

<i>Tier 1</i>	<i>Tier 2</i>	<i>Tier 3 Supervisor/Manager</i>	<i>Tier 3 Senior Scientist</i>
<i>I. Skill Domain—Assessment and Analysis</i>	<i>I. Skill Domain—Assessment and Analysis</i>	<i>I. Skill Domain—Assessment and Analysis</i>	<i>I. Skill Domain—Assessment and Analysis</i>
<i>A. Recognize public health problems pertinent to the population</i>	<i>A. Identify public health problems pertinent to the population</i>	<i>A. Ensure identification of public health problems pertinent to the population</i>	<i>A. Validate identification of public health problems pertinent to the population</i>
1. Recognize the existence of a public health problem	1. Use critical thinking to determine whether a public health problem exists	1. Ensure that critical thinking is used to determine whether a public health problem exists	1. Synthesize key findings from the critical thinking process to determine whether a public health problem exists
a. List relevant data and information sources within and outside the public health system	a. Identify relevant data and information sources within and outside the public health system	a. Validate the relevance of data and information sources within and outside the public health system	a. Use relevant data and information sources within and outside the public health system
b. Seek assistance synthesizing existing data and information into a determination of expected and observed numbers of cases or outcomes in a population	b. Synthesize existing data and information into a determination of expected and observed numbers of cases or outcomes in a population	b. Verify the accuracy of expected and observed numbers of cases or outcomes in a population	b. Synthesize existing data and information into a determination of expected and observed numbers of cases or outcomes in a population
c. Seek assistance in determining threshold values (e.g., baseline disease burden, prevalence of risk behaviors) for public health action	c. Determine threshold values (e.g., baseline disease burden, prevalence of risk behaviors) for public health action	c. Ensure the accuracy of determined threshold values (e.g., baseline disease burden, prevalence of risk behaviors) for public health action	c. Validate the calculated threshold values (e.g., baseline disease burden, prevalence of risk behaviors) for public health action
d. N/A	d. Conduct a thorough search of the scientific literature and public health databases using search engines and methods relevant to specific problems	d. Verify the completeness and accuracy of searches of literature and public health databases	d. Synthesize results of searches of the scientific literature and public health databases
e. N/A	e. Quantify population-based health risks	e. Verify population-based health risks	e. Verify population-based health risks
f. N/A	f. N/A	f. Decide whether to obtain expertise outside the agency to assist in decision-making	f. Determine whether additional outside expertise is needed to assist in decision-making

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2. N/A	2. Articulate the need for further investigation or other public health action on the basis of results of literature review and assessment of current data	2. Decide whether to conduct further investigation or other public health action on the basis of results of literature review and assessment of current data	2. Evaluate need for further investigation or other public health action on the basis of results of literature review and assessment of current data
3. Collaborate with others inside and outside the agency to identify the problem	3. Collaborate with others inside and outside the agency to identify the problem and form recommendations	3. Lead collaborations with others inside and outside the agency to identify the problem and form recommendations	3. Lead collaborations with others inside and outside the agency to identify the problem and form recommendations
<i>B. Conduct surveillance activities</i>	<i>B. Conduct surveillance activities</i>	<i>B. Oversee surveillance activities</i>	<i>B. Organize surveillance</i>
1. N/A	1. Design surveillance for the particular public health issue under consideration	1. Approve surveillance for the particular public health issue under consideration	1. Evaluate validity of conducting surveillance for the particular public health issue under consideration
a. N/A	a. Identify types of surveillance methods for specific public health problems	a. Examine potential surveillance methods for specific public health problems	a. Examine types of surveillance methods for specific public health problems
b. N/A	b. Identify information system(s) to support surveillance systems	b. Approve information system(s) for supporting surveillance systems	b. Recommend information system(s) to support surveillance system
c. N/A	c. Recommend types of surveillance systems for specific public health problems	c. Decide on types of surveillance systems for specific public health problems	c. Determine type of surveillance systems for specific public health problems
d. N/A	d. N/A	d. Review anticipated cost/benefit of initiating a new surveillance system	d. N/A
e. N/A	e. Identify additional burden to public health system and reporting entity anticipated to result from the proposed surveillance system	e. Decide whether to impose the additional burden to public health system and reporting entity that is anticipated to result from the proposed surveillance system	e. Evaluate additional burden to public health system and reporting entity anticipated to result from the proposed surveillance system
2. Identify surveillance data needs	2. Identify surveillance data needs	2. Decide on surveillance data needs	2. Evaluate surveillance data needs

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a. Create case definition(s) based on person, place and time	a. Create case definition(s) based on person, place, and time	a. Verify case definition(s) on the basis of person, place, and time	a. Evaluate case definition(s),on the basis of person, place, and time
b. N/A	b. Describe sources, quality, and limitations of surveillance data	b. Decide on sources of surveillance data	b. Evaluate sources, quality, and limitations of surveillance data
c. N/A	c. Define the data elements to be collected or reported	c. N/A	c. Assess the adequacy of the data elements to be collected or reported
d. N/A	d. Identify mechanisms to transfer data from source to public health agency	d. Decide on mechanisms to transfer data from source to public health agency	d. Assess mechanisms to transfer data from source to public health agency
e. N/A	e. Define timeliness required for data collection	e. Decide on acceptable timeliness for data collection and frequency for reporting	e. Evaluate timeliness requirements for data collection
f. N/A	f. Determine frequency of reporting	f. N/A	f. Assess frequency of reporting
g. Recognize potential uses of data to inform surveillance system	g. Describe potential uses of data to inform surveillance system design	g. Decide on surveillance system design	g. Create surveillance system design on the basis of potential uses of data
h. N/A	h. Define the functional requirements of the supporting information system	h. Approve the functional requirements of the supporting information system	h. Assess the functional requirements of the information systems
3. Implement new or revise existing surveillance systems	3. Implement new or revise existing surveillance systems	3. Supervise or manage implementation of new or revision of existing surveillance systems	3. Implement new or revise existing surveillance systems
a. Define objectives and uses of surveillance system	a. Define objectives and uses of surveillance system	a. Approve objectives and uses of surveillance system	a. Develop guidelines for objectives and uses of surveillance systems
b. Test data collection, data storage, and analytical methods as directed	b. Test data collection, data storage, and analytical methods	b. Validate data collection, data storage, and analytical methods	b. Validate data collection, data storage, and analytical methods
c. Assist in creating working surveillance system	c. Create working surveillance system	c. N/A	c. Create working surveillance system

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d. Collect data for verification of the defined surveillance system parameters (e.g., timeliness, frequency)	d. Verify that data collection occurs according to the defined surveillance system parameters (e.g., timeliness, frequency)	d. Verify that data collection occurs according to the defined surveillance system parameters (e.g., timeliness, frequency)	d. Assess performance of data collection systems against the defined surveillance system parameters (e.g., timeliness, frequency)
e. Classify potential cases according to whether they meet the case definition	e. Ensure correct classification of cases according to the case definition	e. N/A	e. N/A
f. Interview persons with illness to solicit necessary information	f. Interview persons with illness to solicit necessary information	f. N/A	f. N/A
g. Assist in monitoring data quality	g. Monitor data quality	g. Ensure that data quality is monitored	g. Monitor data quality
h. Maintain good working relationships with reporting entities	h. Create good working relationships with reporting entities	h. Ensure good working relationships with reporting entities	h. Create good working relationships with reporting entities
i. Provide feedback to reporting entities and other organizations or individuals who need to know about the data or system	i. Provide feedback to reporting entities and other organizations or individuals who need to know about the data or system	i. Ensure provision of feedback to reporting entities and other organizations or individuals who need to know about the data or system	i. Synthesize information about surveillance system for communicating to reporting entities and other organizations or individuals who need to know about the data or system
4. Report key findings from the surveillance system	4. Identify key findings from the surveillance system	4. Synthesize key findings from the surveillance system and other pertinent information for use by decision-makers	4. Synthesize key findings from the surveillance system and other pertinent information for use by decision-makers
a. Provide system results to senior epidemiologists	a. Examine system's results in the context of current scientific knowledge	a. Interpret system's results in the context of current scientific knowledge and other available information	a. Interpret system's results in the context of current scientific knowledge
b. Recognize implications to public health programs	b. Identify implications to public health programs	b. Examine any implications to public health programs	b. Examine any implications to public health programs
c. Assist in developing conclusions from the surveillance data	c. Develop conclusions from the surveillance data	c. Determine relative priority of each conclusion from the surveillance data, before making recommendations to	c. Determine relative priority of each conclusion from the surveillance data, before making recommendations to

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		decision-makers	decision-makers
d. Communicate results to senior staff	d. Communicate results to agency managers and to reporters of surveillance data (see Communication competencies)	d. Communicate synthesized information to decision-makers and the public	d. Communicate synthesized information to decision-makers and the public
5. Support evaluation of surveillance systems	5. Conduct evaluation of surveillance systems	5. Ensure evaluation of surveillance systems	5. Design and conduct evaluation of surveillance systems
a. Collect data necessary for evaluation of surveillance systems using national guidance and methods (German RR and the Guidelines Working Group. Updated Guidelines for Evaluating Public Health Surveillance Systems. <i>MMWR</i> 2001;50(RR13):1–35)	a. Evaluate surveillance systems using national guidance and methods (German RR and the Guidelines Working Group. Updated Guidelines for Evaluating Public Health Surveillance Systems. <i>MMWR</i> 2001;50(RR13):1–35)	a. Ensure evaluation of surveillance systems using national guidance and methods (German RR and the Guidelines Working Group. Updated Guidelines for Evaluating Public Health Surveillance Systems. <i>MMWR</i> 2001;50(RR13):1–35)	a. Evaluate surveillance systems using national guidance and methods (German RR and the Guidelines Working Group. Updated Guidelines for Evaluating Public Health Surveillance Systems. <i>MMWR</i> 2001;50(RR13):1–35)
b. Assist in preparing recommendations for modifications to surveillance systems on the basis of evaluation	b. Propose recommendations for modifications to surveillance systems on the basis of evaluation	b. Appraise recommendations for modifications to surveillance systems on the basis of evaluation	b. Develop and/or review recommendations for modifications to surveillance systems on the basis of evaluation
c. N/A	c. N/A	c. Decide whether to modify surveillance systems on the basis of recommendations	c. Decide whether to modify surveillance systems on the basis of recommendations
d. Assist in implementing changes to surveillance system on the basis of results of evaluation	d. Implement changes to surveillance system on the basis of results of evaluation	d. Ensure that changes to surveillance system are implemented on the basis of results of evaluation	d. Ensure that changes to surveillance system are implemented on the basis of results of evaluation
<i>C. Identify acute and chronic conditions or other adverse outcomes in the population</i>	<i>C. Investigate acute and chronic conditions or other adverse outcomes in the population</i>	<i>C. Ensure investigation of acute and chronic conditions or other adverse outcomes in the</i>	<i>C. Design investigation of acute and chronic conditions or other adverse outcomes in the</i>

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		<i>population</i>	<i>population</i>
1. Assist in conducting a community health status assessment	1. Conduct a community health status assessment	1. Oversee a community health status assessment	1. Design a community health status assessment
2. N/A	2. Recommend priorities of potential public health problems to be addressed	2. Decide on priority of public health problems to be addressed	2. Recommend priorities of potential public health problems to be addressed
3. Characterize investigative processes	3. Select investigative processes	3. Approve selection of investigative processes	3. Determine investigative processes
a. Recognize different principles of investigation for endemic/sporadic illness or disease clusters versus acute outbreaks	a. Apply principles of investigation for endemic/sporadic illness or disease clusters versus acute outbreaks	a. Determine whether to use investigative methods for endemic/sporadic illness or disease clusters versus acute outbreaks	a. Determine whether to use investigative methods for endemic/sporadic illness or disease clusters versus acute outbreaks
b. List the major epidemiologic study designs, including the strengths and weaknesses of each	b. Describe the major epidemiologic study designs, including the strengths and weaknesses of each	b. Decide which epidemiologic study design to use for the public health problem to be investigated	b. Integrate knowledge about epidemiologic study designs into study design for the public health problem to be investigated
4. Create hypotheses	4. Create hypotheses	4. Verify hypotheses	4. Verify hypotheses
5. Assist in design of investigation (e.g., disease investigations, studies, or screening programs)	5. Assist in design of investigation (e.g., disease investigations, studies, or screening programs)	5. Oversee design of investigations (e.g., disease investigations, studies, or screening programs)	5. Design investigations (e.g., disease investigations, studies, or screening programs)
a. Identify target population for investigation	a. Identify target population for investigation	a. Validate selection of target population for investigation	a. Identify target population for investigation
b. N/A	b. Perform power calculations if necessary	b. Approve power calculations	b. Evaluate results of power calculations
c. N/A	c. Identify individuals or groups eligible to be in the study	c. Approve inclusion of individuals or groups in the study	c. Verify individuals or groups for inclusion in the study
d. Create case definition(s)	d. Create case definition(s)	d. Approve case definition(s)	d. Create case definition(s)

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e. N/A	e. Identify timeframe for investigation	e. Approve timeframe for investigation	e. Verify timeframe for investigation
f. N/A	f. Select investigation design under existing constraints	f. Approve investigation design that will be most effective under existing constraints	f. Justify investigation design under existing constraints
g. N/A	g. Identify possible sources of bias	g. N/A	g. Evaluate possible sources of bias
h. N/A	h. Identify methods to minimize potential sources of bias	h. Approve methods to minimize potential sources of bias	h. Identify methods to minimize potential sources of bias
i. N/A	i. Identify potential confounders	i. N/A	i. Evaluate potential confounders
j. N/A	j. Design strategies to minimize or eliminate potential confounding	j. Approve strategies to minimize or eliminate potential confounding	j. Design strategies to minimize or eliminate potential confounding
6. Conduct investigation as directed	6. Use investigation techniques consistent with the public health problem	6. Ensure use of investigation techniques consistent with the public health problem	6. Design investigation techniques consistent with the public health problem
a. Respond in a timeframe consistent with the public health problem being investigated	a. Respond in a timeframe consistent with the public health problem being investigated	a. Ensure that response is in a timeframe consistent with the public health problem being investigated	a. Respond in a timeframe consistent with the public health problem being investigated
b. N/A	b. Apply methods and measures that are consistent with the particular type of investigation	b. Ensure that methods and measures are consistent with the particular type of investigation	b. Recommend methods and measures that are consistent with the particular type of investigation
c. Contact data sources	c. Identify sources of data for investigation	c. Approve data sources for investigation	c. Verify selection of data sources for investigation
d. Use methods for finding cases or other subjects suitable to the investigation	d. Identify methods to find cases and other subjects suitable to the investigation	d. Approve methods to find cases and other subjects	d. Verify selection of case finding methods
e. Use data collection instruments that have been constructed for the investigation	e. Design data collection instruments using new or existing information systems	e. Approve data collection instruments and supporting information systems	e. Evaluate data collection instruments and supporting information system

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f. Use identified sampling methods	f. Identify sampling methods given the context of the situation	f. Approve sampling methods given the context of the situation	f. Evaluate sampling methods given the context of the situation
g. Support necessary coordination between all groups involved in investigation	g. Organize necessary coordination between all groups involved in investigation	g. Ensure coordination between all groups involved in investigation	g. Organize necessary coordination between all groups involved in investigation
<i>D. Apply principles of good ethical/legal practice as they relate to study design and data collection, dissemination, and use</i>	<i>D. Apply principles of good ethical/legal practice as they relate to study design and data collection, dissemination, and use</i>	<i>D. Ensure study design and data collection, dissemination, and use follow ethical/legal principles</i>	<i>D. Synthesize principles of good ethical/legal practice for application to study design and data collection, dissemination, and use</i>
1. Follow ethics guidelines and principles when planning studies; conducting research; and collecting, disseminating, and using data	1. Follow ethics guidelines and principles when planning studies; conducting research; and collecting, disseminating, and using data	1. Examine ethics guidelines and principles when planning studies; conducting research; and collecting, disseminating and using data	1. Integrate ethics guidelines and principles when planning studies; conducting research; and collecting, disseminating, and using data
a. Collect and use public health data, including individual identifiers, only with clearly identified justification	a. Collect and use public health data, including individual identifiers, only with clearly identified justification	a. Ensure that public health data, including individual identifiers, are collected and used only with clearly identified justification	a. Collect and use public health data, including individual identifiers, only with clearly identified justification
b. Balance respect for persons and individual privacy with the risk of the threat to the community	b. Balance respect for persons and individual privacy with the risk of the threat to the community	b. Balance respect for persons and individual privacy with the risk of the threat to the community	b. Balance respect for persons and individual privacy with the risk of the threat to the community
c. Apply public health code of ethics to collection, management, dissemination, and use of data and information, including principles of justice, timeliness, and transparency of purpose (www.apha.org/codeofethics)	c. Apply public health code of ethics to collection, management, dissemination, and use of data and information, including principles of justice, timeliness, and transparency of purpose (www.apha.org/codeofethics)	c. Ensure that public health code of ethics is applied to collection, management, dissemination, and use of data and information, including principles of justice, timeliness, and transparency of purpose (www.apha.org/codeofethics)	c. Apply public health code of ethics to collection, management, dissemination, and use of data and information, including principles of justice, timeliness, and transparency of purpose (www.apha.org/codeofethics)

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2. Apply relevant laws to data collection, management, dissemination, and use of data and information	2. Apply relevant laws to data collection, management, dissemination, and use of data and information	2. Communicate to staff legal expectations, limitations, and implications of collection, management, dissemination, and use of data and information	2. Design data collection, management, and dissemination and use of data and information to comply with relevant laws
3. N/A	3. Describe differences between public health practice and public health research	3. Obtain decision on whether investigation involves public health practice or public health research	3. Verify conclusions that have been reached regarding distinction between public health practice and public health research
4. Describe human subjects research	4. Describe human subjects research	4. Ensure legal and ethical conduct of human subjects research	4. Ensure legal and ethical conduct of human subjects research
5. Apply Institutional Review Board processes as directed	5. Apply Institutional Review Board processes as necessary	5. Ensure application of necessary Institutional Review Board processes	5. Ensure application of Institutional Review Board processes
6. Bring potential conflicts of interest to attention of senior epidemiologists	6. Manage conflict of interest as necessary	6. Ensure that conflicts of interest do not interfere with research or investigations	6. Ensure that conflicts of interest do not interfere with research or investigations
7. Apply knowledge of privacy laws to protect confidentiality, including Health Insurance Portability and Accountability Act (HIPAA) and applicable state and local privacy laws	7. Apply knowledge of privacy laws to protect confidentiality, including Health Insurance Portability and Accountability Act (HIPAA) and applicable state and local privacy laws	7. Ensure application of privacy laws to protect confidentiality, including Health Insurance Portability and Accountability Act (HIPAA) and applicable state and local privacy laws	7. Incorporate privacy laws into study design to protect confidentiality, including Health Insurance Portability and Accountability Act (HIPAA) and applicable state and local privacy laws
8. Know agency procedures for handling Freedom of Information Act (FOIA) requests	8. Know agency procedures for handling Freedom of Information Act (FOIA) requests	8. Know agency procedures for handling Freedom of Information Act (FOIA) requests	8. Know agency procedures for handling Freedom of Information Act (FOIA) requests
9. Bring potential violations of ethical principles in preparing and submitting publications to attention of senior epidemiologists	9. Apply ethical principles in preparing and submitting publications	9. Ensure application of ethical principles in preparing and submitting publications	9. Apply ethical principles in preparing and submitting publications
<i>E. Organize data from surveillance, investigations, or other sources</i>	<i>E. Manage data from surveillance, investigations, or other sources</i>	<i>E. Ensure management of data from surveillance, investigations, or other sources</i>	<i>E. Manage data from surveillance, investigations, or other sources</i>

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1. Assist in definition of database requirements, if indicated	1. Define database requirements, if indicated	1. Approve database requirements	1. Define database requirements, if indicated
a. N/A	a. Design database with or ensure that the database design includes the necessary variables and data dictionary	a. N/A	a. Design database with, or ensure that the database design includes, the necessary variables and metadata
b. Adhere to national standards for coding and variables as directed (e.g., assigning numeric codes to text response options for a variable) to ensure accuracy and ease of analysis	b. Adhere to national standards for coding and variables (e.g., assigning numeric codes to text response options for a variable) to ensure accuracy and ease of analysis	b. Verify use of variables and coding in databases	b. Verify choice of coding and variables (e.g., assigning numeric codes to text response options for a variable) to ensure and balance accuracy and ease of analysis
c. Use data entry techniques that ensure accuracy and reliability	c. Design data entry techniques that ensure accuracy and reliability	c. Verify data entry techniques to ensure accuracy and reliability	c. Evaluate accuracy and reliability of data entry techniques
d. Conduct data entry validation	d. Conduct data entry validation	d. N/A	d. Approve data entry validation processes
e. Perform data cleaning and error correction	e. Perform data cleaning and error correction	e. Verify that valid data cleaning has occurred	e. Approve data cleaning and error correction processes
f. N/A	f. Communicate results of data error correction to data providers	f. Communicate results of data error correction to data providers	f. Communicate results of data error correction to data providers
g. N/A	g. Define the requirements for or design databases that support analysis using geographic information	g. Ensure that database requirements or design support analysis using geographic information	g. Define the requirements for or design databases that support analysis using geographic information
2. Maintain databases	2. Manage databases	2. Ensure database management	2. Manage databases
a. Maintain original data	a. Maintain original data, but transform data as needed for specific analyses	a. Ensure that data are maintained and transformed as needed for specific analyses	a. Maintain original data, but transform data as needed for specific analyses

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b. N/A	b. Use national standards where they exist when creating data sets for analysis	b. Ensure that national standards are employed where they exist when data sets are created for analysis	b. Recommend national standards to use when creating data sets for analysis
c. Follow established procedures for creating new variables as necessary to support analysis of data	c. Create new variables as necessary to support analysis of data	c. N/A	c. Evaluate need for creation of new variables as necessary to support analysis of data
d. N/A	d. Perform merging and splitting of databases	d. N/A	d. Evaluate need for and perform merging and splitting of databases
e. Follow established procedures for linking relational data and subsetting them into analysis-specific flat data sets	e. Determine methods for linking relational data and subsetting them into analysis-specific flat data sets	e. N/A	e. Recommend methods for linking relational data and subsetting them into analysis-specific flat data sets
f. N/A	f. Change format of data from one software application to another if necessary (e.g., from ASCII to SAS)	f. N/A	f. Provide technical expertise in changing format of data from one software application to another if necessary (e.g., from ASCII to SAS)
g. Document all changes to database	g. Document all data transformations	g. Ensure that all data transformations are documented	g. Create processes for documenting data transformations
h. Apply practices for secure (restricted access) and stable (routine back-ups, database redundancy) data storage	h. Apply practices for secure (restricted access) and stable (routine back-ups, database redundancy) data storage	h. Ensure secure (restricted access) and stable (routine back-ups, database redundancy) data storage	h. Ensure secure (restricted access) and stable (routine back-ups, database redundancy) data storage
<i>F. Analyze data from an epidemiologic investigation or study</i>	<i>F. Analyze data from an epidemiologic investigation or study</i>	<i>F. Evaluate analysis of data from an epidemiologic investigation or study</i>	<i>F. Evaluate data from an epidemiologic investigation or study</i>
1. Use analysis plan for data	1. Create analysis plan for data	1. Approve analysis plan for data	1. Create analysis plan for data
a. N/A	a. Define analysis plan to ensure that public health objectives are met	a. Ensure that analysis plan will meet the public health objectives	a. Formulate analysis plan to ensure that public health objectives are met
b. N/A	b. Identify valid statistical techniques	b. Validate the selected statistical	b. Formulate valid statistical

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	given the data, study design, sample size, hypotheses, and other relevant factors	techniques given the data, study design, sample size, hypotheses, and other relevant factors	techniques given the data, study design, sample size, hypotheses, and other relevant factors
c. N/A	c. Specify the parameters to estimate	c. N/A	c. Verify the parameters selected for estimation
d. Recognize and describe the assumptions to be used in interpreting results	d. Specify the assumptions to be used in interpreting results	d. N/A	d. Verify the assumptions to be used in interpreting results
e. N/A	e. Create data sets to be used in the analysis	e. N/A	e. Approve the selection of the data sets for the analysis
f. N/A	f. Select software for analyzing and managing data	f. N/A	f. Approve the selection of the software to be used for analyzing and managing data
g. N/A	g. Analyze data using geospatial and graphical representations	g. N/A	g. Recommend methods for analyzing the results including geospatial and other graphical representations
2. Conduct analysis of data	2. Conduct analysis of data	2. Approve data analysis	2. Evaluate data
a. Compute frequencies and descriptive statistics	a. Compute frequencies and descriptive statistics	a. N/A	a. Compute frequencies and descriptive statistics
b. Perform analyses for rates and age adjustment as directed	b. Determine whether rates and age adjustments are needed and perform analyses as necessary	b. N/A	b. Determine whether rates and age adjustments are needed, and perform analyses as necessary
c. Compute sensitivity, specificity, positive predictive value, incidence, prevalence, and attributable fraction as directed	c. Determine which standard epidemiologic measures are indicated (e.g., sensitivity, specificity, positive predictive value, incidence, prevalence, and attributable fraction), and compute as needed	c. N/A	c. Formulate a synopsis of the data using standard epidemiologic measures, including sensitivity, specificity, positive predictive value, incidence, prevalence, and attributable fraction

<i>Tier 1</i>	<i>Tier 2</i>	<i>Tier 3 Supervisor/Manager</i>	<i>Tier 3 Senior Scientist</i>
<i>I. Skill Domain—Assessment and Analysis</i>	<i>I. Skill Domain—Assessment and Analysis</i>	<i>I. Skill Domain—Assessment and Analysis</i>	<i>I. Skill Domain—Assessment and Analysis</i>
d. N/A	d. Perform trend analyses	d. N/A	d. Determine best methodology for and perform trend analyses
e. Perform analyses for measures of association (e.g., relative risks and odds ratios), confidence intervals, and p values	e. Determine measures of association (e.g., relative risks and odds ratios), confidence intervals, and p values, and perform analysis as needed	e. N/A	e. Analyze using measures of association (e.g., relative risks and odds ratios), confidence intervals, and p values
f. Interpret measures of association, confidence intervals, and p values	f. Interpret measures of association, confidence intervals, and p values	f. N/A	f. Interpret measures of association, confidence intervals, and p values
g. N/A	g. Assess need for multivariable analyses	g. N/A	g. Evaluate using multivariate and/or regression analyses as necessary
h. N/A	h. Perform multivariable and/or regression analyses as necessary	h. N/A	h. Perform multivariable and/or regression analyses as necessary
i. N/A	i. N/A	i. Verify results and interpretation of data analysis	i. Verify results and interpretation of data analysis
j. N/A	j. Assess the effect of potential confounders	j. N/A	j. Assess the effect of potential confounders
k. N/A	k. Assess whether effect modification is present	k. N/A	k. Assess whether effect modification is present
l. Create standard epidemiology report and necessary components, including tables, graphs, and charts	l. Create standard epidemiology report and necessary components including tables, graphs, and charts	l. N/A	l. Create standard epidemiology report and necessary components, including tables and graphs
m. N/A	m. Review and approve resulting epidemiology reports.	m. Review and approve resulting epidemiology reports	m. N/A
<i>G. Summarize results of the analysis, and draw conclusions</i>	<i>G. Summarize results of the analysis, and draw conclusions</i>	<i>G. Evaluate conclusions and interpretations from investigation</i>	<i>G. Evaluate results of the analysis, and interpret conclusions</i>

<i>Tier 1</i>	<i>Tier 2</i>	<i>Tier 3 Supervisor/Manager</i>	<i>Tier 3 Senior Scientist</i>
<i>I. Skill Domain—Assessment and Analysis</i>	<i>I. Skill Domain—Assessment and Analysis</i>	<i>I. Skill Domain—Assessment and Analysis</i>	<i>I. Skill Domain—Assessment and Analysis</i>
1. N/A	1. Apply knowledge of epidemiologic principles and methods to make recommendations regarding the validity of epidemiologic data	1. Assess the validity of the epidemiologic data, taking into consideration bias, and other study limitations	1. Assess the validity of the epidemiologic data, taking into consideration bias and other study limitations
a. N/A	a. Determine likely sources of bias	a. N/A	a. Confirm likely sources of bias and likely effects on results
b. N/A	b. Assess validity and reliability of data collection instruments and methods	b. N/A	b. Verify the selection of data collection instruments and methods on the basis of their validity and reliability
c. N/A	c. Determine other limitations in study design, sample selection, data collection, analysis, and other features	c. N/A	c. Confirm other limitations in study design, sample selection, data collection, analysis, and other features
d. N/A	d. Recognize the limitations of significance testing	d. N/A	d. Explain the limitations of significance testing
e. Distinguish between statistical association and causal effect	e. Make causal inferences on the basis of principles of causation (e.g., strength, consistency, biological plausibility, dose-response, and temporal relation)	e. Evaluate causal inferences on the basis of principles of causation (e.g., strength, consistency, biological plausibility, dose-response, and temporal relation)	e. Evaluate causal inferences on the basis of principles of causation (e.g., strength, consistency, biological plausibility, dose-response, and temporal relationship)
f. N/A	f. Examine the influence of power and confidence limits on the interpretation of the study's data	f. N/A	f. Explain the influence of power and confidence limits on the interpretation of the study's data
2. N/A	2. Assess need for special analyses, including survival analyses, cost effectiveness/cost benefit/cost utility analyses	2. Assess need for special analyses, including survival analyses, cost effectiveness/cost benefit/cost utility analyses	2. Assess need for special analyses, including survival analyses, cost effectiveness/cost benefit/cost utility analyses
a. N/A	a. N/A	a. N/A	a. Formulate special analyses as necessary, including survival analyses, cost effectiveness/cost benefit/cost

<i>Tier 1</i>	<i>Tier 2</i>	<i>Tier 3 Supervisor/Manager</i>	<i>Tier 3 Senior Scientist</i>
<i>I. Skill Domain—Assessment and Analysis</i>	<i>I. Skill Domain—Assessment and Analysis</i>	<i>I. Skill Domain—Assessment and Analysis</i>	<i>I. Skill Domain—Assessment and Analysis</i>
			utility analyses
3. Identify key findings from the study	3. Identify key findings from the study	3. Validate key findings from the study	3. Synthesize key findings from the study
a. Relate study findings to current scientific knowledge	a. Interpret study’s results in the context of current scientific knowledge	a. N/A	a. Evaluate study’s results in the context of current scientific knowledge
b. N/A	b. Identify any implications to public health programs	b. Determine the importance of implications to public health programs	b. Verify any implications to public health programs
c. N/A	c. Communicate results	c. Synthesize results for communication to decision-makers and the public	c. Synthesize results for communication to decision-makers and the public
<i>H. Assist in developing recommended evidence-based interventions and control measures in response to epidemiologic findings</i>	<i>H. Recommend evidence-based interventions and control measures in response to epidemiologic findings</i>	<i>H. Determine evidence-based interventions and control measures in response to epidemiologic findings</i>	<i>H. Formulate new interventions on the basis of evidence when available, and control measures in response to epidemiologic findings</i>
1. Define cultural/social/political framework for recommended interventions	1. Establish cultural/social/political framework for recommendations or interventions	1. Approve interventions on the basis of understanding of cultural/social/political framework for consideration	1. Examine cultural/social/political framework to develop recommendations or interventions
a. Describe study data in a way that makes clear the rationale for the recommendations	a. Describe study data in a way that makes clear the rationale for the recommendations	a. N/A	a. Describe study data in a way that makes clear the rationale for the recommendations
b. N/A	b. Relate study findings to existing policies, regulations, and laws, as well as environmental factors (e.g., societal, cultural, or other factors that may affect the recommendations or interventions)	b. Interpret study findings in the context of existing policies, regulations, and laws, as well as environmental factors (e.g., societal, cultural, or other factors that may affect the recommendations or interventions)	b. Evaluate study findings in relation to existing policies, regulations, and laws, as well as environmental factors (e.g., societal, cultural, or other factors that may affect the recommendations or interventions)
2. N/A	2. Use scientific evidence in preparing	2. Ensure that scientific evidence is used in	2. Design recommendations using

<i>Tier 1</i>	<i>Tier 2</i>	<i>Tier 3 Supervisor/Manager</i>	<i>Tier 3 Senior Scientist</i>
<i>I. Skill Domain—Assessment and Analysis</i>	<i>I. Skill Domain—Assessment and Analysis</i>	<i>I. Skill Domain—Assessment and Analysis</i>	<i>I. Skill Domain—Assessment and Analysis</i>
	recommendations for action or interventions	preparing recommendations for action or interventions	scientific evidence or interventions
a. N/A	a. Synthesize scientific evidence and knowledge for use in preparing recommendations	a. N/A	a. Synthesize scientific evidence and knowledge for use in preparing recommendations
b. N/A	b. Identify the key types of intervention for problem	b. N/A	b. Evaluate the key types of intervention for problem
c. N/A	c. Develop assessment of the potential impact on the public’s health from alternative interventions	c. Approve assessment of the potential impact on the public’s health from alternative interventions	c. Evaluate the potential impact on the public’s health from alternative interventions
d. N/A	d. Propose new recommendations or modifications to existing interventions as necessary on the basis of study findings	d. Select new recommendations or modifications to existing interventions as necessary on the basis of study findings	d. Formulate new recommendations or modifications to existing interventions as necessary on the basis of study findings
e. N/A	e. Prioritize potential public health interventions	e. Approve prioritization of potential public health interventions	e. Prioritize potential public health interventions
f. N/A	f. Link any recommended behavioral interventions with risk communication and risk reduction methods	f. Ensure that any recommended behavioral interventions are linked with risk communication and risk reduction methods	f. Link any recommended behavioral interventions with risk communication and risk reduction methods
<i>I. Assist in evaluation of programs</i>	I. Evaluate programs	<i>I. Ensure evaluation of programs</i>	<i>I. Evaluate programs</i>
1. N/A	1. Assist in development of measurable and program-relevant goals and objectives	1. Approve measurable and program-relevant goals and objectives	1. Develop measurable and program-relevant goals and objectives in collaboration with program staff
2. N/A	2. Assist in development of program logic models and theories of action	2. Decide on program logic models and theories of action	2. Develop program logic models and theories of action in collaboration with program staff
3. Collect surveillance and other data for use in tracking program objectives and	3. Identify surveillance and other data for use in tracking program objectives and outcomes	3. Approve surveillance and other data for use in tracking program objectives and	3. Synthesize surveillance and other data to allow tracking program objectives and

<i>Tier 1</i>	<i>Tier 2</i>	<i>Tier 3 Supervisor/Manager</i>	<i>Tier 3 Senior Scientist</i>
<i>I. Skill Domain—Assessment and Analysis</i>	<i>I. Skill Domain—Assessment and Analysis</i>	<i>I. Skill Domain—Assessment and Analysis</i>	<i>I. Skill Domain—Assessment and Analysis</i>
outcomes		outcomes	outcomes
4. Assist in tracking progress toward program objectives and outcomes	4. Record progress toward program objectives and outcomes	4. Monitor progress toward program objectives and outcomes	4. Critique progress toward program objectives and outcomes
5. Communicate information about progress toward program objectives and outcomes to program managers	5. Communicate information about progress toward program objectives and outcomes to program managers and staff for use in program planning and modification	5. Incorporate information about progress toward program objectives and outcomes in decisions on program planning and modification	5. Evaluate progress toward program objectives and outcomes for program managers and staff to aid in program planning and modification

<i>Tier 1</i>	<i>Tier 2</i>	<i>Tier 3 Supervisor/Manager</i>	<i>Tier 3 Senior Scientist</i>
II. Skill Domain—Basic Public Health Sciences	II. Skill Domain—Basic Public Health Sciences	II. Skill Domain—Basic Public Health Sciences	II. Skill Domain—Basic Public Health Sciences
<i>A. Know how causes of disease affect epidemiologic practice</i>	<i>A. Use current knowledge of causes of disease to guide epidemiologic practice</i>	<i>A. Use current knowledge of causes of disease to guide epidemiologic practice</i>	<i>A. Use current knowledge of causes of disease to guide epidemiologic practice</i>
1. Relate basic etiologic processes for human diseases to subject matter areas of interest (e.g., infectious diseases, chronic diseases)	1. Relate basic etiologic processes for human diseases to subject matter areas of interest (e.g., infectious diseases, chronic diseases)	1. Ensure that basic etiologic processes for human diseases are related to subject matter areas of interest (e.g., infectious diseases, chronic diseases)	1. Ensure that basic etiologic processes for human diseases are related to subject matter areas of interest (e.g., infectious diseases, chronic diseases)
2. Apply understanding of human and environmental biology and behavioral sciences and principles to determine potential biological mechanisms of disease	2. Apply understanding of human and environmental biology and behavioral sciences and principles to determine potential biological mechanisms of disease	2. Ensure the application of understanding of human and environmental biology and behavioral sciences and principles to determine potential biological mechanisms of disease	2. Ensure the application of understanding of human and environmental biology and behavioral sciences and principles to determine potential biological mechanisms of disease
3. N/A	3. Explain how genetics and genomics effect disease processes and public health policy and practice	3. Ensure that the role of genetics and genomics on disease processes are considered when developing public health policy and practice	3. Synthesize knowledge about the effect of genetics and genomics on disease processes and public health policy and practice
4. Apply principles of the host/agent/environment model to disease causation, prevention, and control	4. Apply principles of the host/agent/environment model to disease causation, prevention, and control	4. Ensure the application of principles of the host/agent/environment model to disease causation, prevention, and control	4. Ensure the application of principles of the host/agent/environment model to disease causation, prevention, and control
5. Describe the role and influence of sociobehavioral factors (including community, political, social, family, and individual behavioral factors) in health risks and health status	5. Describe the role and influence of sociobehavioral factors (including community, political, social, family, and individual behavioral factors) in health risks and health status	5. Ensure that the role and influence of sociobehavioral factors (including community, political, social, family, and individual behavioral factors) are incorporated into understanding health risks and health status	5. Synthesize knowledge about the role and influence of sociobehavioral factors (including community, political, social, family, and individual behavioral factors) in health risks and health status
6. N/A	6. Incorporate etiologic principles into development of disease prevention and control strategies	6. Incorporate etiologic principles into development of disease prevention and control strategies	6. Incorporate etiologic principles into development of disease prevention and control strategies
<i>B. Identify the role of laboratory resources in epidemiologic activities</i>	<i>B. Use laboratory resources to support epidemiologic activities</i>	<i>B. Ensure the use of laboratory resources to support epidemiologic activities</i>	<i>B. Develop processes for using laboratory resources to support epidemiologic activities</i>
1. Identify the roles and capabilities of public health laboratories and other laboratories and how they are used in epidemiologic investigations	1. Identify the roles and capabilities of public health laboratories and other laboratories and how they are used in epidemiologic investigations	1. Examine the roles and capabilities of public health laboratories and other laboratories, and how they are used in epidemiologic investigations	1. Synthesize the roles and capabilities of public health laboratories in epidemiologic investigations
2. N/A	2. Coordinate laboratory and epidemiologic activities, including test selection, communication, and reporting results in the	2. Ensure the coordination of laboratory and epidemiologic activities, including test selection, communication, and reporting	2. Determine laboratory and epidemiologic activities including test selection, communication, and reporting

<i>Tier 1</i>	<i>Tier 2</i>	<i>Tier 3 Supervisor/Manager</i>	<i>Tier 3 Senior Scientist</i>
II. Skill Domain—Basic Public Health Sciences	II. Skill Domain—Basic Public Health Sciences	II. Skill Domain—Basic Public Health Sciences	II. Skill Domain—Basic Public Health Sciences
	field	results in the field	results in the field
3. N/A	3. Interpret laboratory data, accounting for factors that influence the results of screening and diagnostic tests	3. Evaluate the interpretation of laboratory data accounting for factors that influence the results of screening and diagnostic tests	3. Develop methods for the interpretation of laboratory data, accounting for factors that influence the results of screening and diagnostic tests
4. Use identified specimen collection, storage, and transportation measures	4. Implement necessary specimen collection, storage, and transportation measures	4. Oversee necessary specimen collection, storage, and transportation measures	4. Develop methods for specimen collection, storage, and transportation measures
<i>C. Use identified informatics tools in support of epidemiologic practice</i>	<i>C. Apply principles of informatics, including data collection, processing, and analysis, in support of epidemiologic practice</i>	<i>C. Ensure application of principles of informatics, including data collection, processing, and analysis, in support of epidemiologic practice</i>	<i>C. Apply principles of informatics, including data collection, processing, and analysis, in support of epidemiologic practice</i>
1. Use information technologies and communication tools necessary to support epidemiologic investigations and surveillance	1. Use information technologies and communication tools necessary to support epidemiologic investigations and surveillance	1. Provide access information technologies and communication tools necessary to support epidemiologic investigations and surveillance	1. Use information technologies and communication tools necessary to support epidemiologic investigations and surveillance
2. Use software tools that support public health data acquisition, entry, abstraction, analysis, and reporting	2. Use software tools that support on-line searching, public health data acquisition, entry, abstraction, management, analysis, planning, mapping, and reporting	2. Provide access to software tools that support on-line searching, public health data acquisition, entry, abstraction, management, analysis, planning, mapping, and reporting	2. Use software tools that support on-line searching, public health data acquisition, entry, abstraction, management, analysis, planning, mapping, and reporting
3. Apply procedures (policies) and technical means (security) to ensure the integrity and protection of confidential information in electronic files and computer systems	3. Apply procedures (policies) and technical means (security) to ensure the integrity and protection of confidential information in electronic files, and computer systems	3. Ensure that procedures (policies) and technical means (security) are used to ensure the integrity and protection of confidential information in electronic files and computer systems	3. Apply procedures (policies) and technical means (security) to ensure the integrity and protection of confidential information in electronic files and computer systems
4. Combine data and information from multiple sources to create new information to support public health decision-making	4. Combine data and information from multiple sources to create new information to support public health decision-making	4. Use data and information from multiple sources to create new information to support public health decision-making.	4. Synthesize data and information from multiple sources to create new information to support public health decision-making
a. Suggest limitations of current data collection that might determine the need for new data collection	a. Determine whether new data collection is needed or existing data sets or systems can be mined	a. Decide whether to create new data collection systems or to mine existing data sets or systems.	a. Decide whether to create new data collection systems or to mine existing data sets or systems
b. N/A	b. Participate in the development of new or enhancement of existing databases to support epidemiologic investigations, surveillance, etc.	b. Oversee the development of new or enhancement of existing databases to support epidemiologic investigations, surveillance, etc.	b. Develop new or enhance existing databases to support epidemiologic investigations, surveillance, etc.
c. N/A	c. Use interoperable data standards as needed for storage and transmission,	c. Ensure the utilization of interoperable data standards for storage and	c. Ensure the utilization of interoperable data standards for

<i>Tier 1</i>	<i>Tier 2</i>	<i>Tier 3 Supervisor/Manager</i>	<i>Tier 3 Senior Scientist</i>
II. Skill Domain—Basic Public Health Sciences	II. Skill Domain—Basic Public Health Sciences	II. Skill Domain—Basic Public Health Sciences	II. Skill Domain—Basic Public Health Sciences
	and be able to find the relevant standards specifications as needed	transmission, and be able to find the relevant standards specifications as needed	storage and transmission, and be able to find the relevant standards specifications as needed
d. N/A	d. Maintain electronic documents (guidelines, data sets), including with documented versions, dissemination methods, and relevant standards specifications	d. Ensure the maintenance of electronic documents (guidelines, data sets) including with documented versions, dissemination methods, and relevant standards specifications	d. Create processes for maintenance of electronic documents (guidelines, data sets) including with documented versions, dissemination methods, and relevant standards specifications
5.	5. Participate in development of data models to ensure representation of epidemiologic needs in associated databases and information systems	5. Participate in development of data models to ensure representation of epidemiologic needs in associated databases and information systems	5. Participate in development of data models to ensure representation of epidemiologic needs in associated databases and information systems
<i>D. N/A</i>	<i>D. N/A</i>	<i>D. Develop and manage information systems to improve effectiveness of surveillance, investigation, and other epidemiologic practices</i>	<i>D. Develop and manage information systems to improve effectiveness of surveillance, investigation, and other epidemiologic practices</i>
1. N/A	1. N/A	1. Engage and consult with information technology professionals with necessary expertise for developing information systems to support epidemiology programs	1. N/A
2. N/A	2. N/A	2. Articulate the needs of the epidemiology program to the information technology specialists	2. N/A
3. N/A	3. N/A	3. Ensure that all members of systems development teams, including epidemiologists and information technology specialists, fill roles consistent with their expertise	3. Compose and manage systems development teams in a manner that demonstrates recognition of the appropriate roles and domains for computer scientists, epidemiologists, policy makers, and programmers and other information technology specialists in information systems development
4. N/A	4. N/A	4. Lead the development of integrated, cost-effective public health information systems that are consistent with a larger (enterprise-level) information architecture	4. Lead and advocate for, or otherwise actively participate in, the development of integrated, cost-effective public health information systems within the public health enterprise, ensuring that new applications and information systems are built in conformance with a larger

<i>Tier 1</i>	<i>Tier 2</i>	<i>Tier 3 Supervisor/Manager</i>	<i>Tier 3 Senior Scientist</i>
II. Skill Domain—Basic Public Health Sciences	II. Skill Domain—Basic Public Health Sciences	II. Skill Domain—Basic Public Health Sciences	II. Skill Domain—Basic Public Health Sciences
			(enterprise-level) information architecture
5. N/A	5. N/A	5. Participate in development of confidentiality and privacy policies for the enterprise and security systems to support the implementation of those policies	5. Participate in development of confidentiality and privacy policies for the enterprise, and ensure the development of security systems to support the implementation of those policies
6. N/A	6. N/A	6. Ensure that information systems developed for epidemiology programs fully support the objectives, functions, and business processes of the public health system	6. Ensure that the information systems developed for epidemiology programs fully support the objectives, functions, and business processes of the public health system

<i>Tier 1</i>	<i>Tier 2</i>	<i>Tier 3 Supervisor/Manager</i>	<i>Tier 3 Senior Scientist</i>
III. Skill Domain—Communication	III. Skill Domain—Communication	III. Skill Domain—Communication	III. Skill Domain—Communication
<i>A. Prepare written and oral reports and presentations that communicate necessary information to agency staff</i>	<i>A. Prepare written and oral reports and presentations that communicate necessary information to professional audiences, policy makers, and the general public</i>	<i>A. Ensure preparation of written and oral reports and presentations that communicate necessary information to professional audiences, policy makers, and the general public</i>	<i>A. Organize preparation of written and oral reports and presentations that communicate necessary information to professional audiences, policy makers, and the general public</i>
1. Identify methods and content for communication of epidemiologic findings	1. Identify audience, methods, and content for communication of epidemiologic findings	1. Approve selection of audience, methods, and content for communication of epidemiologic findings	1. Verify selection of audience, methods, and content for communication of epidemiologic findings
a. N/A	a. Identify target audience for communication	a. N/A	a. Decide on target audience for communication
b. Identify relevant data to report	b. Identify relevant data to report	b. N/A	b. Determine relevance of data to report
c. Assess needs and interests of target audience for materials that are used in communication	c. Assess needs and interests of target audience for materials that are used in communication	c. N/A	c. Review assessment of needs and interests of target audience for materials that are used in communication
d. Use communication methods that meet the needs of the target audience, as directed	d. Identify communication methods that meet the needs of the target audience	d. N/A	d. Verify methods of communication selected for target audience
2. Communicate epidemiologic work to agency staff through written reports and oral presentations	2. Communicate epidemiologic work to professional audiences and agency staff through written reports and oral presentations	2. Review written reports and oral presentations to ensure that content communicates epidemiologic work to professional audiences and agency staff	2. Create written reports and oral presentations that communicate epidemiologic work to professional audiences and agency staff
a. N/A	a. Prepare abstracts either for publication or for presentation at scientific meetings	a. N/A	a. Prepare abstracts either for publication or for presentation at scientific meetings
b. N/A	b. Prepare manuscripts for scientific publication	b. N/A	b. Prepare manuscripts for scientific publication
c. Prepare summary reports and memoranda for use within the agency	c. Prepare summary reports and memoranda for use within the agency	c. N/A	c. Prepare summary reports and memoranda for use within the agency

<i>Tier 1</i>	<i>Tier 2</i>	<i>Tier 3 Supervisor/Manager</i>	<i>Tier 3 Senior Scientist</i>
III. Skill Domain—Communication	III. Skill Domain—Communication	III. Skill Domain—Communication	III. Skill Domain—Communication
d. N/A	d. N/A	d. N/A	d. Critique reports, manuscripts, and other documents that have been prepared by others
e. Use current audio-visual tools to maximize communication	e. Use current audio-visual tools to maximize communication	e. N/A	e. Use current audio-visual tools to maximize communications
f. Create charts, tables, and figures that communicate to the target audience	f. Create charts, tables, and figures that communicate to the target audience	f. N/A	f. Create charts, tables, and figures that communicate to the targeted audience
3. N/A	3. Communicate epidemiologic information to the general public, the news media, and/or to policy makers through giving oral presentations or contributing to development of written documents	3. Create processes to guide preparation of documents or oral presentations that communicate epidemiologic information to the general public, news media, and/or policymakers	3. Create documents (e.g., briefs, press releases, Web pages) that communicate epidemiologic information to the general public, press and/or to policy makers
a. N/A	a. Contribute to press releases for the general public	a. Approve press releases on an as-needed basis	a. Contribute to or develop press releases for the general public
b. N/A	b. Participate in the development of disease prevention/health promotion materials for lay audiences	b. N/A	b. Develop disease prevention/health promotion materials for lay audiences
c. N/A	c. Communicate scientific findings in a language tailored to the needs of decision-makers, news media, and other target audiences	c. Create documents that communicate scientific findings in language tailored to the needs of decision-makers, news media, and other target audiences	c. Create documents that communicate scientific findings in language tailored to the needs of decision-makers, news media, and other target audiences
4. N/A	4. Tailor surveillance information content and periodicity of dissemination for specific audiences and their uses	4. Approve surveillance information content and periodicity of dissemination for specific audiences and their uses	4. Determine content for surveillance information and periodicity of dissemination for specific audiences and their uses
5. Respond to public queries about epidemiologic data	5. Respond to public queries about epidemiologic data or related issues	5. Oversee responses to public queries about epidemiologic data or related issues	5. Create key messages for responding to public queries about epidemiologic data or related issues
6. N/A	6. Demonstrate ability to explain or teach basic epidemiologic principles to nonepidemiologists and lower level epidemiologists	6. Demonstrate ability to explain or teach basic epidemiologic principles to nonepidemiologists and lower level epidemiologists	6. Demonstrate ability to explain or teach basic and advanced epidemiologic principles to nonepidemiologists and lower level epidemiologists

<i>Tier 1</i>	<i>Tier 2</i>	<i>Tier 3 Supervisor/Manager</i>	<i>Tier 3 Senior Scientist</i>
III. Skill Domain—Communication	III. Skill Domain—Communication	III. Skill Domain—Communication	III. Skill Domain—Communication
<i>B. Recognize the basic principles of risk communication</i>	<i>B. Demonstrate the basic principles of risk communication</i>	<i>B. Ensure that the basic principles of risk communication are followed in all communication of epidemiologic findings</i>	<i>B. Create messages that follow the principles of risk communication</i>
1. Provide epidemiologic information to support the development of risk communication messages	1. Participate in developing risk communication messages that convey epidemiologic information to particular public health problems	1. Develop risk communication messages that convey epidemiologic information to particular public health problems	1. Develop risk communication messages that convey epidemiologic information to particular public health problems
a. N/A	a. Assist in developing content for risk communication messages	a. Create content for risk communication messages	a. Create content for risk communication messages
b. Provide content to the public information officer and other relevant agency staff	b. Provide content to the public information officer and other relevant agency staff	b. Review the content provided to the public information officer and other relevant agency staff	b. Review and provide content to the public information officer and other relevant agency staff
c. N/A	c. Review risk communication messages for scientific accuracy and clarity	c. Review risk communication messages for scientific accuracy and clarity	c. Review risk communication messages for scientific accuracy and clarity
2. Use basic risk communication principles to communicate epidemiologic messages to agency staff	2. Use basic risk communication principles to communicate epidemiologic messages	2. Oversee communication of epidemiologic messages	2. Model risk communication principles when communicating epidemiologic messages

<i>Tier 1</i>	<i>Tier 2</i>	<i>Tier 3 Supervisor/Manager</i>	<i>Tier 3 Senior Scientist</i>
III. Skill Domain—Communication	III. Skill Domain—Communication	III. Skill Domain—Communication	III. Skill Domain—Communication
a. Refer media inquiries to the correct spokespersons for the agency	a. Refer media inquiries to the correct spokespersons for the agency	a. Ensure that staff refer media inquiries to the correct spokespersons for the agency	a. Refer media inquiries to the correct spokespersons for the agency
b. N/A	b. N/A	b. Serve as agency spokesperson when necessary	b. Serve as agency spokesperson when necessary
c. N/A	c. Respond to media inquiries as requested by the public health agency	c. Respond to media inquiries	c. Respond to media inquiries
d. N/A	d. N/A	d. Ensure that staff are using risk communication techniques suitable to the target audience	d. N/A
e. Adhere to the agency risk communication strategy	e. Adhere to the agency risk communication strategy	e. Adhere to the agency risk communication strategy	e. Adhere to the agency risk communication strategy
<i>C. Incorporate interpersonal skills in communication with agency personnel, colleagues, and the public</i>	<i>C. Incorporate interpersonal skills in communication with agency personnel, colleagues, and the public</i>	<i>C. Model interpersonal skills in communication with agency personnel, colleagues, and the public</i>	<i>C. Model interpersonal skills in communication with agency personnel, colleagues, and the public</i>
1. Demonstrate ability to listen effectively when epidemiologic findings are presented or discussed	1. Demonstrate ability to listen effectively when epidemiologic findings are presented or discussed	1. Demonstrate ability to listen effectively when epidemiologic findings are presented or discussed	1. Demonstrate ability to listen effectively when epidemiologic findings are presented or discussed
2. Demonstrate professional interpersonal, interdisciplinary, transdisciplinary, and multidisciplinary communication	2. Demonstrate professional interpersonal, interdisciplinary, transdisciplinary, and multidisciplinary communication	2. Model professional interpersonal, interdisciplinary, transdisciplinary, and multidisciplinary communication	2. Model professional interpersonal, interdisciplinary, transdisciplinary, and multidisciplinary communication
a. Participate in discussions and in group settings	a. Lead discussions, and participate in group settings	a. Promote group discussions, and lead such discussions when necessary	a. Lead discussions, and participate in group settings
b. Show respect for others, and promote diverse opinions	b. Show respect for others, and promote diverse opinions	b. Show respect for others, and promote diverse opinions	b. Show respect for others, and promote diverse opinions
c. Demonstrate ability to solicit input from individuals and groups	c. Demonstrate ability to solicit input from individuals and groups	c. Solicit input from individuals and groups	c. Demonstrate ability to solicit input from individuals and groups
d. Demonstrate ability to communicate epidemiologic findings, methodology, and principles when part of a multidisciplinary team	d. Demonstrate ability to communicate epidemiologic findings, methodology, and principles when part of a multidisciplinary team	d. Create messages to communicate epidemiologic findings, methodology, and principles to multidisciplinary teams	d. Create messages to communicate epidemiologic findings, methodology, and principles to multidisciplinary teams

<i>Tier 1</i>	<i>Tier 2</i>	<i>Tier 3 Supervisor/Manager</i>	<i>Tier 3 Senior Scientist</i>
III. Skill Domain—Communication	III. Skill Domain—Communication	III. Skill Domain—Communication	III. Skill Domain—Communication
e. Demonstrate ability to interview individuals associated with disease investigations	e. Demonstrate ability to interview individuals associated with disease investigations	e. N/A	e. N/A
f. Use communication skills to help resolve conflict	f. Use communication skills to help resolve conflict	f. Use communication skills to help resolve conflict	f. Use communication skills to help resolve conflict
g. Support communication of findings to affected individuals or communities using mechanisms tailored to that individual or community/special population	g. Communicate findings to affected individuals or communities using mechanisms tailored to that individual or community/special population	g. Create messages that communicate findings to affected individuals or communities using mechanisms tailored to that individual or community/special population	g. Create messages that communicate findings to affected individuals or community using mechanisms tailored to that individuals or community/special population
<i>D. Use effective communication technologies</i>	<i>D. Use effective communication technologies</i>	<i>D. Ensure utilization of effective communication technologies</i>	<i>D. Use effective communication technologies</i>
1. Participate in the development of the design and content of Web-based communication	1. Participate in the development of the design and content of Web-based communication	1. Approve the design and content of Web-based communication	1. Create content for Web-based communication
2. Use policies that address security, privacy, and legal considerations when communicating epidemiologic information through e-mail, health alert networks, or other potentially public documents	2. Use policies that address security, privacy, and legal considerations when communicating epidemiologic information through e-mail, health alert networks, or other potentially public documents	2. Enforce policies that address security, privacy, and legal considerations when communicating epidemiologic information through e-mail, health alert networks, or other potentially public documents	2. Develop as needed policies that address security, privacy, and legal considerations when communicating epidemiologic information through e-mail, health alert networks, or other potentially public documents
3. N/A	3. Use effective educational and behavioral techniques and technologic tools to promote public health (e.g., through community education, behavior modification, collaborative policy development, issue advocacy, and community mobilization)	3. Use effective educational and behavioral techniques and technological tools to promote public health (e.g., through community education, behavior modification, collaborative policy development, issue advocacy, and community mobilization)	3. Use effective educational and behavioral techniques and technological tools to promote public health (e.g., through community education, behavior modification, collaborative policy development, issue advocacy, and community mobilization)

<i>Tier 1</i>	<i>Tier 2</i>	<i>Tier 3 Supervisor/Manager</i>	<i>Tier 3 Senior Scientist</i>
IV. Skill Domain—Community Dimensions of Practice	IV. Skill Domain—Community Dimensions of Practice	IV. Skill Domain—Community Dimensions of Practice	IV. Skill Domain—Community Dimensions of Practice
<i>A. Provide epidemiologic input into epidemiologic studies, public health programs, and community public health planning processes at the state, local, or tribal level</i>	<i>A. Provide epidemiologic input into epidemiologic studies, public health programs, and community public health planning processes at the state, local, or tribal level</i>	<i>A. Lead epidemiologic studies, public health programs, and community public health planning processes at the state, local, or tribal level</i>	<i>A. Lead epidemiologic studies, public health programs, and community public health planning processes at the state, local, or tribal level</i>
1. Supply information from health status assessments to aid in the design, interpretation, and conduct of epidemiologic studies	1. Use information from the community and from health status assessments to aid in the design, interpretation, and conduct of epidemiologic studies	1. Synthesize information from the community and from health status assessments to aid in the design, interpretation, and conduct of epidemiologic studies	1. Synthesize information from the community and from health status assessments to aid in the design, interpretation, and conduct of epidemiologic studies
a. N/A	a. Use strategies for engaging communities in dialogue on health issues requiring study	a. Engage communities in dialogue on health issues requiring study	a. Engage communities in dialogue on health issues requiring study
b. N/A	b. Use strategies for reaching populations and individuals who traditionally may not have had the opportunity to participate in priority-setting processes	b. Ensure outreach to populations and individuals who traditionally may not have had the opportunity to participate in priority-setting processes	b. Ensure outreach populations and individuals who traditionally may not have had the opportunity to participate in priority setting processes
c. Provide communities with data as directed to aid in identifying health priorities for study	c. Assist communities in identifying health priorities for study	c. Provide leadership to communities in identifying health priorities for study	c. Provide leadership to communities in identifying health priorities for study
d. Provide technical assistance as directed to communities and outside partners with respect to surveillance, epidemiologic data, and evaluation	d. Provide technical assistance to communities and outside partners with respect to surveillance, epidemiologic data, and evaluation	d. Provide technical assistance to communities and outside partners with respect to surveillance, epidemiologic data, and evaluation	d. Provide technical assistance to communities and outside partners with respect to surveillance, epidemiologic data, and evaluation
2. Assist in providing epidemiologic input into an assessment of the local public health system to aid in state, local, or tribal public health planning	2. Provide epidemiologic input into an assessment of the local public health system to aid in state, local, or tribal public health planning	2. Lead epidemiologic portion of assessment of the local public health system to aid in state, local, or tribal public health planning	2. Lead epidemiologic portion of assessment of the local public health system to aid in state, local, or tribal public health planning
a. N/A	a. Map the different levels of government public health (tribal, local, state, and federal) and their roles and	a. Ensure that the different levels of government public health (tribal, local, state, and federal) and their roles and	a. Map the different levels of government public health (tribal, local, state, and federal) and their roles and

<i>Tier 1</i>	<i>Tier 2</i>	<i>Tier 3 Supervisor/Manager</i>	<i>Tier 3 Senior Scientist</i>
IV. Skill Domain—Community Dimensions of Practice	IV. Skill Domain—Community Dimensions of Practice	IV. Skill Domain—Community Dimensions of Practice	IV. Skill Domain—Community Dimensions of Practice
	responsibilities in the community	responsibilities are mapped out in the community	responsibilities in the community
b. N/A	b. Characterize the interactions between different levels of government in relation to community public health programs	b. Ensure that the interactions between different levels of government in relation to community public health programs are characterized	b. Characterize the interactions between different levels of government in relation to community public health programs
c. N/A	c. Assess the funding streams for public health and epidemiology programs that affect the community	c. Assess the funding streams for public health and epidemiology programs that affect the community	c. Assess the funding streams for public health and epidemiology programs that affect the community
d. Assist in identifying the specific populations within the community or region that each public health program seeks to reach	d. Identify the specific populations within the community or region that each public health program seeks to reach	d. Ensure that the specific populations within the community or region that each public health program seeks to reach are identified	d. Identify the specific populations within the community or region that each public health program seeks to reach
e. Assist in identifying the epidemiologic data collection and analysis needs of each program	e. Identify the epidemiologic data collection and analysis needs of each program	e. Ensure that the epidemiologic data collection and analysis needs of each program are identified	e. Identify the epidemiologic data collection and analysis needs of each program
f. N/A	f. N/A	f. Identify community themes and strengths	f. Identify community themes and strengths

<i>Tier 1</i>	<i>Tier 2</i>	<i>Tier 3 Supervisor/Manager</i>	<i>Tier 3 Senior Scientist</i>
IV. Skill Domain—Community Dimensions of Practice	IV. Skill Domain—Community Dimensions of Practice	IV. Skill Domain—Community Dimensions of Practice	IV. Skill Domain—Community Dimensions of Practice
g. N/A	g. Map the community medical-care delivery system, including financing and structure and major policy issues affecting medical care	g. Ensure that the community medical-care delivery system is mapped out, including financing and structure and major policy issues affecting medical care	g. Map the community medical care delivery system, including financing and structure and major policy issues affecting medical care
h. N/A	h. Characterize relationships among public and private organizations within the community	h. Ensure that relationships among public and private organizations within the community are characterized	h. Characterize relationships among public and private organizations within the community
i. N/A	i. Identify environmental, social, and cultural factors that affect the community’s health	i. Ensure that environmental, social, and cultural factors that affect the community’s health are analyzed	i. Evaluate environmental, social, and cultural factors that affect the community’s health
j. N/A	j. Document changes that are occurring or are expected to occur that affect the community’s health or the local public health system (e.g., a Mobilizing for Action through Planning and Partnerships [MAPP] forces of change assessment)	j. Examine changes that are occurring or are expected to occur that affect the community’s health or the local public health system (e.g., a Mobilizing for Action through Planning and Partnerships [MAPP] forces of change assessment)	j. Examine changes that are occurring or are expected to occur that affect the community’s health or the local public health system (e.g., a Mobilizing for Action through Planning and Partnerships [MAPP] forces of change assessment)
k. N/A	k. Identify threats and opportunities that arise from these changes	k. Evaluate threats and opportunities that arise from these changes	k. Evaluate threats and opportunities that arise from these changes

<i>Tier 1</i>	<i>Tier 2</i>	<i>Tier 3 Supervisor/Manager</i>	<i>Tier 3 Senior Scientist</i>
IV. Skill Domain—Community Dimensions of Practice	IV. Skill Domain—Community Dimensions of Practice	IV. Skill Domain—Community Dimensions of Practice	IV. Skill Domain—Community Dimensions of Practice
<i>B. Participate in development of community partnerships to support epidemiologic investigations</i>	<i>B. Participate in development of community partnerships to support epidemiologic investigations</i>	<i>B. Develop community partnerships to support epidemiologic investigations</i>	<i>B. Develop community partnerships to support epidemiologic investigations</i>
1. N/A	1. Identify partners and stakeholders necessary for epidemiologic investigation	1. Sustain relationships with partners and stakeholders necessary for epidemiologic investigation	1. Solicit partners and stakeholders necessary for epidemiologic investigation
2. Contribute to community-specific participation strategies to engage the public in the planning, implementation, and evaluation of epidemiologic investigations when indicated	2. Use community-specific participation strategies in the planning, implementation, and evaluation of epidemiologic investigations when indicated	2. Ensure the use of community-specific participation strategies in the planning, implementation, and evaluation of epidemiologic investigations when indicated	2. Develop community-specific participation strategies in the planning, implementation, and evaluation of epidemiologic investigations when indicated
3. N/A	3. Clarify the roles of partners and stakeholders in the epidemiologic investigation	3. Clarify the roles of partners and stakeholders in the epidemiologic investigation	3. Clarify the roles of partners and stakeholders in the epidemiologic investigation
4. N/A	4. Participate in the development of epidemiologic studies, including incorporating input from task forces and other target audiences	4. Lead the development of epidemiologic studies, including incorporating input from task forces and other target audiences	4. Lead the development of epidemiologic studies, including incorporating input from task forces and other target audiences

<i>Tier 1</i>	<i>Tier 2</i>	<i>Tier 3 Supervisor/Manager</i>	<i>Tier 3 Senior Scientist</i>
V. Skill Domain—Cultural Competency	V. Skill Domain—Cultural Competency	V. Skill Domain—Cultural Competency	V. Skill Domain—Cultural Competency
<i>A. Describe population by race; ethnicity; culture; societal, educational, and professional backgrounds; age; sex; religion; disability; and sexual orientation</i>	<i>A. Describe population by race; ethnicity; culture; societal, educational, and professional backgrounds; age; sex; religion; disability; and sexual orientation</i>	<i>A. Differentiate special populations by race; ethnicity; culture; societal, educational, and professional backgrounds; age; sex; religion; disability; and sexual orientation</i>	<i>A. Differentiate special populations by race; ethnicity; culture; societal, educational, and professional backgrounds; age; sex; religion; disability; and sexual orientation</i>
1. Identify special populations in the community that may be significant in addressing public health problems	1. Identify special populations in the community that may be significant in addressing public health problems	1. Ensure that each special population is characterized by size, location, and other factors that may be significant in addressing public health problems	1. Characterize each special population by size, location, and other factors that may be significant in addressing public health problems
<i>B. Establish relationships with groups of special concern (e.g., disadvantaged or minority groups, groups subject to health disparities, historically underrepresented groups)</i>	<i>B. Establish relationships with groups of special concern (e.g., disadvantaged or minority groups, groups subject to health disparities, historically underrepresented groups)</i>	<i>B. Establish relationships with groups of special concern (e.g., disadvantaged or minority groups, groups subject to health disparities, historically underrepresented groups)</i>	<i>B. Establish relationships with groups of special concern (e.g., disadvantaged or minority groups, groups subject to health disparities, historically underrepresented groups)</i>
1. N/A	1. Study populations' histories and past treatment by public health system	1. Evaluate populations' histories and past treatment by public health system	1. Evaluate historical context of populations' histories and past treatment by public health system
2. N/A	2. N/A	2. Formulate communication strategies for special populations on the basis of knowledge of historical treatment	2. Formulate communications strategies for special populations on the basis of knowledge of historical treatment
3. N/A	3. N/A	3. Organize outreach efforts to special populations	3. Organize outreach efforts to special populations
4 N/A	4. Develop mechanisms to receive input from groups of special concern into the design and conduct of epidemiologic practice	4. Ensure that input from groups of special concern is used in the design and conduct of epidemiologic practice	4. Ensure that input from groups of special concern is used in the design and conduct of epidemiologic practice
<i>C. Describe surveillance systems that include groups subject to health disparities or other potentially underrepresented groups (using standard categories where available)</i>	<i>C. Design surveillance systems to include groups subject to health disparities or other potentially underrepresented groups (using standard categories where available)</i>	<i>C. Ensure that surveillance systems are designed to include groups subject to health disparities or other potentially underrepresented groups (using standard categories where available)</i>	<i>C. Ensure that surveillance systems are designed to include groups subject to health disparities or other potentially underrepresented groups (using standard categories where available)</i>

<i>Tier 1</i>	<i>Tier 2</i>	<i>Tier 3 Supervisor/Manager</i>	<i>Tier 3 Senior Scientist</i>
V. Skill Domain—Cultural Competency	V. Skill Domain—Cultural Competency	V. Skill Domain—Cultural Competency	V. Skill Domain—Cultural Competency
1. Identify standard categories used to define special populations	1. Use standard categories when defining special populations	1. Ensure that standard categories are used to define special populations, taking into account historical, social, and political contexts of standard categories	1. Select standard categories used to define special populations
2. Identify historical, social, and political contexts of standard categories	2. Identify historical, social, and political contexts of standard categories	2. N/A	2. Examine historical, social, and political contexts of standard categories
3. Identify limitations of standard categories	3. Identify limitations of standard categories	3. N/A	3. Explain limitations of standard categories
4. N/A	4. Work with community as necessary to develop new categories if standard categories are unavailable	4. Lead collaboration with community as necessary to develop new categories if standard categories are unavailable	4. Work with community as necessary to develop new categories if standard categories are unavailable
5. N/A	5. Design data collection tools to capture information needed to assess health disparities	5. Ensure that data collection tools and sampling plan capture information needed to assess health disparities and provide stable estimates in populations of interest	5. Verify that data collection tools will capture information needed to assess health disparities
6. N/A	6. Design sampling plan to ensure sample size large enough to provide stable estimates in populations of interest	6. N/A	6. Evaluate sampling plan to ensure sample size large enough to provide stable estimates in populations of interest
7. Avoid potential adverse impacts of data collection on special populations	7. Avoid potential adverse impacts of data collection on special populations	7. Ensure that data collection does not adversely impact special populations	7. Avoid potential adverse impacts of data collection on special populations
<i>D. Conduct investigations using languages and approaches tailored to population</i>	<i>D. Conduct investigations using languages and approaches tailored to population</i>	<i>D. Ensure that investigations use languages and approaches tailored to population</i>	<i>D. Organize investigations that use languages and approaches tailored to population</i>
1. Identify primary language of population	1. Identify primary language of population	1. Identify primary language of population	1. Identify primary language of population
2. Use knowledge of specific sociocultural factors in the population	2. Use knowledge of specific sociocultural factors in the population	2. Use knowledge of specific sociocultural factors in the population	2. Use knowledge of specific sociocultural factors in the population
3. N/A	3. N/A	3. Identify mechanisms for contact and communication with population	3. Identify mechanisms for contact and communication with population
4. N/A	4. N/A	4. Ensure that investigative methods will accommodate special needs of the	4. Identify investigative methods that will accommodate special needs of the

<i>Tier 1</i>	<i>Tier 2</i>	<i>Tier 3 Supervisor/Manager</i>	<i>Tier 3 Senior Scientist</i>
V. Skill Domain—Cultural Competency	V. Skill Domain—Cultural Competency	V. Skill Domain—Cultural Competency	V. Skill Domain—Cultural Competency
		population	population
5. N/A	5. N/A	5. Synthesize this knowledge into an investigation strategy	5. Synthesize this knowledge into an investigation strategy
6. N/A	6. N/A	6. Facilitate staff access to identified support or mechanisms needed to communicate with population	6. N/A
<i>E. Use standard population categories or subcategories when performing data analysis</i>	<i>E. Use standard population categories or subcategories when performing data analysis</i>	<i>E. Ensure that standard population categories or subcategories are used for data analysis</i>	<i>E. Ensure that standard population categories or subcategories are used for data analyses</i>
<i>F. N/A</i>	<i>F. Use knowledge of specific sociocultural factors in the population to interpret findings</i>	<i>F. Use knowledge of specific sociocultural factors in the population to interpret findings</i>	<i>F. Use knowledge of specific sociocultural factors in the population to interpret findings</i>
1. N/A	1. Identify cultural factors that may have influenced outcome of investigation	1. Evaluate cultural factors that may have influenced outcome of investigation	1. Evaluate cultural factors that may have influenced outcome of investigation
2. N/A	2. N/A	2. Assess impact of investigation findings on the population	2. Assess impact of investigation findings on the population
<i>G. Support public health actions that are relevant to the affected community</i>	<i>G. Recommend public health actions that would be relevant to the affected community</i>	<i>G. Ensure that actions are relevant to the affected community</i>	<i>G. Recommend actions that will be relevant to the affected community</i>
1. Use alternative actions that have been shown to be effective in similar populations	1. Use alternative actions that have been shown to be effective in similar populations	1. Ensure use of alternative actions that have been shown to be effective in similar populations	1. Evaluate alternative actions that have been shown to be effective in similar populations
2. Use action strategies that will address the issues identified in the investigation while meeting the needs of the community	2. Use action strategies that will address the issues identified in the investigation while meeting the needs of the community	2. Create action strategies that will address the issues identified in the investigation while meeting the needs of the community	2. Create action strategies that will address the issues identified in the investigation while meeting the needs of the community
3. N/A	3. N/A	3. Validate the choice of action strategy through consultation with the affected community	3. Validate the choice of action strategy through consultation with the affected community

<i>Tier 1</i>	<i>Tier 2</i>	<i>Tier 3 Supervisor/Manager</i>	<i>Tier 3 Senior Scientist</i>
<i>VI. Skill Domain—Financial and Operational Planning and Management</i> (Operational planning, financial planning, and management skills)	<i>VI. Skill Domain—Financial and Operational Planning and Management</i> (Operational planning, financial planning, and management skills)	<i>VI. Skill Domain—Financial and Operational Planning and Management</i> (Operational planning, financial planning, and management skills)	<i>VI. Skill Domain—Financial and Operational Planning and Management</i> (Operational planning, financial planning, and management skills)
<i>A. Conduct epidemiologic activities within the financial and operational plan of the agency</i>	<i>A. Conduct epidemiologic activities within the financial and operational plan of the agency</i>	<i>A. Create operational and financial plans for future epidemiologic activities</i>	<i>A. Conduct epidemiologic activities within the financial and operational plan of the agency</i>
1. N/A	1. Set goals and objectives for epidemiology program	1. Set goals and objectives for epidemiology program	1. Provide input into goals and objectives for epidemiology program
2. N/A	2. Formulate tasks to meet goals and objectives	2. Formulate tasks to meet goals and objectives	2. Formulate tasks to meet goals and objectives
3. Construct a timeline for carrying out the tasks	3. Construct a timeline for carrying out the tasks	3. Construct a timeline for carrying out the tasks	3. Construct a timeline for carrying out the tasks
4. Conduct epidemiologic activities, including travel, within specified budget	4. Describe personnel, staffing, travels, and other needs for epidemiologic activities	4. N/A	4. Describe personnel, staffing, travel, and other needs for epidemiologic activities
5. Maintain accurate records	5. Maintain accurate records	5. N/A	5. Maintain accurate records
<i>B. Describe the financial planning and budgetary process of the epidemiology program</i>	<i>B. Assist in developing a fiscally sound budget that will support the activities defined in the operational plan and is consistent with the financial rules of the agency</i>	<i>B. Formulate a fiscally sound budget that will support the activities defined in the operational plan and is consistent with the financial rules of the agency</i>	<i>B. Describe the financial planning and budgetary process of the agency</i>
1. N/A	1. Assess the financial rules of the agency and available resources to establish boundaries for the budget	1. Assess the financial rules of the agency and available resources to establish boundaries for the budget	1. Assess the financial rules of the agency and available resources to establish boundaries for the budget
2. List resources necessary to carry out tasks in the operational plan, including personnel, equipment, supplies, and travel costs	2. Estimate resources necessary to carry out tasks in the operational plan, including personnel, equipment, supplies, and travel costs	2. Justify resources necessary to carry out tasks in the operational plan, including personnel, equipment, supplies, and travel costs	2. Estimate resources necessary to carry out tasks in the operational plan, including personnel, equipment, supplies, and travel costs
3. N/A	3. Estimate expenditures that may arise from unexpected epidemiologic activities, such as rapid investigations and emergency response	3. Estimate expenditures that may arise from unexpected epidemiologic activities, such as rapid investigations and emergency response	3. N/A

<i>Tier 1</i>	<i>Tier 2</i>	<i>Tier 3 Supervisor/Manager</i>	<i>Tier 3 Senior Scientist</i>
VI. Skill Domain—Financial and Operational Planning and Management (Operational planning, financial planning, and management skills)	VI. Skill Domain—Financial and Operational Planning and Management (Operational planning, financial planning, and management skills)	VI. Skill Domain—Financial and Operational Planning and Management (Operational planning, financial planning, and management skills)	VI. Skill Domain—Financial and Operational Planning and Management (Operational planning, financial planning, and management skills)
<i>C. Implement operational and financial plans</i>	<i>C. Implement operational and financial plans</i>	<i>C. Oversee implementation of operational and financial plans</i>	C. Implement operational and financial plans for assigned projects
1. N/A	1. Assign tasks to staff members	1 Assign tasks to staff members	1. N/A
2. Compare progress to expectations established in plan	2. Compare progress to expectations established in plan	2. Compare progress to expectations established in plan	2. Compare progress to expectations established in plan
3. N/A	3. Track fiscal expenditures against financial plan	3. Evaluate fiscal expenditures against financial plan	3. Evaluate fiscal expenditures against financial plan
4. Adjust activities as necessary to stay within defined budget	4. Adjust activities as necessary to stay within defined budget	4. Adjust activities as necessary to stay within defined budget	4. Adjust activities as necessary to stay within defined budget
5. Seek additional resources as necessary to support unexpected activities	5. Seek additional resources as necessary to support unexpected activities	5. Seek additional resources as necessary to support unexpected activities	5. N/A
6. Follow chain of command	6. Follow chain of command	6. Follow chain of command and agency financial rules	6. Follow chain of command
<i>D. N/A</i>	<i>D. Assist in preparation of proposals for extramural funding</i>	<i>D. Develop requests for proposals for extramural funding to support additional epidemiologic activities and special projects</i>	<i>D. Prepare proposals for extramural funding for review and input from managers</i>
1. N/A	1. Identify funding needs for epidemiologic activities	1. Identify epidemiologic activities that need extramural funding	1. Identify funding needs for epidemiologic activities
2. N/A	2. Identify funding opportunities for epidemiologic activities	2. Evaluate funding opportunities to support epidemiologic activities	2. Identify funding opportunities for epidemiologic activities
3. N/A	3. Prepare proposals, in whole or in part, to obtain funding for epidemiologic activities	3. Create scientifically-sound proposals that will support epidemiologic activities and meet the requirements of the funding agency	3. Prepare proposals, in whole or in part, to obtain funding for epidemiologic activities
<i>E. N/A</i>	<i>E. Use management skills</i>	<i>E. Use management skills</i>	<i>E. N/A</i>

<i>Tier 1</i>	<i>Tier 2</i>	<i>Tier 3 Supervisor/Manager</i>	<i>Tier 3 Senior Scientist</i>
<i>VI. Skill Domain—Financial and Operational Planning and Management</i> (Operational planning, financial planning, and management skills)	<i>VI. Skill Domain—Financial and Operational Planning and Management</i> (Operational planning, financial planning, and management skills)	<i>VI. Skill Domain—Financial and Operational Planning and Management</i> (Operational planning, financial planning, and management skills)	<i>VI. Skill Domain—Financial and Operational Planning and Management</i> (Operational planning, financial planning, and management skills)
1. N/A	1. Establish roles and responsibilities of all participants in epidemiologic activities	1. Establish roles and responsibilities of all participants in epidemiologic activities	1. N/A
2. N/A	2. Communicate role/responsibility expectations clearly to all team members	2. Communicate role/responsibility expectations clearly to all staff	2. N/A
3. N/A	3. Assess performance of team members as they carry out their responsibilities	3. Assess performance of team members as they carry out their responsibilities	3. N/A
4. N/A	4. Coach team members as needed in the performance of their responsibilities	4. Coach team members as needed in the performance of their responsibilities	4. N/A
5. N/A	5. N/A	5. Represent epidemiology program on the public health agency management team	5. N/A
<i>F. Use skills that foster collaborations, strong partnerships, and team building to accomplish epidemiology program objectives</i>	<i>F. Use skills that foster collaborations, strong partnerships, and team building to accomplish epidemiology program objectives</i>	<i>F. Promote collaborations, strong partnerships, and team building to accomplish epidemiology program objectives</i>	<i>F. Use skills that foster collaborations, strong partnerships, and team building to accomplish epidemiology program objectives</i>
1. Support collaborative relationships with key personnel of other agencies relevant to the particular epidemiologic activity	1. Build collaborative relationships with key personnel of other agencies relevant to the particular epidemiologic activity	1. Ensure development of collaborative relationships with key personnel of other programs and agencies relevant to the particular epidemiologic activity	1. Build collaborative relationships with key personnel of other agencies relevant to the particular epidemiologic activity
2. Work well with other epidemiology project team members of varied backgrounds and education	2. Work well with other epidemiology project team members of varied backgrounds and education	2. Lead epidemiology project team members of varied backgrounds and education in working collaboratively and effectively together	2. Work well with other epidemiology project team members of varied backgrounds and education
3. N/A	3. Clarify roles and responsibilities of all participants in epidemiologic activities	3. Oversee development of clear roles and responsibilities of all participants in epidemiologic activities	3. Clarify roles and responsibilities of all participants in epidemiologic activities

<i>Tier 1</i>	<i>Tier 2</i>	<i>Tier 3 Supervisor/Manager</i>	<i>Tier 3 Senior Scientist</i>
VII. Skill Domain—Leadership and Systems Thinking	VII. Skill Domain—Leadership and Systems Thinking	VII. Skill Domain—Leadership and Systems Thinking	VII. Skill Domain—Leadership and Systems Thinking
<i>A. N/A</i>	<i>A. Support the epidemiologic perspective in the agency strategic planning process</i>	<i>A. Promote the epidemiologic perspective in the agency strategic planning process</i>	<i>A. Promote the epidemiologic perspective in the agency strategic planning process</i>
<i>B. Support the organization’s vision in all programs and activities</i>	<i>B. Promote the organization’s vision in all programs and activities</i>	<i>B. Lead the creation of epidemiology program’s vision in the context of the agency’s plan</i>	<i>B. Promote the organization’s vision in all programs and activities</i>
1. Support strategic plan	1. Assist in strategic planning	1. Develop strategic plan	1. Assist in strategic planning
a. N/A	a. Describe process for organizational strategic planning	a. Develop process for epidemiologic strategic planning within agency vision	a. Describe process for organizational strategic planning
b. N/A	b. Identify internal and external issues that may impact delivery of essential public health services (competency from Council on Linkages)	b. Evaluate internal and external issues that may impact delivery of essential public health services	b. Identify internal and external issues that may impact delivery of essential public health services (competency from Council on Linkages)
c. N/A	c. Facilitate collaboration with internal and external groups to ensure participation of key stakeholders (competency from Council on Linkages)	c. Direct collaboration with internal and external groups to ensure participation of key stakeholders	c. Facilitate collaboration with internal and external groups to ensure participation of key stakeholders (competency from Council on Linkages)
d. N/A	d. Participate in the development of strategic priorities and associated action plans	d. Develop strategic priorities and associated action plans	d. Participate in the development of strategic priorities and associated action plans
e. N/A	e. N/A	e. Ensure that research agenda is consistent with budget resources and with strategic plan	e. Create research agenda for program areas of responsibility for incorporation into strategic plan
2. Support change	2. Implement change	2. Implement change	2. Implement change
a. Demonstrate individual skills necessary to implement change, including ability to support change	a. Demonstrate individual skills necessary to implement change, including ability to support change	a. Demonstrate individual skills necessary to implement change, including ability to support change	a. Demonstrate individual skills necessary to implement change, including ability to support change
b. Demonstrate ability to function as	b. Demonstrate ability to function as	b. Demonstrate ability to lead teams	b. Demonstrate ability to function as

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VII. Skill Domain—Leadership and Systems Thinking	VII. Skill Domain—Leadership and Systems Thinking	VII. Skill Domain—Leadership and Systems Thinking	VII. Skill Domain—Leadership and Systems Thinking
member of a team during change processes	member of a team during change processes	during change processes	member of a team during change processes
c. N/A	c. Participate in monitoring and sustaining organizational change	c. Monitor and sustain organizational change	c. Participate in monitoring and sustaining organizational change
<i>C. Use performance measures to improve epidemiology program effectiveness</i>	<i>C. Use performance measures to evaluate and improve epidemiology program effectiveness</i>	<i>C. Use performance measures to evaluate and improve epidemiology program effectiveness</i>	<i>C. Use performance measures to evaluate and improve epidemiology program effectiveness</i>
1. Contribute to implementation and monitoring of organizational performance measures that demonstrate program effectiveness	1. Contribute to development, implementation, and monitoring of organizational performance measures that demonstrate program effectiveness	1. Develop, implement, and monitor organizational performance measures that demonstrate program effectiveness	1. Contribute to development, implementation, and monitoring of organizational performance measures that demonstrate program effectiveness
a. Demonstrate knowledge of performance measures	a. Demonstrate knowledge of performance measures	a. Systematize existing organizational performance measures	a. Demonstrate knowledge of performance measures
b. N/A	b. Lead process to develop new performance measures if necessary	b. Lead process to develop new performance measures if necessary	b. N/A
c. N/A	c. Assist in creating plan for implementing performance measures	c. Create plan for implementing performance measures	c. .Assist in creating plan for implementing performance measures
d. Adopt and implement performance measures	d. Adopt and implement performance measures	d. Lead team in implementing performance measures	d. Adopt and implement performance measures
e. N/A	e. Evaluate results of performance measures' implementation	e. Evaluate results of performance measures' implementation	e. N/A
f. Take action to improve program performance	f. Take action to improve program performance	f. Take action to improve program performance	f. Take action to improve program performance
<i>D. Promote ethical conduct in epidemiologic practice</i>	<i>D. Promote ethical conduct in epidemiologic practice</i>	<i>D. Promote ethical conduct in epidemiologic practice</i>	<i>D. Promote ethical conduct in epidemiologic practice</i>
1. Demonstrate ethical conduct in personal behavior and epidemiologic practice	1. Demonstrate ethical conduct in personal behavior and epidemiologic practice	1. Demonstrate ethical conduct in personal behavior and epidemiologic practice	1. Demonstrate ethical conduct in personal behavior

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VII. Skill Domain—Leadership and Systems Thinking	VII. Skill Domain—Leadership and Systems Thinking	VII. Skill Domain—Leadership and Systems Thinking	VII. Skill Domain—Leadership and Systems Thinking
2. Promote ethical conduct in organization's policies and practices, including emphasis on addressing health disparities	2. Promote ethical conduct in organization's policies and practices, including emphasis on addressing health disparities	2. Promote ethical conduct in organization's policies and practices, including emphasis on addressing health disparities	2. Promote ethical conduct in organization's policies and practices, including emphasis on addressing health disparities
3. N/A	3. Make expectations of ethical conduct clear to team members	3. Make expectations of ethical conduct clear to team members	3. Make expectations of ethical conduct clear to team members
4. Follow organization's policies and practices related to ethical conduct	4. Follow organization's policies and practices related to ethical conduct	4. Enforce organization's policies and practices related to ethical conduct	4. N/A
<i>E. Practice professional development</i>	<i>E. Promote workforce development</i>	<i>E. Ensure professional development of epidemiology workforce</i>	<i>E. Promote workforce development</i>
1. N/A	1 Organize team with skills necessary to conduct high-level epidemiologic analyses	1. Assemble teams with necessary skills to conduct a range of epidemiologic functions	1. Organize team with skills necessary to conduct high-level epidemiologic analyses
a. N/A	a. Assess skills and abilities needed to perform high-level epidemiologic analyses	a. Assess skills and abilities needed to perform high-level epidemiologic analyses	a. Assess skills and abilities needed to perform high-level epidemiologic analyses
b. N/A	b. Evaluate current agency staff to determine whether individuals with needed skills and abilities are present	b. Evaluate current agency staff to determine whether individuals with needed skills and abilities are present	b. Evaluate current agency staff to determine whether individuals with needed skills and abilities are present
c. N/A	c. N/A	c, Assess workforce, workplace, and other issues that impact recruitment	c. N/A
d. N/A	d. N/A	d. Develop recruitment plans that address identified issues	d. N/A
e. N/A	e. Coordinate with agency management to recruit individuals with needed skill if necessary	e. Coordinate with agency management to recruit individuals with needed skill if necessary	e. Coordinate with agency management to recruit individuals with needed skill if necessary
f. N/A	f. Collaborate with external organizations to obtain assistance with	f. Collaborate with external organizations to obtain assistance with	f. Collaborate with external organizations to obtain assistance with

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	needed analytical support if necessary	needed analytical support if necessary	needed analytical support if necessary
g. N/A	g. Ensure that teams with necessary skills to conduct a range of epidemiologic functions are incorporated into work plans and the workforce	g. Ensure that teams with necessary skills to conduct a range of epidemiologic functions are incorporated into work plans and the workforce	g. N/A
h. N/A	h. Provide coaching to staff performing epidemiologic analyses	h. Provide coaching to staff performing epidemiologic analyses	h. Provide coaching to staff performing epidemiologic analyses
2. Participate in ongoing team learning	2. Promote ongoing team learning	2. Enable ongoing team learning	2. Promote ongoing team learning
a. N/A	a. Assess the proficiency of team members' skills against standard competency sets	a. Assess the proficiency of team members' skills against standard competency sets	a. Assess the proficiency of team members' skills against standard competency sets
b. N/A	b. Identify professional development opportunities for team members	b. Identify professional development opportunities for team members	b. Identify professional development opportunities for team members
c. N/A	c. Adjust workload of team members as necessary to enable participation in professional development opportunities	c. Adjust workload of team members as necessary to enable participation in professional development opportunities	c. N/A
d. N/A	d. Encourage team members to take advantage of development opportunities	d. Provide resources for team members to take advantage of development opportunities	d. Encourage team members to take advantage of development opportunities
e. Assess personal educational and training needs, and seek additional education and training as necessary	e. Assess personal educational and training needs, and seek additional education and training as necessary	e. Assess personal educational and training needs, and seek additional education and training as necessary	e. Assess personal educational and training needs, and seek additional education and training as necessary
3. N/A	3. Retain epidemiology staff	3. Retain epidemiology staff	3. N/A
a. N/A	a. Assess issues affecting workforce retention	a. Assess issues affecting workforce retention	a. N/A
b. N/A	b. Evaluate strategies to improve	b. Evaluate strategies to improve	b. N/A

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VII. Skill Domain—Leadership and Systems Thinking	VII. Skill Domain—Leadership and Systems Thinking	VII. Skill Domain—Leadership and Systems Thinking	VII. Skill Domain—Leadership and Systems Thinking
	workforce retention	workforce retention	
c. N/A	c. Develop strategies to retain staff consistent with agency human resource retention strategies	c. Develop strategies to retain staff consistent with agency human resource retention strategies	c. N/A
<i>F. Prepare for emergency response</i>	<i>F. Prepare for emergency response</i>	<i>F. Lead epidemiology unit in preparing for emergency response</i>	<i>F. Prepare for emergency response</i>
1. N/A	1. Present epidemiologic perspective in development of agency emergency response plan	1. Present epidemiologic perspective in development of agency emergency response plan	1. N/A
2. N/A	2. Participate in emergency response planning for epidemiology unit	2. Lead emergency response planning for epidemiology unit	2. Participate in emergency response planning for epidemiology unit
a. Be familiar with the epidemiology section of emergency response plan	a. Participate in the development of a written epidemiology section in the agency's or agency unit's emergency response plan, including continuity of agency operations	a. Ensure that the agency (or agency unit) has a written epidemiology section of emergency response plan including continuity of agency operations	a. Participate in the development of a written epidemiology section in the agency's or agency unit's emergency response plan for including continuity of agency operations
b. N/A	b. Communicate epidemiologic information, roles, capacities, and legal authority to all emergency response partners	b. Ensure communication of epidemiologic information, roles, capacities, and legal authority to all emergency response partners	b. Communicate epidemiologic information, roles, capacities, and legal authority to all emergency response partners
c. N/A	c. Maintain regular communication with emergency response partners	c. Ensure regular communication with emergency response partners	c. Maintain regular communication with emergency response partners
d. Participate in regular exercises and/or drills of all parts of emergency response	d. Participate in regular exercises and/or drills of all parts of emergency response	d. Lead epidemiology unit's participation in regular exercises and/or drills of all parts of emergency response	d. Participate in regular exercises and/or drills of all parts of emergency response
e. N/A	e. Participate in the evaluation of emergency response exercises and/or drills (or actual response)	e. Evaluate the participation of the epidemiology unit in emergency response exercises and/or drills (or	e. Participate in the evaluation of emergency response exercises and/or drills (or actual response)

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VII. Skill Domain—Leadership and Systems Thinking	VII. Skill Domain—Leadership and Systems Thinking	VII. Skill Domain—Leadership and Systems Thinking	VII. Skill Domain—Leadership and Systems Thinking
		actual response)	
f. Obtain necessary continuing education to respond to emergencies	f. Ensure that staff receive necessary continuing education to respond to emergencies	f. Ensure that staff receive necessary continuing education to respond to emergencies	f. Obtain necessary continuing education to respond to emergencies
3. Respond to public health emergencies	3. Respond to public health emergencies	3. Lead epidemiologic response to public health emergencies	3. Respond to public health emergencies
a. Adhere to individual’s role in incident command and incident management	a. Adhere to individual’s role in incident command and incident management	a. Ensure that epidemiology staff adhere to their roles in incident command and incident management	a. Adhere to individual’s role in incident command and incident management
b. Maintain regular communication with partner professionals in other agencies involved in emergency response	b. Maintain regular communication with partner professionals in other agencies involved in emergency response	b. Ensure that regular communication is maintained with partner professionals in other agencies involved in emergency response	b. Maintain regular communication with partner professionals in other agencies involved in emergency response

<i>Tier 1</i>	<i>Tier 2</i>	<i>Tier 3 Supervisor/Manager</i>	<i>Tier 3 Senior Scientist</i>
<i>VIII. Skill Domain—Policy Development</i>	<i>VIII. Skill Domain—Policy Development</i>	<i>VIII. Skill Domain—Policy Development</i>	<i>VIII. Skill Domain—Policy Development</i>
<i>A. Support the application of epidemiologic knowledge to the development and analysis of public health policies</i>	<i>A. Bring epidemiologic perspective in the development and analysis of public health policies</i>	<i>A. Bring epidemiologic perspective in the development and analysis of public health policies</i>	<i>A. Bring epidemiologic perspective in the development and analysis of public health policies</i>
1. Describe how policy decisions are made within the agency	1. Demonstrate understanding public health policies and policy development from an epidemiologic perspective	1. Evaluate public health policies and policy development from an epidemiologic perspective	1. Demonstrate understanding of public health policies and policy development from an epidemiologic perspective
a. N/A	a. Describe breadth and limitations of existing regulations and laws at agency, local, state, and federal levels that affect epidemiologic activities	a. Examine the breadth and limitations of existing regulations and laws at agency, local, state, and federal levels that affect epidemiologic activities	a. Describe breadth and limitations of existing regulations and laws at agency, local, state, and federal levels that affect epidemiologic activities
b. N/A	b. Demonstrate to decision-makers the value of epidemiology and other evidence-based information in developing policy	b. Justify the use of epidemiology and other evidence-based information in developing policy	b. Demonstrate to decision-makers the value of epidemiology and other evidence-based information in developing policy
c. Provide epidemiologic and evidence-based information and data in the development of new policies, including data that demonstrate the need for change in existing policies	c. Provide epidemiologic and evidence-based information and data in the development of new policies, including data that demonstrate the need for change in existing policies	c. Synthesize epidemiologic and evidence-based information and data for presentation to policy makers	c. Provide epidemiologic and evidence-based information and data in the development of new policies, including data that demonstrate the need for change in existing policies
d. Assist in creating decision memos that outline policy alternatives and facilitate scientifically sound decision-making	d. Participate in creating decision memos that outline policy alternatives and facilitate scientifically sound decision-making	c. Create decision memos that outline policy alternatives and facilitate scientifically sound decision-making	d. Participate in creating decision memos that outline policy alternatives and facilitate scientifically sound decision-making
2. N/A	2. Support development of policies relating to epidemiologic activities	2. Lead development of policies relating to epidemiologic activities	2. Support development of policies relating to epidemiologic activities
a. N/A	a. Provide input into the development of new policies	a. Create opportunities for staff to provide input into the development of new policies	a. Provide input into the development of new policies
b. N/A	b. N/A	b. Incorporate public input into development of epidemiologic policies	b. N/A
c. N/A	c. Advise in the development of draft policy language to support necessary epidemiologic actions and activities	c. Create draft policy language to support necessary epidemiologic actions and activities	c. Advise in the development of draft policy language to support necessary epidemiologic actions and activities
d. N/A	d. N/A	d. Follow agency procedures for	d. N/A

<i>Tier 1</i>	<i>Tier 2</i>	<i>Tier 3 Supervisor/Manager</i>	<i>Tier 3 Senior Scientist</i>
<i>VIII. Skill Domain—Policy Development</i>	<i>VIII. Skill Domain—Policy Development</i>	<i>VIII. Skill Domain—Policy Development</i>	<i>VIII. Skill Domain—Policy Development</i>
		adopting and implementing new policies	
e. N/A	e. Examine the impact of policies on achieving epidemiology program goals and objectives	e. Evaluate the impact of policies on achieving epidemiology program goals and objectives	e. Examine the impact of policies on achieving epidemiology program goals and objectives
3. Support epidemiology roles in programs or plans that derive from public health policies	3. Participate in translation of public health policies into epidemiology roles in programs or plans	3. Translate public health policies into epidemiology roles in programs or plans	3. Participate in translation of public health policies into epidemiology roles in programs or plans
4. N/A	4. Demonstrate ability to use designated channels to influence policy decisions made by entities other than the public health agency (e.g., elected officials or their staff)	4. Use designated channels to influence policy decisions made by entities other than the public health agency (e.g., elected officials or their staff)	4. Demonstrate ability to use designated channels to influence policy decisions made by entities other than the public health agency (e.g., elected officials or their staff)
5. Adhere to rules and laws applying to government employees and funding sources regarding lobbying	5. Adhere to rules and laws applying to government employees and funding sources regarding lobbying	5. Adhere to rules and laws applying to government employees and funding sources regarding lobbying	5. Adhere to rules and laws applying to government employees and funding sources regarding lobbying