



STATE OF DELAWARE  
EXECUTIVE DEPARTMENT  
OFFICE OF MANAGEMENT AND BUDGET

May 11, 2016

TO: ALL STATE AGENCIES, SCHOOL DISTRICTS, MUNICIPALITIES, VOLUNTEER  
FIRE COMPANIES AND POLITICAL SUBDIVISIONS

FROM: SHANNON WROBEL  
STATE CONTRACT PROCUREMENT OFFICER  
302-857-4537

SUBJECT: **AWARD NOTICE – Addendum #4 effective September 28, 2017**  
**CONTRACT NO. GSS16112-TEMP\_EMPL**  
**Temporary Employment Services**

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## KEY CONTRACT INFORMATION

### 1. MANDATORY USE CONTRACT

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**REF: Title 29, Chapter 6911(d) Delaware Code.** Every state department and agency within the Executive Branch and Judicial Branch of the state government shall procure all material, equipment and nonprofessional services through the statewide contracts administered by Government Support Services, Office of Management and Budget. Delaware State University, Delaware Technical and Community College, the operations funded by Public School Districts, Delaware Transit Corporation, the Legislative Branch and the Board of Pension Trustees and their consultants are specifically exempted from the requirements of this subsection.

A portion of this contract has been established pursuant to 16 Delaware Code, Chapter 96 and is mandatory use for any “Agency of this State”. Pursuant to 16 Delaware Code, Section 9602 (1) “Agency of this State” shall included all counties, towns, school districts or any other entity which is supported in whole or in part by funds appropriated by the General Assembly.

### 2. CONTRACT PERIOD

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Each Vendor’s contract shall be valid for a two (2) year period from July 1, 2016 through June 30, 2018. Each contract may be renewed for three (3) one (1) year periods through negotiation between the Vendor and Government Support Services. Negotiation may be initiated no later than ninety (90) days prior to the termination of the current agreement.

The State reserves the right to extend this contract on a month-to-month basis for a period of up to three months after the term of the full contract has been completed.

Any vendor(s) awarded under this solicitation who does not bid, or for any reason whatsoever is not awarded a subsequent contract that has active placements shall have a requirement to transition placements within 90 days to any of the subsequently awarded vendor(s) under successor contracts, should the State desire placements. During that period of time, vendors shall perform in accordance with the terms and conditions of the award under which their placements were made. Such placements shall not incur any expense to the placed temporary employee or the State and non-compete agreements of any vendor(s) shall not prevent the opportunity of any current temporary placement to transition to a newly awarded vendor under successor contract.

### 3. VENDORS

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*Vendor contact information can be found in the Pricing Spreadsheet associated with this contract award. The associated Pricing Spreadsheet document will also provide details on which vendor is awarded which position and their rates.*

<b>SET ASIDE PLACEMENTS</b>
GSS16112-TEMP_EMPLV01 <b>Ability Network of Delaware (A.N.D.)</b> 100 W 10 <sup>th</sup> Street, Suite 103 Wilmington, DE 19801 FSF:

<b>GENERAL TEMPORARY EMPLOYMENT PLACEMENTS</b>	
GSS16112-TEMP_EMPLV02 <b>22nd Century Technologies, Inc.</b> 1 Executive Drive, Suite 285 Somerset, NJ 08873 FSF: 0000142590	GSS16112-TEMP_EMPLV03 <b>Abacus Corporation</b> 610 Gusryan Street Baltimore, MD 21224 FSF: 0000180210
GSS16112-TEMP_EMPLV04 <b>Acro Service Corporation</b> 39209 Six Mile Road, Suite 250 Livonia, MI 48152 FSF: 0000288188	GSS16112-TEMP_EMPLV05 <b>Delmarva Temporary Staffing, Inc.</b> PO Box 264 Rehoboth Beach, DE 19971 FSF: 0000026950
GSS16112-TEMP_EMPLV06 <b>Delta-T Group, Inc.</b> 950 Haverford Road, Suite 200 Bryn Mawr, PA 19010 FSF: 0000018545	GSS16112-TEMP_EMPLV07 <b>DePaul Industries</b> 4950 NE MLK JR Blvd Portland, OR 97211 FSF: 0000292219
GSS16112-TEMP_EMPLV08 <b>Express Employment Professionals</b> 2 Penns Way, Suite 205 New Castle, DE 19720 FSF: 0000139258	GSS16112-TEMP_EMPLV09 <b>Goodwill Delaware &amp; Delaware County PA</b> 300 East Lea Blvd. Wilmington, DE 19802 FSF: 0000024324
GSS16112-TEMP_EMPLV010 <b>Premier Staffing Source, Inc.</b> 4640 Forbes Boulevard, Suite 200A Lanham, MD 20706 FSF: 0000142353	GSS16112-TEMP_EMPLV11 <b>TAD PGS, Inc. /AKA/ Adecco Government Solutions</b> 1001 Third Ave. W. Suite 4609 Bradenton, FL 34205 FSF: 0000292214
GSS16112-TEMP_EMPLV12 <b>US IT Solutions, Inc.</b> 2570 N. First Street, 2nd Floor San Jose, CA 95131 FSF: 0000287777	

**4. PRICING**

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Prices will remain firm for the term of the contract year. Refer to Pricing Spreadsheet.

**5. ADDENDUM HISTORY**

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<b>Addendum</b>	<b>Explanation</b>	<b>Effective</b>
#1	Adds Cosmetologist	October 4, 2016
#2	Adds Lottery Field Representative	February 23, 2017
#3	Adds Plumbing Inspector	September 8, 2017
#4	Adds Conservation Specialist I	September 28, 2017

## **6. BILLING**

The successful vendor is required to **"Bill as Shipped" to the respective ordering agency(s)**. Ordering agencies shall provide at a minimum the contract number, ship to and bill to address, contract name and phone number.

## **7. PAYMENT**

The agencies or school districts involved will authorize and process for payment each invoice within thirty (30) days after the date of receipt. The contractor or vendor must accept full payment by procurement (credit) card and/or conventional check and/or other electronic means at the State's option, without imposing any additional fees, costs or conditions.

## **8. PRODUCT SUBSTITUTION**

All items delivered during the life of the contract shall be of the same type and manufacture as specified unless specific approval is given by Government Support Services to do otherwise. Substitutions may require the submission of written specifications and product evaluation prior to any approvals being granted.

## **9. ORDERING PROCEDURE**

Successful contractors are required to have either a local telephone number within the (302) area code, a toll free (800) number, or agree to accept collect calls. Each agency is responsible for placing their orders and may be accomplished by written purchase order, telephone, fax or computer on-line systems. The contractor or vendor must accept full payment by procurement (credit) card and/or conventional check and/or other electronic means at the State's option, without imposing any additional fees, costs or conditions.

## **10. PURCHASE ORDERS**

Agencies that are part of the First State Financial (FSF) system are required to identify the contract number GSS16112-TEMP\_EMPL on all Purchase Orders (P.O.) and shall complete the same when entering P.O. information in the state's financial reporting system.

## **11. REQUIREMENTS**

For a complete list of contract specifications please refer to the original bid solicitation document(s). Any contract specific documentation will be accessible through the hyperlink(s) provided on this contract's details page.

## **12. HOLD HARMLESS**

The contractor agrees that it shall indemnify and hold the State of Delaware and all its agencies harmless from and against any and all claims for injury, loss of life, or damage to or loss of use of property caused or alleged to be caused, by acts or omissions of the contractor, its employees, and invitees on or about the premises and which arise out of the contractor's performance, or failure to perform as specified in the Agreement.

### **13. NON-PERFORMANCE**

In the event the contractor does not fulfill its obligations under the terms and conditions of this contract, the ordering agency may purchase equivalent product on the open market. Any difference in cost between the contract prices herein and the price of open market product shall be the responsibility of the contractor. Under no circumstances shall monies be due the contractor in the event open market products can be obtained below contract cost. Any monies charged to the contractor may be deducted from an open invoice.

### **14. FORCE MAJEURE**

Neither the contractor nor the ordering agency shall be held liable for non-performance under the terms and conditions of this contract due, but not limited to, government restriction, strike, flood, fire, or unforeseen catastrophe beyond either party's control. Each party shall notify the other in writing of any situation that may prevent performance under the terms and conditions of this contract.

### **15. AGENCY'S RESPONSIBILITIES**

The Agency shall:

- a. Examine and review in detail all letters, reports, drawings and other documents presented by the Contractor to the Agency and render to the Contractor in writing, findings and decisions pertaining thereto within a reasonable time so as not to delay the services of Contractor.
- b. Give prompt written notice to the Contractor whenever the Agency observes or otherwise becomes aware of any development that affects the scope or timing of the Contractor's services.
- c. When an ordering agency first experiences a relatively minor problem or difficulty with a vendor, the agency will contact the vendor directly and attempt to informally resolve the problem. This includes failure to perform by the date specified and any unacceptable difference(s) between the purchase order and the merchandise received. Ordering agencies should stress to vendors that they should expedite correction of the differences because failure to reply may result in an unfavorable rating in the execution of the awarded contract.
- d. The state has several remedies available to resolve non-performance issues with the contractor. The Agency should refer to the Contract Terms and Conditions to view these remedies. When a default occurs, the Agency should first review the contract to confirm that the issue is a part of the contract. If the issue is not covered by the contract, the state cannot expect the contractor to perform outside the agreement. If the issue is a part of the contract, the Agency or GSS - Contracting must then contact the contractor, discuss the reasons surrounding the default and establish a date when the contractor will resolve the non-performance issue.
- e. If there is a performance deficiency, a Corrective Action Report (CAR) may be used. Complete this form to report concerns with vendors or commodities. Be sure to furnish as much detail as possible. <http://gss.omb.delaware.gov/divisionwide/forms.shtml>.

## **16. HOW TO FILL A TEMPORARY POSITION**

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After an agency has determined they have a need to hire a temporary employee the person assigned the task of filling the placement needs to review the most current information in the contract. The contract provides you with the currently covered position titles and descriptions along with which vendor(s) is/are awarded the position and the awarded rates.

### **SET ASIDE POSITIONS**

Certain positions in the contract are Set-Aside in accordance with the State Law Use Commission through Ability Network of Delaware (A.N.D.). A.N.D. is the first point of contact for placements falling under the following job titles:

- Accounting Technician
- Administrative Specialist I
- Administrative Specialist II
- Administrative Specialist III
- Data Entry Technician
- Supply, Storage, Distribution Clerk: **This job classification is a partial set aside. Duties under this classification pertaining to *internal Mail distribution* are set aside.**
- Operations Support Specialist
- Social Worker/Case Manager
- Clerical Assistant
- Telephone Operator
- Housekeeper
- DART – Reservationist
- DART – Customer Ride Checker
- DART – Customer Ride Check Supervisor
- Food Service Worker
- Food Service Director

In the event A.N.D. is unable to fill your need a waiver will be issued for you to fill the position through another vendor. You will be instructed to contact the contract officer for vendor contact information and rates. The waiver is only good for the one placement and valid for one year. Should the requesting agency still need the position after one year they will be required to either hire the employee on a permanent basis or contact A.N.D. for a replacement employee. Requesting Agency is required to forward this waiver approval to the State Contract Officer once the position has been filled, to include information relating to the position: Temporary Agency Utilized & Temporary Employee Name.

### **REQUEST FOR TEMPORARY EMPLOYEE**

Agency requests for temporary employees shall *only* contain the job title to be filled. Additional job descriptions or modifications provided by an agency at the time of request shall not be utilized.

Requesting Agencies do not have the authority to authorize increases in pay and/or bill rates awarded as a result of this contract.

Vendors are only permitted to fill those positions for which they have been awarded. Awarded vendors are not authorized to fill positions they have not been awarded nor positions not on the contract.

## **17. ADDITIONAL POSITIONS**

### **COSMETOLOGIST**

#### **Summary Statement**

This class is responsible for cosmetology work at the skilled level.

#### **Nature and Scope**

A class incumbent reports to a technical or administrative superior and is responsible for providing beauty services to the physically and mentally ill or developmentally disabled at a State institution. Work is performed in accordance with standard cosmetology practices and general work instructions. Class incumbents wave, cut, style and color hair; give scalp and hair treatments and keep associated records from which the incumbent prepares summary reports. Principal contacts are with institutional staff to schedule patient appointments.

#### **Essential Functions**

Essential functions are fundamental, core functions common to all positions in the class series and are not intended to be an exhaustive list of all job duties for any one position in the class. Since class specifications are descriptive and not restrictive, incumbents can complete job duties of similar kind not specifically listed here.

- Assesses hair type, condition, growth pattern; cuts, sets and styles hair.
- Applies permanent waves, hair relaxers, tints and dyes.
- Applies shampoos, scalp and hair treatments.
- Sterilizes and sanitizes shop equipment and instruments and cleans work area.
- Records number and type of treatments and services administered; schedules patient appointments, prepares summary reports, inventories and recommends requisition of beauty shop supplies and equipment.

#### **Knowledge, Skills and Abilities**

The intent of the listed knowledge, skills and abilities is to give a general indication of the core requirements for all positions in the class series; therefore, the KSA's listed are not exhaustive or necessarily inclusive of the requirements of every position in the class.

- Knowledge of the principles and practices of cosmetology.
- Knowledge of the operation and routine maintenance of beauty shop equipment.
- Knowledge of the methods and techniques of cutting, setting and styling hair based upon assessment of hair type, condition, growth pattern and desired results.
- Knowledge of the proper application of permanent waves, hair relaxers, tints and dyes.
- Knowledge of the proper procedures for the sanitization and sterilization of beauty shop equipment and utensils.
- Knowledge of the practices and procedures of recordkeeping and routine report preparation.
- Skill in the practice of cosmetology.
- Ability to detect scalp, skin and hair problems and disorders.
- Ability to exercise patience and understanding while working with the physically and mentally ill and developmentally disabled.
- Ability to remain calm and exercise sound judgment when confronted with aberrant behavior.
- Ability to instruct auxiliary personnel in work methods and procedures.
- Ability to maintain accurate records.

#### **Job Requirements**

Applicants must have education, training and/or experience demonstrating competence in each of the following areas:

1. Possession of a Delaware Cosmetologist license.

## **Lottery Field Representative**

### **Description of Occupational Work**

This class series uses three levels in the Cultural and Information Resources Services occupational group, Marketing and Public Information occupational series and describes sales and marketing activities for the Delaware State Lottery Office.

### **Essential Functions**

Essential functions are fundamental, core functions common to all positions in the class series and are not intended to be an exhaustive list of all job duties for any one position in the class. Since class specifications are descriptive and not restrictive, incumbents can complete job duties of similar kind not specifically listed here.

- Performs marketing and sale of lottery products.
- Develops and implements incentive programs to maximize retailer sales potential. Monitors retailer sales activities.
- Provides training to retailers in sales and marketing techniques, operating procedures, rules and regulations for selling lottery games
- Monitors retailer compliance with lottery rules and regulations.
- Arranges, sets-up and monitors retailer promotions.
- Provides resolution of retailer and player complaints.
- Coordinates field sales and marketing support activities performed by vendor staff.
- Identifies potential new retail locations. Coordinates new retailer recruitment efforts by vendor staff.
- Monitors vendor staff performance.
- Prepares a variety of reports.

### **Lottery Field Services Representative**

This is the first level in the series responsible for performing the full range of essential functions.

- Reports to a technical superior.
- Performs field sales and marketing activities within an assigned territory.
- Assists in the recruitment of new retailers.

### **Knowledge, Skills and Abilities**

The intent of the listed knowledge, skills and abilities is to give a general indication of the core requirements for all positions in the class series; therefore, the KSA's listed are not exhaustive or necessarily inclusive of the requirements of every position in the class.

- Knowledge of the Division of Lottery policies and procedures.
- Knowledge of public relations.
- Knowledge of conducting training courses.
- Knowledge of business accounting and recordkeeping.
- Skill in sales and marketing techniques and strategies including motivational sales techniques.
- Skill in territory account management.
- Skill in establishing and maintaining effective working relationships with sales agents.
- Ability to project a professional sales image.
- Ability to enforce Delaware Lottery rules and regulations.
- Ability to communicate effectively, both orally and in writing.

### **Job Requirements**

#### **JOB REQUIREMENTS for Lottery Field Representative**

Applicants must have education, training and/or experience demonstrating competence in each of the following areas:

1. Six months experience in public relations, media relations or communications such as establishing and promoting a positive image with the public, informing or influencing specific audiences through the use of internal and external communications such as public forums, journalism, writing, marketing, advertising, promotions, or special events.
2. Six months experience in territory account management which includes developing and managing sales routes and traveling within an assigned geographic location visiting numerous retailer accounts.
3. Six months experience in sales and marketing to retail outlets.
4. Six months experience in interpreting laws, rules, regulations, standards, policies, and procedures.
5. Knowledge of presenting training courses using a variety of training methods such as lecture, structured exercises, role play or group discussion as well as the use of training materials such as overheads, PowerPoint, handouts or videos.

Possession of a valid Driver's License (not suspended, revoked or cancelled, or disqualified from driving).

## Plumbing Inspector

### Summary Statement

A class incumbent is responsible for ensuring plumbing construction, alteration, repair and installation work performed by licensed plumbers and private homeowners is in conformance with the State of Delaware plumbing code and related codes, ordinances, regulations and standards.

### Nature and Scope

This class reports to an administrative superior. Assignments require evaluative thinking and are carried out in accordance with Title 16, Delaware Code; The Building Officials and Code Administrators (BOCA) National Plumbing Code; related federal, state, county and local building codes; and departmental practices and procedures. A class incumbent works independently with no direct technical supervision and is responsible for inspecting plumbing installations on new construction, renovations and repairs in commercial and private buildings; enforcing the State plumbing code; and issuing plumbing permits. Concurrently, an incumbent receives complaints concerning dangerous or improper conditions; provides consulting services and solves operational problems for licensed plumbers, private homeowners, and State, county and local officials. Significant aspects of work in this class include conducting investigations on plumbing work performed without a permit; enforcing codes, rules and regulations; serving as expert witness for court cases; and initiating corrective action for plumbing work that does not conform to applicable codes.

### Essential Functions

Essential functions are fundamental, core functions common to all positions in the class series and are not intended to be an exhaustive list of all job duties for any one position in the class. Since class specifications are descriptive and not restrictive, incumbents can complete job duties of similar kind not specifically listed here.

- Receives and approves applications for plumbing permits. Determines applicable codes, ordinances, regulations and standards for perspective work. Evaluates required plans, drawings and specifications to ensure all requirements are met. Issues permits and coordinates with plumbers and homeowners to determine timing of site inspections.
- Inspects the installation of underground and roughed-in plumbing to assure work is done according to approved plans, specifications and acceptable plumbing standards by authorized persons. Performs final plumbing inspection upon completion of work. Contacts and/or meets with plumbers and homeowners to notify of work not in compliance with codes, regulations, etc. and to advise of requirements.
- Performs facilitating inspection services to enable health officials to insure the control of water and sewage related diseases.

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- Receives, investigates and documents complaints and incidents concerning dangerous or improper conditions and water seepage and/or sewage. Determines causes and confers with property owners and/or tenants to explain and resolve problems. Notifies and/or coordinates with other appropriate enforcement/regulatory agencies, as necessary.
- Cites violation of codes, recommends and enforces corrective action. Conducts follow-up inspection(s). Works with superiors and the Attorney General's Office in cases that require legal action. Gathers evidence. Takes photographs of areas in violation. Testifies in court as necessary.
- Represents the agency in contacts with local, county and other State inspection and enforcement units on plumbing system issues. Performs special investigations of plumbing systems and/or develops and recommends corrective action plans.
- Interprets and explains plumbing code and related regulations to registered plumbers and homeowners.
- Prepares reports and maintains records pertinent to inspections and enforcement.
- Keeps abreast of changes in applicable codes, ordinances, regulations and standards.

### **Knowledge, Skills and Abilities**

The intent of the listed knowledge, skills and abilities is to give a general indication of the core requirements for all positions in the class series; therefore, the KSA's listed are not exhaustive or necessarily inclusive of the requirements of every position in the class.

- Knowledge of materials, tools, machinery, methods, practices and principles used in the plumbing trade.
- Knowledge of applicable federal, State, and local plumbing codes, ordinances and regulations.
- Knowledge of applicable sections of building, housing and fire codes and regulations, including those concerning the Americans with Disabilities Act and building accessibility for the handicapped.
- Knowledge of improper plumbing practices, methods, techniques and practices of correcting faulty, substandard or hazardous conditions.
- Knowledge of plumbing inspection methods and techniques.
- Skill in interpreting and applying codes, regulations and standards during the application review and inspection process.
- Skill in interpreting blueprints, plans, diagrams and specifications and in recognizing alterations or deviations from proposed plans during the inspection process.
- Skill in enforcing codes, ordinances and regulations.

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- Skill in establishing effective working relationships with associates and the public.
- Ability to work independently with no direct technical supervision.
- Ability to effectively explain codes, rules, regulations to individuals and groups.
- Ability to document and record pertinent information, records and reports.

## **Job Requirements**

Applicants must have education, training and/or experience demonstrating competence in each of the following areas:

1. Possession of a Certificate of Registry as a plumber by the State Board of Health.
2. At least ten years experience performing plumbing and sanitation work.

Six months experience in ensuring compliance with laws, rules, regulations, standards, policies, and procedures.

## Conservation Technician I

### Description of Occupational Work

This class series uses six levels of work in the Agricultural & Natural Resources Occupational Group, Natural Resources Services series and describes technical work applying natural resources preservation, conservation and management principles and practices, policies and procedures to support the various initiatives and programs involved in preserving, protecting, improving and maintaining these resources for safe public use and enjoyment. The focus of conservation technician services is to assist management and administrative staff in the implementation of natural resources management initiatives and programs. Work involves making evaluations and assessments in areas such as horticulture, agriculture, forestry, environmental conditions, wildlife habitat management and open water management in carrying out a variety of activities such as construction/building trades, landscaping, equipment operation, maintenance and repair, and public relations for State owned and/or maintained grounds and facilities, parks, forests, fish and wildlife habitat areas, shorelines, beaches and waterways.

*Note : The career ladder incorporates levels, I, II, and III; therefore, all positions allocated into the career ladder are classified at the III level. The level I Technician is to provide entry for hiring new employees into the class series but does not preclude hiring new employees at higher levels. To implement the career ladder, current employees are assigned to the level for which they meet minimum qualifications and promotional standards. Employees are promoted through the career ladder in accordance with promotional standards. The promotional standards, a selection document under separate cover, sets forth the criteria that defines and describes the requirements that must be met at the various levels.*

### Essential Functions

Essential functions are fundamental, core functions common to all positions in the class series and are not intended to be an exhaustive list of all job duties for any one position in the class. Since class specifications are descriptive and not restrictive, incumbents can complete job duties of similar kind not specifically listed here.

- Applies conservation and preservation principles and practices in support of the management of the state's natural resources which includes such activities as propagating, seeding, transplanting, cultivating, harvesting and care of trees, flowers, shrubs, lawns and crops to include turf/grounds management, pest management, herbicide/fertilizer application, layout and design, assessment of soil composition and environmental conditions.
- Performs maintenance and repairs in a variety of labor/trades fields such as plumbing, carpentry, painting, welding, construction, grounds maintenance and assists higher level personnel on large scale projects.
- Operates marine, land-based and construction equipment and vehicles.

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- Maintains and repairs a variety of equipment/vehicles.
- Provides information to the public as requested or responds to inquiries regarding agency initiatives/programs.
- Ensures the safe usage of state owned, managed, and/or maintained grounds and facilities by the public.
- Completes standard forms/applications; maintains records and reports detailing daily activity, tool and equipment inventory, fuel and service logs and related activities.

### **Conservation Technician I**

This level describes entry into the series.

- Assignments are structured and performed under close supervision.
- Applies principles/practices and methods/techniques to basic natural resources conservation/preservation activities.
- Operates and maintains basic equipment /vehicles such as tractors, dump trucks, a variety of mowers and outboard motor boats.
- Performs less complex labor/trades; may assist technical superior in complex trades.
- Learns the operation of complex equipment and under close supervision operates some of the complex equipment.
- Performs routine preventative maintenance of vehicles, equipment, and tools such as fueling; lubrication including changing oil and greasing parts, tests for fluid levels and charge; checks, repairs and/or replaces various standard parts and assemblies such as alternators, wiper blades, fan belts, spark plugs, lights, and ignition systems.
- Contacts are typically to respond to general public inquiries.

### **Knowledge, Skills and Abilities**

The intent of the listed knowledge, skills and abilities is to give a general indication of the core requirements for all positions in the class series; therefore, the KSAs listed are not exhaustive or necessarily inclusive of the requirements of every position in the class.

- Knowledge of the principles, practices, techniques, goals and objectives of natural resources conservation, preservation, and management activities.
- Knowledge of the methods and techniques in applying natural resources preservation, conservation and management principles and practices.

- Knowledge of plant and animal life and agricultural/horticultural/arboricultural practices.
- Knowledge of the applicable natural resources and environmental rules, regulations and laws including safety regulations.
- Knowledge of chemical control, application and materials.
- Knowledge of routine preventative equipment and tool maintenance.
- Knowledge of the safe and efficient operation of basic marine, land-based and construction equipment operated on unstable terrain.
- Skill in less complex trades.
- Skill in the use of hand and machine tools.
- Ability to read and comprehend technical material including schematics.
- Ability to establish and maintain effective working relationships with co-workers and the public.
- Ability to prepare records and reports.
- Ability to communicate effectively orally and in writing.

## Job Requirements

### **JOB REQUIREMENTS for Conservation Technician I**

Applicants must have education, training and/or experience demonstrating competence in each of the following areas:

#### **Department of Agriculture:**

1. Knowledge of operating and maintaining light and heavy farming, construction equipment and hand power tools.

#### **Department of Health and Social Services:**

1. Knowledge of operating and maintaining motor vehicles, landscaping and groundskeeping equipment and hand tools.
2. Knowledge of performing a variety of groundskeeping, mechanical, and building maintenance trades work.

#### **Office of Management and Budget, Department of Transportation, Department of State:**

1. Knowledge of operating and maintaining motor vehicles, landscaping and groundskeeping equipment and hand tools.
2. Knowledge of plant life, horticulture or arboriculture such as plant growth, pest or disease control, groundskeeping or landscaping.
3. Possession of a valid Driver's License (not suspended, revoked or cancelled, or disqualified from driving).

#### **Department of Natural Resources and Environmental Control: Coastal Program:**

1. Knowledge of operating and maintaining motor vehicles, landscaping and groundskeeping equipment and hand tools.
2. Knowledge of operating and maintaining small motor marine vessels, canoes and kayaks.
3. Knowledge of performing a variety of groundskeeping, mechanical, and building maintenance trades work.

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4. Knowledge of land stewardship, plant life, pest or disease control, invasive species identification and management.
5. Possession of a valid Driver's License (not suspended, revoked or cancelled, or disqualified from driving).

**Department of Natural Resources and Environmental Control: Field Operations:**

1. Knowledge of operating hand power tools and land-based and/or marine-based construction equipment used for grading, excavating, pumping, or dredging.
2. Knowledge of routine maintenance of land and marine construction equipment, light trucks and vessels.
3. Possession of a valid Driver's License (not suspended, revoked or cancelled, or disqualified from driving).

**Department of Natural Resources and Environmental Control: Division of Parks:**

1. Knowledge of operating and maintaining motor vehicles, landscaping and groundskeeping equipment and hand tools.
2. Knowledge of performing a variety of groundskeeping, mechanical, and building maintenance trades work.
3. Possession of a valid Driver's License (not suspended, revoked or cancelled, or disqualified from driving).

**Department of Natural Resources and Environmental Control: Regional Operations:**

1. Knowledge of operating and maintaining equipment such as farming equipment, construction equipment, trucks, boats, or small motor equipment.
2. Knowledge of maintenance trades such as grounds keeping, mechanical, building, or general carpentry.
3. Knowledge of land management activities such as land stewardship, farming practices, invasive species identification and control, herbicide applications, or prescribed burning.
4. Knowledge of record keeping.

Possession of a valid Driver's License (not suspended, revoked or cancelled, or disqualified from driving).