

Federal Wage System Job Grading Standard for Motor Vehicle Operating, 5703

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WORK COVERED

This standard covers nonsupervisory work involved in the operation of gasoline, diesel, or electric powered wheeled vehicles to haul cargo and fuel, transport passengers, or to tow or recover equipment. The vehicles are driven in restricted traffic environments on Government installations, over public roads and highways, or under cross-country conditions. Also included are motor vehicles which have special-purpose or auxiliary devices where a knowledge of such devices does not exceed the level of knowledge and skill required to operate the vehicle safely.

WORK NOT COVERED

This standard does not cover work which primarily involves:

- Operating electric, diesel, or gasoline powered fork lift trucks to move, stack, and load materials in and about warehouses, storage areas, loading docks, and vehicles. (See [Job Grading Standard for Fork Lift Operating Series, 5704.](#))
- Operating wheeled tractors and attached or towed equipment such as trailers, towbars, plows, harrows, planters, mowers, post hole diggers, combines, bailers, spreaders, backhoes, and front-end loaders in order to transport materials and equipment, dig, load, plant, harvest, clear, mow, and dispense liquid and solid materials. (See [Job Grading Standard for Tractor Operating Series, 5705.](#))
- Operating gasoline or diesel powered engineering and construction equipment with wheeled or crawler-type traction such as graders, tractors with bulldozer or angledozer blades, front-end loaders, trench diggers, and large industrial tractors with pan or scraper attachments in order to cut, move, dig, grade and roll earth, sand, stone, and other materials, and to maintain ditches, road shoulders and beds, and firelines. (See [Job Grading Standard for Engineering Equipment Operating Series, 5716.](#))

TITLES

Jobs covered by this standard are to be titled *Motor Vehicle Operator*.

GRADE LEVELS

This standard does not describe all possible grades at which jobs might be established. If jobs differ substantially from the skill, knowledge, or other work requirements described for the grade levels in the standard, they may be graded above or below the levels described based on sound job grading methods.

NOTES TO USERS

An underlying premise in the grade level descriptions in this standard, except at the grade 4 level, is that the vehicles are driven on Government installations and on public roads in a full range of traffic conditions or in installation environments that exhibit the same driving characteristics as public roads on a regular and recurring basis. Such public road characteristics would include widely dispersed urban and rural roadway systems; two-lane and four-lane highways; various weight limits and vehicle prohibitions on certain roads or bridges; a range of driving speeds as well as highway speed limits on some roads; various traffic signals and multiple types of intersections; frequently heavy traffic congestion; and sharp curves and blind or steep hills. Situations within the confines of an installation, such as driving in congested industrial areas, impose skill and knowledge requirements on motor vehicle operators similar to the demands of driving on public roads in all kinds of traffic. The requirement that vehicles are operated on public roads or the equivalent in terms of driving characteristics is consistent with the key ranking job descriptions for Truck Driver (Light), Truck Driver (Medium), Truck Driver (Heavy) and Truck Driver (Trailer) set forth in [Part I, Appendix 2 of the Job Grading System for Trades and Labor Occupations](#). In instances where drivers do not use their vehicles on public roads (or the equivalent), a lower grade level than the one depicted in this standard for the type of vehicle driven is appropriate. This is primarily because the knowledge and skill required for the driver to operate the vehicle competently and safely is not as high.

Formerly, indicators such as gross vehicle weight (weight of the vehicle plus weight of the load), load capacity, number of forward speeds, number of driving (powered) wheels, and passenger capacity have been routinely used as the primary criteria for determining grade levels of motor vehicle operator jobs. These indicators are insufficient for determining the grade of the total job since they do not give consideration to all features of the job which affect the four grade determining factors of skill and knowledge, responsibility, physical effort, and working conditions involved in performing the work. However, gross vehicle weight provides a frame of reference from which to conduct a complete analysis and evaluation of a position. Therefore, gross vehicle weight is being retained as a means of establishing a framework in grade analysis for straight-in-line vehicles, i.e., vehicles that are unitized with the axles, power source or cab portion of the vehicle and load carrying body all on the same chassis. This indicator does not directly apply to passenger buses, passenger ambulance buses, or motor coaches. The final grade level for all vehicle operating positions will be based on a thorough consideration of the four grading factors of the total job.

MOTOR VEHICLE OPERATOR, GRADE 4

General: Drivers at this grade level operate one or more motor vehicles including pickup trucks, panel trucks, flatbed trucks, carryalls, sedans, crew cab pickup trucks, jeeps, and station wagons which typically have an approximate gross vehicle weight of up to 4500 kilograms (10,000 pounds). Vehicles are driven on the basis of either specific trip assignments or regularly established schedules and standard routes to transport personnel, supplies, materials, or equipment and tools throughout an installation or establishment under limited traffic conditions at low speeds. Drivers perform operator maintenance, such as checking fluid levels and air pressure in tires, and cleaning and washing the vehicles. They may use two-way radios to receive and transmit messages. They complete trip tickets and preventive maintenance records.

Skill and Knowledge: At this grade level, drivers have basic skills for manipulating the controls for starting, stopping, backing, and driving the vehicle. They have a knowledge of the height, width, length, and weight of the vehicle in order to operate the vehicle safely on short runs, following limited or prescribed routes throughout a Government installation. Also, they have a knowledge of installation traffic rules and regulations, and the skill to read and understand installation maps and other locator documents for finding various buildings and facilities. The drivers load and arrange the cargo so that it does not shift or fall and damage the material. They have a knowledge of the operator's manual for their assigned vehicle and the skill to apply such knowledge to particular driving situations. They have the knowledge to recognize developing maintenance problems when conducting an inspection of their vehicles, and report technical problems to the supervisor.

Responsibility: Drivers receive instructions from the dispatcher or supervisor on the type of vehicle to be operated, destination, cargo or passengers to be transported, purpose of the trip, deadlines to be met, and any special information. Grade 4 drivers are responsible for the comfort and safe transport of passengers and cargo throughout the installation or establishment. For example, they adhere to installation traffic rules and safe operating practices for moving vehicles; drive carefully to avoid jolting or injuring passengers; and load or assist in loading, unloading, and arranging cargo correctly. They enforce use of seat belts when the vehicle is in motion. They may use a two-way radio to keep the dispatcher or supervisor informed on the status of job assignments and problems encountered. The driver's work is regularly checked and evaluated for timeliness, the safe delivery of cargo or passengers, and for following instructions. Trip tickets are examined for compliance with regulations and for completeness.

Physical Effort: Drivers at this grade level exert light physical effort in reaching, bending, turning, or moving hands, arms, feet, and legs to operate hand and foot controls. They exert moderate physical effort in the frequent handling of objects weighing up to 18 kilograms (40 pounds), and the occasional handling of heavier objects while loading cargo, with the assistance of other workers or weight handling equipment.

Working Conditions: Drivers work mostly outside and operate vehicles in all kinds of weather in a controlled traffic environment throughout a Government installation or establishment. Drivers are exposed to dirt and fumes, and to the possibility of cuts, bruises, and broken bones as a result of accidents while driving or from falling objects when loading and unloading the vehicle.

MOTOR VEHICLE OPERATOR, GRADE 5

General: Drivers at this grade level operate one or more motor vehicles including pickup trucks, panel trucks, flatbed trucks, carryalls, sedans, crew cab pickup trucks, jeeps, and station wagons which typically have an approximate gross vehicle weight up to 4,500 kilograms (10,000 pounds). Vehicles are driven on the basis of specific trip assignments or regularly established schedules over public roads (or the equivalent) at highway speeds to transport personnel, supplies, materials, or equipment and tools or to tow equipment throughout rural or urban areas. In comparison with the restricted traffic conditions at the grade 4 level, drivers at this grade operate vehicles over Federal, state, and county roads and city streets in all traffic conditions. They load and unload the vehicles by hand, sometimes receiving help from other workers. They ensure the cargo is protected from the weather and that it is properly distributed and secured to prevent damage or loss while in transit. The drivers make certain that any equipment being towed does not exceed the maximum weight allowable for the vehicle being driven, and that it is connected to the vehicle according to local and Federal regulations. They perform operator maintenance and wash their vehicles in compliance with established policies. They complete trip tickets, preventive maintenance records, and accident reports.

Skill and Knowledge: At this grade level drivers have skill in manipulating controls for starting, stopping, backing, and driving the vehicle in all types of traffic and road conditions. They have knowledge of the height, width, length, and weight of the vehicle in order to judge overhead and side clearances, the turning radius, braking distance, and the safest distance to be maintained from other vehicles. They have skill to read and understand a road map, and to determine the shortest and safest route for both short and long runs. They have knowledge of defensive driving techniques, including skill to recognize developing hazardous road and traffic conditions and the judgment to select alternate routes to avoid potential problems. Drivers at this grade level have knowledge and skill to adjust their driving methods to the practices of the surrounding traffic in order to avoid accidents and to transport cargo and passengers safely. Also, they have knowledge of State and local safety rules and regulations, and the rules of other jurisdictions (e.g., surrounding States) for operating vehicles. The drivers have knowledge and skill to load cargo properly onto the vehicle, using appropriate tie-downs such as chains, binders, or straps for transit on public roads at highway speeds or under similar driving circumstances. They have knowledge of the operator's manual for their assigned vehicle and skill to apply such knowledge to particular driving situations. They have the knowledge to recognize developing maintenance problems when conducting an operator's inspection of their assigned vehicles, and to report technical problems to the supervisor.

Responsibility: The drivers receive instructions from the dispatcher or supervisor as to the type of vehicle to be operated, destination, cargo or passengers to be transported, purpose of the trip,

deadlines to be met and any special information important to the mission. Grade 5 drivers are responsible for safely transporting passengers or cargo to their destinations throughout rural or urban areas on public roads in a full range of traffic conditions (or the equivalent). The driver's work is regularly checked and evaluated for timeliness, the safe delivery of cargo or passengers, and for following instructions. Trip tickets are examined for compliance with regulations and for completeness.

Physical Effort: In addition to the physical demand described at the [grade 4 level](#), moderate physical effort may be required in making couplings between the vehicle and towed equipment because safety chains, towbars, and hooks must be lifted and properly secured. Considerable physical effort may be required to change tires and make limited emergency repairs, such as installing an emergency fan belt or replacing an electrical fuse on open highways.

Working Conditions: In addition to the working conditions described at the [grade 4 level](#), at this level drivers operate vehicles in all types of traffic and weather on public roads (or the equivalent), and are exposed to the danger of serious accidents. They drive in heavy traffic and at highway speeds over complicated road and interchange systems.

MOTOR VEHICLE OPERATOR, GRADE 6

General: Drivers at this grade level operate and perform operator maintenance on one or more motor vehicles including platform trucks, van trucks, stake trucks, dump trucks, ambulances or patient transport vehicles, passenger shuttle vans, and cargo vans which typically have an approximate gross vehicle weight of more than 4,500 kilograms (10,000 pounds) and up to 11,700 kilograms (26,000 pounds). Some of these vehicles are equipped with air brakes. Vehicles are driven on the basis of either specific trip assignments or regularly established schedules over public roads (or the equivalent) at highway speeds under the same types of traffic and driving conditions as described at the grade 5 level.

Drivers may operate platform, van or stake trucks and cargo vans to pick up and deliver materials and equipment or tow equipment to various locations and work sites. They maneuver vehicles over uneven terrain, over improved or unimproved roads, and through congested areas exercising caution when backing to load or unload at docks, ramps, and similar locations. They determine the manner and sequence of loading cargo to achieve load balance and adequate protection for fragile items. The drivers secure the cargo with tie-down ropes or a tarpaulin to prevent shifting and to protect the load, and mark dangerous or protruding cargo with flags, placards, or reflection lights. They check material loaded or delivered against various documents to prevent errors and to certify the condition of the items and obtain signatures from receiving personnel.

Other drivers at this grade level operate dump trucks to haul earth, gravel, sand, and similar construction materials or debris such as logs, stumps, and stone over roads, streets, and through open field areas and over difficult terrain around construction sites or similar operating environments. They also operate a hydraulic dumping mechanism to unload or spread the materials in the dump bed.

Some drivers at this grade level drive ambulances or patient transport vehicles to pick up and transport patients under nonemergency conditions from one location to another such as from an airport to a hospital or from one hospital to another. They drive on public roads at controlled speeds to insure the patient's comfort. The drivers assist the accompanying medical personnel in loading, unloading and securing litter patients.

Some drivers at this grade level drive passenger shuttle vans over predetermined routes and arrive at and depart from pick up and discharge points at scheduled times. They also may drive shuttle vans on special runs for meetings and other activities. The drivers check authorized passes on all passengers. They adhere to all State, local, and installation traffic laws and ordinances. They are required to maneuver the vehicle in and out of constricted areas including narrow city streets and congested parking lots.

Also included at this level are the drivers of vehicles equipped with a power takeoff device for transferring engine power to special-purpose accessory equipment, such as winches, power lifts, and plows and spreaders.

Skill and Knowledge: At this grade level, the vehicles operated are typically higher, wider, longer, and heavier than those described at the grade 5 level. Therefore, the driver has knowledge to make more difficult judgments concerning loading and arranging cargo, overhead and side clearances, the turning radius, braking distance, and the distance to be maintained from other vehicles. Also, the drivers are selective in determining which routes to take because of the size and weight of the vehicle and the laws restricting the use of some roads by such vehicles.

Drivers of dump trucks have skill in manipulating the hydraulic controls to raise and lower the bed of the truck. They know how to adjust the tailgate for spreading construction material from the dump truck bed. They are responsible for backing the vehicle over ground which is uneven and soft into areas difficult to access safely and without causing damage to property. These drivers use side mirrors and respond to the hand signals from a spotter to maneuver the vehicle, and follow the proper procedures for dumping the load to prevent the truck from tipping over.

Drivers of ambulance or patient transport vehicles may be required to know basic first aid and cardiopulmonary resuscitation (CPR) techniques to assist medical technicians in treating patients when requested. They are familiar with the medical equipment in the vehicle and can quickly locate such equipment for the medical technicians. They have skill in driving the vehicle in various road conditions to transport patients to their destinations, and know how to properly load and secure litter patients in the vehicle.

Drivers of passenger shuttle vans know the route and the time schedule to follow, and have skill in applying the braking and maneuvering the vehicle to avoid jostling the passengers. In connection with special runs or tour trips, the drivers have the ability to deal effectively with people in a hospitable manner. Also, these drivers have skill in selecting alternate routes to avoid heavy traffic or other delaying conditions, and skills in map reading in order to reach unfamiliar locations.

Drivers of vehicles equipped with special-purpose accessory equipment know how to use the power takeoff device to transfer engine power to the equipment, and have skill in manipulating a variety of controls and understanding equipment gauges. For example, the driver may operate a winch on a flatbed truck or a snow auger or plow with a salt or sand spreader on a dump truck.

Responsibility: Drivers receive instructions from the dispatcher or supervisor as to the type of vehicle to be operated, destination, cargo, passengers or patients to be transported, deadlines to be met, and any special information important to the mission.

The driving proficiency at the grade 6 level is assessed in terms of safe and expeditious completion of the assigned job. The driver is responsible for selecting routes and obeying all traffic laws and safety regulations, as well as the safe loading and unloading of the vehicle.

Performance of preventive maintenance tasks and preparation of trip tickets are reviewed for adequacy and compliance with instructions.

Physical Effort: In addition to the requirements described at the [grade 5 level](#), greater physical effort is needed at this level to maneuver the longer and heavier vehicles, especially when backing these vehicles. Ambulance or patient transport vehicle drivers may be required to assist patients into and out of the vehicle, which involves physical exertion and frequent stooping and bending.

Working Conditions: The working conditions are the same as those described at the [grade 5 level](#).

MOTOR VEHICLE OPERATOR, GRADE 7

General: Drivers at this grade level operate one or more motor vehicles including platform trucks, van trucks, fuel trucks, stake trucks, dump trucks, and trash removal trucks which typically have an approximate gross vehicle weight of more than 11,700 kilograms (26,000 pounds) and up to 14,400 kilograms (32,000 pounds). Also, at this grade level drivers may operate passenger buses or passenger ambulance buses regardless of gross vehicle weight. All of these vehicles are usually equipped with air brakes. Vehicles are driven on the basis of either specific trip assignments or regularly established schedules over public roads (or the equivalent) at highway speeds to transport passengers, patients, supplies, materials, or equipment and tools or to tow equipment throughout rural or urban areas. Drivers perform operator maintenance on all vehicles operated (e.g., monitoring fluid levels, replacing air filters and interior lights, checking tire pressure and hose connections, and washing the vehicle).

Drivers at this grade may operate platform, van, stake, and dump trucks in the same manner as described at the grade 6 level except that these vehicles are higher, wider, longer, and heavier than those driven at the lower grade level, and carry bulkier and heavier loads which are more likely to fall or shift if not properly loaded and secured or are more difficult to safely dump or spread. Vehicles operated at this level are driven over rough terrain, in close quarters, and in heavy traffic on both long and short hauls.

Some drivers at this grade level operate refueling vehicles (unitized tanker types) to refuel fixed and rotary wing aircraft. They drive these vehicles to and from aircraft refueling locations and fuel facilities using public roads and highways. They may pump fuel or assist other workers in the actual refueling of aircraft on the flight line or at other sites. They may install static lines for proper grounding of the aircraft and connect the hose to the aircraft fuel tank or assist attending personnel in such operations. These drivers comply with a checklist of safety procedures, and insure that the proper fire protection equipment is present. They complete such paper work as trip tickets and records indicating the amount and type of fuel dispensed and received.

Some drivers at this grade level operate trash removal trucks with a rear end compactor plate to pick up and dispose of trash and refuse on a scheduled route both in a restricted installation environment and on public roads or under equivalent driving conditions. They may be required to back the vehicle into narrow spaces between buildings to collect trash. They may be assisted by laborers who collect the trash cans and empty their contents into the back of the truck. They drive the trash removal truck to the local dump site or incinerator facility, and operate the power takeoff device to empty the compressed trash from the body of the truck.

Some drivers at this grade level operate a variety of passenger buses on scheduled or special runs from one location to another. Scheduled runs include work runs and shuttle runs, and special runs include touring trips to such locations as historic sites and recreation facilities. They are required to maneuver the bus around sharp corners and through narrow streets and roadways.

Drivers at this grade level may also operate passenger ambulance buses which are equipped with litter facilities and other medical support equipment. These vehicles are driven with the same medical mission and driving conditions and requirements as described for ambulance or patient transport vehicle drivers at the grade 6 level, except that these drivers operate larger and longer vehicles and transport patients and their family members, and medical personnel.

Skill and Knowledge: At this grade level, drivers know how to operate vehicles that are larger and longer than those driven at the lower grade levels; have heavier loads to secure and control; have air brakes and are more susceptible to sliding and tipping; and are difficult to maneuver, especially when turning and backing. Drivers have skill and knowledge to operate these vehicles over a variety of roads including interstate highways, narrow country roads, and on steep winding grades. Also, because of the size and weight of these vehicles, drivers are knowledgeable about which routes may be legally driven and the overpass clearances and other restrictions on such routes.

The drivers of refueling vehicles know the operating procedures and regulations pertaining to driving vehicles in close proximity to aircraft. They have skill to maneuver the vehicles around parked aircraft and to back vehicles close to aircraft using hand signals from a spotter. They know the Federal, State, and installation safety regulations regarding the transportation of flammable liquids. They also know safety regulations regarding aircraft fueling operations, including hot operations where refueling is accomplished with the aircraft engines running and emergency shutdown procedures.

The drivers of passenger buses have knowledge of safe braking distances because of the weight and size of the bus and the added weight of the passengers. They also know when mechanical or operational problems indicate that the bus is unsafe to drive and should be recovered by a tow vehicle.

The drivers of vehicles equipped with special-purpose accessory equipment know how to operate power takeoff controls of equipment with more complex functions than the equipment at the grade 6 level. Also, this equipment has more intricate operating characteristics than equipment at the lower levels which makes its manipulation and control more difficult. For example, the driver may operate a large snow blower or very large snow plows such as rollover or v-blades for removing deep snow. Consequently, considerable judgment and experience are used to perform supplemental operations.

Responsibility: Drivers receive instructions from the dispatcher or supervisor as to the type of vehicle to be operated, destination, cargo, passengers or patients to be transported, purpose of the trip, deadlines to be met, and any special information important to the mission. Additionally, some drivers determine the route to be followed, taking into consideration such factors as the clearance of underpasses, overhead power lines, weight limitations, highway restrictions, and alternate bypass routes. Other drivers who are assigned prescribed routes for such trips as work runs, shuttle runs, or medical transportation runs are responsible for knowing acceptable alternative routes for use in emergency situations which will legally accommodate the size and length of the vehicle being driven.

Some grade 7 drivers are responsible for performing or overseeing the loading and unloading of bulky, cumbersome cargo and assuring that it is properly located, distributed, and secured in the vehicle for balance and stability. These drivers exercise more responsibility than the drivers at lower levels because the weight of the cargo and the size and type of vehicle driven increase the tendency of the entire cargo to shift and the vehicle to tip.

Passenger buses or passenger ambulance buses are larger and longer and are able to carry more people than vehicles at the grade 6 level. Consequently, the driver must use expert judgement in making wide turns, braking, and backing and turning the bus around competently and safely. These drivers maneuver the buses in difficult traffic and in a variety of constricted locations while maintaining time schedules. Also, they insure that the buses do not contain more passengers than legally allowed.

Drivers who operate special purpose accessory equipment are responsible for following a greater number of safety procedures and precautions than at the grade 6 level because the functions of the equipment are more complex.

Drivers at the grade 7 level accomplish their assignments with considerable independence and are responsible for the safe operation of vehicles and equipment. Work is evaluated in terms of timeliness and driving competence.

Physical Effort: In addition to the physical effort described at the [grade 6 level](#), drivers at this level exert moderate physical effort in operating, turning, backing, and controlling vehicles which carry heavier loads or larger numbers of people than vehicles at the grade 6 level.

Working Conditions: The working conditions are the same as those described at the [grade 5 level](#).

MOTOR VEHICLE OPERATOR, GRADE 8

General: Drivers at this grade level operate and perform operator maintenance on straight-in-line trucks which typically have an approximate gross vehicle weight of more than 14,400 kilograms (32,000 pounds). Also, at this grade level are drivers who operate truck tractors with semi-trailers or full trailers, and motor coaches.

The drivers of tractor-trailer or truck and full trailer combinations (including tractor-trailer refueling vehicles) couple and uncouple the truck tractor and semi-trailer or truck and trailer, and connect and disconnect the air brakes and electrical lines. They maneuver these vehicles within close tolerances when driving and backing over uneven ground and in narrow or congested areas, between buildings and other vehicles, between parked aircraft and when positioning vehicles at loading docks. Tractor-trailer refueling operators drive heavy load vehicles on the flight line as well as over public roads (or the equivalent). They operate the vehicle's auxiliary pumping system including regulating the pumping pressure and the rate of fuel flow which varies with each type of aircraft being serviced. They verify that the fuel is the correct grade or mixture for the aircraft, that the aircraft is properly grounded, that there is no fuel leaking from the aircraft, and that the aircraft fuel tanks are not overfilled. They record the amount and type of fuel dispensed. Other tractor-trailer operators direct the arranging of cargo or sometimes assist in this operation to spread the load for best support and to insure the proper unloading sequence. They check to make sure that the cargo is secured to prevent shifting or falling while in transit, and to minimize the possibility of vehicle sway. These drivers select the safest, most direct, and legally allowed route to be followed, and identify alternative routes which may be used if emergency situations arise. They operate these vehicles on interstate highways, winding roads, and steep grades and manipulate the dual braking system to prevent the semi-trailer or trailer from jackknifing.

Other drivers at this grade operate motor coaches on long-distance trips which usually involve interstate driving and night driving. For example, the driver may transport sports teams to their events. The drivers load the passengers' baggage and equipment into the coach's baggage compartment, insuring that it is properly distributed and balanced to prevent shifting and breakage while in transit. They study the planned itinerary and select the best routes and identify alternative routes for emergencies. The drivers frequently maneuver the coach through congested, narrow streets with sharp turns.

Skill and Knowledge: Drivers at this level have greater knowledge and skill in the operation of their vehicles than required of drivers at grade 7 since the vehicles driven have limited maneuverability; have more than one body and two braking systems; or are oversized and carry large groups of people on trips where long periods of day and night driving are involved. These drivers use greater skill and knowledge in turning the vehicles, in evaluating the condition and load limits of bridges, in scheduling weigh points, and in assessing traffic conditions and hazards locally and over long-distance routes in unfamiliar geographic areas.

The driver of tractor-trailer or truck and full trailer combinations must have knowledge and skill to: determine the correct turning radius for these flexion-type vehicles; back the trailer into loading docks, between other trailers, and in narrow, congested locations around warehouses and parking areas; and apply the dual braking system for the combination vehicles especially on steep winding grades, without causing the trailers to jackknife. They have knowledge to load, arrange, and secure the cargo in the trailer in order to insure that it is not overloaded or unevenly loaded because of the trailer's tendency to sway.

Drivers of tractor-trailer refueling vehicles at this level have skill to maneuver such combination vehicles around parked aircraft and in constricted refueling areas. They have knowledge of the vehicle's fuel pumping system to transfer fuel safely to and from the vehicle and aircraft. These drivers have skill to drive such heavy load vehicles over rough terrain or soft ground and avoid tipping or similar accidents when refueling rotary wing aircraft in the field.

Drivers at this level have skill to maneuver oversize vehicles safely in narrow and confined locations which are often congested with other vehicles. Grade 8 level drivers apply more skill and knowledge in driving their vehicles without mishap in complicated traffic situations. Also, they have skill to remain attentive and maintain a defensive attitude while making interstate drives at highway speeds for extended periods, often at night.

Responsibility: Drivers receive instructions from the dispatcher or supervisor on the type of vehicle to be operated, destination, cargo or passengers to be transported, purpose of the trip, and deadlines to be met. Drivers at this level either determine the route to be followed or follow prescribed routes and identify acceptable alternative routes for use in emergency situations. Drivers who operate tractor-trailer or truck and full trailer combinations are responsible for overseeing or assisting others with the loading and unloading of cargo and making difficult judgments concerning the arrangement and securing of that cargo. This responsibility is greater than described at the grade 7 level because the size and type of the vehicle increase the tendency of the trailer to sway and the driver to lose control of the vehicle.

Motor coach drivers are responsible for operating oversize vehicles on extended trips where a variety of driving situations may be encountered, including congested locations, difficult metropolitan traffic, high speed highways, narrow country or mountain roads, and steep winding grades. These vehicles carry a larger number of passengers than are transported by conventional buses at the grade 7 level. The drivers have custody of the motor coach throughout the trip and are responsible for performing preventive maintenance, arranging for towing and unexpected repairs, and making parking or storage arrangements.

Drivers at the grade 8 level manage their assignments with virtually no supervision, and are responsible for the safe transport of cargo or the comfort of passengers on extended trips. Work is evaluated for efficiency and compliance with established policies, procedures and instructions pertinent to the driving mission.

Physical Effort: Drivers at this grade may exert moderate to heavy physical effort in climbing on tractors to hook up service lines, lower landing gears, and in climbing on the trailer to load or tie down cargo. Otherwise, the physical effort is the same as described at the [grade 7 level](#).

Working Conditions: The working conditions are the same as those described at the [grade 5 level](#).