



Classification Update

August 28-29, 2000

Strategic Compensation Conference 2000

Classification Programs Division

Workforce Compensation and Performance Service



Overview

- **Standards Development Schedule**
- **New Strategy**
- **New Approach**
- **Revisiting Policy Issues**
- **Job Family Standards Format Changes**
- **Status of Classification Standards Studies**
- **Special Projects**
- **On the Horizon**
- **Questions & Answers**

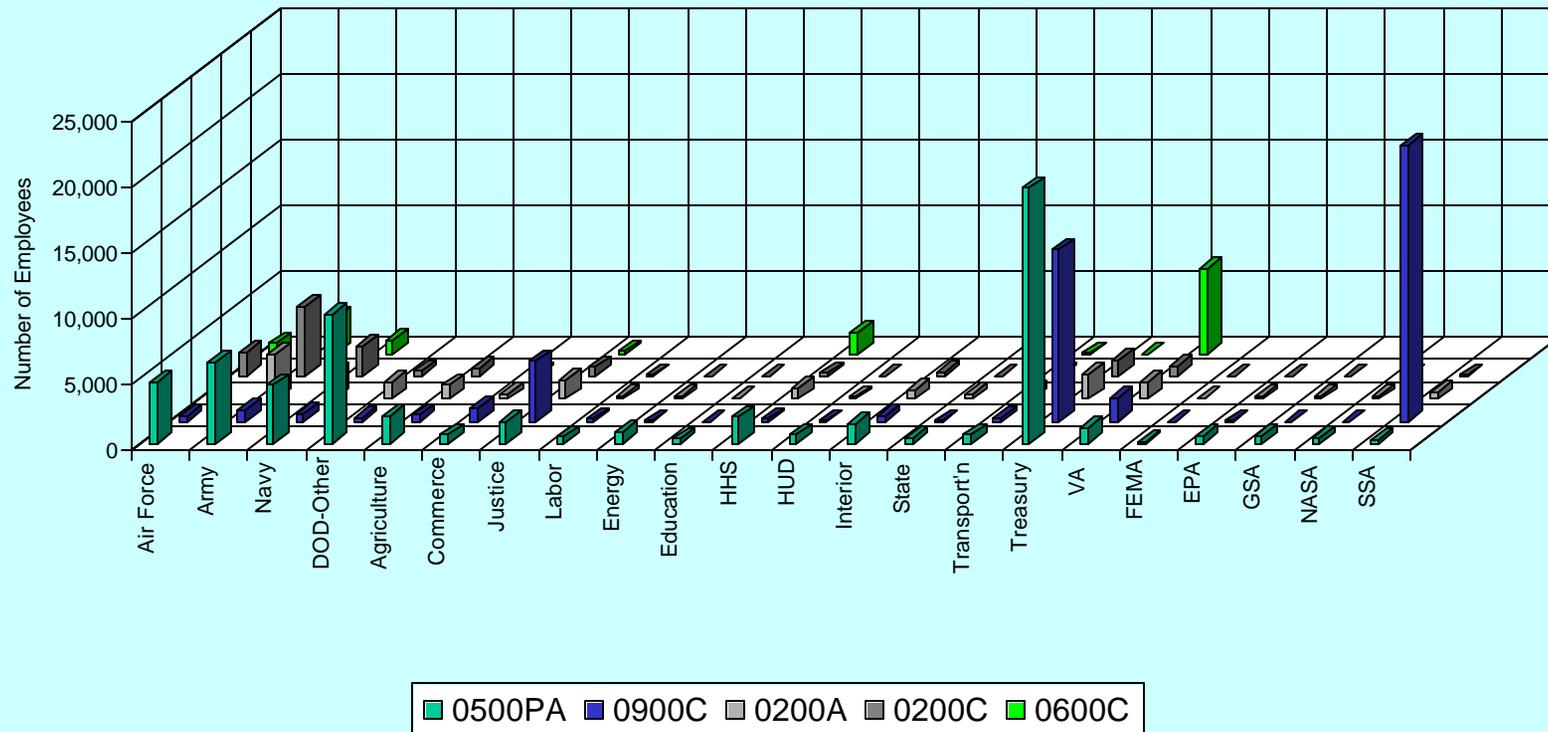


Standards Development Schedule

- **Driven by OPM's Strategic Plan**
- **March 2000 Status**
 - Strong agency reaction
 - 18 final standards by January 2001
 - 55% coverage of the GS workforce
- **August 2000 Status**
 - Great agency participation
 - 4-5 final standards by 1st Quarter FY 2001
 - 55% coverage of the GS-workforce by May 2002

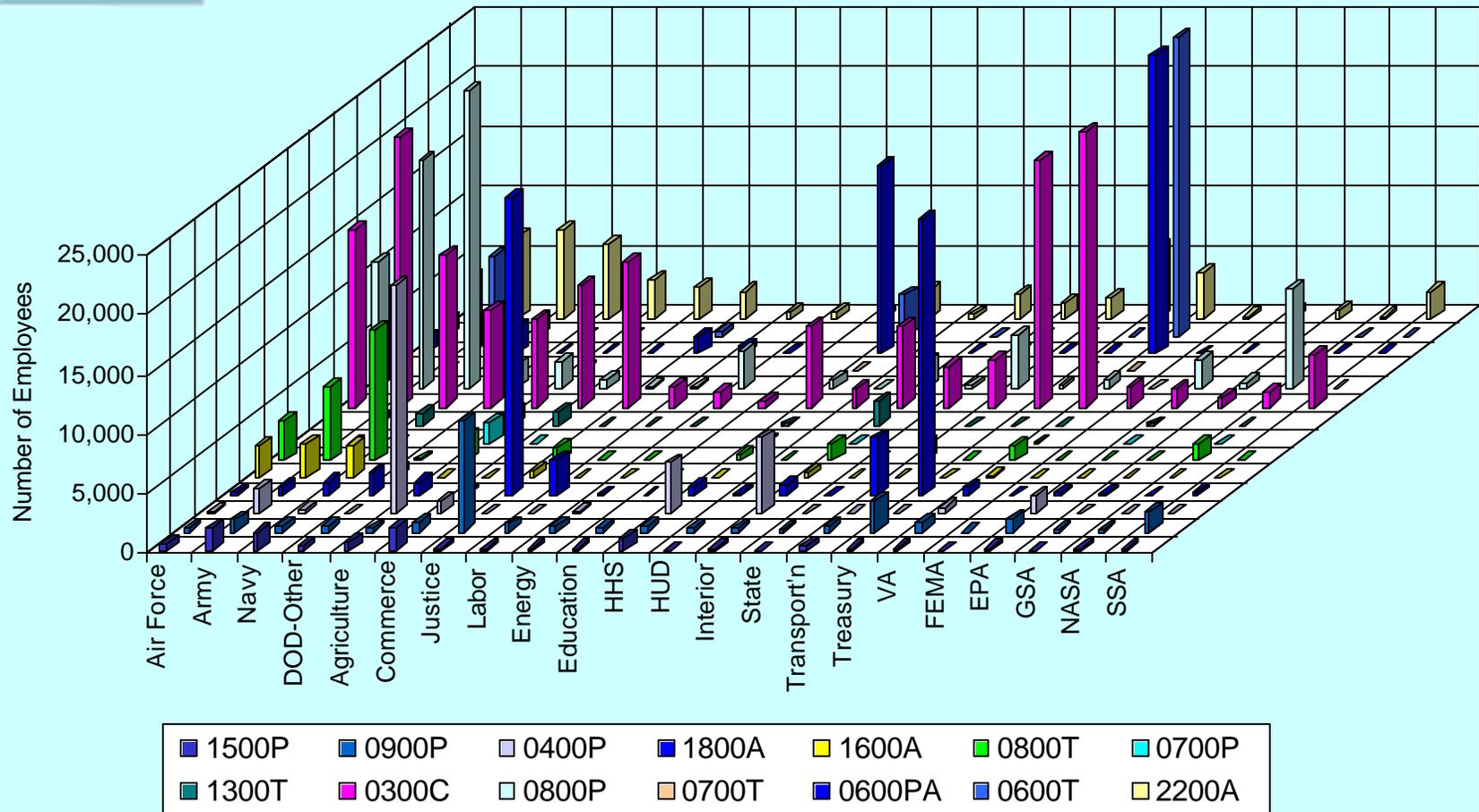


Agency Populations Covered by Job Family Standards to be Issued 1st Qtr FY2001





Agency Populations Covered by Draft Job Family Standards That Require Test Application





New Strategy

OPM Revisions Needed

- Strategic Plan Goal
- Development Schedule
- Continue Job Family Standard Approach
- Maintain Reasonably Fast Pace
 - Agencies, managers, stakeholders need/expect up-to-date standards
 - Factfinding is nearly complete on most studies started over past year
 - Pressure continues to start new studies
 - GS-1100PA
 - GS-2100AT
 - Managerial guidance
 - Alternative Dispute Resolution work



New Strategy (continued)

Ameliorate the Current Burden on Agencies

- **Traditional Draft Test Application**
 - “Representative sample” of all jobs
 - Full agency participation for all studies
- **Traditional Final Implementation**
 - Application to all jobs in a “reasonable” timeframe
 - Intensive workload
- **Traditional Factfinding**



New Approach

Revise Standards Development Approach

- **New Standards Development Schedule**
- **More Efficient Factfinding**
- **New Test Application Approach**
- **Revised Implementation Rules**



New Approach (continued)

Proposal: "Pre-Planned Test Application"

- **Same 55% Coverage by March 2002**
- **Applies**
 - **Common sense**
 - **Risk analysis**
 - **More realistic development projections**
- **Depends On**
 - **More efficient factfinding**
 - **Consultation with Classification Chiefs**
 - **New implementation strategy in place**



New Approach (continued)

Pre-Planned Test Application: An Illustration

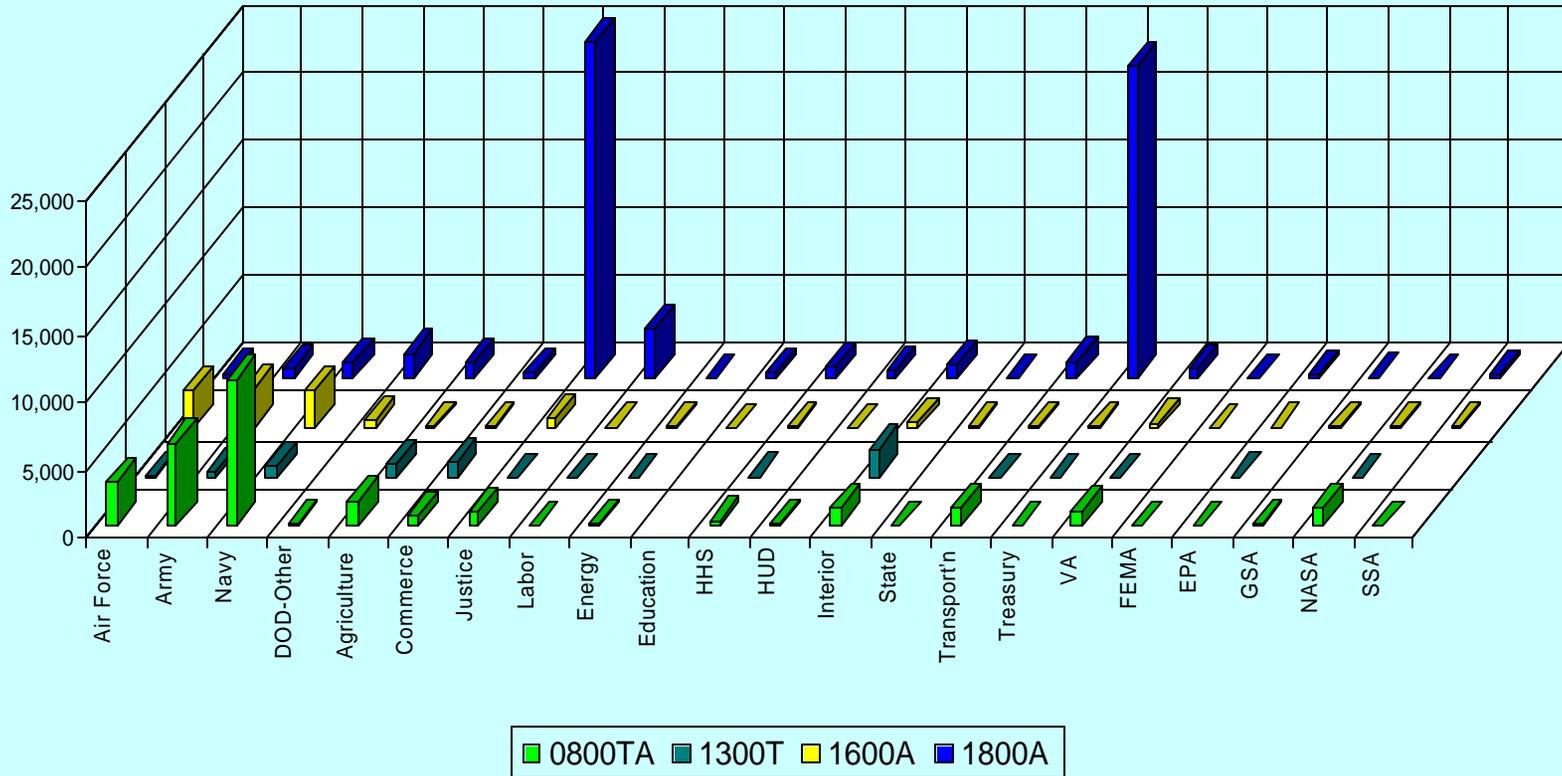
- **Compares**
 - Traditional test application
 - Pre-planned test application



New Approach (continued)

Traditional Test Application

(Agency Populations Covered by Draft Job Family Standards)

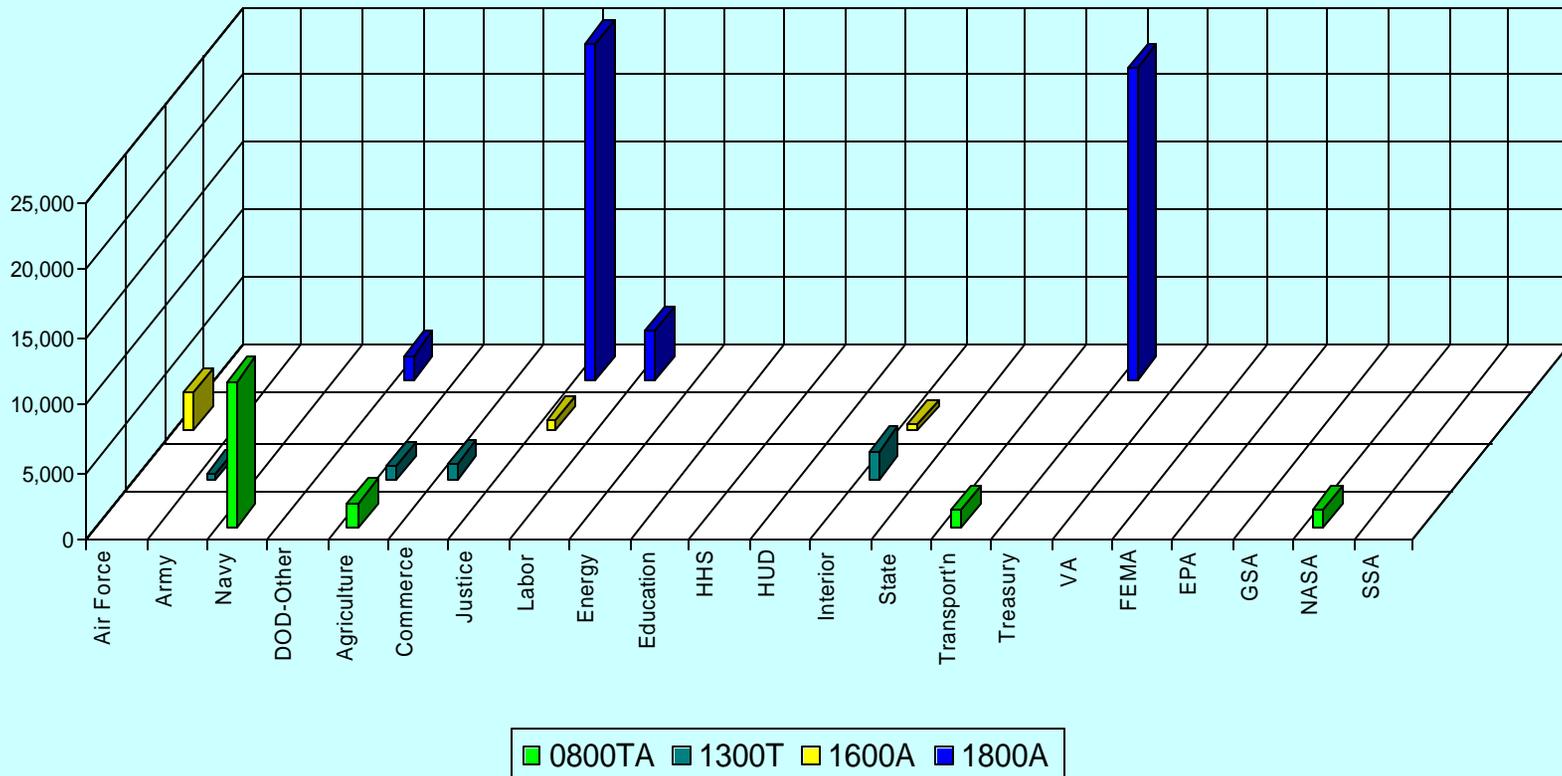




New Approach (continued)

Pre-Planned Test Application

(Agency Populations Covered by Draft Job Family Standards)





New Approach (continued)

Alternatives

- **Rollout as Ready**
 - Use longer test application period across the board
 - 55% coverage of the GS workforce by May 2002
 - Would have to “refresh” factfinding on last rollouts
- **Slowdown Rollout**
 - Limit simultaneous test applications
 - 55% coverage of the GS workforce by March 2003
 - Would have to “refresh” factfinding” on last rollouts
- **Neither Effectively Responds to Expectations**



Alternative Schedules for Issuing Job Family Standards

	FY2000						FY2001										FY2002										FY2003										
	A-00	M-00	J-00	J-00	A-00	S-00	O-00	N-00	D-00	J-01	F-01	M-01	A-01	M-01	J-01	J-01	A-01	S-01	O-01	N-01	D-01	J-02	F-02	M-02	A-02	M-02	J-02	J-02	A-02	S-02	O-02	N-02	D-02	J-03	F-03	M-03	
0500PA	?						?	?																													
0900C			?					?	?																												
0200A				?				?		?																											
0200C				?				?			?																										
RGEG				?										?	?																						
1500P				?											?		?																				
0900P				?																			?													?	
0400P					?										?		?																				
1800A					?													?	?																		
1600A					?													?		?																	
0800T					?														?			?															
0700P					?															?				?													
1300T					?															?					?												
0300C					?																		?														?
0800P					?																		?					?									
0700T					?																			?					?								
0600PA						?														?																	?
0600C								?	?			?																									
0600T									?															?													?
2200A									?		?		?																								

Scheduled Issuance of Final Job Family Standard/Guide ? As announced March '00

? As rescheduled August '00 using "Pre-Planned Test Application"

? Slow rollout alternative



The Bottom Line

- **HRMC Planning Committee**
 - Favors new pre-planned test approach
 - Concurs with briefing the HRMC Executive Committee
- **HRMC Executive Committee**
 - Provide feedback on approach
 - Provide support from HR Director community
 - Make Classification Chiefs available



Revisiting Policy Issues

- **Classification References - Revised**
 - Introduction to the Position Classification Standards
 - The Classifiers' Handbook
- **Presence of Factor Level 1-9**
- **Multidisciplinary Concept**

Job Family Standards Format

Changes Resulting from Agency Feedback

- Change Factor 1 from “Competencies” to “Knowledge”
- Move to Front
 - Occupational data
 - Evaluation summary
- Leave Illustrations in Appendix
- Embedded File Features
 - Leave links in PDF version
 - Remove links from all other versions



Status of Classification Standards Studies: GS-200A

- **Summary of Key Issues**
 - New Roles/Grading Criteria
 - Generalist Concept/Series Consolidation
 - Retain generalist concept
 - Retain series consolidation
 - Parenthetical Specialty Titles
 - Classification
 - Information Systems
 - Performance Management
 - Competence/Knowledge
 - Retain knowledge
 - Qualification standards to address competencies
- **HR Directors “quick look”**



Status of Classification

Standards Studies: GS-200A

Parenthetical Titles

Draft Proposed

- Recruitment & Placement
- Affirmative Recruitment
- Compensation

- Employee Relations
- Labor Relations
- Performance Management
- Employee Recognition
- Employee Assistance
- Employee Development
- Employee Benefits
- Military

Revised

- Retain.
- Add to Recruitment & Placement.
- Retain. Revise definition to exclude Classification.
- Add Classification.
- Retain. Revise definition.
- Retain.
- Retain. Revise definition.
- Delete.
- Retain.
- Retain.
- Add Information Systems.



Status of Classification Standards Studies

Winford G. Hooker

- **GS-200A**, HR Management
- **GS-400P**, Biological Sciences
- **GS-500P/A**, Accounting & Budget
- **GS-600C/T/P**, Medical, Hospital, Dental, & Public Health
- **GS-700 P/T**, Veterinary Medical Science
- **GS-800P**, Engineering & Architecture
- **GS-900P**, Legal & Kindred
- **GS-1500P**, Mathematics & Statistics
- **RGEG/EDGE G**, Research & Equipment Development

Delmar D. White

- **IT, GS-2200A**, Information Technology
- **GS-200C**, HR Management Assistance
- **GS-300C/T**, Clerical & Office Services
- **GS-800T**, Engineering & Architecture Technical
- **GS-900C/T**, Legal & Kindred Assistance
- **GS-1300T**, Physical Sciences Technical
- **GS-1600A**, Equipment, Facilities, & Services
- **GS-1800A**, Investigation
- **5306**, Air Conditioning Equipment Mechanic
- **3806**, Sheet Metal Mechanic
- **4352**, Composite & Plastic Fabricating



Status of Classification Standards Studies: IT

- **Fast Track**
- **IT Specialty Titles: March 2000**
- **Draft Job Family Standard: July 2000**
- **Factor Level 1-9 Underway**
- **Factfinding During Review**
- **Final Job Family Standard: Winter 2001**



Special Projects

- **GS-081, Firefighter Work Group**
 - March 2000 membership call
 - Purpose
 - Status

- **SOC Work Group**
 - July 2000 membership call
 - Purpose
 - Status



Special Projects (Continued)

- **Fewer than Nine Study**
 - March 2000 Startup
 - Purpose
 - Status

- **Business Process Improvement**
 - April 2000 Startup
 - Purpose
 - Status



On the Horizon

- **Study of ADR and Managerial Work**
- **Study on Use of “Professional” and “Administrative”**
- **New Classification Standards Studies**
 - GS-1000A
 - GS-1100PA
 - GS-1300P
 - GS-2100AT
 - IT support work



Questions? And Answers!

Classification Programs Division

Judy Davis, Division Chief

jadavis@opm.gov

Winford G. Hooker, Team Chief

wghooker@opm.gov

Delmar D. White, Team Chief

ddwhite@opm.gov

Phone: (202) 606-2950

FAX: (202) 606-4891

fedclass@opm.gov