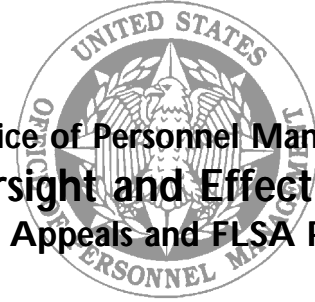


U.S. Office of Personnel Management
Office of Merit Systems Oversight and Effectiveness
Classification Appeals and FLSA Programs



Dallas Oversight Division
1100 Commerce Street, Room 4C22
Dallas, TX 75242

Classification Appeal Decision
Under Section 5112 of Title 5, United States Code

Appellant: [appellant]

Agency classification: Facilities and Equipment Manager
GS-1601-11

Organization: [appellant's immediate organization]
Forest Service
U.S. Department of Agriculture
Steamboat Springs, Colorado

OPM decision: Supervisory Equipment Specialist
GS-1670-12

OPM decision number: C-1670-12-01

/s/ Bonnie J. Brandon
Bonnie J. Brandon
Classification Appeals Officer

9/10/98

-
Date

As provided in section 511.612 of title 5, Code of Federal Regulations, this decision constitutes a certificate that is mandatory and binding on all administrative, certifying, payroll, disbursing and accounting officials of the government. The agency is responsible for reviewing its classification decisions for identical, similar, or related positions to ensure consistency with this decision. There is no right of further appeal. This decision is subject to discretionary review only under conditions and time limits specified in the Introduction to the Position Classification Standards, appendix 4, section G (address provided in appendix 4, section H).

Since this decision changes the classification of the appealed position, it is to be effective no later than the beginning of the fourth pay period after the date of this decision (5 CFR 511.702). The servicing personnel office must submit a compliance report containing the corrected position description and a Standard Form 50 showing the personnel action taken. The report must be submitted within 30 days from the effective date of the personnel action.

Decision sent to:

[appellant's name and address]

[appellant's servicing personnel office]

[HR reporting office for appellant's servicing personnel office]

Director
Office of Human Resources Management
U.S. Department of Agriculture
J.L. Whitten Building, Room 316W
1400 Independence Avenue, SW
Washington, DC 20250

Introduction

On May 18, 1998, the Dallas Oversight Division of the U.S. Office of Personnel Management (OPM) received a classification appeal from [the appellant]. His position is currently classified as Facilities and Equipment Manager, GS-1601-11. However, the appellant believes that the duties performed warrant the position being upgraded and the title and series changed to GS-1670 Supervisory Equipment Specialist. The position is assigned to the [appellant's activity] Forest Service, U.S. Department of Agriculture. The appellant's duty station is [city, state]. We have accepted and decided his appeal under section 5112 of title 5, United States Code.

General Issues

A position is classified solely by comparing its current duties, responsibilities, and the qualifications required by the position to OPM standards and guidelines.

The official position description (PD) typically provides a record of the actual duties and responsibilities assigned by management and performed by the employee. The appellant's official PD number is [number]. The appellant's supervisor developed a new position description that he believed more accurately described the duties of the position. The local personnel office evaluated the position as Supervisory Equipment Specialist, GS-1670-12. The agency requires new position descriptions to be submitted to the Regional Personnel Office for approval. The Region Personnel Office determined the grade of the position to be GS-11. Due to the disagreement in the grade, the appellant was not assigned to the new position description. Both the appellant and the agency personnel officials agree the revised PD (not yet numbered by the agency) is an accurate and complete description of the appellant's position. We also agree that the revised PD is a more accurate and complete description of the appellant's duties.

To help decide the appeal, an Oversight Division representative conducted phone audits of the appellant's position on July 13, 1998. The audits included interviews with the appellant and the immediate supervisor. In reaching our classification decision, we have reviewed the audit findings, information obtained through discussions with the Personnel Officer [for the appellant's servicing personnel office], the classifier at [the higher level personnel office], and all information of record furnished by the appellant and the agency, including the proposed and official PD's.

Position information

The appellant's primary duties are to provide for the operation, maintenance, acquisition, disposal, and program management and planning of the [forest] vehicle and equipment fleet. The appellant also has responsibility for road maintenance in the forests. Specifically, the appellant's position involves acquiring, analyzing, and evaluating equipment to determine optimum equipment usage; determining, along with District Rangers, fleet requirements that are cost effective and meet program needs; coordinating the acquisition and/or exchange of equipment; maintaining and analyzing operation, repair, and replacement data on all equipment; directing the preventive

maintenance and repair program for owned and leased equipment; and serving as a Contract Officers Representative on all equipment rental contracts to ascertain contract compliance.

The appellant is also responsible for developing programs of work incorporating construction projects, road maintenance, fire rehabilitation, and other projects (watershed restoration, recreation facilities, infrastructure, habitat developments, range structures, lands, and timber projects, etc.); setting project priorities and preparing project schedules and assignments; making equipment assignments, providing for acquisition or rental of specialized equipment; monitoring progress and project accomplishment on a wide geographic area, ranging from the [border of two states] to [the] southern [part of a state] and from [the] western [part of a state] to [the] eastern [part of a state]; working with other forests throughout the region, other Federal agencies, and State and county agencies as an enterprise zone developing partnerships and funding sources to maintain work programs.

The appellant performs the full range of supervisory duties and directs the work of 11 WG-10 Equipment Operators and 2 WG-6 Motor Vehicle Operators through the supervision of 2 WS-9 subordinate supervisors.

Series, title, standard and guide determination

The appellant's position currently holds the title and series of Facilities and Equipment Manager, GS-1601. The original classification in this series was due to the position involving a combination of work characteristic of two or more series in the equipment, facilities, and services group. The position performed operation and maintenance of forests roadways (GS-1640) and directed the maintenance and repair of the forest fleet equipment (GS-1670). The GS-1601 series is appropriate when there are no paramount knowledges and abilities required for the position.

The Introduction to the Position Classification Standards states that the series should represent the primary work of the position, the highest level of work performed, and the paramount qualifications required. Agency officials and the appellant agree that the position should be in the GS-1670 Equipment Specialist Series. This determination is based on equipment management being the highest level of knowledge and skill necessary in the position. Equipment management is also the grade-controlling work and is the primary reason for the existence of the position. We agree with the agency determination. The construction, maintenance, and blasting programs are assigned to this position due to the equipment being managed and the workforce conducting this work. Although the maintenance program is significant, equipment management is the primary work of the position and is the highest level of work performed.

The GS-1670 standard prescribes the title Equipment Specialist for all nonsupervisory positions. Supervisory Equipment Specialist is the title for all positions that meet the criteria for coverage in the General Schedule Supervisory Guide (GSSG). The appellant's supervisory duties meet the minimum criteria for evaluation by reference to the GSSG and is titled Supervisory Equipment Specialist.

The appellant's supervisory duties are best evaluated by reference to the GSSG. His nonsupervisory work involving fleet operations and maintenance is evaluated by the grade-level criteria provided in the classification standard for the Equipment Specialist Series, GS-1670.

Grade determination

Evaluation using the General Schedule Supervisory Guide

The GSSG uses a point-factor evaluation approach with six evaluation factors designed specifically for supervisory positions. Under each factor there are several factor level definitions which are assigned specific point values. The points for all levels are fixed and no interpolation or extrapolation of them is permitted. If two or more levels of a factor are met, points are credited at the highest level met. However, if one level of a factor is exceeded, but the next higher level is not met, credit is given only for the lower level. If the supervisory work does not fall at least one grade above the base level of work supervised (as determined by Factor 5 in the Guide), an adjustment provision can be applied.

Factor 1, Program scope and effect

This factor assesses the general complexity, breadth, and impact of the program areas and work directed, including its organizational and geographic coverage. It also assesses the impact of the work both within and outside the immediate organization. To credit a particular factor level, the criteria dealing with both scope and effect must be met.

The agency and the appellant agree that this factor is evaluated at Level 1-2.

Scope

This element addresses the general complexity and breadth of (1) the program (or program segment) directed and (2) the work directed, the products produced, or the services delivered. The geographic and organizational coverage of the program (or program segment) within the agency structure is included under Scope.

The program segment or work directed at Level 1-2 is administrative, technical, complex clerical, or comparable in nature. The functions, activities, or services provided have limited geographic coverage and support most of the activities comprising a typical agency field office, an area office, a small to medium military installation, or comparable activities within agency program segments.

Level 1-3 involves directing a program segment that performs technical, administrative, protective, investigative, or professional work. The program segment and work directed typically have coverage which encompasses a major metropolitan area, a State, or a small region of several States; or, when most of an area's taxpayers or businesses are covered, coverage comparable to

a small city. Providing complex administrative, technical, or professional services directly affecting a large or complex multimission military installation also falls at this level.

The scope of the appellant's work meets Level 1-2 in that the incumbent provides equipment, transportation, and facilities maintenance services for the [forest] and [another Forest Service program] and other surrounding forests. The appellant directs the work of 11 WG-10 Equipment Operators and 2 WG-6 Motor Vehicle Operators through the supervision of 2 WS-9 subordinate supervisors. Level 1-3 is not met in that the program segment directed by the appellant is more limited in scope, and restricted in nature, than intended at Level 1-3. Furthermore, the work he directs is single-grade interval technical work equivalent to GS-7 level and is not comparable to the "complex administrative or technical or professional" support services as discussed at Level 1-3. The position is properly evaluated at Level 1-2 for scope.

Effect

This element addresses the impact of the work, the products, and/or the programs described under "Scope" on the mission and programs of the customer(s), the activity, other activities in or out of government, the agency, other agencies, the general public, or others.

At Level 1-2, the services or products support and significantly affect installation level, area office level, or field office operations and objectives, or comparable program segments; or provide services to a moderate, local, or limited population of clients or users comparable to a major portion of a small city or rural county.

The activities, functions, or services accomplished at Level 1-3 directly and significantly impact a wide range of agency activities, the work of other agencies, or the operations of outside interests (e.g., a segment of a regulated industry), or the general public. At the field activity level (involving large, complex, multimission organizations and/or very large serviced populations) the work directly involves or substantially impacts the provision of essential support operations to numerous, varied, and complex technical, professional, and administrative functions.

The work of this position does not meet Level 1-3 for Effect. The services provided do not directly support or substantially impact the provision of essential support operations to numerous, varied, and complex technical, professional, and administrative functions of the scope and complexity that would typically exist at a large or complex multimission military installation. The work affects the forests and grasslands programs in areas such as recreation and timber. Level 1-2 is assigned for this element.

We agree with the agency's determination that both scope and effect of the appellant's position individually equate to Level 1-2. Therefore, Factor 1 is evaluated at Level 1-2 and is credited with 350 points.

Factor 2, Organizational setting

This factor considers the organizational situation of the supervisory position in relation to higher levels of management. Under this factor, if the position being classified reports directly to a position that is two or more levels below the first SES, flag or general officer, or the equivalent, it receives credit at Level 2-1. If the position is accountable to a position that is one reporting level below the first SES, flag or general officer, or equivalent, to higher level position in the direct supervisory chain, it receives credit at Level 2-2.

This position reports to the Program Support Staff Officer (Supervisory Forester, GS-460-13) which is two levels below that of the Regional Forester, a GS-15 position. This reporting structure matches Level 2-1. Therefore, we agree with the agency's determination of Level 2-1 and credit 100 points.

Factor 3, Supervisory and managerial authority exercised

This factor covers the delegated supervisory and managerial authorities which are exercised on a recurring basis. To be credited with a level under this factor, a position must meet the authorities and responsibilities to the extent described for the specific level. Levels under this factor apply equally to the direction of specialized program management organizations, line functions, staff functions, and operating and support activities.

The agency credited Level 3-2c. Through our fact-finding and interviews with the appellant and immediate supervisor, we determined that the position meets the criteria specified for Level 3-3.

To meet Level 3-3, the position must meet paragraph a or b. The appellant's position does not meet paragraph a as the record reflects that he does not set long-range plans for the organization or participate with high-level program officials in developing the overall goals and objectives by securing legal opinions, preparing position papers or legislative proposals, and executing comparable activities which support development of goals and objectives related to high levels of program management and development or formulation.

To meet paragraph b under Level 3-3, the supervisor must exercise all or nearly all of the delegated supervisory authorities and responsibilities described at Level 3-2c of this factor and, in addition, at least 8 of the 15 supervisory authorities and responsibilities listed under Level 3-3b. The record reflects that the appellant exercises all of the supervisory authorities at Level 3-2c and 9 of the authorities at Level 3-3b. Specifically, the appellant meets the following authorities.

- Responsibility 1. The appellant uses two subordinate supervisors to directly coordinate or oversee work.
- Responsibility 2. The appellant has significant responsibilities dealing with officials of other units or organizations, and in advising management officials of higher rank concerning the operation, maintenance, acquisition, disposal of vehicle and equipment fleet. Contacts include District Rangers, primary staff officials, other forests personnel, and State and county officials, including law enforcement.

- Responsibility 5. The appellant routinely makes all decisions regarding work problems that are presented by the subordinate supervisors.
- Responsibility 6. The appellant evaluates subordinate supervisors and serves as the reviewing official on evaluations of nonsupervisory employees rated by subordinate supervisors.
- Responsibility 8. The appellant recommends selections for subordinate supervisory positions responsible for coordinating the work of others, and similar positions.
- Responsibility 12. The appellant determines whether contractor performed work meets standards of adequacy necessary for authorization of payment.
- Responsibility 13. The appellant has the responsibility to approve expenses comparable to within-grade increases, extensive overtime, and employee travel.
- Responsibility 14. The appellant recommends awards or bonuses for nonsupervisory personnel and changes in position classification, subject to approval by higher level officials, supervisors, or others.
- Responsibility 15. The appellant routinely finds and implements ways to eliminate or reduce significant bottlenecks and barriers to production, promote team building, or improve business practices.

The appellant's position does not meet paragraph a of Level 3-3 but does meet paragraph b of this level. The appellant's position does not meet Level 3-4 where the position must first meet paragraphs a *and* b of Level 3-3 before the criteria under Level 3-4 may be applied.

This factor is evaluated at Level 3-3b and 775 points are credited.

Factor 4, Personal contacts

This is a two part factor which assesses the nature and the purpose of personal contacts related to supervisory and managerial responsibilities. The nature of the contacts, credited under Subfactor 4A, and the purpose of those contacts, credited under Subfactor 4B, must be based on the same contacts.

Subfactor 4A, Nature of contacts

This subfactor covers the organizational relationships, authority or influence level, setting, and difficulty of preparation associated with making personal contacts involved in supervisory and managerial work. To be credited, the level of contacts must contribute to the successful performance of the work, be a recurring requirement, have a demonstrable impact on the difficulty and responsibility of the position, and require direct contact. We agree with the agency's evaluation that the nature of contacts meets Level 4A-2.

The appellant's personal contacts are with District Rangers; the Program Support Staff Officer; the Forest Supervisor; counterparts at other forests; regional office level employees; and local city, county, and State government officials. Contacts occur through informal and formal meetings, phone conferences, and the forest radio communication system. These contacts meet

Level 4A-2 which includes contacts with higher ranking managers, supervisors, and staff of program, administrative, and other work units and activities throughout the field activity, installation, command, or major organization level of the agency. At Level 4A-2, the contacts may be informal, occur in conferences and meetings, or take place through telephone or similar contact, and sometimes require nonroutine or special preparation.

The position does not meet Level 4A-3 as these contacts are with high ranking military or civilian managers, supervisors, and technical staff at bureau and major organization levels of an agency; with agency headquarters administrative support staff; or with comparable personnel in other Federal agencies. Other contacts at this level include key staff of public interest groups (usually in formal briefings) with significant political influence or media coverage; journalists representing influential city or county newspapers, radio or television; and congressional committee and subcommittee staff assistants below staff director.

This subfactor is properly evaluated at Level 4A-2 and is credited with 50 points.

Factor 4B, Purpose of contacts

This subfactor covers the purpose of the personal contacts credited in Subfactor 4A, including the advisory, representational, negotiating, and commitment-making responsibilities related to supervision and management. We agree with the agency's evaluation that the purpose of contacts meets Level 4B-2.

The appellant's purpose of contacts is to obtain and provide information and coordinate work. This meets Level 4B-2 where contacts are to ensure that information provided to outside parties is accurate and consistent; to plan and coordinate the work directed with that of others outside the subordinate organization; and/or to resolve differences of opinion among managers, supervisors, employees, contractors, or others.

The position does not meet Level 4B-3 as the purpose of contacts at this level is to justify, defend, or negotiate in representing the project, program segment(s), or organizational unit(s) directed, in obtaining or committing resources and in gaining compliance with established policies, regulation, or contracts. Contacts at this level usually involve active participation in conferences, meetings, hearings, or presentations involving problems or issues of considerable consequence or importance to the program or program segment(s) managed.

This subfactor is properly evaluated at Level 4B-2 and is credited with 75 points.

Factor 5, Difficulty of typical work directed

This factor measures the difficulty and complexity of the basic work most typical of the organization directed, as well as other line, staff, or contracted work for which the supervisor has technical or oversight responsibility, either directly or through subordinate supervisors, team

leaders, or others. This work must characterize the nature of the basic (mission oriented) nonsupervisory work performed and constitute 25 percent or more of the workload (not positions or employees) of the organization.

The nonsupervisory positions that carry out the workload of the unit for which the appellant is technically and administratively responsible include 14 positions under the Federal Wage System (FWS). These 14 positions include 12 Engineering Equipment Operators, WG-5716-10, and 2 Motor Vehicle Operators, WG-5703-06.

The agency workload analysis concluded that approximately 79 percent of the overall workload of the organization is at the WG-10 level. In a classification audit conducted by the agency, these duties were evaluated at the GS-7 level. While it is not possible to make a direct correlation between the two pay systems for General Schedule and Federal Wage System positions, we determined the level of work performed by the WG-10 position does not exceed the level of work performed at the GS-7 grade level. We agree with the agency's finding that GS-7 is the base level of the work supervised.

This factor is properly evaluated at Level 5-4 and is credited with 505 points.

Factor 6, Other conditions

This factor measures the extent to which various conditions contribute to the difficulty and complexity of carrying out supervisory duties, authorities, and responsibilities. Conditions affecting work for which the supervisor is responsible (whether performed by Federal employees, assigned military, contractors, volunteers, or others) may be considered if they increase the difficulty of carrying out assigned supervisory or managerial duties and authorities.

The agency assigned Level 6-3b to the appellant's position based on its determination that GS-7 equivalent is the highest level of nonsupervisory work. The appellant directs the work of two WS-9 subordinate supervisors. These supervisors direct the work of 12 WG-10 (GS-7 equivalent) equipment operators and two WG-6 (GS-4 equivalent) motor vehicle operators. We agree with the agency's determination that this position meets the criteria established at Level 6-3.

Since Level 6-3 is credited, the Special Situations described in Factor 6 must be considered. The appellant's position is properly credited with two Special Situations, Physical Dispersion and Special Hazard and Safety Conditions; none of the other situations are applicable. Therefore, Level 6-3 remains appropriate and is credited 975 points.

Summary

	Factor	Level	Points
1	Program Scope and Effect	1-2	350
2	Organizational Setting	2-1	100
3	Supervisory and Managerial Authority Exercised	3-3b	775
4	Personal Contacts		
	4A. Nature of Contacts	4A-2	50
	4B. Purpose of Contacts	4B-2	75
5	Difficulty of Typical Work Directed	5-2	505
6	Other Conditions	2-b	975
TOTAL POINTS			2830

A total of 2830 points falls into the GS-12 range (2755-3150). The appellant's supervisory work is evaluated at the GS-12 level.

Evaluation using the Standard for the Equipment Specialist Series, GS-1670

The standard uses the Factor Evaluation System (FES) method which places positions in grades by comparing their duties, responsibilities, and qualification requirements with nine factors common to nonsupervisory General Schedule positions.

A point value is assigned to each factor based on a comparison of the position's duties with the factor-level descriptions in the standard. The factor point values mark the lower end of the ranges for the indicated levels. For a position factor to warrant a given point value, it must be fully equivalent to the overall intent of the selected factor-level description. If the position fails in any significant aspect to meet a particular factor-level description in the standard, the point value for the next lower factor-level must be assigned, unless the deficiency is balanced by an equally important aspect which meets a higher level. The total points assigned are converted to a grade by use of the grade conversion table in the standard.

The appealed position is currently classified at the GS-11 level. The appellant believes the position should be classified at the GS-12 level. Specifically, the appellant disagrees with the factor level determinations for Factors 1 and 4. We carefully reviewed the appealed position according to all nine factors and agree with the agency's factor level determinations for the remaining seven factors: 2,3,5,6,7,8 and 9. Following is our evaluation statement for the two factors in dispute.

Factor 1, Knowledge required by the position

This factor measures the nature and extent of information or facts which the employee must understand to do acceptable work (e.g., steps, procedures, practices, rules, policies, theories, principles, and concepts) and the nature and extent of the skills needed to apply those knowledges.

To be used as a basis for selecting a level under this factor, a knowledge must be required and applied.

At Level 1-6, the knowledge of equipment and of the established methods, procedures, and techniques of an administrative program, including applicable underlying principles and theoretical and practical limitations, and skill to perform independently projects that include limiting features such as the following: (1) the objectives are specific and well defined, and problems can be solved by varying slightly from established methods, procedures and precedents; (2) the problem is straightforward and has been singled out of a larger investigation or project; unknown factors and relationships are mostly factual in nature; and (3) the mechanisms involved are fairly well understood.

The appealed position meets Level 1-6 in that the appellant's primary duties are to provide for the operation, maintenance, acquisition, disposal, program management and planning of a vehicle and equipment fleet. The position requires the appellant to have a thorough knowledge of the standard procedures of equipment management and road construction to read and interpret lines and grade; knowledge of various State, city, and county laws regarding transporting heavy equipment; knowledge of planning and scheduling work projects; and knowledge of budget funding, planning, and administration.

The appellant's position does not meet Level 1-7 which requires knowledge of a wide range of concepts, principles, and practices in the occupation, or those concepts and principles characterized as requiring extended specialized training and experience, and skill in applying this knowledge to difficult and complex assignments such as planning and conducting work that requires significant judgement in evaluating, selecting, and adapting precedents and modifying procedures and criteria. The illustrations found in Level 1-7 provide insight into the intent of the standard. Specifically, the illustrations speak of managing complex subsystem(s) or broad specialized types of Automatic Test Equipment for a worldwide military organization; providing technical equipment advice, recommendations, and decisions for a nationwide agency with extensive locations or a worldwide organization; and defining test sequence and pass/fail parameters used in computer programs built into new automatic testing equipment. The knowledge required of the appellant's position is more narrow and of smaller scope than intended for Level 1-7; e.g., the appellant is responsible for operational readiness of an extensive vehicle and equipment fleet and road maintenance at [a specific forest]and other forests that utilize his services.

Level 1-6 and 950 points are credited.

Factor 4, Complexity

This factor covers the nature, number, variety and intricacy of tasks, steps, processes or methods in the work performed; the difficulty in identifying what needs to be done; and the difficulty and originality involved in performing the work.

At Level 4-4, work assignments require application of many different and unrelated processes and methods such as those relating to well-established aspects of broad equipment stages; for example,

preproduction and production, or usage and disposal. Some equipment specialists at this level exercise continuing responsibility for broad categories of equipment such as commodity classes or subassemblies throughout the life of the equipment. Through conferences, meetings, reports, and training, these employees provide the technical advice, assistance, and specialized equipment knowledge necessary to support their assigned categories of equipment from the time they are introduced into the logistical system until they are retired through sale, scrap, or donation. Other equipment specialists have continuing responsibility for providing technical support during the usage stage for assigned categories of equipment. They investigate representative material deficiency reports and take broad corrective action. They develop the plans required to design, produce, and issue one new standardized component to correct most or all of the individual equipment deficiencies with one broad program. In addition to recommending the new design, the specialist evaluates the specifications; examines the mockups and prototypes; provides the contractor, procurement, and supply specialists with technical descriptive and performance data; develops maintenance policies and procedures; and recommends disposal of the items replaced. Decisions regarding what needs to be done include the assessment of unusual circumstances, variations in approach, and incomplete or conflicting data. The work requires making many decisions concerning such things as planning the work and interpreting considerable data.

We agree with the agency that the appellant's position meets Level 4-4. The appellant must determine, establish, and schedule a wide variety of work projects and activities requiring many different and unrelated steps, processes, and methods in the accomplishment of the equipment management and road maintenance programs. The work of this position involves a well defined area of work in management and administration of equipment in support of forest transportation and road maintenance and construction. These operations are performed for a large land area comprising two national forests and a national grassland, and similar work is also provided for cooperating forests and Federal, State, and local agencies. The complexity of this position is consistent with this level.

Level 4-5 requires the equipment specialist to perform varied duties requiring many different and unrelated processes and methods applied to a broad range of activities such as to groups of commodity classes; several equipment subsystems; or total weapon, aircraft, tracked, or wheeled vehicle systems. Examples of work performed at this level include serving on a continuing basis as an agency representative and spokesperson on the technical panels and committees that develop general plans and procedures for broad equipment activities and programs; e.g., the introduction of a new weapon system into the agency's logistical support program. Other equipment specialists serve at a major contractor's plant with the commitment authority to make design and provisioning decisions that materially affect the readiness or capability of a total aircraft, weapon, or vehicle system that is distributed worldwide. Still other equipment specialists manage and coordinate, through conferences, meetings, correspondence, etc., the work of a number of Government and private organizations engaged in a variety of functional activities such as design, procurement, and stock control. They provide and control the technical data necessary to establish deadlines, phase programs in and out, etc., and provide the management leadership required to assure agency or departmentwide logistical support for assigned equipment, such as one or more total weapons systems.

The complexity of the appealed position does not meet Level 4-5. Specifically, the appellant is not involved in different and unrelated processes and methods which are applied to a broad range of activities. The work of this position involves a well defined area of work in management and administration of equipment and fleet operations in support of forest transportation and road maintenance and construction. We agree with the agency assessment that the appellant's work is not of such complexity that it involves a broad range of activities having agency-wide implications.

Level 4-4 and 225 points are credited.

Summary

In summary, we have evaluated the appellant's nonsupervisory work as follows:

	Factor	Level	Points
1	Knowledge Required of Position	1-6	950
2	Supervisory Controls	2-4	450
3	Guidelines	3-4	450
4	Complexity	4-4	225
5	Scope and Effect	5-3	150
6&7	Personal Contacts and Purpose of Contacts	3-c	180
8	Physical Demands	8-2	20
9	Work Environment	9-2	20
TOTAL POINTS			2445

The appellant's position warrants 2445 points. Therefore, in accordance with the grade conversion table in the GS-1670 standard, the nonsupervisory work of the position is graded at the GS-11 level.

Decision

The appellant's supervisory work is evaluated at the GS-12 level and the nonsupervisory work at the GS-11 level. According to the Introduction to the Position Classification Standards, the overall grade of the position should reflect the highest level of program management or supervisory work performed. The position is properly evaluated as Supervisory Equipment Specialist, GS-1670-12.