall health programs.

**Qualifications Guidelines:**

M.S. in Nursing and 1 to 3 years experience and a licensed registered nurse; or B.S. and 3 to 5 years experience and a licensed registered nurse. May be a graduate of an accredited Physician Assistant program and a licensed Physician Assistant and NCCPA and/or COHN certified.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Occupational Health Nurse I Job Code: 2507

## Job Description:

Under close supervision applies nursing principles directed toward conserving the health of workers and maintain­ing a safe and healthful environment in the occupational setting. Works to maintain optimum levels of health, re­duce absenteeism, reduce medical disabilities, and contain medical costs. Assists in proper treatment for minor injury or illness and assists in determining and arranging proper disposition of employees as to hospital, physi­cian, home or return to work. Participates in determining real and potential health problems and hazards at the work­place through methods including work-site surveys and analysis of OSHA logs and accident reports. Under supervision, conducts assigned project tasks to include: evaluating occupational injuries and illness, as­sisting in coordinating medical care, performing medical surveillance and examinations, counseling and educating employ­ees, organizing and maintaining medical records, and reviewing test results. Assists in the formulation and ad­min­istration of organization's overall health programs.

**Qualifications Guidelines:**

M.S. in Nursing or related fields and up to 1 year experience; or B.S. and up to 3 years experience. Licensed registered nurse and Certified Occupational Health Nurse (COHN) preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

**Please provide the AVERAGE starting salary for recent hires (last 12 months) with a:**

Bachelor of Art or Bachelor of Science Degree (BA/BS) $

Master of Art or Master of Science Degree (MA/MS/MBA) $

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Manager, Environmental Laboratory Job Code: 2702

## Job Description:

Plans, organizes and manages the environmental health science ana­lytical chemistry and/or radiochemistry labo­rato­ry at a facility under senior manage­ment direction. Responsible for managing all activities re­lated to internally performed or externally contracted envi­ronmental chemical analyses associ­ated with the facility’s envi­ronmental programs. Oversees the chemical, physical, radiochemical and biological analy­ses, using a wide variety of labo­ratory instrumentation and complex analytical methodologies to isolate, identify and quantify con­stituents of soil, wa­ter, air, biological and other samples that may be a potential hazard in the work place and/or community. Assures proper management of all laboratory data, consistent doc­umentation of methodology, and appropriate record keeping procedures as­sociated with the labo­ra­tory operations. Submits capital equipment requests and manages the procurement, in­stallation, operations and maintenance of all laboratory equipment and instrumenta­tion. Manages laboratory subcontracts and equip­ment service contracts. Over­sees the imple­menta­tion of the operating unit’s an­nual oper­ating plans. Reviews and approves all reports and data prior to re­lease by the labora­tory. Works in concert with other managers of the envi­ron­mental func­tions to effectively achieve the fa­cility’s envi­ronmen­tal health and safety goals. Provides lead­ership direction to man­agement and pro­fessional personnel in the functional unit.

**Qualification Guidelines:**

Ph.D. in Analytical Chemistry/Radiochemistry or re­lated fields and more than 5 years expe­ri­ence; or M.S. and more than 7 years experience; or B.S. and more than 10 years experience. Experience should in­clude a minimum of 3 years of supervisory responsibility. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Emp. Location**  **STATE** | **Annual**  **Base Salary** | **Annual Extra**  **Cash Income** | **Annual**  **Bonus Tgt.**  **% of Base** | **LTI**  **Incentive**  **Target** | **LTI**  **Paid** | **LTI TGT.**  **as a %**  **of**  **Base** | **Salary Range**  **Min.** | **Salary Range**  **Mid.** | **Salary Range**  **Max.** |
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# Supervisor, Environmental Laboratory Job Code: 2703

## Job Description:

Works under consultative direction toward predetermined goals and objectives. Provides supervision to laboratory staff engaged in the environ­mental health science ana­lytical chemistry and/or radiochemistry labora­to­ry. Implements the proce­dures and systems to maintain and enhance the laboratory’s effectiveness. Supervises the technical staff conducting the chemical, physi­cal and biological analy­ses, using a wide va­riety of laboratory in­strumentation and analyti­cal methodologies to isolate, identify and quantify components of soil, wa­ter, air, biolog­i­cal and other samples that may be a po­tential hazard in the work place and/or community. Monitors all laboratory data, consistent docu­men­tation of methodology, and appropriate record keeping procedures as­sociated with the labo­ra­tory operations. Submits capital equipment requests and super­vises the pro­curement, in­stallation, opera­tions and mainte­nance of specific laboratory equipment and instrumentation. Primarily re­spon­sible for as­suring effective utiliza­tion of techni­cal person­nel and re­spond­ing promptly to the needs of organization unit. Interacts daily with sub­ordi­nates and/or functional peer groups. Interaction frequently involves exchange or presenta­tion of find­ings, con­clusions and rec­ommendations. Provide di­rect su­pervi­sion to entry level exempt em­ployees and/or skilled non-exempt employees (i.e., techni­cians).

**Qualification Guidelines:**

M.S. in Analytical Chemistry/Radiochemistry or re­lated fields and 3 to 5 years expe­rience; or B.S. and 5 to 7 years expe­ri­ence. Experience should in­clude a minimum of 2 years of supervisory responsibility. Certification pre­ferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Emp. Location**  **STATE** | **Annual**  **Base Salary** | **Annual Extra**  **Cash Income** | **Annual**  **Bonus Tgt.**  **% of Base** | **LTI**  **Incentive**  **Target** | **LTI**  **Paid** | **LTI TGT.**  **as a %**  **of**  **Base** | **Salary Range**  **Min.** | **Salary Range**  **Mid.** | **Salary Range**  **Max.** |
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# Senior Analytical Chemist IV Job Code: 2704

## Job Description:

Works under consultative direction toward predeter­mined goals and objectives. Assignments are usually self ini­tiated. Determines and pur­sues courses of ac­tion necessary to ob­tain desired results. Works on complex prob­lems where analysis of data or situa­tions requires an in-depth evaluation of various fac­tors. Exercises technical discretion within broadly de­fined practices and policies in se­lecting methods, techniques and evaluation cri­terion for obtaining results. Performs chemical analysis of liquid and/or solid samples for organic, in­organic and/or metal substance content; interprets and evaluates results to determine hazardous and toxic ma­terials in the environ­ment and workplace. Responsible for conducting diverse complex chemi­cal, physical, and bio­logi­cal analyses, using a wide variety of labo­ratory in­strumenta­tion and complex analytical methodol­ogy to isolate, identify and quantify components of soil, wa­ter, air, bio­log­ical and other samples that may be a potential hazard in the work place. Prepares comprehensive chemical profiles of substances relative to site-specific hazardous waste regula­tory actions. Prepares technical reports based on the expert interpretation of analyzed data. Makes presenta­tions at national confer­ences and publishes in technical journals. Generally serves as the internal expert in labo­ratory work. Provides technical leader­ship to less experienced chemist and to technicians. May act as lead per­son or technical ex­pert on medium to large projects.

**Qualification Guidelines:**

Ph.D. in Analytical Chemistry or re­lated fields and 3 to 5 years experience; or M.S. and 5 to 7 years experience; or B.S. and 7 to 10 years experience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Analytical Chemist III Job Code: 2705

## Job Description:

Works under very general direction. Exercises reasonable latitude in determining technical objectives of assign­ments. Work is reviewed upon completion for adequacy in meeting objectives. Works on problems of diverse scope and com­plexity where analysis of data requires evaluation of identifi­able factors. Uses technical discretion within generally de­fined practices and policies in se­lecting methods and tech­niques for obtaining solutions. Performs chemical analysis of liquid and/or solid samples for organic, in­organic and/or metal substance content; interprets and evaluates results to determine hazardous and toxic materials in the workplace. Responsible for conducting specific chemical, physical, and bio­logi­cal analyses, using a wide variety of labo­ratory in­stru­mentation and complex analytical methodology to isolate, identify and quantify components of soil, wa­ter, air, biolog­ical and other samples that may be a potential hazard in the workplace. Analyzes and test potentially hazardous sub­stances to identify their properties and char­ac­teristics as they may affect personnel. Prepares technical reports based on the interpretation of an­alyzed data. Gives presentations at conferences and pub­lishes in tech­nical jour­nals. May provide technical leadership to less experi­enced chemist and to technicians. May also act as lead per­son or technical ex­pert on small to medium projects.

**Qualification Guidelines:**

Ph.D. in Analytical Chemistry or re­lated fields and 1 to 3 years experience; or M.S. and 3 to 5 years experience; or B.S. and 5 to 7 years experience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Analytical Chemist II Job Code: 2706

## Job Description:

Works under general direction. Work is reviewed upon completion for adequacy in meeting objectives and for soundness of technical judgment and overall adequacy. Uses technical discretion within well de­fined practices and policies in se­lecting methods and tech­niques for obtaining solutions. Works on problems of somewhat diverse scope and com­plexity where analyses of data require evaluation of identifi­able factors. Performs chemical analysis of liquid and/or solid samples for organic, in­organic and/or metal substance content; interprets and evaluates results to determine hazardous and toxic materials in the workplace. Responsible for conducting specific chemical, physical, and bio­logi­cal analyses, using a wide variety of labo­ratory in­stru­mentation and complex analytical methodology to isolate, identify and quantify components of soil, wa­ter, air, biolog­ical and other samples that may be a potential hazard in the workplace. Analyzes and test potentially hazardous sub­stances to identify their properties and char­ac­teristics as they may affect personnel. Prepares technical reports based on the interpretation of an­alyzed data. May provide technical leadership to less experi­enced chemist and to technicians. May also act as lead person or technical advisor on small projects.

**Qualification Guidelines:**

Ph.D. in Analytical Chemistry or re­lated fields and up to 1 year of experience; or M.S. and 1 to 3 years experience; or B.S. and 3 to 5 years experience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Analytical Chemist I Job Code: 2707

## Job Description:

Works under close supervision. Performs assigned tasks from detailed instructions and established procedures. Work is reviewed for soundness of tech­nical judgment and for fol­lowing defined policies and procedures. Follows standard practices and procedures in analyzing situations or data from which answers can be readily obtained. Performs basic chemical analysis of liq­uid and/or solid samples for organic, in­organic and/or metal sub­stance content; interprets and evaluates results. Works with others in conducting de­fined chemical, physical, and bio­logi­cal analyses, using a wide variety of labo­ratory in­stru­menta­tion and analytical methodology to isolate, iden­tify and quan­tify components of soil, wa­ter, air, biolog­ical and other sam­ples that may be a potential hazard in the work place and/or community. Works with more senior Chemist to analyze and test potentially hazardous sub­stances to identify their prop­erties and char­ac­teristics as they may affect per­sonnel within the work­place. Participates with others in preparing chemi­cal profiles of substances rel­ative to site-specific haz­ardous waste regula­tory ac­tions. Provides input in the preparation of technical reports based on the in­terpre­tation of an­alyzed data.

**Qualification Guidelines:**

M.S. in Analytical Chemistry or re­lated fields and up to 1 year experience; or B.S. and up to 3 years experience.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

**Please provide the AVERAGE starting salary for recent hires (last 12 months) with a:**

Bachelor of Art or Bachelor of Science Degree (BA/BS) $

Master of Art or Master of Science Degree (MA/MS/MBA) $

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Laboratory Technician 3 Job Code: 2708

## Job Description:

Under general supervision prepares samples for analysis in accordance with established protocols. Works on as­sign­ments where considerable discretion and initiative are re­quired in resolving problems and making recommen­dations. May determine methods and procedures on new assign­ments. Under minimal direction conducts chem­ical, bacterio­logical and physical laboratory analyses to identify contami­nants in hazardous waste, environmental and industrial hy­giene me­dia. May make detailed observations, analyze data and in­terpret results. Maintains laboratory equipment and per­forms limited troubleshooting and calibration of instru­ments. Adapts procedures as required to meet specific ana­lytical needs, following established laboratory quality assur­ance procedures. Operates a wide variety of analytical and physical testing equipment without direct supervision. Generates and records appropriate data, performs analytical calculations and completes necessary documentation of analyses performed. May write experimental reports, sum­maries and protocols. Assist in selection and preparation of sampling media as appropriate. Performs all required quality control to document validity of data generated. As needed, collects environmental samples from the field. May provide guidance to non-exempt personnel.

**Qualification Guidelines:**

B.S. in Chemistry and a minimum of 1 year experience; or an Associate degree in a field di­rectly re­lated to the work and minimum of 3 years ­laboratory experi­ence; or H.S. diploma with minimum of 7 years progressive experi­ence.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Laboratory Technician 2 Job Code: 2709

## Job Description:

Under direct supervision prepares samples for analysis in accordance with established protocols. Any deviations from standard procedures are approved by senior personnel. Works on assign­ments that are moderately complex in na­ture where discretion is re­quired in resolving problems and making routine recommendations. Normally re­ceives no in­struction on routine work, general instruction on new assignments. Under minimal direction conducts qualified chemical, bacteriological and physical laboratory analyses to identify contaminants in hazardous waste, environmental and indus­trial hygiene me­dia. May make detailed observations, ana­lyze data and in­terpret results. Maintains laboratory equip­ment and per­forms limited troubleshooting and calibration of instruments. May make minor modification to established procedures to meet specific analytical needs, following es­tablished laboratory quality assurance procedures. Once proficiency is demonstrated, operates a wide variety of ana­lytical and physi­cal testing equipment without direct supervi­sion. Generates and records appropriate data, performs an­alytical calculations and completes necessary documentation of analyses performed. Assist in writing experimental re­ports, sum­maries and protocols. Prepares sampling media as directed. Performs all required quality control to docu­ment validity of data generated. As requested, collects envi­ronmental samples from the field.

**Qualification Guidelines:**

Associate degree in a field di­rectly re­lated to the work and minimum of 2 years laboratory experi­ence; or H.S. diploma with a minimum of 5 years progressive experience.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Laboratory Technician 1 Job Code: 2710

# Job Description:

Under immediate supervision prepares samples for analysis in accordance with established protocols. Any devi­a­tions from standard procedures are approved by se­nior analyst. Works on assign­ments that are semi-routine in na­ture where ability to recognize deviation from accepted practice is re­quired. Normally receives no in­struc­tion on routine work, general instruction on new assignments. Under minimal di­rection conducts qualified chemical, bac­teriological and phys­ical laboratory analyses to identify contaminants in haz­ardous waste, envi­ronmental and in­dus­trial hygiene me­dia. Makes routine observations, ana­lyze data and in­terpretation of results. Maintains labora­tory equip­ment and per­forms limited troubleshooting and calibration of instru­ments. May make minor modification to es­tablished procedures to meet specific ana­lytical needs, following es­tablished labora­tory quality assurance procedures. Under direct supervision op­erates a wide variety of ana­lytical and physical testing equipment with­out direct supervi­sion. Generates and records appropriate data, performs an­alyti­cal calculations and completes necessary documentation of analyses per­formed. Assist in writing experimental re­ports, sum­maries and proto­cols. Prepares sampling media as instructed. Performs required quality control procedures to docu­ment va­lidity of data generated. As requested, collects envi­ron­mental samples from the field.

**Qualification Guidelines:**

Associate degree in a field di­rectly re­lated to the work and minimum of 1 year laboratory experi­ence; or H.S. diploma with a minimum of 3 years progressive experience.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Manager, Environmental Remediation Job Code: 2902

## Job Description:

Plans and directs the negotiation, planning and implementation of environmental investigation and remediation projects for contaminated company sites under senior management direction. Consults with management and le­gal counsel on strategies and approaches to investigate or remediate sites. Provides an engineering/scientific evaluation of contaminated sites to determine the scope, constituent content and physical parameters of the pollu­tants. Determines the most feasible, cost effective, efficient and timely methodology for remedial action in keep­ing with current and anticipated environmental and regulatory requirements, as well as, responsible community action. Directs and monitors clean-up operations in accordance with rigorous adherence to environmentally sound business practices. Responds to request from operating units on geo-environmental engineering problems and facility decontamination issues. Coordinates work with all EH&S disciplines to insure positive results are achieved. May serve as technical coordinator at major spill incidents re­quiring emergency response. May repre­sent the company at public meetings, hearings and perform public rela­tions duties. Develops effective interface with commercial remediation organizations to develop improved capabil­ities and quality assurance. Participates with industry, legislative, regulatory and other public or private agencies to create cooperative alliances. Develops and controls the budget related to assigned remediation projects. Provides leadership direction to pro­fessional and technical personnel.

**Qualification Guidelines:**

Ph.D. in Environmental Science/Engineering or re­lated fields and more than 3 years expe­ri­ence; or M.S. and more than 5 years experience; or B.S. and more than 7 years experience. Experience should in­clude a minimum of 2 years of supervisory responsibility. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Emp. Location**  **STATE** | **Annual**  **Base Salary** | **Annual Extra**  **Cash Income** | **Annual**  **Bonus Tgt.**  **% of Base** | **LTI**  **Incentive**  **Target** | **LTI**  **Paid** | **LTI TGT.**  **as a %**  **of**  **Base** | **Salary Range**  **Min.** | **Salary Range**  **Mid.** | **Salary Range**  **Max.** |
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# Supervisor, Environmental Remediation Job Code: 2903

## Job Description:

Works under consultative direction toward predeter­mined goals and objectives. Supervises moderate size routine and emergency environmental investigation and reme­diation projects. Develops staff assignments; schedules project work; ensures compliance of remediation op­erations within company procedures and safety standards; and ensures equipment being used is in safe working condition. Provides direction to employees en­gaged in clean-up operations in accordance with rigorous adherence to environmentally sound business practices. Follows established guidelines for evaluating the contaminated sites to determine the scope, con­stituent content and physical parameters of the pollu­tants. Coordinates work with all EH&S disciplines to insure positive results are achieved. May serve as technical coordinator at mod­erate size spill incidents re­quiring emergency response. Keeps informed on new requirements imposed by all agencies. Primarily re­sponsible for insuring effective utilization of technical personnel and responding promptly to the needs of the organization unit. Maintains interface with commercial remediation orga­nizations to develop improved capabil­ities and quality assur­ance. Interacts daily with sub­ordi­nates and/or functional peer groups. Interaction frequently involves exchange or presenta­tion of find­ings, con­clusions and rec­ommendations. Controls the budget related to assigned remediation projects. Provide di­rect supervi­sion to entry level exempt em­ployees and/or skilled and unskilled non-exempt employees (i.e., technologist and labors).

**Qualification Guidelines:**

M.S. in Environmental Science/Engineering or re­lated fields and 3 to 5 years expe­rience; or B.S. and 5 to 7 years expe­ri­ence. Experience should in­clude a minimum of 2 years of supervi­sory responsibility. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Emp. Location**  **STATE** | **Annual**  **Base Salary** | **Annual Extra**  **Cash Income** | **Annual**  **Bonus Tgt.**  **% of Base** | **LTI**  **Incentive**  **Target** | **LTI**  **Paid** | **LTI TGT.**  **as a %**  **of**  **Base** | **Salary Range**  **Min.** | **Salary Range**  **Mid.** | **Salary Range**  **Max.** |
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# Senior Remediation Engineer IV Job Code: 2904

## Job Description:

Works under consultative direction toward predetermined goals and objectives. Assignments are usually self-initiated. Serves as a technical leader on medium to large complex site clean-up operations where the contaminated area is a result of past manufacturing or processing practices. Conducts engineering studies related to the evaluation of contaminated sites to determine the scope, constituent content and physical parameters of the pollutants. The studies focus on the most feasible, cost effective and timely methodology available for remedial action in keeping with environmental and regulatory requirements, as well as, responsible community action. Conducts extensive investigation of the site to determine the extent of contamination, defining the alternatives that can be employed to complete the clean-up and insuring that the work will be in accordance with all federal and state regulatory requirements and within the company’s environmental policy. Develops hazardous waste plans and specifications for the isolation and/or removal of the hazardous waste contaminants or the resulting materials contaminated by them. Responds to requests from operating units regarding facility decontamination issues. Some sites well be listed as Superfund locations on the EPA priority list or DOE projects and involve major restoration activities. Maintains expert knowledge of specific requirements imposed by government agencies. Maintains a strong working knowledge on the scientific and technical aspects of various regulatory requirements and how they impact each clean-up operation. May act as lead person on medium to large projects.

**Qualification Guidelines:**

Ph.D. in Chemical Engineering or related fields and 3 to 5 years experience; or M.S. and 5 to 7 years experience; or B.S. and 7 to 10 years experience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Remediation Engineer III Job Code: 2905

## Job Description:

Works under very general direction. Independently determines and develops approaches to solutions. Work is reviewed upon completion for adequacy in meeting objectives. Serves as a technical leader on medium size complex site clean-up operations where the contami­nated area is a result of past manufactur­ing or processing practices. Conducts engineering studies related to the eval­uation of contaminated sites to determine the scope, constituent content and physical parameters of the pollutants. The studies focus on the most feasible, cost effective and timely methodology avail­able for remedial action in keeping with environmental and regulatory require­ments, as well as, responsible com­munity action. Conducts extensive investiga­tion of the site to determine the ex­tent of contamination, defining the alternatives that can be employed to com­plete the clean-up and insuring that the work will be in accordance with all fed­eral and state regulatory requirements and within the company’s environmental policy. Develops hazardous waste plans and specifications for the isolation and/or removal of the hazardous waste contami­nants or the resulting materials contaminated by them. Some sites well be listed as Superfund locations on the EPA priority list or DOE projects and in­volve major restoration activities. Responds to requests from operating units on geo-environmental engineering problems and facility decontamination issues. Maintains a strong working knowledge on the scientific and technical aspects of various regulatory re­quirements and how they impact each clean-up operation. Provides leadership direction to less experienced professionals.

**Qualification Guidelines:**

Ph.D. in Chemical Engineering or related fields and 1 to 3 years experience; or M.S. and 3 to 5 years experience; or B.S. and 5 to 7 years experience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Remediation Engineer II Job Code: 2906

## Job Description:

Works under general supervision. Work is reviewed upon completion for ade­quacy in meeting objectives and for soundness of technical judgment and overall adequacy. Serves as a technical leader on small to medium size site clean-up operations where the contami­nated area is a result of past manufactur­ing or processing practices. Conducts engineering studies related to the eval­ua­tion of contaminated sites to determine the scope, constituent content and physical parameters of the pollutants. The studies focus on the most feasible, cost effective and timely methodology avail­able for remedial action in keeping with environmental and regulatory require­ments, as well as, responsible com­munity action. Conducts investiga­tion of the site to determine the ex­tent of contamination, defining the alternatives that can be employed to com­plete the clean-up and insur­ing that the work will be in accordance with all fed­eral and state regulatory requirements and within the company’s environmental policy. Assists in the development of hazardous waste plans and specifications for the isolation and/or removal of the hazardous waste contami­nants or the result­ing materials contaminated by them. May works on sites listed as Superfund locations on the EPA priority list or DOE projects and in­volve major restoration activities. May respond to requests for technical guidance from operating units on remediation engineering problems and facility decon­tamination issues. Maintains a good working knowledge on the technical aspects of various regu­latory re­quirements and how they impact each clean-up operation. May provide leadership direction to professionals and to technologist personnel.

**Qualification Guidelines:**

Ph.D. in Chemical Engineering or related fields and up to 1 year experience; or M.S. and 1 to 3 years experience; or B.S. and 3 to 5 years experience. Certification preferred.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Remediation Engineer I Job Code: 2907

## Job Description:

Works under close supervision. Performs tasks from detailed instructions and es­tablished procedures. Work is reviewed for soundness of technical judgment for following the defined policies and procedures. Participates with others in conducting engineering studies re­lated to the eval­uation of contaminated sites to determine the scope, constituent content and physical parameters of the pollutants. The studies focus on the most feasible, cost effective and timely methodology avail­able for remedial action in keeping with environmental and regulatory re­quire­ments. Participates with others in conducting investiga­tions of a specific site to determine the ex­tent of contamination. Assists in defining the alternatives that can be employed to com­plete the clean-up and insuring that the work will be in accordance with all fed­eral and state regulatory requirements and within the company’s environmental policy. Assists in the development of hazardous waste plans and specifications for the isolation and/or removal of the hazardous waste contami­nants or the resulting materials contaminated by them. May work on sites listed as Superfund locations on the EPA priority list or DOE projects and in­volve major restoration activities. Maintains a working knowledge on the technical aspects of various regulatory re­quirements and how they im­pact each clean-up operation. May provide leadership direction and technical advice to remedia­tion technicians.

**Qualification Guidelines:**

M.S. in Chemical Engineering or related fields and up to 1 year experience; or B.S. and up to 3 years experience.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

**Please provide the AVERAGE starting salary for recent hires (last 12 months) with a:**

Bachelor of Art or Bachelor of Science Degree (BA/BS) $

Master of Art or Master of Science Degree (MA/MS/MBA) $

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Senior EH&S Quality Assurance Specialist IV Job Code: 3204

## Job Description:

Works under consultative direction toward predetermined goals and objectives. Develops, implements and evaluates processes, procedures and applications which contribute to the overall objectives to maintain an effective EH&S quality assurance and quality control program. Provides technical expertise and initia­tive in identifying areas to which quality assurance practices may be introduced and enhanced. Conducts quantitative system audits to assure that appropriate QA/QC requirements are incorporated in all EH&S analytical procedures and to verify that these requirements are in compliance. Conducts periodic qualitative performance audits on all analytical procedures to determine and document the precision and accuracy of data produced within the organization. Assures that appropriate corrective action is taken to maintain analytical integrity. Provides technical QA support and guidance to all EH&S functions. Interacts with EH&S clients as requested to explain or verify QA procedures or data reliability. Develops QA training programs to be implemented throughout the organization. Develops QA documentation in accordance with federal and state require­ments. Assures that all necessary analytical documentation is generated, re­viewed, issued to clients, and properly archived. Conducts technical evaluation studies of the suppliers’ quality assurance controls and maintains statistical performance records of supplier’s actions. Interfaces with government agencies in external audits and follows up on corrective actions. Prepares periodic re­ports to the EH&S management on the performance of the organization and the quality of data being produced.

**Qualification Guidelines:**

Ph.D. in Physical Science or related fields and 3 to 5 years experience; or M.S. and 5 to 7 years experience; or B.S. and 7 to 10 years experience.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# EH&S Quality Assurance Specialist III Job Code: 3205

## Job Description:

Works under very general direction. Independently determines and develops approaches to solutions. Develops, implements and evaluates processes, pro­cedures and applications which contribute to the overall objectives to maintain an effective EH&S quality assurance and quality control program. Provides technical expertise and initiative in identifying areas to which quality assurance practices may be introduced and enhanced. Conducts quantitative system audits to assure that appropriate QA/QC requirements are incorporated in all EH&S analytical procedures and to verify that these requirements are in com­pliance. Conducts periodic qualitative performance audits on all analytical pro­cedures to determine and document the precision and accuracy of data pro­duced within the organization. Assures that appropriate corrective action is taken to maintain analytical integrity. Provides technical QA support and guid­ance to all EH&S functions. Interacts with EH&S clients as requested to explain or verify QA procedures or data reliability. Develops QA training programs to be implemented throughout the organization. Develops QA documentation in ac­cordance with federal and state requirements. Assures that all necessary ana­lytical documentation is generated, reviewed, issued to clients, and properly archived. Conducts technical evaluation studies of the suppliers’ quality assur­ance controls and maintains statistical performance records of supplier’s ac­tions. Interfaces with government agencies in external audits and follows up on corrective actions. Provides technical direction to less experienced personnel in the QA function.

**Qualification Guidelines:**

Ph.D. in Physical Science or related fields and 1 to 3 years experience; or M.S. and 3 to 5 years experience; or B.S. and 5 to 7 years experience.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Senior Plant Operator, Waste Water Treatment Job Code: 3508

# Job Description:

Under general supervision performs assigned duties from established policies and procedures. Performs a variety of activities associated with operating a waste water treatment facility. Insures that all company policies and procedures are followed and that all actions support regulatory compliance. Monitors waste water flows and quality to assure effluence is within defined standards. Makes appropriate adjustments where flow and quality are not to standards. Collects waste water samples and performs in-plant laboratory test. Maintains testing and activity logs. Anticipates and adjusts processing for unexpected ac­tivities (such as equipment or system outages, spills or unplanned waste streams) and modifies or develops solutions to maintain regulatory compliance. Performs and monitors scheduled and unscheduled maintenance on equip­ment to ensure continuous safe and proper treatment of waste water at the facility. Performs non-routine or occasional labor tasks related to operating the treat­ment plant, such as operating valves and pumps and treatment equipment. Keeps informed of new regulatory requirements to determine what new proce­dures or processes will be needed to be implemented to meet the standards and to maintain compliance. May be required to maintain analyses and supporting verification documentation such as waste water or RCRA analytical reports, wa­ter distribution and consumption reports, water reuse data, water stream profile reports, etc. Acts as the lead person within the facility providing direction and technical support.

**Qualification Guidelines:**

B.S. in Engineering or related field and a minimum of 3 years experi­ence; or an Associate degree in a field directly related to the work and a mini­mum of 5 years progressive experience; or H.S. diploma with a minimum of 7 years pro­gressive experience.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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# Plant Operator, Waste Water Treatment Job Code: 3509

## Job Description:

Under direct supervision performs assigned tasks from detailed instructions, established policies and procedures. Performs defined activities associated with operating a waste water treatment facility. Follows specific courses of ac­tion to insure that all company policies and procedures are followed and that all work maintains regulatory compliance. Assists in monitoring waste water flows and quality to assure effluence is within defined standards. Collects waste wa­ter samples and performs routine in-plant laboratory test. Records testing results accurately in a log. Performs work associated with scheduled maintenance on equip­ment, to ensure safe and proper treatment of waste water at the facility. Performs routine labor tasks related to operating the treat­ment plant, such as operating valves and pumps and treatment equipment. Keeps in­formed of new regulatory requirements to provide suggestions on new proce­dures or processes that will need to be implemented to meet the standards and to be in compliance.

**Qualification Guidelines:**

Associate degree in a field directly related to the work and a mini­mum of 3 years progressive experience; or H.S. diploma with a minimum of 5 years pro­gressive experience.

**Is this position exempt (Fair Labor Standard Act exemption from overtime payment)?** **Yes** \_\_ **No** \_\_

**Eligibility for extra income: Yes No Degree your job matches to the survey description (Ö one):**

Annual Cash Bonus \_\_ \_\_ Less Than Description \_\_

Cash Profit Sharing \_\_ \_\_ Very Close Match \_\_

Special Cash Award \_\_ \_\_ More Than Description \_\_

Stock Option Grants \_\_ \_\_

Please enter the requested information for all **full time employees** performing the work as detailed in the job description. Do not list the employee name.

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| **Employee Location**  **STATE** | **Annual**  **Base Salary** | **Annual Bonus Extra**  **Cash Income** | **Annual Bonus**  **Tgt. % of Base** | **Salary Range**  **Minimum** | **Salary Range**  **Midpoint** | **Salary Range**  **Maximum** |
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