

# CITY OF GRAND JUNCTION

## JOB ANALYSIS QUESTIONNAIRE

**I. EMPLOYEE BACKGROUND:** In this section you will provide information regarding your name, current job title, your immediate supervisor, etc. This will help us make sure we refer to the correct job throughout the study.

Is this a group questionnaire? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	If yes, please list all employee names.
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**Division:**

**Department:**

### For Individual Questionnaires Only:

<b>Employee Name:</b>	Tonello	Daniel	J
	(Last)	(First)	(Middle Initial)

**Current Classification Title:** Wastewater Services Manager

<b>Division</b>	Utilities & Streets	<b>Department</b>	Persigo
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**Total Length of Time with organization** 25 Years 0 months

**Total Length of Time in Current Position** 5 Years 9 months

**Assigned Hours/Week;; from** 0700 **t o** 1500 **Assigned Days/Week** 5

**Email:** dant@gjcity.org **Work Phone:** (970) 256-4171

### Immediate Supervisor:

### Immediate supervisor reports to:

**Name:** Terry Franklin

**Name:** Greg Trainor

**Title:** Deputy Director USS

**Title:** Director USS

**Work Phone** (970)244-1495

**Work Phone:** (970) 244-1564

**E-mail:** terryf@gjcity.org

**E-mail:** gregt@gjcity.org



## **II. POSITION INFORMATION**

**1. POSITION SUMMARY:** This section asks for a short paragraph, one to three sentences, regarding the purpose of your position and/or your primary responsibilities. This summary helps us to quickly understand the essence of your job. Usually it is better to write this after you have completed the remainder of the questionnaire. Briefly describe what you consider to be the major purpose or objective of the job. Simply stated, what are you attempting to accomplish in your position?

Example: Computer Support Technician

Summary: To operate, maintain and repair computer equipment and to provide technical assistance to users.

Title: Wastewater Services Manager.

Summary: Purpose of the position is to manage the Wastewater Services Division. The Manager is responsible for all aspects of managing this enterprise fund. Responsibilities include: personnel issues, setting utility rates, long range financial planning (2009 expense budget of \$12,307,674, Revenue = \$10,881,196), preparing and giving budget presentations to Council & County Commissioners, maintaining compliance with State & Federal Clean Water Act requirements and all other components associated with the operation.

Please see attached job description that accurately describes the duties of the Wastewater Service Manager.



**DUTIES:** Oversee and coordinate the services and activities of the Wastewater Services section within the Utilities Division of the Public Works Department including wastewater treatment plant operation and maintenance, collection system operations, and industrial pretreatment program. Participate in the development and implementation of goals, objectives, policies and priorities for assigned programs; recommend and administer policies and procedures. Monitor and evaluate the efficiency and effectiveness of service delivery methods and procedures; recommend, within departmental policy, appropriate service and staffing levels. Plan, direct, coordinate and review the work plan for assigned staff; assign work activities, projects and programs; review and evaluate work products, methods and procedures; meet with staff to identify and resolve problems. Oversee and participate in the development and administration of the Wastewater Services section annual budget; participate in the forecast of funds needed for staffing, equipment, materials and supplies; monitor and approve expenditures; implement adjustments. Review capital improvement plans related to wastewater treatment and collection services; and make recommendations regarding future capital needs and maintenance activities.

**REQUIREMENTS:** Five years of increasingly responsible wastewater treatment plant and collection systems operations and maintenance experience including two years of administrative and supervisory responsibility. Equivalent to completion of the twelfth grade supplemented by college level course work, or Associates Degree, in civil or process engineering, construction technology, biology or a related field. Possession of, or ability to obtain, valid CDL driver's license. Possession of a valid Class "A" Wastewater Treatment Plant Operator and Class III Collections Systems certification issued by the State of Colorado. **Ability to:** prepare and administer large program budgets and prepare clear and concise technical, administrative and financial reports; bring innovative ideas to the Division and analyze problems and identify alternative solutions within a team environment; develop professional and technical staff within the Wastewater Division; research, analyze and evaluate new treatment methods and techniques; interpret and work from sketches, penciled layouts, blueprints and prepare plans for minor projects; interpret and apply Federal, State National Permit Discharge Elimination System (NPDES) permitting regulations and Colorado water quality standards policies, laws and regulations; participate in State and National professional organizations. **Knowledge of:** Complex principles and practices used in wastewater treatment, collection system, lift stations, industrial pretreatment, biosolids, laboratory and safety operations (particularly activated sludge treatment); construction and repair work; tools and equipment common to wastewater treatment plant and collection system maintenance, repair and construction; types and levels of maintenance and repair activities generally performed in a wastewater treatment plant and collection system maintenance program; standards, calculations, and methods used to measure the operating efficiency of machinery and equipment used in wastewater systems.

**PHYSICAL CONDITIONS:** Office and field environment; travel from site to site; some exposure to inclement weather conditions, noise, chemicals, dust, grease, fumes, and gases; work or inspect around heavy equipment. Primary functions may require maintaining physical condition necessary for walking, standing or sitting for prolonged periods of time; operating motorized vehicles. Use of computer keyboard.





## 2. SUPERVISION & ORGANIZATIONAL RELATIONSHIPS.

- a. The chart below asks for your specific supervisory responsibilities. If a duty statement applies to you, please check the box under the "Yes" column and then indicate the number of employees for which you are responsible to the right of the statement.

Yes	Duty	Number of Employees
<input type="checkbox"/>	I do not officially supervise other employees (sign performance reviews).	
<input checked="" type="checkbox"/>	I evaluate and sign performance reviews of other full-time employees. (SEE BELOW)	5
<input type="checkbox"/>	I evaluate and sign performance reviews of part-time, temporary or contract employees.	
<input checked="" type="checkbox"/>	I instruct other employees in methods or procedures needed to carry out their job (how to carry-out their assigned duties).	<del>28</del> 34
<input checked="" type="checkbox"/>	I make work assignments for others.	<del>28</del> 34
<input checked="" type="checkbox"/>	I make hiring and hiring pay recommendations.	<del>28</del> 34
<input checked="" type="checkbox"/>	I make hiring and hiring pay decisions.	<del>28</del> 34
<input checked="" type="checkbox"/>	I recommend termination for poor performance.	<del>28</del> 34
<input type="checkbox"/>	I provide advice to peers that they must consider carefully before making a decision.	
<input checked="" type="checkbox"/>	I provide information to supervisors/management that they use in making a decision.	4

- b. Complete the organization chart below. This chart will help us to understand your job in relation to others in your department. Please use titles and not names. Fill in the applicable position titles: (1) your coworkers, employees you work with and who also report directly to your supervisor; and, (2) your subordinates, any employees you supervise directly. List only those jobs over which you have full managerial/supervisory authority (i.e. complete and sign performance evaluation.) Do not list employees supervised by your subordinate supervisors.

### YOUR COWORKERS' JOB TITLES

Water Services Manager
Solid Waste & Streets Manager
Environmental Laboratory Manager
FACILITIES MANAGER

### YOUR DIRECT REPORTS' JOB TITLES

Admin Assistant
Wastewater Maintenance Supervisor
Wastewater Operations Supervisor
Industrial Pretreatment Coordinator
Persigo Safety Coordinator

Please indicate the nature of the group supervised and the number supervised

☒ Full Time

☐ Part-Time

☐ Seasonal/Temp

☐ Volunteer

☐ Contract





c. Describe with whom, or with what departments/organizations, you have regular contact.

**1. Inside your organization (other City Departments):**

Title of Person or Department	How Often	For What Purpose
Ex: Peers, Subordinates		
USS Deputy Director	Daily	Supply information/gain information
USS Director	Daily	Supply information/gain information
Utility Engineer	Daily	Coordinate capital projects
Environmental Compliance Coordinator	Weekly	Discuss regulatory issues
Maintenance Supervisor	Daily	Direct/Support
Operations Supervisor	Daily	Direct/Support

HAFB MANAGER DAILY Supply INFO/Receive INFO.

**2. Outside your organization:**

Title of Person or Organization	How Often	For What Purpose
Ex: Vendors, Gen. Public		
Board of County Commissioners	4 times/year	Work Shops/Budget Presentations
State & Federal Regulators	10 times/year	Discuss regulatory issues
General Public	7 times/year	Field questions or complaints that staff are unable to handle
Consultants	20 times/year	Gain/give information
City Council	4 times/year	Persigo meeting and workshop
MESA CO. PW DIRECTOR	6 x / year	INFO. SHARING

**3. ESSENTIAL DUTIES.**

The list of essential duties helps us to understand those duties which are the primary reasons why your position exists. For clarification, please refer to the examples provided below.

**Essential Duties:** Those duties that make up at least 5% of your time. Please provide enough detail so that someone who may not be familiar with your job will have a clear understanding of what it is that you do. For example, do not simply state "prepares reports", but state "prepares reports such as status reports, staff reports", or other type of report(s) you may prepare. Also, please use action verbs such as prepares, calculates, operates, etc., to start off each statement. Do not use acronyms in your description. Examples are shown below. Use additional sheets if needed.

**Decisions Required:** List the decisions you make to carry out the essential duties.

**Frequency:** Indicate how often you perform each duty – D = daily, W = weekly, M = monthly, Q = quarterly, A = annually, or O = occasionally.

**Percent of Time:** Indicate how much of your time you spend on each task. The total of these percentages should not be more than 100%. Example: Sally conducts property value estimates 20% of the time, it may mean she spends one day out of five on that task, or that she spends around two hours each day. These need only be estimates so do not spend a great deal of time trying to come up with an exact percentage. The percentages of **all** duties should equal 100% over a one year period of time.

**Attach additional sheets if necessary.**



**E X A M P L E (LIST ACTUAL ESSENTIAL DUTIES BELOW EXAMPLE)**

Essential Duties	Decisions Required	Frequency	% of Time
<b>EXAMPLES:</b>			
Prepares monthly newsletters by gathering information, writing copy, editing, preparing for publication and overseeing distribution.	Articles to include, editorial changes, graphics, layouts	M	25%
Performs inventory spot checks and monthly counts of supplies in warehouse.	When to check supplies	M	10%

	List of Essential Duties	Decisions Required	Frequency: D = Daily W = Weekly M = Monthly Q = Quarterly A = Annually O = Occasionally	% of Time Spent (Not to exceed 100%)
1	Provide guidance/direction to division's supervisory staff. <i>PROVIDE LEADERSHIP TO PERSONNEL STAFF...</i>	Make decisions regarding system operation ie. staffing, shift work, plant mode of operation...	Daily	45
2	Budget preparation & review, expenditure approval	Type of equipment purchased, approval of specific capital project.	Weekly	15
3	Attend Meetings: Operations staff, Maintenance staff, Collections staff, Persigo Management, AIM Group, "Bound for the Future" USS management staff...	Resolve personnel issues, solve operational problems...	Weekly	15
4	Identify & Implement Special Projects: Compost agreement w/Mesa County, Compost Marketing, Compressed Natural Gas, Grease Disposal Unit, Microturbine evaluation, Aeration Basin Upgrade, Aerobic Digester Upgrade, Discharge Permit negotiation...	Determine validity of project, decide whether to seek approval.	Weekly	20
5	Misc: Answer phone calls, return emails...		Daily	5
6			Select	
7			Select	
8			Select	
9			Select	
10			Select	
11			Select	
12			Select	
13			Select	
14			Select	





15			Select	
16			Select	
17			Select	
18			Select	
19			Select	

#### 4. REQUIRED KNOWLEDGE AND SKILLS.

This section helps us to understand the types of knowledge and skill you would need to perform your job at the entry level. Those items you list are those required and not what you might necessarily know or are able to do after being in the position for a number of years.

**Knowledge:** refers to the possession of concepts and information gained through experience, training and/or education and can be measured through testing.

**Skills:** refers to the proficiency which can be demonstrated and are typically manual in nature and/or can be measured through testing.

The knowledge and skills that you list in the following section must refer to the Essential Duties you listed in Section 3.

Duty #	Knowledge - Skills
1,2,3 , 4	Knowledge-Thorough understanding of wastewater treatment concepts, environmental regulations. State of Colorado Class "A" Certification, college degree (per H.R.), minimum four years plant operational experience, understanding of biological processes, working knowledge of mathematics, chemistry, hydrology
2	Knowledge- Understanding of long rang finacial planning, spreadsheet use, appropriate rate structuring, fund use, capital projects.
1	PRINCIPLES OF LEADERSHIP





### III. EDUCATION, EXPERIENCE, AND EQUIPMENT

**1. EDUCATION:** What level of education do you have and what minimum level of education do you believe is needed to satisfactorily perform your job at entry level? Check the level that applies to your job:

You Have	You Need	
<input type="checkbox"/>	<input type="checkbox"/>	Less than High School Diploma or equivalent (G.E.D.) (ability to read, write, and follow directions)
<input type="checkbox"/>	<input type="checkbox"/>	High School Diploma or equivalent (G.E.D.)
<input type="checkbox"/>	<input type="checkbox"/>	Up to one year of specialized or technical training beyond high school
<input type="checkbox"/>	<input type="checkbox"/>	Associate degree (A.S., A.A.) or two-year technical certificate
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Bachelor's degree
		Other (explain):
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Educational requirements Bachelor Degree (per Shelly Caskey 12/05/08)
		State of Colorado Class "A" Wastewater Certification
		State of Colorado Class 4 Collections System Certification

**2. EXPERIENCE:** What kinds of experience do you have, and what minimum kinds of experience are needed to enter your job at entry level?

#### Type of Experience

<u>You Have</u>	<u>Your Time</u>	<u>You Need</u>	<u>Minimum Time Required</u>
Plant Operation/Collection System Experience	25 years	Plant Operation/Collection System Experience	5.0 years
Supervision	18 years		2.0 years
	years		years

a. What field (s) should training or degree be in?

Wastewater Services Manager is responsible for the entire wastewater operation. Fields of training include Plant operations, Collections systems operation, Industrial Pretreatment Program Implementation, Construction principals and training in Management and Human Resources practices.

**3. SPECIAL REQUIREMENTS:** List any registrations, certifications or licenses that are **required** for you to hold your position. Be specific and do not abbreviate words or use acronyms.

Class "A" Wastewater Certification, Class 4 Wastewater Collection Certification



**4. MACHINES, TOOLS AND EQUIPMENT.** List any machines, tools or equipment used in your work and indicate the frequency and time spent using each. The machines, tools and equipment must refer to the Essential Duties you listed in Section 3.

Duty #	Machines, Tools, Equipment	Frequency/Time
1,2,3,4	Vehicle & Office Equipment	100

**5. DECISION-MAKING & JUDGMENTS.**

- a. Describe three types of important decisions and judgments you make regularly and independently in the performance of your duties.
  - 1. Plant Operations: The Wastewater Services Manager is responsible for all aspects of the treatment operation. The manager receives daily updates on the operation from supervisory staff and makes decisions regarding the operation which are then carried out by staff.
  
  - 2. Evaluation of the system infrastructure: The manager is responsible for identifying all system upgrades and ensuring that the sewer system fund balance can support needed upgrades as well as support the operation and preventative maintenance programs. The sewer system is an enterprise fund and as a result is totally supported by rates and user fees which are established by the manager and approved by City Council.
  
  - 3. All personnel issues: Hiring, evaluating, arbitration, morale building...





## **IV: AMERICANS WITH DISABILITIES ACT REQUIREMENTS**

### **1. PHYSICAL ACTIVITIES/REQUIREMENTS.**

This section helps us understand the physical activities and requirements that are absolutely necessary for you to be able to do in order to perform your job. Please list the frequency and the importance of each of the physical requirements listed in this section. These physical activities/requirements will help in ensuring the City of Grand Junction remains in compliance with the Americans with Disabilities Act.

The City of Grand Junction is required to document any physical requirements in order to legally defend restrictions that are imposed. The definitions for the physical activities/requirements are taken directly from the guidelines established by the federal government. Your answers in this section will not affect how your job is classified.

#### **Frequency**

**How frequently is the activity performed?**

- 0 – Never
- 1 – Annually
- 2 – Quarterly (at least 3 per year)
- 3 – Monthly (at least 8 per year)
- 4 – Weekly (at least 3 per month)
- 5 – Daily (at least 3 per week)

#### **Importance**

**How important is the activity in accomplishing the job's purpose?**

- 0 – Not Important
- 1 – Somewhat Important
- 2 – Very Important
- 3 – Extremely Important

<b>Physical Activity</b>	<b>Frequency</b>	<b>Importance</b>	<b>Duties</b>
<b>Climbing:</b> Ascending or descending ladders, stairs, scaffolding, ramps, poles and the like, using feet and legs and/or hands and arms. Body agility is emphasized. This factor is important if the amount and kind of climbing required exceeds that required for ordinary locomotion.	0--Never	0--Not Important	
<b>Balancing:</b> Maintaining body equilibrium to prevent falling when walking, standing or crouching on narrow, slippery or erratically moving surfaces. This factor is important if the amount and kind of balancing exceeds that needed for ordinary locomotion and maintenance of body equilibrium.	0--Never	Select	
<b>Stooping:</b> Bending body downward and forward by bending spine at the waist. This factor is important if it occurs to a considerable degree and requires full use of the lower extremities and back muscles.	0--Never	Select	
<b>Kneeling:</b> Bending legs at knee to come to a rest on knee or knees.	0--Never	Select	
<b>Crouching:</b> Bending the body downward and forward by bending leg and spine.	0--Never	Select	
<b>Crawling:</b> Moving about on hands and knees or hands and feet.	0--Never	Select	
<b>Reaching:</b> Extending hand(s) and arm(s) in any direction.	5--Daily	2--Very Important	Office Work
<b>Standing:</b> Particularly for sustained periods of time.	0--Never	Select	
<b>Walking:</b> Moving about on foot to accomplish tasks, particularly for long distances.	0--Never	Select	
<b>Pushing:</b> Using upper extremities to press against something with steady force in order to thrust forward, downward or outward.	0--Never	Select	
<b>Pulling:</b> Using upper extremities to exert force in order to draw, drag, haul or tug objects in a sustained motion.	0--Never	Select	





<b>Fingering:</b> Picking, pinching, typing or otherwise working, primarily with fingers rather than with the whole hand or arm as in handling.	5--Daily	2--Very Important	Typing
<b>Grasping:</b> Applying pressure to an object with the fingers or palm.	5--Daily	2--Very Important	Office Work
<b>Lifting:</b> Raising objects from a lower to a higher position or moving objects horizontally from position-to-position. This factor is important if it occurs to be a considerable degree and requires the substantial use of the upper extremities and back muscles.	0--Never	Select	
<b>Feeling:</b> Perceiving attributes of objects, such as size, shape, temperature or texture by touching the skin, particularly that of fingertips.	0--Never	Select	
<b>Talking:</b> Expressing or exchanging ideas by means of the spoken word. Those activities in which they must convey detailed or important spoken instructions to other workers accurately, loudly, or quickly.	5--Daily	2--Very Important	Directing Staff
<b>Hearing:</b> Perceiving the nature of sounds with no less than a 4db loss @ 500 Hz, 1,000 Hz and 2,000 Hz with or without correction. Ability to receive detailed information through oral communication, and to make fine discriminations in sound, such as when making fine adjustments on machined parts.	0--Never	Select	
<b>Seeing:</b> The ability to perceive the nature of objects by the eye. Seeing is important for hazardous jobs where defective seeing would result in injury and also jobs where special and minute accuracy, inspecting and sorting exist. A high degree of visual efficiency, placing intense and continuous demands on the eyes by moving machinery and other objects are also considered important. Other important factors of seeing are acuity (near and far), depth perception (three dimensional vision), accommodation (adjustment of lens of eye to bring an object into sharp focus), field of vision (area that can be seen up and down or to the right or left while eyes are fixed on a given point) and color vision (ability to identify and distinguish colors).	5--Daily	2--Very Important	Driving
<b>Repetitive Motions:</b> Substantial repetitive movements (motions) of the wrists, hands, and/or fingers.	0--Never	Select	
<b>Sedentary Work:</b> Exerting up to 10 pounds of force occasionally and/or a negligible amount of force frequently or constantly to lift, carry, push, pull or otherwise move objects, including the human body. Sedentary work involves sitting most of the time. Jobs are sedentary if walking and standing are required only occasionally and all other sedentary criteria are met.	5--Daily	2--Very Important	Working at my desk
<b>Light Work:</b> Exerting up to 20 pounds of force occasionally, and/or up to 10 pounds of force frequently, and/or a negligible amount of force constantly to move objects. If the use of arm and/or leg controls requires exertion of forces greater than that for Sedentary Work and the worker sits most of the time, the job is rated for Light Work.	0--Never	Select	
<b>Medium Work:</b> Exerting up to 50 pounds of force occasionally, and/or up to 20 pounds of force frequently, and/or up to 10 pounds of force constantly to move objects.	0--Never	Select	
<b>Heavy Work:</b> Exerting up to 100 pounds of force occasionally, and/or up to 50 pounds of force frequently, and/or up to 20 pounds of force constantly to move objects.	0--Never	Select	



<b>Very Heavy Work:</b> Exerting in excess of 100 pounds of force occasionally, and/or in excess of 50 pounds of force frequently, and/or in excess of 20 pounds of force constantly to move objects.	0--Never	Select	
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## 2. WORKING CONDITIONS.

The working conditions section helps us to understand the physical environment you are subjected to while performing your job duties. This section does not apply to conditions like an old office building but only those factors that have to do with the job itself. In this section, please place an X by the condition that applies and one under the frequency that is most appropriate. The condition should be unique to your job and not generally applicable to all employees with the organization. **Please note, there is a choice for "Does Not Apply," if most of your work is in an office setting.**

☒ **Does Not Apply**

Condition	Less than 25% of the time	25-50% of the time	More than 50% of the time
Hazardous physical conditions (mechanical parts, electrical currents, vibration, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Atmospheric Conditions (fumes, odors, dusts, gases, poor ventilation)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Hazardous materials (chemicals, blood and other body fluids, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Extreme temperatures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Inadequate lighting	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work space restricts movement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Intense noise	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Travel	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Environmental (disruptive people, imminent danger, threatening environment)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>


## V: EMPLOYEE, SUPERVISOR, AND DEPARTMENT HEAD SIGNATURES

### ADDITIONAL COMMENTS

Are there any additional comments you would like to make to be sure you have described your job adequately? (Use additional sheets if necessary).

## EMPLOYEE CERTIFICATION

I certify that the above statements and responses are accurate and complete to the best of my knowledge.

Signed:  Date: 12/22/08



**TO BE COMPLETED BY THE IMMEDIATE SUPERVISOR AND DEPT. HEAD**

This section is to be used by the Supervisor to note any additional comments, additional duties or disagreements with any section of the questionnaire. The Supervisor should not change anything written by the individual filling out the questionnaire nor should they address any performance issues. Please remember that this questionnaire is intended solely for the purpose of accurately describing the job in question. Supervisors, please review the entire JAQ for completeness and accuracy. If there are sections that are not complete or are incorrect, please fill in the blanks when you review the questionnaire with the incumbent. If you disagree with any information provided or believe some information is missing, indicate below the question number and your comments. **Please note the form should have all three signatures to ensure all have read the questionnaire.**

Question No.	Comments
	AS WRITTEN IN JAQ. GARY TRAINER





**Please check the appropriate statement:**

☐ I agree with the incumbents' position questionnaire as written.

☒ The above modifications have been discussed with the incumbent, and the incumbent agrees with these modifications.

☐ The above modifications have been discussed with the incumbent, and the incumbent disagrees with these modifications.

**I have noted the modifications made by my supervisor in the Comments Section above.**

Employee Signature: Day Tallo Date: 12/22/08

Supervisor Signature: [Signature] Date: 12/22/08

Department Head Signature: [Signature] Date: 12/22/08

THANK YOU FOR COMPLETING THIS QUESTIONNAIRE. AFTER YOU OR YOUR GROUP HAS COMPLETED YOUR PORTION OF THE QUESTIONNAIRE, PLEASE SUBMIT THE QUESTIONNAIRE TO YOUR SUPERVISOR FOR REVIEW, SIGNATURE, AND COMMENT. YOUR SUPERVISOR WILL SUBMIT THE COMPLETED QUESTIONNAIRE TO YOUR DEPARTMENT HEAD.

