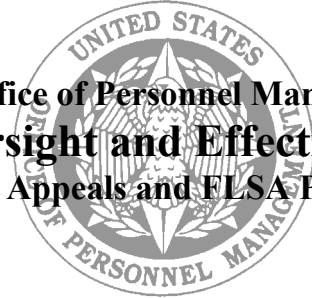


**U.S. Office of Personnel Management
Office of Merit Systems Oversight and Effectiveness
Classification Appeals and FLSA Programs**



**Washington Oversight Division
1900 E Street, N.W.
Washington, D.C. 20415**

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

Appellant: [name]

Agency classification: Facility Manager
GS-1640-13

Organization: Maintenance Division
[park]
[region]
National Park Service
Department of the Interior
[city and state]

OPM decision: Facility Manager
GS-1640-13

OPM decision number: C-1640-13-01

Richard Quasney
Classification Appeals Officer

September 30, 1998
Date

As provided in section 511.612 of title 5, Code of Federal Regulations, this decision constitutes a classification 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 the conditions and time limits specified in title 5, Code of Federal Regulations, sections 511.605, 511.613, and 511.614, as cited in the Introduction to the Position Classification Standards, appendix 4, section G (address provided in appendix 4, section H).

Decision sent to:

[appellant]

Mr. E. Lynn Smith
Director, Human Resources
National Park Service
Room 2328
1849 C Street, N.W.
Washington, D.C. 20240

Ms. Carolyn Cohen
Director of Personnel
Department of the Interior
Mail Stop 5221
1849 C Street, N.W.
Washington, D.C. 20240

Introduction

On April 7, 1998, the Washington Oversight Division of the U.S. Office of Personnel Management (OPM) accepted a position classification appeal from [appellant], who is employed as a Facility Manager, GS-1640-13, in the Maintenance Division at the [park], [region], of the National Park Service, Department of the Interior, in [city and state]. Mr. Foster requested that his position be classified as Facility Manager, GS-1640-14. This appeal was accepted and decided under the provisions of section 5112 of title 5, United States Code.

An on-site position audit was conducted by a Washington Oversight Division representative on August 5, 1998, supplemented by follow-up interview with the appellant's first-line supervisor, [name], on September 29, 1998. This appeal was decided by considering the audit findings and all information of record furnished by the appellant and his agency, including his official position description, number 3311-01, classified by the servicing personnel office as Facility Manager, GS-1640-13, on July 17, 1997.

Position Information

The appellant serves as the Chief of the Maintenance Division for the [park] and is responsible for program development and implementation related to all maintenance and preservation management activities for the [park] and its associated structures, facilities, and resources.

Series Determination

The appellant's position is properly assigned to the Facility Management Series, GS-1640, which covers positions that involve managing the operation and maintenance of buildings, grounds, and other facilities such as depots, parks, power plants, and roadways. Neither the appellant nor the agency disagrees.

Title Determination

The appellant's position is correctly titled as Facility Manager, which is the authorized title for positions that involve directly managing the operation and maintenance of various buildings and facilities. Neither the appellant nor the agency disagrees.

Standard Determination

The GS-1640 series standard provides grade-level criteria to the GS-12 level only. In accordance with instructions provided in the standard, the position was evaluated by reference to the Civil Engineering Series Standard, GS-810, Part IV-Facilities Engineering Management, dated June 1966, and to the General Schedule Supervisory Guide (GSSG), dated April 1993.

Grade Determination

Civil Engineering Series, GS-810, Part IV-Facilities Engineering Management

This standard is written in a narrative format, with grade levels defined principally in terms of (1) the scope and complexity of facilities for which the position has engineering management responsibility, (2) the range of facilities engineering activities managed, and (3) the level of responsibility assigned.

At the GS-12 level, engineers are fully responsible for development or coordination functions relating to facilities of substantial complexity and variety, either in a number of locations or under the control of a number of different activity managers, so that the work must be accomplished under a number of statutory, regulatory, and procedural restrictions and jurisdictions. They must frequently develop new or greatly modified methods and approaches to deal with specialized facility requirements. They work with considerable freedom from technical guidance, and their recommendations in matters of normal engineering practice are considered authoritative. The following example is provided by the standard to illustrate work at the GS-12 level:

As assistant to the engineer responsible for all maintenance, repair, and operation activities for the national parks in a large geographic region, performs development and guidance functions with respect to programming projects and work items needed to keep park facilities in optimum condition. The facilities serve varied activities, including scenic improvement; natural resource conservation; lodging, camping, and various recreational activities; and preservation of historic buildings and sites.

At the GS-13 level, engineers are fully responsible for development and/or coordination over a broad range of facilities engineering activities, covering a variety of complex facilities in a sizeable geographic area, often under the control of separate organizations with varying statutory, regulatory, funding, and procedural controls. They are subject to very general supervision, the work being judged mainly for achievement of productive results. This level differs from GS-12 primarily in the following respects: (1) the GS-13 engineer normally acts on his own initiative in representing his organization and communicating with the varied groups concerned with the facilities engineering activities; (2) the GS-13 engineer is normally responsible for the full range of facilities engineering activities, while the GS-12 is concerned with only one or two phases, such as construction or maintenance, repair, and operation; and (3) the GS-13 engineer has “full responsibility” assignments covering a wide variety of facilities, while the GS-12’s assignments generally cover facilities in a fairly limited area. An assignment example of GS-13 level work provided by the standard is as follows:

Performs program development functions with respect to varied national park and recreation area facilities in a region covering a number of States. Consults officials responsible for recreation resource planning concerning anticipated use patterns--kinds of activities, numbers of patrons, seasonal operations. Considers these factors

together with the physical resources of the parks, and availability of transportation, utilities, and communications services, in recommending optimum projects for development. Collaborates with regional and State development councils, park commissions, conservation groups, highway officials, park concessionaires, and similar involved groups, in arriving at agreements for joint development and cost sharing.

The intent of the above criteria is clear in that the GS-13 level, as it relates to the types of maintenance activities carried out within the national park system, requires at least regional-level responsibility. The GS-12 level represents the position of either assistant to the regional maintenance chief, or by extrapolation, the position of maintenance chief of an individual park. Thus, the grade of the appellant's functional responsibilities, when regarded in isolation from the supervisory duties and responsibilities, would not exceed GS-12 within the context of this occupational standard. However, the overall grade value of the appellant's position must be based on consideration of the concomitant supervisory functions as addressed below.

General Schedule Supervisory Guide

This guide uses a point-factor evaluation format with six evaluation factors, under each of which are several factor level definitions and associated point values. Positions are evaluated by crediting the highest factor level which is met under each factor, then totaling the points accumulated and converting the total to a grade level by use of the grade conversion table provided in the guide. The guide instructs that if one level of a factor is exceeded, but the next higher level is not met, the lower level must be assigned.

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. The geographic and organizational coverage of the program or program segment within the agency structure is included under Scope. The impact of the work, products, and/or programs described under "Scope" on other agency activities or on the general public is addressed under Effect. To assign a factor level, the criteria dealing with both Scope and Effect must be met.

At Level 1-2 under Scope, the program segment or work directed 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.

At Level 1-2 under Effect, 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.

An example provided by the guide illustrating Level 1-2 supervision is as follows:

Directs budget, management, staffing, supply, maintenance, protective, library, payroll, or similar services which support a small Army, Navy, or Air Force base with no extensive research, development, testing, or comparable missions, a typical national park, a hospital, or a nondefense agency field office of moderate size and limited complexity. The services provided directly or significantly impact other functions or activities throughout the organizations supported and/or a small population of visitors or users.

The position meets Level 1-2 in terms of Scope. The appellant supervises primarily administrative and technical work whose coverage within the agency structure, i.e., internal to the agency itself, is comparable to that of a field office or installation.

The position exceeds Level 1-2 in terms of Effect. The external impact of the appellant's work, affecting all users of a major commuter route for a large city and the many visitors to the [structures] maintained, is beyond that of the "limited population" of a small city.

At Level 1-3 under Scope, the supervisor directs a program segment that performs technical, administrative, 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 or technical or professional services directly affecting a large or complex multimission military installation also falls at this level.

At Level 1-3 under Effect, the activities, functions, or services accomplished directly and significantly impact a wide range of agency activities, the work of other agencies, the operations of outside interests, 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.

Examples provided by the guide illustrating Level 1-3 supervision are as follows:

Directs design, oversight, and related services for the construction of complex facilities for one or more agencies at multiple sites. The facilities are essential to the field operations of one or more agencies throughout several States.

In providing services directly to the general public, furnishes a significant portion of the agency's line program to a moderate-sized population of clients. The size of the

population serviced by the position is *the equivalent of* a group of citizens and/or businesses in several rural counties, a small city, or a portion of a larger metropolitan area.

Directs administrative services (personnel, supply management, budget, facilities management, or similar) which support and directly affect the operations of a bureau or a major military command headquarters; a large or complex multimission military installation; an organization of similar magnitude; or a group of organizations which, as a whole, are comparable.

The position does not meet Level 1-3 under Scope. The coverage of the appellant's work within the agency structure does not extend beyond the [park] (i.e., a field-level organization) to encompass, for example, all the parks within the metropolitan area, State, or region. The activities supervised cannot be considered complex administrative or technical work since the vast majority of the work is covered under the Federal Wage System and classifiable at no higher than GS-9 equivalency. Lastly, the park is not comparable to a "large or complex multimission military installation" as those terms are defined within the guide. A "large military installation" is defined in terms of the total serviced employee population exceeding 4000 personnel, and thus does not provide a useful comparison for the supervision of facility management work. A "complex, multimission installation" is defined as follows:

A complex, multimission installation or a group of several organizations (directly supported by the position under evaluation) that includes four or more of the following: a garrison; a medical center or large hospital and medical laboratory complex; multimillion dollar (annual) construction, civil works, or environmental cleanup projects; a test and evaluation center or research laboratory of moderate size; an equipment or product development center; a service school; a major command higher than that in which the servicing position is located or a comparable tenant activity of moderate size; a supply or maintenance depot; or equivalent activities.

The appellant's responsibilities for the [park] encompass required maintenance activities for 27 miles of roadway; [other specified structures and areas]; numerous parkland areas maintained as natural settings, picnic sites, or landscaped/garden areas; and the various small buildings and other structures that house the park staff and its equipment, vehicles, and supplies.

The [park] cannot be considered comparable to a "complex, multimission installation" as that term is defined above. There are not four or more resources within the park's boundaries and for which the appellant has maintenance responsibility, that are of comparable scale and complexity to those listed in that definition. For example, the [specified structures] may have exacting maintenance requirements to preserve the architectural and historical integrity of the structures, but are not otherwise of equivalent size and interior diversity as a garrison, large hospital, or research laboratory. The park's office buildings and maintenance structures do not approach those that would be found at, for example, a large shipyard or military supply depot. The [specified structures] require minimal

maintenance beyond scheduled cleaning and polishing. The [specified structures] constitute parkland areas, and like the [specified structure], the trails, picnic sites, and garden areas, require basically landscape and grounds upkeep. The roadway itself requires continual maintenance but this is of a relatively routine, low-skilled nature, since bridges and overpasses are inspected and maintained by the Federal Highway Administration. Thus, taken as a whole, the [park] presents maintenance requirements that exceed those of a “typical national park” both in terms of their intensity (due to high public use and visibility) and the associated costs, but are not equivalent to those of a “complex, multimission installation.”

The position does not fully meet Level 1-3 under Effect. Comparison to a “large, multimission organization” under this element is not particularly relevant to the appellant’s position because the maintenance functions carried out are for the benefit of the general public using the park and roadway rather than for the park staff itself. Within that context, the impact of the appellant’s work on the general public, at the field activity level, exceeds Level 1-2 for this element (i.e., the limited population of a small city or a small population of visitors and users) and more closely matches Level 1-3 (i.e., “very large serviced populations,” such as that equivalent to a portion of a large metropolitan area.) However, Level 1-3, when external impact is considered, includes the expectation that the services provided be of a complex administrative, technical, or professional nature. This is evident in the two examples provided above involving this type of external impact, i.e., construction design services for one or more agencies in several States, or a significant portion of the agency’s line program to a large serviced population. The services provided to the general public by the appellant’s organization involve, in contrast, less complex and lower-skilled road maintenance/repair and groundskeeping functions representing a lesser portion of the agency’s line program. As such, although the position may exceed Level 1-2 under the element of Effect, it does not fully meet Level 1-3, and Level 1-2 must thus be assigned.

Since Level 1-2 is assigned under both elements, Level 1-2 is the correct overall factor level assignment.

Level 1-2 is credited.

350 points

Factor 2 - Organizational Setting

This factor considers the organizational situation of the supervisory position in relation to higher levels of management.

The position meets Level 2-2. The appellant reports to the park’s Deputy Superintendent (treated as equivalent to reporting to the Superintendent position for purposes of determining reporting levels under this factor.) The Superintendent, in turn, reports to the Regional Director, the first SES position in the direct supervisory chain. Thus, the position is accountable to a position (the Deputy Superintendent\Superintendent) that is one reporting level below the first SES position in the supervisory chain.

Level 2-2 is credited.

250 points

Factor 3 - Supervisory and Managerial Authority Exercised

This factor covers the delegated supervisory and managerial authorities which are exercised on a recurring basis.

The position meets Level 3-3. That level describes second-line or higher supervisors who accomplish the work of the organization through subordinate supervisors, leaders, or team chiefs, perform all the normal administrative supervisory responsibilities associated with that role, and direct a major program segment with significant resources (e.g., a multimillion dollar level of annual resources). Correspondingly, the appellant is a third-line supervisor over a staff of approximately 90 employees, with an annual maintenance budget of over \$5 million.

The position does not meet Level 3-4. That level presents two differing supervisory situations. Under the first, supervisors exercise delegated authority to oversee the overall planning, direction, and timely execution of a program, including the development, assignment, and higher level clearance of goals, objectives, and multiyear work plans for managers of subordinate organizational units or lower organizational levels. They manage the development of policy changes and major changes to the structure and content of the program directed. They exercise discretionary authority to approve the allocation and distribution of funds in the organization's budget. In the appellant's case, this degree of program and managerial authority is vested in the Superintendent and deputy positions.

Under the second situation, supervisors exercise final authority for the full range of personnel actions and organization design proposals recommended by subordinate supervisors. The appellant has signature authority for disciplinary actions up to 14-day suspensions. More severe disciplinary actions, most other personnel actions such as promotions and incentive awards (over \$500), and any internal reorganizations must be approved by the Superintendent.

Level 3-3 is credited.

775 points

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

The position meets Level 4A-2, where contacts are with higher ranking managers and staff throughout the field activity or major organization level of the agency; technical or operating level employees of State and local governments; members of the business community, representatives of local public interest groups, or the general public; or case workers in Congressional District offices. Correspondingly, the appellant's contacts are primarily with park and Regional-level managers and employees; staff of technical offices within the National Park Service, other Federal agencies, State and local government offices, and utility companies; White House liaison staff; and members of the general public.

The position does not meet Level 4A-3, where contacts are with high-ranking officials at bureau level or with comparable personnel in other agencies; Congressional committee staff assistants; key staff of public interest groups with significant political influence or media coverage; contracting officials of large industrial firms; or State and local government managers doing business with the agency. These contacts usually take place in meetings and conferences and often require extensive preparation of briefing materials or up-to-date technical familiarity with complex subject matter. The appellant has minimal contacts of this nature in that he tends to work more with technical or maintenance personnel in the various public and private organizations with which he has dealings, and does not have the level of political contacts otherwise expected at this level. His occasional contacts with higher-level agency management are usually to respond to routine questions or complaints and do not require the degree of preparation otherwise expected at this level.

Level 4A-2 is credited.

50 points

Subfactor 4B - Purpose of Contacts

The position meets Level 4B-2, where the purpose of the contacts is 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. By comparison, the appellant's contacts are primarily to plan and coordinate maintenance activities and projects within the organization and with outside parties, such as contractors.

The position does not meet Level 4B-3, where the purpose of the contacts is to justify, defend, or negotiate in representing the program directed in obtaining or committing resources, and in gaining compliance with established policies, regulations, or contracts. Contacts at this level usually involve active participation in conferences, meetings, hearings, or presentations involving issues of considerable consequence or importance to the program managed. The role of formally representing the appellant's program in relation to obtaining or committing resources, or regarding matters of the degree of importance and magnitude expected at this level, resides at the Superintendent level.

Level 4B-2 is credited.

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. The factor level is derived by determining the highest grade which best characterizes the nature of the basic (mission oriented) nonsupervisory work performed by the organization directed, and constitutes 25 percent or more of the workload of the organization. Excluded from consideration are the work of lower level positions that primarily support or facilitate the basic work of the unit, and work that is graded based on supervisory or work leader duties. In assessing the level of work performed by non-General Schedule employees, the guide instructs that the pertinent classification standards be consulted to derive an appropriate GS equivalent.

The appellant supervises approximately 90 current employees separated into 3 branches, two of which are further subdivided into sections. The employees supervised are as follows, with supervisory positions designated as (S) and lower-level support positions as (L):

<u>First level supervision</u>	<u>Number</u>
(S)Facility Manager, GS-1640-12	1
Historical Architect, GS-808-12	1
Facility Management Specialist, GS-1640-11	1
(L)Administrative Technician, GS-303-7	1
(L)Secretary, GS-318-6	1
(L)Clerk, GS-303-2	1
(S)Maintenance Mechanic Supervisor, WS-4749-15	1
(S)Maintenance Worker Supervisor, WS-4749-14	1
 <u>Second or Third Level Supervision</u>	
Facility Management Specialist, GS-1640-11	2
Horticulturist, GS-437-9	1
(S)Maintenance Mechanic Supervisor, WS-4749-12	1
(S)Maintenance Mechanic Supervisor, WS-4749-11	1
(S)Maintenance Mechanic Supervisor, WS-4749-10	1
(S)Engineering Equipment Operator Supervisor, WS-5716-10	1
(S)Automotive Worker Supervisor, WS-5823-10	1
(S)Maintenance Worker Supervisor, WS-4749-8	1
(S)Tree Worker Supervisor, WS-5042-8	1
(S)Maintenance Worker Supervisor, WS-4749-7	2
(S)Maintenance Worker Supervisor, WS-4749-6	3
Maintenance Mechanic, WG-4749-11	1
Electrician, WG-2805-10	1
Maintenance Mechanic, WG-4749-10	2
Engineering Equipment Operator, WG-5716-10	3

Automotive Mechanic, WG-5823-10	1
Pipefitter, WG-4204-10	1
Woodcrafter, WG-4605-10	1
Mobile Equipment Mechanic, WG-3809-10	1
Welder, WG-3703-10	1
Maintenance Mechanic, WG-4749-9	1
Painter, WG-4102-9	1
Carpenter, WG-4607-9	1
Agricultural Equipment Mechanic, WG-5801-9	1
Automotive Worker, WG-5823-9	1
Automotive Worker, WG-5823-8	1
Maintenance Worker, WG-4749-8	1
Tree Worker, WG-5042-8	6
Motor Vehicle Operator, WG-5703-8	2
Motor Vehicle Operator, WG-5703-7	15
Road Sweeper Operator, WG-5706-7	1
Maintenance Worker, WG-4749-7	3
Gardener, WG-5003-6	4
Tractor Operator, WG-5705-6	8
Maintenance Worker, WG-4749-6	3
Motor Vehicle Operator, WG-5703-6	1
Maintenance Worker, WG-4749-5	3
(L)Laborer, WG-3502-3	2

There are a total of 90 employees in the overall organization. Excluding supervisory/team leader and lower-level support positions (i.e., those designated as “S” or “L” above), 70 employees remain as the foundation for determining the highest level of base work. Of those 70, the appellant supervises five General Schedule employees grade GS-9 and above. This only constitutes about 7 percent of the total nonsupervisory workload. However, the nonsupervisory Federal Wage System (FWS) employees at grade WG-10 and above (12 employees), included with the General Schedule employees, total 17 employees, or approximately 24 percent of the total nonsupervisory workload, sufficient to constitute the highest level of base work. Thus, the GS equivalent grade of the WG-10 and WG-11 positions will represent the base level, assuming that grade is not higher than the grade of the existing General Schedule employees supervised.

Evaluation of FWS positions for GS Equivalency

The FWS positions supervised represent a range of disparate occupational fields that have no direct analogs in the General Schedule. The classification standard for the Engineering Technician Series, GS-802, covers work that is at least functionally related to the types of maintenance activities carried

out within the appellant's organization. The GS-802 series includes positions that perform nonprofessional technical work in such functions as the design, construction, inspection, or operation of engineering facilities, structures, or equipment, including buildings, bridges, and highways, electrical systems and equipment, and mechanical systems such as heating and air conditioning, powerplants, and automotive components.

At the GS-9 level, engineering technicians perform a variety of work relating to an area of specialization that requires the application of a considerable number of different basic but established methods, procedures, and techniques. Assignments usually involve independent responsibility for planning and conduct of a block of work which is a complete conventional project of relatively limited scope. Assignments require consideration of several possible techniques, layouts, or designs and selection of the most appropriate. They generally require some adaptation of previous plans or techniques in planning the work, and changes or adjustments during progress of the assignment. Examples provided in the standard to illustrate GS-9 level work are as follows:

Investigates reasons for the failure of engine components in service. Examines parts which have failed. Analyzes data from a variety of sources, e.g., manufacturer's drawings, specifications, and maintenance records... Selects and devises laboratory tests to simulate operational conditions... Reviews laboratory reports for clues as to cause of failure...

Checks and analyzes detail and assembly drawings of moderately complex items of equipment of conventional design to determine whether the design and drawings are complete and correct and whether design conforms to production requirements. Checks for proper tolerances, clearances, fits, finishes, materials, and dimensions. Performs computations and makes layouts, as required, to determine relative positions of components of intricate mechanisms... Checks that standard parts, available materials, and commercial items are used so far as practicable.

Prepares plans, specifications, and cost estimates for new construction or major modification of existing electrical exterior distribution systems and interior wiring for light and power in a variety of small conventional buildings... Computes loads and lays out distribution systems including substations, poles, lines, and control equipment. On alteration and repair projects makes field investigations to collect data needed for design, to determine nature and condition of existing facilities, and to determine what should be done to provide, improve, or restore service...

Makes preliminary arrangements and prepares working plans for shipboard installation of hot and cold fresh and saltwater piping, plumbing, and drainage... lays out complex piping systems in crowded spaces. Designs fittings and manifolds to meet special conditions... Conducts shipboard investigations to determine nature and condition of existing installations and to work out solutions to repair and alteration problems.

Prepares plans, specifications, and estimates for roads and airport runways including surfacing and pavements of various kinds not subject to extreme conditions of climate or loading. The requirements (e.g., load bearing capacity) are stipulated and the work involves the application of established engineering practices in designing concrete slab, foundation, and drainage structures... considers suitability and availability of materials, subgrade and embankments, subbase, base courses, drainage, and pavement; considers factors such as meteorological, hydrological, topographical, and climatic features of area, soil foundations, frost susceptibility, base operation category, and use of facility.

At the GS-11 level, engineering technicians perform work of broad scope and complexity requiring the interpretation and application of many guidelines, precedents, and engineering principles and practices relating to the area of specialization, and some knowledge of related engineering and scientific fields. They are typically confronted with a variety of complex problems where considerable judgment is needed to make sound engineering compromises and decisions. By comparison, technicians at lower levels receive assignments involving less complex systems and facilities requiring design adaptation and apply standard engineering methods and techniques. The standard provides the following examples to illustrate this level of work:

Prepares designs and specifications for various utility systems such as heating, plumbing, air conditioning, ventilating, pumping, gas supply, and pneumatic control systems. Assignments characteristically involve utility systems for office buildings, technical laboratories, experimental buildings, pumping stations, and flood control facilities, where the complexity or nonconventional nature of the buildings and facilities entails design problems requiring considerable adaptation of precedents or design of features for which precedents are not directly applicable.

Plans approach and details and conducts various experimental projects to develop electrical equipment or breadboards of systems characterized by (a) performance requirements which are somewhat difficult to achieve because of combinations of conflicting characteristics as versatility, reliability, size, ease of operation, and maintenance; or (b) required use of techniques or components in combinations or applications differing from previous usage.

There is no indication that the FWS work supervised by the appellant exceeds the GS-9 level. Review of the higher-graded subordinate position descriptions (i.e., those at WG-11 and WG-10) does not suggest that the work is of the same level of complexity as would be expected at GS-11. The appellant's subordinates work on systems and equipment that are standard and conventional. For example, the automotive repair work involves a variety of vehicles and equipment such as trucks, tractors, and heavy construction equipment including rollers, dozers, graders, and excavators. Although these may be specialized equipment, they are standard commercial items that fall well within the parameters of the GS-9 criteria and examples cited above ("aircraft or other vehicular electrical systems," "engine components in service," "engine parts, research instruments, test

devices, or prototype ordnance components”). Likewise, other maintenance work involving the installation and repair of electrical circuitry and equipment, the repair of heating, air conditioning, and refrigeration systems, and the installation and repair of air, gas, and water line systems involve standard equipment and designs also comparable to the GS-9 examples (“moderately complex items of equipment of conventional design,” “shipboard installation of hot and cold fresh and salt water piping, plumbing, and drainage,” “new construction or major modification of existing electrical exterior distribution systems and interior wiring for light and power in a variety of small conventional buildings.”) Masonry work involving the construction and repair of brick, stone, and concrete surfaces and structures (such as building foundations and walls, sidewalks, railings, storm drains, etc.) is analogous to the GS-9 example of “roads and airport runways including surfacing and pavements of various kinds... [including] concrete slab, foundation, and drainage structures,” in that it involves similar considerations relating to climatic conditions, loading, soil foundations, and suitability of materials. The woodcrafting work involving carpentry-type maintenance and reproduction of historic and non-historic buildings and structures (e.g., ornamental trim, furniture, cabinetry, signs) does not have any clear functional relationship to any of the examples cited at the GS-9 level, but generally conforms to the assignment characteristics typical of that level. For example, basic requirements related to form, size, and appearance are specified or are dictated by the existing structure; ingenuity in designing supporting features is required; proper fits, finishes, materials, and dimensions are crucial; the relative positions of components of intricate mechanisms must be determined.

In summary, the context in which the appellant’s maintenance functions are carried out does not allow for the performance of the type of complex, nonconventional projects otherwise expected at the GS-11 level. There are no large or unusual buildings or structures, such as laboratories, experimental buildings, flood control facilities, or very large office buildings, involving utility systems significantly different from those normally encountered, or that involve difficult performance requirements due to the physical environment in which they operate.

With the GS equivalency of the WG-10 and WG-11 positions evaluated at no higher than GS-9, this grade represents the highest grade of nonsupervisory work supervised, with at least 25 percent or more of the overall workload of the organization being at that level or higher.

Level 5-5 is credited.

650 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.

The position meets Level 6-4, where the supervisor directs subordinate supervisors who each direct substantial workloads comparable to the GS-9 or 10 level. In this case, the Maintenance Division is divided into three branches, two of which (the Facility Maintenance Branch and the Technical Services Branch) each include substantial workloads comparable to the GS-9 level as evaluated under Factor 5 above.

The position does not meet Level 6-5, where supervisors perform either extensive coordination and integration of a number of important projects of professional, scientific, technical, or administrative work comparable in difficulty to the GS-12 level, or manage work through subordinate supervisors who each direct substantial workloads comparable to the GS-11 level. The appellant supervises very limited GS-12 level work (only 1 nonsupervisory position at this time), and the work directed by the subordinate supervisors does not exceed GS-9 equivalency.

Level 6-4 is credited. 1120 points

Summary

<u>Factors</u>	<u>Level</u>	<u>Points</u>
1. Program Scope and Effect	1-2	350
2. Organizational Setting	2-2	250
3. Supervisory/Managerial Authority	3-3	775
4. Personal Contacts		
A. Nature of Contacts	4A-2	50
B. Purpose of Contacts	4B-2	75
5. Difficulty of Typical Work Directed	5-5	650
6. Other Conditions	6-4	<u>1120</u>
Total		3270

The total of 3270 points falls within the GS-13 range (3155-3600) on the grade conversion table provided in the guide.

Decision

The appealed position is properly classified as Facility Manager, GS-1640-13.