



## Performance Indicators – Technician / Support Pay Schedule

Technical / Support Pay Schedule (Non-Supervisors)	
<b>BAND 1</b>	
<b>Level 3</b>	<b>Level 5 (Additions at this level.)</b>
<ul style="list-style-type: none"> <li>With supervision, effectively completed assigned job objective and work assignments; ensured completed work adhered to given instructions and standards.</li> <li>In achieving job objectives and work assignments adhered to work/project schedules and prioritized work tasks; adjusted scheduled activities as directed to achieve desired results.</li> </ul>	<ul style="list-style-type: none"> <li>Achieved outcomes and results that are superior in quality, quantity, timeliness and/or impact to what would ordinarily be expected at this level.</li> <li>Contributed to organizational performance well beyond what is expected.</li> </ul>
<b>BAND 2</b>	
<b>Level 3</b>	<b>Level 5 (Additions at this level.)</b>
<ul style="list-style-type: none"> <li>Effectively completed job objectives and work assignments, anticipating and overcoming obvious obstacles; ensured completed work is timely and adheres to applicable standards, policies, procedures, and guidelines.</li> <li>In achieving job objectives and work assignments adhered to work/project schedules; organizes or prioritizes own tasks to complete assignments in an effective and efficient manner; adjusted own work priorities to achieve desired results.</li> <li>Demonstrated high standards of personal and professional conduct and performance.</li> </ul>	<ul style="list-style-type: none"> <li>Achieved outcomes and results that are superior in quality, quantity, timeliness and/or impact to what would ordinarily be expected at this level.</li> <li>Persisted in overcoming obstacles and puts forth extra effort to accomplish difficult assignments.</li> <li>Contributed to organizational performance well beyond what is expected.</li> </ul>
<b>BAND 3</b>	
<b>Level 3</b>	<b>Level 5 (Additions at this level.)</b>
<ul style="list-style-type: none"> <li>Effectively completed job objectives and work assignments.</li> <li>Completed work that supports unit-related objectives, anticipating and overcoming obstacles; ensures completed work is accurate, thorough, documented, and meets applicable instructions, authorities, standards, policies, procedures, and guidelines.</li> <li>Organized, prioritizes, and schedules own and/or other's work activities to complete assignments in a timely and effective manner; adjusts priorities to respond effectively to changing situations.</li> <li>Demonstrated high standards of personal and professional conduct and models a high standard of performance for others.</li> </ul>	<ul style="list-style-type: none"> <li>Achieved outcomes and results that are superior in quality, quantity, timeliness and impact to what would ordinarily be expected at this level.</li> <li>Contributed to organizational performance well beyond what is expected.</li> <li>Exhibited the highest standards of professionalism.</li> </ul>
<b>BAND 4</b>	
<b>Level 3</b>	<b>Level 5 (Additions at this level.)</b>
<ul style="list-style-type: none"> <li>Effectively completed job objectives and work assignments.</li> <li>Completed work that supports mission-related objectives, anticipating and overcoming difficult obstacles; ensures completed work is accurate, thorough, documented, and in alignment with the mission and objectives of the organization as well as applicable instructions, authorities, standards, policies, procedures, and guidelines.</li> <li>In achieving job objectives and work assignments established priorities and oversaw the coordination of work across multiple projects, effectively balanced competing work demands to ensure a positive outcome; makes adjustments to priorities and schedules to effectively respond to changing work situations or demands.</li> <li>Demonstrated high standards of personal and professional conduct and models a high standard of performance for others.</li> </ul>	<ul style="list-style-type: none"> <li>Achieved outcomes and results that are superior in quality, quantity, timeliness and impact to what would ordinarily be expected at this level.</li> <li>Persisted in overcoming obstacles and puts forth extra effort to accomplish difficult assignments.</li> <li>Contributed to organizational performance well beyond what is expected.</li> <li>Exhibited the highest standards of professionalism.</li> </ul>