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**Federal Wage System
Job Grading Standards**



WCPS-2 August 2002

**FEDERAL WAGE SYSTEM
JOB GRADING
STANDARD
FOR
PEST CONTROLLING,
5026**



**Workforce Compensation
and Performance Service**



PEST CONTROLLING, 5026

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WORK COVERED

This standard is used to grade nonsupervisory work involved in the control and prevention of insect pests (roaches, ants, etc.), vertebrate pests (rodents, birds, etc.), and plant pests such as weeds, plant diseases, and fungi. Pest controllers make visual inspections for pests or evidence of their presence, mix and apply pesticides, and accomplish specialized pest control procedures in accordance with product label directions, handbooks, training texts, and regulatory requirements. The work may be performed in urban, rural, industrial, residential, and institutional settings, both in and around buildings, as well as in open fields, and aquatic, marshy, and forested areas.

The work requires knowledge of pest species and the ability to locate and recognize them, skill in the use and handling of toxic materials, and knowledge of effective and environmentally sound preventive measures and techniques of pest control. In accomplishing the work, pest controllers must be able to use both manual and power tools and equipment such as ultra low dosage hydraulic and hand sprayers, subslab injectors, dusters, pneumatic roto-hammers, animal traps, and other devices.

The standard issued in June 1971 by TS-17 is rescinded.

WORK NOT COVERED

This standard does not cover work involved in the following:

- Loading, unloading, and moving supplies and equipment; digging ditches; cutting and removing underbrush; or collecting infested materials. ([Laboring, 3502](#)).
- Performing work involved in propagating and raising insects and animals. ([Plant and Animal Work Family, 5000](#)).

TITLES

Jobs graded by this standard at the grade 7 level and below are to be titled *Pest Control Worker*.

Jobs above this grade are to be titled *Pest Controller*. Pest controllers are generally certified in a full range of pest control categories and are consequently able to perform most types of pest control procedures and applications.

GRADE LEVELS

This standard describes three levels of nonsupervisory pest control work at grades 7, 9 and 10. The standard does not describe all possible grades at which jobs may be established in this occupation, or in any way limit the authority of agencies to assign work or particular duties to

positions. If jobs differ substantially from the levels of skill, knowledge, and work requirements of the grades described in this standard, they may warrant grading either above or below these grades based on the application of sound job grading principles.

The grade levels described in this standard include hazards, physical hardships, and working conditions that are a regular and recurring part of the Pest Controller occupation. This standard, however, does not provide any additional grade credit for exposure to hazards, physical hardships, and working conditions that may be of an "unusual nature" as defined in Appendix J of Operating Manual for the Federal Wage System.

HELPER AND INTERMEDIATE JOBS

Helper jobs are graded by the Office of Personnel Management job grading standard for [Trades Helper Jobs](#). The grade 7 level in this standard does not apply to jobs that are part of a planned program of training and development of skills for advancement to a higher grade. Such trainee jobs are covered by the Office of Personnel Management job grading standard for [Intermediate Jobs](#). Grade 9 in this standard is to be used as the "journey level" in applying the Intermediate Job Grading Table.

NOTES TO USERS

1. *Certification*: Because of possible adverse human health and environmental effects, a number of laws including the Federal Insecticide, Fungicide, and Rodenticide Act (FIFRA), as amended, and the Occupational Safety and Health Act (OSHA), have been enacted to assure the safe and environmentally sound handling, use, and disposal of pesticides. The resulting regulatory and procedural requirements stemming from this legislation (primarily 40 CFR Part 171-Certification of Pesticide Applicators), have significantly affected the skill, knowledge, and responsibility requirements of pest control work. The CFR section cited outlines the competency certification criteria for pest controllers handling and applying or supervising the application of restricted use pesticides.

Certification requirements are intended to assure that employees possess the appropriate knowledge, skills, and other qualifications needed for competent and safe performance of pest control work. Certification of employees, however, does not directly affect the difficulty or other characteristics of work which are considered in grading trades and labor jobs under the Federal Wage System (FWS). Under this system, jobs are graded considering the skill and knowledge which are applied in actual work performance, as well as the factors of responsibility, physical effort, and working conditions actually involved in accomplishing work assignments. Consequently, inclusion or absence of certification among selection or promotion criteria has no grade level effect.

2. *Terminology*: Certain terms have different meanings to different users. For the purpose of this standard, the intended meanings of some of the terms used are outlined below:

- **Common Pest Species**: Pest species which are frequently encountered in a particular environment, can be readily identified, and involve the use of standard and frequently used methods, techniques, and pesticides for their control. Pest species defined as "common" vary between different geographical areas, climates, and other conditions. The example provided in this standard at the grade 7 level lists some of those that are generally considered representative nationwide.
- **Integrated Pest Management (IPM)**: A concept of Pest Management which utilizes natural pest controls such as predators, parasites, and weather, as well as habitat modification, structural and physical alterations, and, as necessary, chemical controls (pesticides) to insure suitable control of pest populations with the least possible disruption to the environment.
- **Pest**: Certain insects, birds, rodents, nematodes, fungi, algae, snails, marine borers, snakes, weeds, and other organisms which adversely affect the health, safety, or welfare of man and animals, attack real property, supplies, or equipment, or are otherwise undesirable.
- **Pesticide**: Any substance or mixture of substances intended for preventing, destroying, repelling, or controlling any pest, and any substance or mixture of substances intended for use as a plant defoliant or drying agent.
- **Restricted Use Pesticide**: A pesticide that the Environmental Protection Agency determines to have the potential for causing unreasonable adverse effects on the environment. All EPA restricted use pesticides are controlled pesticides, and their selection and use must be by or under the direct supervision of a certified pesticide applicator or by specially trained uncertified personnel under the direct supervision of a certified applicator.
- **General Use or Unrestricted Pesticide**: A pesticide which is not controlled and does not cause unreasonable adverse effects to the environment.

5026-7**PEST CONTROL WORKER, GRADE 7****5026-7**

General: Pest control work at this grade involves hand baiting and setting traps or application of general use dusts, sprays, or fogs to control common pests in one or several types of environments, i.e., in or around residences and offices, in food service areas, or in storage areas and warehouses. The types of pesticides to use for each pest and each environment and the treatment schedules, procedures and methods to be followed have been specified in detail by higher graded employees.

The types of pesticides applied are usually of limited toxicity or duration so that procedures used in mixing and application are not as exacting as those required to mix and apply restricted use pesticides. The workers may apply restricted use pesticides as part of a team under the direct control of higher graded workers.

Skill and Knowledge: Pest control workers must know the methods employed in the location, recognition control, and prevention of common household, structural, nuisance, and plant pests such as ants, mosquitoes, cockroaches, rats, mice, and broadleaf weeds. They are familiar with general physical characteristics, habits, harborages, and food sources of the more common pests, and also with the characteristics, purposes, and restrictions of commonly used insecticides, herbicides, rodenticides, and fungicides. They are able to weigh, measure, and mix pesticide emulsions and baits in accordance with directions and safety procedures and perform arithmetic calculations to determine rate, use, and quantity of pesticides. They are able to adjust various manual and power operated spraying, fogging, dusting, and fumigating equipment such as ultra low volume (ULV) and ultra low dosage (ULD) sprayers and power generators to achieve the required dispersion rate and get full coverage of the area being treated. They select and set various types of baits and traps. They are able to use common hand and power tools such as hammers, electric drills, screw drivers, and wrenches when surveying structures for infestations, preparing for pesticide applications or performing field maintenance on equipment. They are able to use structural blueprints, mix and apply pesticides using specific product label instructions, and use procedural handbooks and instructional guides to adhere to legally mandated requirements and to avoid misapplications which can present hazards to human health and environment.

Responsibility: Grade 7 pest control workers receive oral and/or written instructions and technical guidance from a supervisor or higher graded pest controller. They follow prescribed schedules, work procedures, and safety practices which are in accordance with applicable environmental, regulatory and safety requirements, and exercise care when adjusting equipment and mixing, applying, and disposing of pesticides. Procedures for mixing, using, and disposing of restricted use pesticides are specifically outlined either by product label directions or other procedural and regulatory requirements and must be closely adhered to. Work is subject to review for close adherence to legal requirements, environmental safety, and results achieved. When performing more complex or hazardous assignments such as fumigation or structural pest control, pest control workers at this level work closely with a senior pest controller.

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Physical Effort: Grade 7 pest control workers often lift and handle materials weighing over 23 kilograms (50 pounds) and carry chemical solutions and equipment weighing up to 18 kilograms (40 pounds) for extended periods. They occasionally work in cramped and inconvenient surroundings requiring manipulation of equipment in awkward positions for prolonged periods. Work frequently requires standing, stooping, bending, kneeling, climbing, and working in tiring and uncomfortable positions for extended periods. They may move furniture and equipment and operate high impact pneumatic hammers as well as various carpentry and masonry tools.

Working Conditions: The work is accomplished both inside and outside. When working outside, pest control workers are often exposed to hot sun for extended periods of time and occasionally to bad weather. Outside work may be done in marsh areas or under hot and dusty conditions for extended periods. Inside work is often accomplished in structural areas with minimum ventilation and/or limited access. The workers mix substances and apply pesticides while wearing respirators, gloves, and other personal protective equipment designed to nullify the risk of exposure to toxic dust and sprays which might damage their health. Damage to health may occur if appropriate safety procedures are not followed. Discomfort may be experienced while wearing protective clothing, respirators, goggles, or face masks for extended periods of time. They may be exposed to poisonous insects, reptiles, and plants and to wild and rabid animals.

5026-9**PEST CONTROLLER, GRADE 9****5026-9**

General: Unlike the grade 7 pest control worker, who generally works with common pests and under close supervision, grade 9 pest controllers independently work with a wide variety of insect, vertebrate, and plant pests including those not commonly recognized and often hard to find. They utilize suitable Integrated Pest Management (IPM) control methods to reduce and control hazards to public health, stored products, structures, and vegetation. Pest controllers select, mix, and apply restricted and general use pesticides.

Grade 9 pest controllers independently plan work sequences and conduct trouble-shooting inspections of buildings and grounds for evidence of conditions conducive to damage and infestation by insects, rodents, predatory animals, and other pests. The controllers may monitor contractor quality control and compliance and prepare estimates for bid purposes.

Skill and Knowledge: Unlike grade 7 pest control workers who apply general pesticides using standard methods, grade 9 pest controllers know and use advanced principles and procedures of Integrated Pest Management including chemical control, precise surveys, and parasite and predator usage, for example, by introducing mosquito-eating fish into aquatic areas, and chemical lures for the control of moth breeding. They are skilled in pesticide and toxic chemical disposal including the proper use of safety procedures; in poison baiting techniques such as using zinc phosphide bait for rodent control; improper discharge of milky-spore disease for control of Japanese beetles; and in techniques used to trap wild animals such as raccoons.

They use spraying and dusting equipment which requires (1) using appropriate formulas and guidelines to insure proper balance of pesticides and (2) the selection of equipment and setting of controls to allow for wind, terrain, and population conditions. They are able to locate and identify pests in stored products in warehouses and commissaries, and to plan and to carry out appropriate pest control measures. They must know Federal and State laws and requirements which deal with the mixing, application, and disposal of restricted use pesticides.

Grade 9 pest controllers apply a broad knowledge of pesticide toxicity, chemical solutions, and baits, as well as knowledge of the physical characteristics, lifecycles, and feeding habits of a wide variety of pests.

They use algebra and arithmetic and selected formulas involving area, volume, and diluent measurements to compute proper pesticide applications. They are able to interpret building plans and blueprints to locate and avoid building structural supports, electrical wiring, ventilation ducts, etc., when planning applications within the walls, ceilings, or floors of buildings, and are skilled in using masonry boring equipment and structural injectors to gain access to internal or subterranean spaces for such applications as termite control. They are skilled in the collection and identification of disease carriers such as different types of mosquitoes, lice, fleas, scorpions, wasps, fire ants, poisonous snakes, raccoons, and bats. They use knowledge of ornamental and ground cover plant diseases and pests to detect and identify the causes of leaf spot, brown patch, cinch bugs, grub worms, etc.

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Grade 9 controllers use wrenches, pliers, screw drivers and similar handtools to perform operator maintenance on application equipment. They change nozzles, valves, and hoses, adjust and calibrate nozzle settings, and lubricate motors, pumps, and agitators.

Responsibility: Unlike grade 7 pest control workers, who generally work under the supervision or the guidance of a higher graded pest controller, grade 9 pest controllers work under very general supervision. Assignments are received either orally from the supervisor or through work orders, surveys, or treatment schedules. They independently plan and lay out work and determine appropriate courses of action including preventive measures and the preparation and treatment of a facility, site, or area of actual or potential infestation. Pest controllers at this level exercise a high degree of responsibility to assure a variety of hazardous pesticides are mixed and applied in accordance with applicable Federal and State requirements and related safety standards. They coordinate with and advise facility engineering and management personnel concerning IPM control procedures including structural, sanitary, and plant pest control. Their work is subject to onsite review by Federal and/or State inspectors at any time. Work is reviewed by supervisor for adherence to legal and regulatory requirements, technical standards, and results achieved.

Physical Effort: The physical effort required at this grade is the same as that described at [grade 7](#).

Working Conditions: The working conditions at this grade are the same as those described at [grade 7](#).

5026-10**PEST CONTROLLER, GRADE 10****5026-10**

General: Unlike the grade 9 pest controller who follows program plans prepared by others, the grade 10 Pest Controller is responsible for a complete facility pest control program in installations such as hospitals or smaller military facilities which require a complete pest management program but are not large enough to require a full time technical Supervisor. Pest controllers at this level complete the work themselves or with the assistance of one or two lower graded pest controllers or other employees. They receive technical advice and guidance as appropriate from pest management professionals such as State, Federal, or academic entomologists or agronomists in areas of program development or special program needs.

Skill and Knowledge: Pest controllers at this level possess the knowledge and skills found at the next lower level as well as those required for planning, accomplishing, and maintaining a facility pest management program. In order to organize and perform the full range of pest control operations and procedures, they must be able to plan and lay out work for themselves as well as for lower graded workers. They must be able independently to determine appropriate pest control measures, such as how and when the work should be accomplished, and how to estimate manpower, equipment, and material requirements. They devise and maintain all program plans and records, are skilled in surveillance and trouble-shooting techniques, and are able to determine most pest control measures needed without benefit of professional or Supervisory guidance. They apply in-depth knowledge of pest species and are skilled in the safe handling, mixing, application, and disposal of pesticides required in an installation pest management program.

Responsibility: Pest controllers at this level serve as the installation's principal pest controller. They plan, organize, direct, and perform pest control programs under administrative supervision. They determine approaches, methods, and courses of action such as whether to utilize chemical or physical methods in controlling a pest infestation. They are responsible for the conduct of the pest control program and adherence to appropriate Federal and State regulatory requirements. They advise management and facility support personnel on practical aspects of pest management and control, and utilize technical handbooks, consultations with pest management professionals at other activities, and regulatory issuances such as (EPA) directions and instructions for mixing and applying restricted use pesticides for guidance.

Work is reviewed by the administrative supervisor for results achieved, and may be subject to onsite review by State and Federal officials at any time.

Physical Effort: The physical effort required at this grade is the same as that described at [grade 7](#).

Working Conditions: The working conditions at this grade are the same as those described at [grade 7](#).

