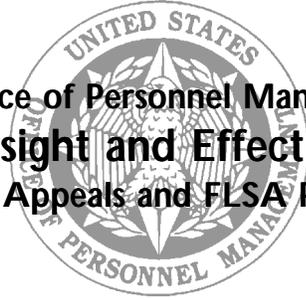


U.S. Office of Personnel Management  
Office of Merit Systems Oversight and Effectiveness  
Classification Appeals and FLSA Programs



San Francisco Oversight Division  
120 Howard Street, Room 760  
San Francisco, CA 94105

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

**Appellant:** [The appellant]

**Agency classification:** Civil Engineering Technician  
GS-802-9

**Organization:** [The appellant's installation]  
U.S. Forest Service  
U.S. Department of Agriculture

**OPM decision:** Civil Engineering Technician  
GS-802-9

**OPM decision number:** C-0802-09-36

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Carlos A. Torrico  
Classification Appeals Officer

June 14, 1999  
Date

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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).

### **Decision sent to:**

[The appellant's address]

[The appellant's servicing personnel office]

[The appellant's representative]

Personnel Director  
U.S. Forest Service  
U.S. Department of Agriculture  
P.O. Box 96090  
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Mr. Roger L. Bensey  
Director, Office of Human Resources  
Management  
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## **Introduction**

On November 12, 1998, the San Francisco Oversight Division of the U.S. Office of Personnel Management (OPM) received from [the appellant] an appeal of the classification of his position. His position is currently classified as Civil Engineering Technician, GS-802-9. However, he believes it should be classified at the GS-11 level with more credit given to the hazardous materials management work he is performing. He works in [the appellant's installation]. We have accepted and decided his appeal under section 5112 of title 5, United States Code (U.S.C.).

## **General issues**

This appeal decision is based on a careful review of all information submitted by the appellant and his agency, as well as telephone interviews with the appellant and his current supervisor. Both the appellant and his supervisor have certified to the accuracy of the appellant's official position description (number 05104082). Prior to appealing to OPM, [the appellant] appealed the classification of his position to his agency. In a letter to his installation dated August 27, 1998, the agency sustained the current classification. The appellant makes various statements about his agency and its evaluation of his position. In adjudicating this appeal, our only concern is to make our own independent decision on the proper classification of his position. By law, we must make that decision solely by comparing his current duties and responsibilities to OPM standards and guidelines (5 U.S. Code 5106, 5107, and 5112). Therefore, we have considered the appellant's statements only insofar as they are relevant to making that comparison.

## **Position information**

The appellant is a Civil Engineering Technician in [the appellant's installation]. The forest employs up to twelve engineering technicians who are supervised by two professional engineers. The appellant performs construction, maintenance, and aspects of Contracting Officer's Representative (COR) work approximately 75% of the time. These duties involve: (1) preparing project budget and work plans, monitoring expenditures, recording accomplishments and analyzing cost/benefits to determine needed changes to systems and methods to improve the quality and cost effectiveness of work performed, and (2) insuring compliance with the terms and conditions of the contract, accepting or rejecting quality and acceptability of equipment used, manner of performance, rate of work progress, interpretation of plans and specification, etc.

The mission of the construction and road maintenance portion of the work includes operating and maintaining the forest development transportation system in a manner to provide cost effective support of resource management direction and safe travel for users of the system while protecting the environment, adjacent resources and the public investment. With regard to the hazardous materials management, the Regional Foresters, Station Directors, and Area Director must appoint a Hazardous Materials Coordinator. This individual is responsible for technical information concerning hazardous materials. In all of [the appellant's region], there are only two full time Hazmat Coordinators. The Hazmat work is assigned as collateral duties to employees in the field which includes the appellant. Some of this work can be viewed as part of the appellant's

engineering technician and COR duties. However, his responsibility for documentation and tracking of Hazmat activities can take up to 25% of his time.

Our interviews and other material of record furnish much more information about the appellant's duties and how they are performed.

### **Series, title and standard determination**

The appellant performs a "mix" of civil engineering technician, aspects of contract representative (COR), and hazardous materials management work. Our discussion with the supervisor revealed that the engineering technician duties occupy approximately 50% of the appellant's work time, and the COR work about 25% of the time. The engineering knowledges include practical knowledge of engineering practices, procedures, and techniques to plan and implement road maintenance and construction projects; field and office methods of engineering necessary to complete surveys, design, specification writing, cost estimating, contract preparation, and contract administration. The engineering technician knowledges are paramount for writing and monitoring the technical portions of contracts, with the basic knowledge of contract provisions and procedures being secondary to the position. The main reason for the position is to fulfill civil engineering technician work for the agency. The organizational function of the appellant's division is to perform construction and maintenance work including operating and maintaining the forest development transportation system in a manner to provide cost effective support of resource management direction and safe travel for users of the system while protecting the environment, adjacent resources and the public's investment. The engineer and engineering technician related occupations are the main lines of promotion for the position, and the recruitment source is based on those individuals with knowledge and expertise in practical engineering. For all of the preceding reasons, the GS-802 series is the most appropriate series. Because the appellant works in the civil engineering specialization, the prescribed title for this position is Civil Engineering Technician. Positions in the GS-802 series are evaluated by reference to the grading criteria in the standard for the Engineering Technician Series, GS-802, dated June 1969, as discussed below.

As previously noted, the appellant spends up to 25% of his time serving as Contracting Officer's Representative onsite. Thus the standard for the Construction Control Series, GS-809 (dated February 1969), was reviewed for its applicability to this position. Construction inspectors and especially construction representatives work with and assist the contractor to discharge his/her contractual obligations on a timely basis, while assuring that the contractor adheres to the provisions of the contract. They confer with contractor personnel on matters of scheduling, work methods, the acceptability of substitute materials, and the quality of workmanship. These duties are described as follows and on pages 5 and 6 of the standard:

- Review project plans and specifications prior to contract advertisement to determine practicability from construction standpoint; whether physical obstructions or other construction difficulties have been anticipated; whether materials specified are readily available.

- Attend pre-bid and preconstruction conferences to discuss principal construction features and requirements, in terms of methods and equipment.
- Supervise conduct of detailed site survey; set stakes to mark pertinent features; investigate foundation and borrow pits.
- Develop or review specifications for clearing of land, excavation, building access roads and utilities, construction offices, testing facilities, equipment and material maintenance and storage facilities.
- Inform contractor of requirements concerning construction scheduling, progress reporting, safety measures, wage and hour law observance, labor relations, payroll records.
- Observe and investigate construction at all stages to identify problems, report potential problems, and take timely action to recommend changes to designer to solve problems such as unusual foundation conditions.
- Supervise inspection of construction operations for compliance with plans and specifications; interpret plans and specifications; confer with contractor representatives to resolve differences of opinion.
- Review, advise on, and evaluate the contractor's system of inspection.
- Investigate need for contract change orders, considering conditions at work site, field measurements and computations, and local prices, and negotiate costs for changes required.
- Investigate and report on situations in controversy with contractors which may lead to formal claims by the contractor. These may arise from such things as contract changes, labor strikes, unusual weather.
- Record changes and modifications to contract drawings and specifications for use in preparation of "as-built" drawings at completion of construction.
- Coordinate construction operations with contractors and Federal, State, and local agencies involved; and with railroad, pipeline, utility companies and highway officials on relocation of facilities.
- Keep officials of local jurisdictions informed on project operations, and maintain public relations through news media and personal contact with civic and business groups.

Although the appellant does not perform the full scope of duties typical of positions classified in the GS-809 series, he does perform similar tasks such as: insuring compliance with the terms and conditions of the contract; issuing start and stop work orders; accepting and rejecting quality and acceptability of equipment used, manner and performance, and rate of progress of contract work. Therefore, in addition to application of grading criteria in the standard for the Engineering Technician Series, GS-802, we have evaluated his COR duties by cross-reference to the grading criteria in the standard for the GS-809 series.

As part of his "mix" of duties, the appellant also performs hazardous materials management (Hazmat). When a spill or situation is reported, the appellant is required to inspect the site to determine what the hazardous material is, visit the site of the problem, determine approximate extent of damage, contact the appropriate agencies, and suggest solutions to the problem. These duties require comparable knowledges to those the appellant applies to the engineering technician

and contract representative work. The engineering technician knowledges help the appellant determine what the material is and the extent of damage. The contract representative knowledges equip the appellant to do site field work and inspection to assess what the material is and estimate the cost of cleanup and removal. Both standards peripherally cover the physical portion of the Hazmat work. For the preceding reasons we have evaluated some aspects of the Hazmat work within the context of the GS-802 and 809 standards. However, those standards do not address the documentation and tracking portion of the Hazmat work which could take up to 25% of the appellant's time. That work is similar to that performed by positions classified in the Miscellaneous Clerk and Assistant Series, GS-303. As noted in the standard for the GS-303 series (dated January 1979), that series includes positions the duties of which are to perform or supervise clerical, assistant, or technician work for which no other series is appropriate. The work requires a knowledge of the procedures and techniques involved in carrying out work of an organization and involves the application of procedures and practices within the framework of established guidelines. Assistant or technician work (similar to the appellant's) requires knowledge of the methods and procedures that are part of, subordinate to, an administrative or program area. These workers carry out specific procedures and use established methods. They apply practical knowledges of regulations and precedent cases. Problems and issues that do not fit within the scope of established guidelines are usually referred to administrative or program specialists for resolution. The appellant's Hazmat work requires knowledge of laws, regulations, procedures and program requirements of hazardous materials management in order to analyze the situation and prepare numerous documents for submittal to various agencies. Problems and issues that require more expertise in the Hazmat field are referred to the Hazmat coordinators for the Forest Service region. There is no grading criteria in the standard for the GS-303 series. Therefore, we have evaluated the appellant's assistant duties for documenting and tracking Hazmat activities by application of the Grade Level Guide for Clerical and Assistance Work, dated June 1989.

### **Grade determination**

The appellant's position is a "mixed" grade position. As described in the Introduction to the Position Classification Standards dated August 1991, page 23, mixed positions are those that perform different kinds and levels of work which, when separately evaluated in terms of duties, responsibilities, and qualifications required, are at different grade levels. The proper grade of such positions is determined by evaluation of the regularly assigned work which is paramount in the position. In most instances, the highest level work assigned to and performed by the employee for the majority of time is grade determining. Likewise, the grade of the appellant's position will be determined by the highest level work assigned to and performed by him for the majority of time.

## Evaluation of Engineering Technician Duties

The standard for the Engineering Technician Series, GS-802, uses two classification factors: Nature of assignment and Level of responsibility. Our evaluation with respect to those factors follows:

### *Nature of assignment*

The appellant's assignments meet the GS-9 criteria as discussed on pages 28-32 of the standard. GS-9 technicians perform a variety of tasks that require a considerable number of different basic but established methods, procedures, and techniques. According to the appellant's position description, he provides technical expertise, leadership and coordination of project work in road maintenance and related construction. He prepares project budget and work plans, monitors expenditures, records accomplishments and analyzes costs and benefits to determine needed changes to systems and methods to improve the quality and cost effectiveness of the work performed. These duties require application of varied but established technical engineering methods and procedures to conventional projects of relatively limited scope. Most of the engineering technician work performed is in conjunction with the COR work and the three road maintenance contracts monitored by the appellant. The appellant has independent responsibility for the planning and conduct of the work covered in these three contracts. However, there are continuing discussions with the supervisor and other technicians regarding all construction contracts operating within the [appellant's installation]. Like the GS-9 level, the appellant's assignments require consideration of various possible courses of action and selection of the most appropriate. His work requires a good understanding of the effect of recommendations made or other results of his assignments. As described at the GS-9, the appellant deals extensively with representatives of other organizations in resolving these issues. The GS-9 level duties for planning, conducting, analyzing the project, making recommendations, and contacting representatives of appropriate organizations is also directly comparable to the Hazmat work. The appellant must plan and conduct the investigation, analyze the problem, write up the investigation report including analysis of the situation and presenting possible solutions and recommendations, contact the appropriate agency representatives, and finally submit all required documentation to the appropriate authorities.

The appellant's assignments fall short of the GS-11 criteria as described on pages 33-35 of the standard. Unlike that level, his work is not so broad and complex that it requires application of demonstrated ability to interpret, select, adapt, and apply many guidelines, precedents, and engineering principles, and some knowledge of related scientific and engineering fields. The GS-11 illustrative assignment number 2 (page 34) provides a typical example of GS-11 work. The technician in the illustration prepares designs and specifications for a wide variety of utility systems such as heating, plumbing, air conditioning, ventilating, pumping, gas supply, and pneumatic control systems. These systems are in office buildings, technical laboratories, experimental buildings, pumping stations, and flood control facilities. The complexity or non-conventional nature of these buildings and facilities entail design problems requiring considerable

adaptation of precedents or design features for which precedents are not directly applicable. In comparison, the appellant prepares plans and specifications relating to roads. However, his engineering work does not involve as wide a variety of systems as those in the illustration. Further, the roads and other items on which he works are less complex and non-conventional than the technical laboratories and experimental buildings discussed in the illustration. Because of this, his engineering problems require less adaptation of precedents or design of features for which precedents are not directly applicable than those described in the illustration.

Given the above points, the appellant's assignments do not meet the GS-11 level. His work lacks the broad scope discussed at that level because his engineering duties involve less variety of systems than is typical at that level. The work lacks the engineering complexity typical at the GS-11, since the roads and other items on which he works are less complex than is characteristic at that level. The appellant's duties do not involve adapting precedents to the extent envisioned at the GS-11 level. The appellant's assignments meet the GS-9, but fall short of the GS-11 criteria. Thus the position is properly evaluated at the GS-9 for this factor.

#### *Level of responsibility*

The appellant's level of responsibility meets the GS-9 criteria as discussed on pages 32-33 of the standard. At the GS-9 level the supervisor is available for consultation and advice where significant deviations from standard engineering practices must be made, and provides more detailed instructions when distinctly new criteria or new techniques are involved. Similarly, the appellant's supervisor identifies known or anticipated controversial or complex issues, and is available to discuss highly controversial problems, recommendations or alternate solutions. Also, at the GS-9 level the work is reviewed for adequacy and for conformance with established policies, precedents, and sound engineering concepts and usage. The appellant's work is reviewed for adherence to guidelines, policies, and project objectives.

The appellant's responsibilities do not fully meet the GS-11 criteria (page 35). His responsibility has some similarities to GS-11 criteria in that he has considerable freedom in planning and carrying out the work (including Hazmat work), and there is little supervisory review during the progress of projects. However, careful reading of the engineering technician standard and other OPM guidelines indicates that for a person's level of responsibility to truly meet GS-11 criteria, those responsibilities should be exercised within the context of GS-11 assignments. In discussing the first classification factor, Nature of assignments, we have found that the appellant's assignments are best evaluated at GS-9. As discussed above, his responsibilities are most similar to GS-9 responsibilities and on balance fall short of the GS-11 criteria. Therefore, the Level of responsibility must be evaluated at GS-9.

The appellant's position is properly evaluated at the GS-9 level for both Nature of assignment and Level of responsibility.

## Evaluation of Contracting Officer's Representative Duties

The standard for the Construction Control Series, GS-809, contains two criteria for evaluating the grade of construction inspector positions: Assignment Characteristics and Level of Responsibility. Our comparison to the two criteria follows.

### *Assignment characteristics*

The appellant's assignments meet the GS-7 criteria as described on page 14 of the standard. GS-7 is the full performance level for construction inspection work of normal difficulty. At that level the work involves a broad range of inspection functions for a variety of construction operations, materials, and methods under varying conditions and requirements. Likewise, the appellant's work involves a broad range of inspection functions to ensure compliance with the terms and conditions of the contract by: issuing start and stop work orders to the contractor; assuring compliance by the contractor with the provisions, plans, and specifications of the contract; accepting or rejecting quality and acceptability of equipment used; determining manner of performance and rate of work progress; interpreting plans and specifications; making minor changes requiring contract amendments and modifications; and recommending final acceptance of the completed project. The appellant's work is similar to the representative example of the GS-7 level in the standard which addresses inspection of an entire project of a size or complexity such as a forest road construction project which involves clearing, grading, and drainage structures. The three contracts monitored by the appellant deal with road maintenance. There are no new roads under construction at his forest.

As described in the standard, personal contacts at the GS-7 level include: interviewing contractor personnel to assure that labor and safety standards are maintained; explaining requirements; discussing plans for work accomplishment and scheduling, and assisting contractors in complying with contract plans and specifications. Contacts for the appellant's position include other unit personnel, prime and subcontractors and their representatives, employees in other government agencies, manufacturers involved in providing materials for construction projects, private landowners, and the general public. Like the GS-7 level, the purpose of his contacts is to plan, direct, coordinate, and/or perform a variety of assignments requiring him to resolve operating problems and conditions through explaining work requirements and schedules, and assisting the contractor to comply with contract plans and specifications. In addition, there are some aspects of GS-8 contacts as discussed below.

The appellant's assignments do not meet the GS-8 level (page 15) where projects are larger and more varied and complex than those typical of the GS-7 level. Illustrative of GS-8 assignments is inspection of electrical, mechanical, and structural aspects of construction of multi-story office or residence buildings of moderate size and conventional designs. The appellant's assignments involving road maintenance do not equate to the complexity of such projects. However, the appellant's level of contacts is similar to the GS-8 level where inspectors have extensive contacts with contractor representatives concerning problems of work scheduling, interpretation of plans

and specifications, selection of work methods, and acceptability of materials and workmanship. However, his inspection work does not involve as wide a variety of systems as those in the illustration. This is because the roads and other items on which he works are less complex and varied than the buildings discussed in the illustration. Because of this, his construction inspection problems for which contacts are made require less adaptation and changes. Since his contacts are performed within the context of GS-7 level assignments, his position does not fully meet the scope of GS-8 level assignments and thus GS-7 is assigned.

#### *Level of responsibility*

The appellant's position favorably compares to the GS-8 level (pages 15-16) for this factor where construction inspectors independently interpret plans and specifications relating to construction problems other than those of unusual complexity or controversy or requiring specialized knowledge. On such questions assistance and guidance is obtained from the supervisor. The appellant's supervisor stated that the appellant operates on his own. He has the authority to approve minor modifications, additions, deletions, and changes to the contracts that he monitors. This responsibility matches the standard where inspectors approve minor obviously-needed changes to plans which do not alter basic design or involve additional cost to the Government. The supervisor sees the appellant approximately twice a week to offer any guidance or assistance as needed. This compares to the standard at the GS-8 level, where supervisory and technical assistance is usually available on site or through telephone or radio contact. Also comparable to the standard, inspection reports are reviewed through periodic visits and through written reports and conferences.

The appellant's level of responsibility largely appears to meet the GS-8 criteria. However, careful reading of the standard and other OPM guidelines indicates that for a person's level of responsibility to truly meet GS-8 criteria, his/her responsibilities should be exercised within the context of GS-8 assignments. As discussed under the first factor, Assignment characteristics, the appellant's assignments are graded at the GS-7 level.

Given the above analysis, the appellant's contracting officer's representative duties are best evaluated at the GS-7 level with respect to both classification factors in the GS-809 standard.

#### Evaluation of Assistance Work

As previously indicated, the standard for the GS-303 series contains no grade level criteria. Therefore, to grade the appellant's duties in that area we have applied the grade level criteria in the Grade Level Guide for Clerical and Assistance Work. The guide is divided into two grading criteria: Nature of Assignment and Level of Responsibility.

### *Nature of assignment*

At the GS-7 level (page 19), which is the highest level for this factor described in the guide, the work consists of specialized duties with continuing responsibility for projects, questions, or problems that arise within an area of a program or functional specialty as defined by management. The appellant's Hazmat work is performed as a collateral duty to his engineering technician work and is included in his position description. It is continuing work and he coordinates and prepares environmental status reports required by the Environmental Protection Agency (EPA) and the U.S. Department of Agriculture (USDA). As discussed in the guide, work assignments at the GS-7 level involve a wide variety of problems or situations common to the segment of the program or function for which the employee is responsible. Each assignment typically consists of a series of related actions or decisions prior to final completion. The appellant manages the unit's hazardous waste program which tracks wastes from cradle (generation) to grave (final disposal). This work includes documentation of hazardous waste generation, identification (labeling), accumulation (storage), transportation (manifesting), disposal, and associated record keeping. The appellant ensures hazardous waste management inspections are conducted on a routine basis. He inspects reported spills and illegal dumping and arranges testing and removal of hazardous wastes. The appellant's work matches the GS-7 level where the work involves identifying and studying factors or conditions and determining their interrelationships as appropriate to the defined area of work. The guide states that the employee must be concerned about taking or recommending actions that are consistent with the objectives and requirements of the program or functions. This portion of the guide at the GS-7 level is directly comparable to the appellant's responsibility for developing and maintaining the unit's contingency and emergency response plan for hazardous materials on forest system lands and lands leased by the Forest Service. Since the appellant serves as the point of contact with the Local Emergency Planning Committee (LEPC) or the State Emergency Response Commission (SERC), his taking or recommending actions must be consistent with the objectives and requirements of the Forest Service hazardous materials management program. He is also responsible for: collecting and providing information concerning the use and release of hazardous materials to the appropriate State and local authorities; identifying potential responsible parties for hazardous materials releases; coordinating response activities; and providing assistance to field units on quantity release reporting.

Assistance work at the GS-7 level also requires knowledge and skill to recognize the dimensions of the problems involved, collect the necessary information, establish the facts, and take or recommend action based upon application or interpretation of established guidelines. The work at the GS-7 requires practical knowledge, developed through increasingly difficult, on-the-job training or experience dealing with the operations, regulations, principles, and peculiarities of the assigned program, function, or activity. The appellant encounters various problems in the Hazmat work where he must establish the facts and recommend action as the following example illustrates. The hazardous waste includes lead-based paint, tires, chemicals, antifreeze spills, oil spills, retardants, batteries, and old computers. The monitors on old computers give off small amounts of radiation and are considered to be hazardous waste. The appellant researched the problem and discovered that a San Jose firm would take all of the obsolete computers and recycle them. He

then prepared all the necessary paperwork to have the computers removed and submitted them to his supervisor with his recommendation. The knowledge required by this position is provided by an annual conference and periodic training. Like the GS-7 level, the skills are acquired by on-the-job training. Advice is available from the regional Hazmat Coordinators.

### *Level of responsibility*

At the GS-7 level (pages 19-20), which is the highest level for this factor described in the guide, the supervisor makes assignments in terms of objectives, priorities, and deadlines. The employee independently completes assignments in accordance with accepted practices, resolving most conflicts that arise. The completed work is evaluated for appropriateness and conformance to policy. In the appellant's position, the level of responsibility is comparable to the GS-7 level where the supervisor provides project assignments and overall project objectives. The appellant plans and schedules his own work. The work is performed independently without specific instructions. Completed work is reviewed for adherence to established guidelines, policies, and project objectives.

Guidelines at the GS-7 level involve a wide variety of problems and situations which require the employee to choose between alternative responses. Guides such as regulations, policy statements, and precedent cases, tend to be general and descriptive of intent, but do not specifically cover all aspects of the assignments. Guidelines at this level apply less to specific actions and more to the operational characteristics and procedural requirements of the program or function. Employees must use significant judgment and interpretation to apply the guides to specific cases and adapt or improvise procedures to accommodate unusual or one-of-a-kind situations. Like the GS-7 level, depending upon the type of hazardous waste encountered, guidelines used by the appellant vary and require that he use significant judgment and interpretation to apply them to specific situations. As mentioned previously, the old computer equipment was a precedent case for this forest. There were no specific guides to instruct the appellant. Also, the appellant is required to report different waste materials to different agencies who have different guides. The appellant determines which is the most stringent of the policies, procedures, or practices and adapts them to the situation he encounters.

At the GS-7 level, the employee serves as a central point of contact to provide authoritative explanations of requirements, regulations, and procedures, and to resolve operational problems or disagreements affecting assigned areas. The appellant meets the GS-7 level by serving as the Federal Facilities Compliance Coordinator to coordinate and prepare environmental status reports required by the EPA and the USDA. He also serves as the Hazardous Waste Coordinator and manages the unit's hazardous waste program to provide required documentation for any hazardous waste management. He is also the Emergency Response Coordinator who develops and maintains the unit's contingency and emergency response plan for hazardous materials in the forest system. The appellant also serves as the Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA) Coordinator and maintains the Regional Federal Agency Hazardous Waste Compliance Docket and ensures that preliminary assessments and site inspections are

completed in a timely manner. In these roles he serves as the central point of contact providing authoritative explanations of the various requirements, regulations, and procedures for the Hazmat program for which he is the coordinator.

Because the appellant's position meets both grading factors in the guide at the GS-7 level, the assistance portion of the position regarding his Hazmat duties is graded at the GS-7 level.

### *Summary*

We have evaluated the grade level of the appellant's position using two standards and one guide to cover the engineering technician, COR, and Hazmat assistance work respectively. The engineering technician work has been graded at the GS-9 level. The COR and Hazmat assistance work have both been graded at the GS-7 level. Because his engineering technician work is the highest level of work assigned, is paramount and occupies the majority of his time, it is grade controlling. Therefore the final grade of this position is GS-9.

### **Decision**

The appellant's position is properly classified as Civil Engineering Technician, GS-802-9.