

U.S. DEPARTMENT OF AGRICULTURE - MARKETING AND REGULATORY PROGRAMS				<b>RATING PERIOD</b>	
<b>4-LEVEL PERFORMANCE APPRAISAL PROGRAM</b> <b>PERFORMANCE ELEMENTS AND STANDARDS</b>				From	To
				10/1/2006	9/30/2007
Name (Last, First MI)		Social Security No.	Pay Plan	Job Series	Grade
		222-33-4444	GS	404	7
Position Title		Duty Station			State
BIOLOGICAL SCIENCE TECHNICIAN (WILDLIFE SPECIALIST)		ROSEDALE			MS
Agency	Program	Unit Level 3		Unit Level 4	
APHIS	WS	EASTERN REGION		MISSISSIPPI AREA	
<b>CRITICAL PERFORMANCE ELEMENT</b>				<b>ELEMENT WEIGHT</b>	
1.	WILDLIFE DAMAGE MANAGEMENT RESULTS			40%	

Element description and alignment: state the responsibilities and/or activities covered by the element, and specify the organizational goals and objectives that the element supports.

The Biological Technician is responsible for providing WS technical assistance and operational services designed to prevent or alleviate wildlife damage, in accordance with the Prevention and Control of Wildlife Damage Manual and other prescribed procedures, e.g., the Beaver Control Assistance Program (BCAP) Policies and Procedures.

Alignment: This element supports the Wildlife Services goal of providing high-quality wildlife damage-management services for our customers that result in the protection of agriculture, wildlife and other natural resources, property, and human health and safety, and Mississippi WS's specific goals of providing protection against beaver damage, fish-eating bird damage to aquaculture, and wildlife strikes on aviation; and responding to complaints concerning resident Canada geese, bats, vultures, and other species.

**PERFORMANCE STANDARD: RESULTS AND MEASURES FOR "FULLY SUCCESSFUL"**

Describe the results required for a "FULLY SUCCESSFUL" rating, with the measures of quality, quantity, timeliness, manner of performance, and/or cost effectiveness that will be applied. State who will evaluate the element and what they will look at.

Evaluation is based on the supervisor's observations, site visits, review of work results and reports, and feedback from co-workers and cooperators.

In the judgment of the supervisor, in almost all cases:

- Calls from State and Federal government and private cooperators with complaints of damage that are received directly by the Technician are returned within 48 hours.
- Damage assessment or control assignments received from the supervisor are commenced within 48 hours, or other timeframes as assigned.
- Advice and guidance to all cooperators accurately reflects the scope and level of services that WS can provide
- Damage assessments, including site visits, are completed in accordance with the Manual and any other applicable policies and procedures
  - Determinations as to whether a site visit is necessary are consistent with the WS program decision model
- Recommendations to cooperators on appropriate remedies reflect good understanding of the problem presented, WS policies and priorities, and all the tools and techniques available
  - Damage control costs estimates are accurately completed in accordance with the Financial Planner
- Direct control operations, including captures, are completed in accordance with
  - state and federal regulations pertaining to wildlife and WS policies.
  - the Manual and any other species-specific WS policies and procedures that apply
- Control operations are effective in solving the problem