

Classification Appeal Decision
Under section 5112 of title 5, United States Code

Appellant: [appellant]

Agency classification: Supply Technician
GS-2005-7

Organization: [Division]
[Service]
Veterans Affairs Medical Center
U.S. Department of Veterans Affairs
[city and state]

OPM decision: Supply Technician
GS-2005-7

OPM decision number: C-2005-07-07

/s/ Judith A. Davis for

Robert D Hendler
Classification and Pay Claims
Program Manager

November 16, 2009

Date

As provided in section 511.612 of title 5, Code of Federal Regulations, this decision constitutes a certificate which 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 (Introduction)*, appendix 4, section G (address provided in appendix 4, section H).

Decision sent to:

[appellant]
VA Medical Center
Department of Veterans Affairs
[address]
[city and state zip code]

[person]
HR Specialist, 51A (B)
Department of Veterans Affairs
[address]
[city and state and zip code]

Office of Human Resources Management
and Labor Relations
Classification and Compensation Service (055),
Department of Veterans Affairs
810 Vermont Avenue, NW, Room 240
Washington, DC 20420

Introduction

On July 30, 2008, the Chicago Oversight and Accountability Group of the U.S. Office of Personnel Management (OPM) accepted a classification appeal from Mr. [appellant], whose position is currently classified as Supply Technician, GS-2005-7, and assigned to the [Section] [Service], [Service] (XXX), on the [Campus] of the [Veterans Affairs Medical Center](VAMC), Veterans Health Administration (VHA), U.S. Department of Veterans Affairs (VA), in [city, state]. The appellant believes his position should be classified as an Inventory Management Specialist, GS-2010-9. We have accepted and decided this appeal under section 5112 of title 5, United States Code (U.S.C.).

Background

On July 1, 2008, the appellant canceled his grievance with his agency over the accuracy of his PD due to delays by the local HR office in resolving the grievance by conducting a desk audit. On July 3, 2008, we receive his request to appeal the classification of his position to OPM. His request includes a statement he disagrees “with all the specific information identifying factor level determination (sic).”

The agency submitted the initial agency administrative report (AAR) on August 27, 2008. After follow-up contacts, we received the final documents including an organization chart to complete the AAR on December 8, 2008. We conducted an initial telephone audit with the appellant on February 10, 2009, and had subsequent contacts during the appeal process. On September 25, 2009, the appellant asked to change the basis of his appeal to applying the GS-2005, Supply Clerical and Technician series, position classification standard (PCS) rather than the GS-2010, Inventory Management Specialist PCS. However, his email of the same day attempted to compare his duties with the duties in position descriptions (PD) performed by higher graded purchasing agents at another VA facility who deal with the purchasing of prosthetics. We conducted an initial interview with the immediate supervisor on February 20, 2009, with several additional contacts to clarify the record

General issues

The supervisor certified the position description (PD number [00000X]) of record as accurate. The appellant stated his position should be evaluated at a higher grade level and said his PD does not fully describe the duties and responsibilities of his position. However, we find the additional duties the appellant described in support of his appeal are nearly identical to those already described in the PD of record, absent the appellant’s inclusion of additional related duties to those described in the PD and his statement that he has enhanced discretion based on his experience to complete assigned projects. OPM considers a PD to be accurate for classification purposes when the major duties and responsibilities of the position are listed and proper classification can be made when the PD is supplemented by otherwise accurate, available, and current information on the organization’s structure, mission, and procedures. The appellant did not present any significant duties not already described in the body of the PD; and therefore, we find the PD of record adequate for classification purposes

The appellant compares his position to several GS-8 Prosthetics Purchasing Agents positions found posted on USAJOBS.gov. By law, we must classify positions solely by comparing their current duties and responsibilities to OPM PCSs and guidelines (5 U.S.C. 5106, 5107, and 5112). Since comparison to PCSs is the exclusive method for classifying positions, we cannot compare the appellant's position to others which may or may not have been properly classified as a basis for deciding his appeal. We also note job announcements on USAJOBS.gov are summaries of position duties and are not PDs within the meaning of the position classification process.

Like OPM, the appellant's agency must also classify positions based on comparison to OPM PCSs and guidelines. Section 511.612 of title 5, Code of Federal Regulations (CFR), requires that agencies review their own classification decisions for identical, similar, or related positions to insure consistency with OPM certificates. Thus, the agency has the primary responsibility for ensuring that its positions are classified consistently with OPM appeal decisions. If the appellant considers his position so similar as to warrant the same classification, he may pursue the matter by writing to VA's headquarters human resources office. In doing so, he should specify the precise organizational location, classification, duties, and responsibilities of the positions in question. If the positions are found to be basically the same, the agency must correct its classification to be consistent with this appeal decision. Otherwise, the agency should explain to the appellant the differences between the appealed position and the others.

A PD is the official record of the major duties and responsibilities assigned to a position by an official with the authority to assign work. Classification appeal regulations permit OPM to investigate or audit a position and decide an appeal on the basis of the duties assigned by management and performed by the employee. OPM classifies a real operating position and not simply the PD. Therefore, this decision is based on the actual duties assigned by management and performed by the appellant.

Position Information

The [location] VAMC provides both inpatient and outpatient health care services at two facilities located in [location] ([location]) and [city, state]. The [;location] Campus is classified as a Level 1 medical facility because of the range of available services. It is a teaching hospital affiliated with [location] University with full-service patient care, as well as being an education and research center. The [location] Campus includes extended care rehabilitation, general nursing home, a center for psycho-geriatric care, and a domiciliary for the homeless. The campus hosts a training facility of VA's Employee Education System and National Training Center. It also runs thirteen community-based outpatient clinics in northeastern [state]. It maintains over 683 patient beds and provides medical services to 95,000 veterans each year.

The appellant works in the [place] Service at the [location] Campus. The [place] Service is organized into three sections: [service] Management, [service] Processing and [service], and Warehouse. The appellant is assigned to the [service] Section ([XXX]) which is responsible for the supply fund management, property management, inventory control, and storage and distribution operations at both campuses. His supervisor is the Section Chief, a Supervisory Inventory Management Specialist, GS-2010-12, who works on the [location] Campus. [XXX] is presently staffed with two Inventory Management Specialists, GS-2010-11, and one GS-2010-9,

one Supply Systems Analyst, GS-2003-11, seven Supply Technicians, GS-2005-7, (including the appellant), two Supply Technicians, GS-2005-6, and one Supply Technician, GS-2005-5.

The appellant initiates procurement, receipt, distribution, and cost accounting for seven shops within the Engineering Department. He is responsible for screening and processing requests for supplies and services. He inputs transactions into the automated systems and is authorized to sign for and receive supplies, services, equipment, and direct deliveries from vendors. When orders are received, he verifies items received against orders placed, unpacks and stores supplies as appropriate, and takes appropriate actions to resolve and document any discrepancies. When items are not available, he works with users to determine appropriate substitutions. He also participates in the process of equipment and supply turn-in/excessing.

Based on work experience and daily processing, the appellant identifies patterns and trends regarding changes in item usage and makes or recommends adjustments to stock levels/purchases to meet evolving VAMC operational requirements. He identifies the supply items needed and determines stock levels using automated systems. The appellant uses the Integrated Funds Distribution-Controlled Point Activity-Accounting and Procurement (IFCAP), the Automated Equipment Management System/Medical Equipment Repair System (AEMS/MERS), and the Generic Inventory Packages (GIP) systems to organize and track the daily accounting of inventory, distribution, and expenditures. The appellant conducts physical “walk through” inventories of [XXX] stock on a routine basis. The purpose of these inventories is to resolve discrepancies in inventory, prepare adjustments, reconcile inventory accounts, and procure depleted supplies to assure the Medical Center’s needs are met. His inventory management work also includes responsibility for the inventory and control of all equipment located on all hospital wards. This is accomplished by use of a barcode scanner to monitor equipment at the [location] campus.

The appeal record contains additional descriptive information which we find, along with the official PD, contains the major duties and responsibilities assigned to and performed by the appellant, and we incorporate it by reference into our decision

Series, title, and standard determination

The agency classified the position in the Supply Clerical and Technician Series, GS-2005. However, the appellant believes his position should be classified as an Inventory Management Specialist, GS-2010.

The 2010 series includes positions that involve analytical work in managing, regulating, coordinating, or otherwise exercising control over supplies, equipment, or other material. The work includes one or more phases of material management including initial planning, provisioning and requirements determination, acquisition and distribution, accountability, and ultimate issue for consumption, retention, or disposal. The work requires knowledge of acquisition processes, automated records and control systems, and material substitution criteria, as well as storage, issue, and disposal processes.

The Supply Clerical and Technician Series, GS-2005, includes positions involved in supervising or performing clerical or technical supply support work necessary to ensure the effective

operation of ongoing supply activities. It requires knowledge of supply operations and program requirements and the ability to apply established supply policies, day-to-day servicing techniques, regulations or procedures.

The 2005 series provides guidance on distinguishing between 2005 work and two-grade interval supply specialist work, including 2010 inventory management specialist work. Supply specialists apply knowledge of systems, techniques, and underlying management concepts for determining, regulating, or controlling the level and flow of supplies from initial plan through acquisition, storage, issue, and utilization or disposal. Supply specialist must have a broad understanding of an interrelated chain of activities involving the process of supply, often extending from the conception or acquisition of a new item through storage, distribution, property utilization, consumption, or disposal. They plan and develop the supply system, programs, or services, and develop, adapt, or interpret operating methods or procedures. Supply specialists perform assignments requiring a deep knowledge and understanding of programs and the needs and operations of the organizations serviced. For example, they apply knowledge of present and proposed programs, program changes, work operations, work sequences and schedules and apply knowledge of the technical characteristics or properties of supply items to plan and forecast inventory needs under changing technological or program requirements.

In contrast to positions covered by the 2010 series, 2005 supply technicians follow established methods and procedures that have been developed by supply specialists and management personnel. They perform assignments requiring less extensive knowledge of programs, operations, or organizations serviced and requiring a more limited knowledge of system characteristics or technical uses of items of supply or equipment. While some supply technicians perform some of the same work tasks as supply specialists, they do so based on practical experience and familiarity with supply operations, the supply mission of the organization, and supply regulations, policies, procedures, and directives.

The appeal record shows the appellant usually performs his assignments following established supply policies, methods, procedures, precedents, guidelines, and regulations. The appellant receives instructions, advice and guidance from his supervisor and other higher-graded co-workers. The record also shows the appellant possesses an understanding of the intent and procedural aspects of the organization's supply program as it relates to its operation. However, this does not equate to the in-depth knowledge required of supply management specialists in terms of broad, overall program responsibilities. The appellant is not responsible for planning, developing, and managing a supply program, nor does he apply a broad understanding of an interrelated chain of activities involving the process of supply rather than an assortment of individual and separate functions.

The appellant provides recommendations based on supply item searches and data retrieved, but does not have authority to make decisions on matters not covered by policies and guidelines. Consequently, we find the appellant's position does not require the extensive knowledge base and does not perform duties which would require the exercise of the level of judgment and analytical ability found in supply management positions. Instead, the appellant's work requires knowledge of supply operations and program requirements and the ability to apply established

supply policies, day-to-day servicing techniques, regulations, or procedures to ensure the effective operation of ongoing supply activities. Such work is covered by the 2005 series.

In accordance with 2005 series titling instructions, positions at GS-5 and above are titled Supply Technician. Therefore, the appellant's position is properly classified as Supply Technician, GS-2005, and is properly graded by application of the directly applicable published GS-2005 PCS.

Grade determination

The 2005 PCS is written in Factor Evaluation System (FES) format, under which factor levels and accompanying point values are assigned for each of nine factors. The total is converted to a grade level by use of the grade-conversion table provided in the standard. Under the FES, each factor-level description in a PCS describes the minimum characteristics needed to receive credit for the described level. Therefore, if a position fails to meet the criteria in a factor-level description in any significant aspect, it must be credited at a lower level unless an equally important aspect that meets a higher level balances the deficiency. Conversely, the position may exceed those criteria in some aspects and still not be credited at a higher level. Our evaluation with respect to the nine FES factors follows.

Factor 1, Knowledge required by the position

This factor measures the nature and extent of information or facts that the technician must understand to do acceptable work (e.g., steps, procedures, practices, rules, policies, regulations, and principles) and the nature and extent of the skills needed to apply that knowledge.

At Level 1-4, the highest level described in the PCS, work requires a thorough knowledge of governing supply regulations, policies, procedures, and instructions applicable to the specific assignment. The PCS describes two broad types of work functions. In the first, employees use this knowledge to conduct extensive and exhaustive searches for required information; reconstruct records for complex supply transactions; and/or provide supply operations support for activities involving specialized or unique supplies, equipment, and parts, such as special purpose laboratory or test equipment, prototypes of technical equipment, parts and equipment requiring an unusual degree of protection in shipment and storage, or others that are unique to the organization's mission and are seldom handled. The second type of work function is performing routine aspects of supply specialist work based on practical knowledge of standard procedures, where assignments include individual case problems related to a limited segment of one of the major areas of supply management (e.g., cataloging, inventory management, or storage management).

The appellant generally handles standard equipment. When he has occasion to handle specialized equipment, the requesting offices perform the equipment analysis and program planning covered under the first type of work function. The appellant implements those decisions by preparing the required procurement documents and processing the actions. The equipment he procures is not equivalent to the more complex special equipment handled under this work function. However, we find the appellant performs the second type of work function

typical of Level 1-4. Based on well-established inventory management practices and procedures, the appellant works with assigned organizations on planning for, acquiring, storing and related functions for a broad range of consumable items. His functions includes reviewing item use to adjust ordering frequency; reviewing potential item substitutions based on user requests, market availability, or equivalent conditions; meeting with users to determine whether underutilized items are obsolete or excess to the needs of the organization; conducting inventories of assigned items and/or organizations and identifying and resolving inventory discrepancies; and tracking and resolving issues including delinquent deliveries, backorders, and customer complaints. Typical of the second work function, the appellant carries out program decisions made by managers in the serviced organizations and higher level officials in [XXXX] by performing routine aspects of inventory management work for a wide range of commercially available items; i.e., planning for and implementing new stock support functions agreed to by higher-level officials. Therefore, this factor is credited Level 1-4 (550 points).

Factor 2, Supervisory controls

This factor covers the nature and extent of direct or indirect controls exercised by the supervisor, the employee's responsibility, and the extent of review of completed work.

At Level 2-3, the highest level described in the PCS, the supervisor makes assignments by defining objectives, priorities, and deadlines, and assists the employee with unusual situations which do not have clear precedents. In some circumstances, the employee works independently from the supervisor or specialist in a remote location. Contact with the supervisor is infrequent, although usually available by telephone and periodic on-site visits. Continuing assignments are usually performed with considerable independence. The employee plans and carries out the successive steps and handles problems and deviations in the work assignment in accordance with instructions, policies, previous training, or accepted practices in the occupation. When the employee assists a supply specialist in performing segments of more complex technical operations, the work may be subject to closer technical guidance and control. Completed work is usually evaluated for technical soundness, appropriateness, and conformity to policy and requirements. The methods used in arriving at the end results are not unusually reviewed in detail.

The appellant's work meets but does not exceed Level 2-3. The appellant works under the general supervision of the [Section chief], who defines objectives, priorities, and deadlines. The appellant receives assistance and guidance from the Total Supply Support Team Leader. The appellant plans and performs his daily duties with considerable independence. He carries out the successive steps and handles problems and deviations in his work assignments in accordance with regulations, guidelines, established procedures, or past precedents. The appellant's work is reviewed to ensure adherence to proper procurement and inventory management procedures. The team leader also closely monitors the appellant's activities related to CMR inventories and recurring stock outs of expendable supplies. Therefore, this factor is credited Level 2-3 (275 points).

Factor 3, Guidelines

This factor covers the nature of guidelines and the judgment needed to apply them.

At Level 3-2, procedures for doing the work have been established and a number of specific guidelines are available in the form of supply regulations, policies, and procedures. The number and similarity of guidelines and work situations require the employee to use some judgment in locating and selecting the most appropriate guidelines, references, and procedures for application and in making minor deviations to adapt the guidelines in specific cases. At this level, the employee may also determine which of several established alternatives to use. Unusual situations are referred to the supervisor when significant deviations from the guidelines are proposed or when the existing guidelines cannot be applied.

At Level 3-3, guidelines are similar to the next lower level, but because of the problem solving or case nature of the assignments, they are not completely applicable or have gaps in specificity. The employee uses judgment in interpreting and adapting guidelines such as policies, regulations, precedents, and work directions for application to specific cases or problems. The employee analyzes the results of applying guidelines and recommends changes.

The appellant's work meets but does not exceed Level 3-3, the highest level in the PCS. Guidelines consist of regulations, policies, standard operating procedures, precedent cases, supply manuals, catalogs, system sources, and other administrative or procedural instructions. The guidelines are not always specific or detailed and generally require some adaptation and/or interpretation for application to day-to-day situations and problems. The appellant uses judgment in interpreting, adapting, and applying guidelines to work assignments, particularly in resolving complicated supply questions or problems by relying on past experience or precedents. For example, the appellant is responsible for requirements analysis for 200 to 750 line items of recurring inventory depending on the complexity of the items being managed. He must closely observe and monitor items having high annual dollar sales value, items which are likely to become excess or long supply; i.e., remain in the system a long time before they are used, items involving limited life expectancy, and other less stable items involving special problems. Therefore, this factor must be credited at Level 3-3 (275 points).

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 4-3, the highest level described in the PCS, the work involves unusually complicated or difficult technical duties involving one or more aspects of supply management or operations. The work at this level is difficult because it involves actions that are not standardized or prescribed; deviates from established procedures; involves new or changing situations; or entails matters for which only general provision can be made in regulations or procedures. This typically involves supply transactions which experienced employees at lower grades have been unable to process or resolve, or which involve special program requirements for urgent, critical

shortage items requiring specialized procedures and efforts to obtain. The employee decides what needs to be done depending on the analysis of the subject, phase, or issues involved in each assignment, and the chosen course of action may have to be selected from many alternatives. Decisions are based largely on the employee's experience, precedent actions, and the priority assigned for resolving the particular problem. The methods and procedures used to resolve each issue vary based on the circumstances of each individual case. The work involves conditions and elements that the employee must identify and analyze to discern interrelationships with other actions, related supply programs, and alternative approaches.

The appellant's work meets but does not exceed Level 4-3. The appellant performs a variety of assignments or tasks involving customer support functions. Although available guidelines normally apply to the work and to the situations which he encounters, problems periodically arise as a result of some gap in standard procedures, new or changing situations, and matters for which only general provisions can be made in procedures. For example, the appellant uses his knowledge of effective inventory control practices to advise customers on stocking locations, quantities of stock, and reordering frequency. The appellant identifies likely shortages by reviewing industry information and taking daily inventory. He identifies and discusses potential replacement items with users, and takes action to provide for alternative procurement. He must maintain a high degree of flexibility in coordinating the work and issues in light of changing situations relating to customers needs. As at Level 4-3, the appellant analyzes each issue and relies on experience and knowledge of precedent actions to determine the potentially most expedient solution. This determination must consider funding allocations related to acquisition, program changes made by the management officials, and the demands of the Engineering Department as well as other internal organizations and satellite facilities. Therefore, this factor is credited at Level 4-3 (150 points).

Factor 5, Scope and effect

This factor covers the relationship between the nature of the work; i.e. the purpose, breadth, and depth of the assignment, and the effect of work products or services both within and outside the organization.

At Level 5-3, the highest level described in the PCS, the work involves dealing with a variety of problem situations either independently or as part of a broader problem-solving effort under the control of a specialist. Problems encountered require extensive fact finding, review of information to coordinate requirements, and recommendations to resolve conditions or change procedures. The employee performs the work in conformance with prescribed procedures and methods. The result of the work affects the adequacy of local supply support operations, or they contribute to improved procedures in support of supply programs and operations.

The appellant's work meets but does not exceed Level 5-3. The appellant must understand the full range of processes and procedures involved in acquiring, accounting for, and managing both expendable items and non-expendable equipment, as well have a thorough understanding of the agency and [location] VA Medical Center goals and objectives as they relate to material and equipment acquisition and management. The appellant conducts periodic inventories to reconcile inventory discrepancies and determines any adjustments needed to the account for the

Engineering Department. The appellant manages and updates on a daily basis the GIP and IFCAP which contains broad files of items within the inventory which are used by primary and secondary users. He coordinates and works with vendors on orders that have been erroneously charged or delivered and ensures the costs associated with the order in question are corrected as prescribed within the standards of the [XXX]. As at this level, the work of the appellant is local in nature and affects each clinical/administrative support entity served from the central storage area. Therefore, this factor is credited at Level 5-3 (150 points).

Factor 6 and 7, Personal contacts and Purpose of contacts

Personal contacts

Personal contacts include face-to-face contacts and telephone contact with persons not in the supervisory chain. Levels described under this factor are based on what is required to make the initial contact, the difficulty of communicating with those contacted, and the setting in which the contact takes place.

At Level 2, contacts are with employees in the same agency, but outside the immediate organization. Persons contacted generally are engaged in different functions, missions, and kinds of work, such as representatives from various levels within the agency or from other operating offices in the immediate installation. Contacts may also be with members of the general public as individuals or groups, in a moderately structured setting. For example, they are usually established on a routine basis at the employee's work place or over the telephone, the exact purpose may be unclear at first, and one or more of the parties may be uninformed concerning the role and authority of other participants. Typical of contacts at this level are employees at approximately the same level of authority in shipping companies, vendor employees concerned with the status of orders or shipments, and others at comparable levels.

In contrast, Level 3 contacts are with individuals from outside the employing agency in a moderately unstructured setting. For example, the contacts are not established on a routine basis, the purpose and extent of each contact is different, and the role and authority of each party is identified and developed during the course of the contact. Typical of contacts at this level are supply employees in other departments or agencies, inventory item managers, contractors, or manufacturers

Level 2 is met. The appellant typically makes contact with employees, customers, and manufacturers to exchange and clarify work related information. The appellant makes contact with couriers and vendors on a daily basis. Routine contacts are made with officials within the VA and other agencies such as GSA. The appellant's regular and recurring contacts are more structured than those typical of Level 6-3.

Purpose of Contacts

At Level b, the highest level described in the PCS, the purpose of contacts is to plan, coordinate, or advise on work efforts or to resolve operating problems by clarifying discrepancies in information submitted by serviced organizations, resolving automated system problems causing

erroneous transaction records, or seeking cooperation from others to resolve complicated supply actions. As at Level b, the purpose of the appellant's contacts is to resolve discrepancies associated with supply transactions, determine priorities of need from users, check availability of items against delivery dates and vendor shortages, and check computer output problems. The appellant adjusts and accounts for inventory, reviews acquisitions for stock, and maintains an accurate accounting and reporting system for non-expendable items.

The combined factors are credited at Level 2b (75 points).

Factor 8, Physical demands

This factor covers the requirements and physical demands placed on the employee by the work assignment. This includes physical characteristics and abilities and physical exertion involved in the work.

At Level 8-2, the highest level described in the PCS, work requires some physical exertion such as long periods of standing; walking over rough, uneven, or rocky surfaces; recurring bending; crouching, stooping, stretching, reaching, or similar activities. This level of physical demands occur, for example, when employees are regularly assigned to activities such as tracing misplaced items or conducting physical inventories in warehouses, depots, and other storage areas, or when they are regularly involved in stocking and retrieving items from shelves and cabinets.

Similar to Level 8-2, the appellant is required to stand, walk, bend, crouch, stoop, and stretch when retrieving stock items or conducting inventory. He routinely lifts bulk medical items weighing up to 40 pounds and places them on shelves or carries them to another area of the service where he is working. Therefore, this factor is credited at Level 8-2 (20 points).

Factor 9, Work environment

This factor considers the risks and discomforts in the employee's physical surroundings or the nature of the work assigned and the safety regulations required. Although the use of safety precautions can practically eliminate a certain danger or discomfort, such situations typically place additional demands upon the employee in carrying out safety regulations and techniques.

At Level 9-2, the work environment involves moderate risks or discomforts which require special safety precautions, such as working around moving warehouse equipment, carts, or machines. Employees may be required to use protective clothing or gear such as masks, gowns, safety shoes, goggles, hearing protection, and gloves.

Similar to Level 9-2, the appellant experiences moderate discomforts and unpleasantness in his work environment, such as high levels of noise and adverse weather conditions on the dock, or high temperatures in the warehouse. He frequently enters storerooms and is routinely required to use protective clothing or gear such as masks, gowns, goggles, and gloves. Therefore, this factor is credited at 9-2 (20 points).

Summary

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

<i>Factor</i>	<i>Level</i>	<i>Points</i>
1. Knowledge required by the position	1-4	550
2. Supervisory controls	2-3	275
3. Guidelines	3-3	275
4. Complexity	4-3	150
5. Scope and effect	5-3	150
6. Personal Contacts/ 7. Purpose of Contacts	2b	75
8. Physical demands	8-2	20
9. Work environment	9-2	<u>20</u>
Total		1515

A total of 1515 points falls within the GS-7 grade level point range (1355-1600) according to the grade-conversion table in the 2005 PCS.

Decision

The appellant's position is properly classified as Supply Technician, GS-2005-7.