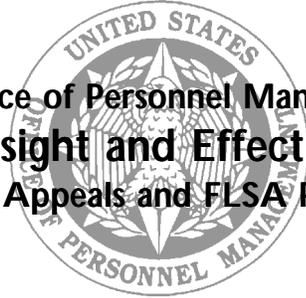


U.S. Office of Personnel Management
Office of Merit Systems Oversight and Effectiveness
Classification Appeals and FLSA Programs



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

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

Appellant: [appellant]

Agency classification: Supervisory Contract Specialist
GS-1102-12

Organization: [activity]
Bureau of Indian Affairs
Department of the Interior
[city, state]

OPM decision: Contract Specialist
GS-1102-11

OPM decision number: C-1102-11-03

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

11/30/99

Date

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

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

The personnel office must also determine if the appellant is entitled to grade or pay retention, or both, under 5 U.S.C. 5362 and 5363 and 5 CFR 536. If the appellant is entitled to grade retention, the two-year retention period begins on the date this decision is implemented.

Decision sent to:

[appellant's name and address]

[servicing personnel office]
Department of the Interior

Director of Personnel
U.S. Department of Interior
Mail Stop 5221
1849 C Street NW.
Washington, DC 20240

Introduction

On April 2, 1999, the Dallas Oversight Division of the U.S. Office of Personnel Management (OPM) accepted an appeal from [the appellant] contesting [the] agency's classification of his position as Supervisory Contract Specialist, GS-1102-12. The appellant believes [the] position should be classified as Supervisory Contract Specialist, GS-1101-13. The appellant's official position description shows the position is located in the [activity]. The appellant indicates that [the] position is assigned to [another organization within the activity] instead of the [activity shown on the official position description]. During adjudication of this appeal, we determined that the appellant's position is still organizationally assigned to the [activity shown on the official position description] although the appellant is physically located in [another organization within the activity] and primarily performs work related to the mission of that branch.

The agency provided a statement from the immediate supervisor certifying the completeness and accuracy of the appellant's official position description. The statement from the appellant disagreeing with the accuracy of [the] position description contains a narrative description of duties and responsibilities [the appellant] claims to perform. That narrative description is nearly identical to the position description for the GS-1102-14 [branch chief]. The appellant believes [the] position should be classified at the GS-13 level because [the appellant] performs the same duties and shares the same responsibilities as the [branch chief]. The agency did not provide an evaluation statement for the appellant's position because none was ever prepared.

To help decide the appeal, we conducted audits of the appellant's position by telephone and in person. These audits included interviews with the appellant, his supervisors, the Personnel Officer, and one of the appellant's subordinates. In reaching our classification decision, we reviewed all information of record furnished by the appellant and his agency, including his official position description [number], and considered the information obtained during the telephone and on-site audits.

Position information

The appellant serves as the Contracting Officer for [two organizations within the appellant's activity]. [One organization] performs construction and maintenance activities within the jurisdiction of the [appellant's higher-level activity] for the Indian reservation road and bridge system. Responsibility for road and bridge construction and maintenance contracts is divided between the appellant's and the [branch chief's] positions. The appellant is responsible for bridge and road contracts for [four Native American tribal agencies]. The [branch chief] is responsible for bridge and road contracts for the Area's five remaining agencies: [names of the agencies]. Examples of the type and value of contracts that are typical of the appellant's assignments follow.

- Construction of a bridge on [a river for one of the Native American tribes]. The project is expected to take a year or more to complete. It is valued at \$4 million and involves demolishing an existing bridge. This contract required national solicitation and calls for construction site monitoring by the Army Corps of Engineers.

- Construction of a two-lane road for [a Native American] tribe. The project, which is just being completed, involved “Buy Indian” construction preference and was valued at \$500,000.
- Road construction for [a Native American] tribe. The project, valued at \$1.13 million, required rerouting the road during construction after Indian artifacts were unearthed.
- Construction of three paved roads for [one of the Native American tribal agencies]. Public Law (P.L.) 93- 638, which allows preference for tribal organizations in contract awards, controlled this construction valued at over \$1 million.
- Construction of two-lane paved roads valued at \$700,000 for [one of the Native American agencies].
- Construction of a two-lane paved road valued at \$110,000 for [one of the Native American agencies].

The appellant is responsible for negotiating, awarding, administering, and closing out contracts and grants including those that involve P.L. 93-638. His responsibilities include terminating or defaulting contracts and grants and providing training and technical assistance to tribes and tribal organizations. His duties require a knowledge of appropriate contract types, pricing provisions, selection of source, acquisition methods, clarity of contract terms and language, propriety of cited funds, and the need for issuance of unpriced contractual documents. The appellant receives administrative supervision from the [chief of a specific branch] and technical supervision from the [chief of another specific branch]. The appellant works closely with the Office of the Solicitor in settling claims and relies on the Solicitor for legal advice on interpreting new and existing laws.

The appellant’s contracting responsibilities are limited to road and bridge construction and maintenance. [One of the branches] is responsible for commercial acquisition activities for the [area covered by the appellant’s higher-level activity] and the Area’s nine agencies as well as for construction, alteration, or repair of facilities (including dredging, excavating, and painting of buildings, structures, or other real property) throughout the pre-solicitation, evaluation, award, and postaward phases. The Branch is also responsible for road and bridge construction and maintenance contracts for five Agencies. These duties are performed by [the branch chief].

The appellant has some supervisory responsibility for two employees: a GS-1102-11 Contract Specialist and a GS-1106-6 Procurement Technician (Office Automation).

Series, title, and standard determination

The appellant's work is properly classified in the Contracting Series, GS-1102, which includes positions that manage, supervise, and perform professional work involving the procurement of supplies, services, or construction using formal advertising or negotiation procedures; the evaluation of contract price proposals; and the administration or termination and close out of contracts. The work requires knowledge of regulations and methods used in contracting, business and industry practices, sources of supply, cost factors, and requirements characteristics. The prescribed title for positions which require a knowledge of preaward and postaward procedures to plan and conduct the contracting process from the description of requirements through contract delivery is *Contract Specialist*. As explained in the following paragraphs of this section, the appellant's position does not meet the minimum requirements for classification as a supervisory position. Therefore, the correct title for the appellant's position is *Contract Specialist*.

Duties that affect the overall classification of a position are normally major duties that represent the primary reason for the position's existence, govern the qualification requirements, and typically occupy most of the employee's time. Our review shows that the appellant's position clearly exists primarily to perform contract specialist work for [one of the two branches], that it is important for the appellant to have sufficient warrant authority to sign contracts for road and bridge construction, maintenance, and repair, and that performing contracting work is paramount to the position and governs the position's qualification requirements. Consequently, the supervisory duties that the appellant performs are not the primary reason for his position even though he claims that 70 percent of his time is devoted to supervisory tasks. Based on our analysis, we conclude that less than 25 percent of the appellant's time is taken up performing supervisory duties.

A position that involves supervisory duties and responsibilities must meet the minimum requirements of the General Schedule Supervisory Guide (GSSG) before the grading criteria in the GSSG are applied to the position. The GSSG is used only if the supervisory work (1) requires the accomplishment of work through combined technical and administrative direction of others, (2) constitutes a major duty occupying at least 25 percent of the position's time, and (3) meets at least Level 3-2 which covers delegated supervisory authorities that are exercised on a recurring basis. In comparing the appellant's position to these minimum requirements, we found that his supervisory responsibilities do not occupy at least 25 percent of his time and that the position does not meet the minimum requirements for Level 3-2.

The appellant's position does not involve the functions described at Level 3-2a where the supervisor plans and schedules ongoing production-oriented work or at Level 3-2b where work is contracted out. To be credited with Level 3-2c, a supervisor has to perform at least three of the first four and a total of six or more of the ten items listed under 3-2c. The appellant does not perform at least three of the first four functions described under Level 3-2c in that the position does not meet item numbers 1 and 2 of the first four functions listed. That is, [the appellant] does not plan and prepare schedules for the work to be accomplished by the GS-1102-11 Contract

Specialist and [the appellant] does not assign work based on selective consideration of the difficulty and requirements of assignments and the capabilities of the GS-11 and GS-6 employees. The GS-1102-11 Contract Specialist is assigned all water rights protection work regardless of the difficulty. Further, higher level managers are responsible for deciding which projects are approved for construction. The GS-1106-6 position provides acquisition support to the appellant, including handling calls from contractors and vendors, processing progress payments, assembling and maintaining contract files, and closing out contracts. The appellant's supervisory responsibilities in prioritizing work, making assignments, and reviewing work are primarily limited to the GS-1106-6 position.

The GS-1102-11 Contract Specialist position is responsible for all contracts related to water rights protection for the Area's nine agencies and several tribes ([names of Native American tribes]) and for some service contracts and contracts for construction irrigation projects. The employee in this position is an experienced contract specialist who performs her work independently, has little or no daily interaction with the appellant, and requests assistance from the appellant only when dealing with unusual situations. The GS-11 specialist reviews and processes work completion reports and invoices for the contracts she administers and submits them directly to the disbursing agent for payment. The appellant is not involved in this work. The appellant is responsible for signing all contractual documents prepared by the GS-11 employee because [that employee] has not been approved for a warrant. The GS-11 specialist normally seeks guidance about claims and memoranda of understanding from the Solicitor before [the specialist] submits them to the appellant for signature. The appellant usually signs the modifications prepared by the GS-11 employee without questioning them. The appellant's review of the GS-1102-11's work is conducted in the same manner as a warranted contracting officer would review contractual documents prior to signing them.

The appellant's supervisory responsibilities do not meet the criteria for coverage under the GSSG. Consequently, the position classification standard for the GS-1102 Contracting Series, dated December 1983, is used to determine the grade of the appellant's position.

Grade determination

The GS-1102 standard is developed in Factor Evaluation System (FES) format and provides benchmarks for a variety of nonsupervisory positions at grades GS-7 through GS-14. The FES format has nine grade-influencing factors, each of which is evaluated separately and assigned a point value consistent with factor-level descriptions provided in the standard. Under FES, in order for a duty or responsibility to warrant a given point value, it must be fully equivalent to the overall intent of the selected description. If the responsibility fails to meet a particular factor-level description in any significant aspect, the lower point value must be assigned. When all the factors and comparable benchmarks have been evaluated, the total points are converted to a grade by using the standard's grade conversion table. The following is a factor-by-factor analysis of the appellant's position with respect to the nine factors.

Factor 1, Knowledge required by the position

This factor measures the nature and extent of information or facts required to do acceptable work and the skill necessary to apply this knowledge. Knowledge is discussed in terms of (a) contracting methods and contract types used in performing preaward, postaward, and/or contract price/cost analysis functions and (b) business practices and market conditions applicable to the contract requirements so that contractor responsiveness and responsibility can be evaluated and documented.

The appellant is responsible for procurement activities associated with road and bridge construction projects using formal advertising or negotiation procedures; the evaluation of contract price proposals; and the administration or termination and close out of contracts. Water irrigation projects are handled by the appellant's subordinate GS-1102-11, subject to review by the appellant. Road projects are fairly standard; however, bridge construction is more difficult and usually requires nationwide solicitation. All requests for proposal are subject to P.L. 93-638 provisions which afford preference in contract awards to tribal organizations.

Level 1-7 requires (1) an in-depth knowledge of a specialized area to analyze difficult contracting issues and identify alternative courses of action, modify standard contracting problems, including those requiring significant departures from previous approaches and (2) familiarity with business practices and market conditions applicable to program and technical requirements sufficient to evaluate bid responsiveness, contractor responsibility, and/or contractor performance. The appellant has an in-depth knowledge of road and bridge construction contracts and of P.L. 93-638 preference requirements. [The appellant] uses this knowledge during all phases of the contracting process, i.e., preaward, contract pricing, postaward contract administration, and termination of contracts, if necessary. In order to handle all facets of road and bridge construction and P.L. 93-638 requirements, the knowledge required for the appellant's position is equivalent to Level 1-7. The appellant does not procure highly specialized or diversified construction or services or develop contracts for large quantity purchases to meet consolidated requirements of a region or Department as described in the factor level illustration and benchmarks. The appellant's position does not meet Level 1-8 where mastery of contracting methods and contract types is required to apply experimental theories or plan and manage or make decisions or recommendations that significantly affect complex, long-range agency policies or programs.

This factor is evaluated at Level 1-7 (1250 points).

Factor 2, Supervisory controls

Supervisory controls cover the nature and extent of direct or indirect controls exercised by the supervisor, the employee's responsibility, and the review of completed work. Controls are exercised by the supervisor in the way assignments are made, instructions are given to the employee, priorities and deadlines are set, and objectives and boundaries are defined. The responsibility of the employee depends upon the extent to which the employee is expected to

develop the sequence and timing of various aspects of the work, to modify or recommend modification of instructions, and to participate in establishing priorities and defining objectives. The degree of review of completed work depends upon the nature and extent of the review.

Highway construction funds are allocated annually among the Agencies by the Area Office based on its approval of Transportation Improvement Plans submitted by the Agencies. The appellant is informed about which projects have been approved by the [the branch chief], and [the appellant] works independently with [the appellant's] assigned organizations to define the nature and scope of each project. [The appellant] determines the approaches and methods necessary to carry out [the appellant's] assignments including the development of plans to meet mission goals, requirements, and time frames. The appellant has an unlimited warrant to obligate funds and commit the Government contractually. However, [the appellant] must submit sole source contracts to the Acquisition Review Committee for approval (the Area Office only has approval authority for sole source contracts of \$100,000 or less). Work products and advisory services provided to management and tribal officials are considered technically authoritative. Work is reviewed for compatibility with overall management goals and program objectives.

At Level 2-4, the supervisor sets overall objectives and resources available. The employee plans and carries out the assignment and initiates necessary coordination with technical representatives, attorneys, other field activities, both in the Government and in the contractors' organizations. The employee resolves most conflicts that arise. Completed work is reviewed from an overall standpoint in terms of effectiveness in meeting requirements or expected results. At Level 2-5, the employee determines the approaches and methods necessary to carry out the assignment, including the design of overall plans and strategies for the projects. This level reflects administrative supervision only, with full technical authority delegated to the employee. Typically, this level of authority is accompanied by responsibility for a significant program or function. Although the appellant has technical responsibility for the organizations [to which the appellant] is assigned, the Area Contracting Officer is ultimately responsible for all contracting functions carried out by the Area Office. The appellant's position does not meet the level of responsibility required at Level 2-5.

This factor is evaluated at Level 2-4 (450 points).

Factor 3, Guidelines

This factor covers the nature of guidelines and the judgment needed to apply them. Guidelines refer to standard guides, precedents, and techniques, such as legislation and statutes affecting procurement requirements and practices; Government procurement regulations; precedent contracts; and Comptroller General, judicial, and boards of contract appeal decisions.

Guidelines used by the appellant consist of pertinent regulations and directives from the Department of the Interior, the Bureau of Indian Affairs manual, subpart J of P.L. 93-638 which governs construction activities, titles 25 and 41 of the Code of Federal Regulations, Comptroller

General decisions, and other legal precedents. The appellant exercises judgment to ensure the correct and uniform application of these guidelines. Most requirements use standardized contract formats that the appellant modifies to meet the needs of each procurement. Difficult issues are discussed with the Solicitor and, on occasion, with colleagues in other area offices. The Area Contracting Officer is also available to provide technical guidance.

At Level 3-3, guidelines include procurement regulations and precedents applicable to one or more of the contracting specialities. Precedents and written policies exist for assigned contracts, and historical data are pertinent to the evaluation of price and basic elements of cost. However, contractual actions generally require adaptation by the specialist and the use of judgment in interpreting guidelines and in adapting procurement procedures. At Level 3-4, policies and precedents are of limited use. Intensive searches of a wide range of regulations applicable to numerous and diversified procurement issues are frequently necessary. Guidelines are often inadequate in dealing with problems. The appellant's procurements do not involve new or unique items or processes for which precedents or past experience are unavailable to use in defining requirements and projecting costs. The guidelines available to the appellant do not require a significant degree of interpretation to determine the extent of relevance to each particular procurement. Benchmark descriptions provided for Level 3-4 are not illustrative of the appellant's assignments. Level 3-3 accurately describes the guidelines and degree of judgment the appellant is required to exercise.

This factor is evaluated 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. This includes the interrelationships between procurement functions, such as type of contract and special provisions, and the program needs which must be identified and analyzed, such as technical requirements and prices.

The appellant is responsible for procurement activities associated with road and bridge construction projects. [The appellant] applies an in-depth knowledge of road and bridge construction contracts and of P.L. 93-638 preference requirements throughout all phases of the contracting process, i.e., preaward, contract pricing, postaward contract administration, and termination of contracts, if necessary. The nature of the services and construction activities associated with road and bridge projects are less complex and easier to procure and administer than items that require special manufacture or development. Typically, contract terms and conditions do not contain complicating features such as the presence or absence of Government-furnished property requirements, complex testing requirements, and special performance characteristics. However, the methods of procurement available to the appellant are affected by P.L. 93-638. Tribal members bid on and have preference for road construction work; but few, if any of them, specialize in bridge construction. In these situations, the appellant must identify

other construction contractors who are willing to bid on work at sites that are frequently remote. Other elements that can affect the appellant's procurement actions are the geographical dispersion of his assigned Agencies and tribal organizations and the length of time anticipated for the procurement.

At Level 4-4, the work typically involves varied duties requiring many different and unrelated processes, with full operating competence in the well-established aspects of a contracting assignment. Some of the complexities that are characteristic of this level are performance of a cost analysis of the contractor's cost breakdown of prevailing labor rates and materials costs, situations where competition is limited because of requirements such as those in P.L. 93-638, and contractual periods ranging from six months to two years. The work at this level requires making many decisions concerning such issues as the interpretation of a considerable amount of policy and regulatory information and the planning and coordination of procurement activities for the preaward, postaward, and other contractual functions. The appellant's work fully meets Level 4-4. It does not meet Level 4-5 where work is characterized by requirements that contain a number of different elements such as extensive subcontracting, limited competition in which there are few contractors who have achieved state-of-the-art in a particular field, in-depth cost analysis using economic forecasting techniques, and contractual arrangements that are estimated to be a minimum of two years or more. Few of the appellant's road and bridge construction projects extend beyond two years.

This factor is evaluated at Level 4-4 (225 points).

Factor 5, Scope and effect

Scope and effect covers the relationship between the nature of the work and the effect of work products or services both within and outside the organization. The nature of the work describes such end objectives as the number of contracts awarded and administered and decisions and recommendations made. Effect measures such things as whether the work output facilitates the work of others and affects agency programs or missions, private industry, or the general public.

The purpose of the appellant's work is to perform a variety of contracting actions encountered throughout the preaward and postaward phases of the contracting process using established contracting procedures. [The appellant's] work supports road and bridge construction activities for several Agencies and, thereby, contributes to the timely and economical accomplishment of organizational objectives. The work has an economic impact on contractors, usually within the local area. This work is representative of that described at Level 5-3.

At Level 5-4, the purpose of the work is to provide expertise as a specialist in a functional area of contracting by furnishing advisory, planning, or reviewing services on specific projects or programs. Assignments frequently carry contracting officer authority within prescribed money limits for all or most contractual actions. Examples of typical Level 5-4 work include leading negotiations for a variety of complex contracts, contract modifications, or contract termination

actions; formulating approaches to procurement problems which require extensive analysis of a variety of unusual conditions, questions, or issues; and planning and conducting program evaluations for subordinate procurement activities. Work products affect a wide range of procurement activities, such as the operation of procurement programs in various offices or locations; affect contractor's operations or management systems; or have a significant economic impact on contractors or on their respective geographical areas. The appellant has an unlimited level 4 contracting officer's warrant, and [the appellant] has signatory authority for [the appellant's] own contracts as well as those prepared by the GS-1102-11 Contract Specialist. Because of the nature of [the appellant's] warrant, [the appellant] is authorized to sign contractual documents that would ordinarily be signed by the Area Contracting Officer. Nevertheless, the scope and effect of the work for which [the appellant] is regularly responsible are not commensurate with that described at Level 5-4.

This factor is evaluated at Level 5-3 (150 points).

Factor 6, Personal contacts

This factor includes face-to-face and telephone contact and other dialogue with individuals 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.

The appellant deals with vendors when solicitations are issued and throughout the preaward and postaward contracting process. [The appellant] regularly communicates with Agency representatives and tribal organizations during the contract performance period and provides technical advice to awarding officials who monitor P.L. 93-638 contracts. [The appellant] interacts with the Area Director, Assistant Area Director, program heads, and various branch chiefs when road and bridge projects are approved and during meetings of the Acquisition Review Committee. The appellant routinely converses with the Solicitor about contract claims and other issues that require legal opinions.

At Level 6-2, personal contacts are with employees in the same agency but outside the immediate organization. Contacts outside the agency include salesmen or local suppliers. The interests of the respective parties are usually well defined. At Level 6-3, personal contacts include a variety of specialists, managers, and officials from outside the employing agency in a moderately unstructured setting. Contacts at this level include contractors, manufacturers' representatives, attorneys, public action groups, or other Federal agencies. The purpose and extent of each contact is usually different and the role and authority of each party is identified and developed during the course of the contact.

Level 6-3 best describes the appellant's personal contacts since [the appellant] must communicate on a regular basis with contractors, Agency officials, and tribal representatives where the authority of each party is developed during the course of the contact. Level 6-4 is not illustrative of the

appellant's contacts because [the appellant's] contacts are not with high-ranking officials from outside the employing agency, such as Congressional members, senior corporate officials, and representatives from national or international organizations.

This factor is evaluated at Level 6-3 (60 points).

Factor 7, Purpose of contacts

The purpose of contacts ranges from factual exchanges of information to situations involving significant or controversial issues and differing viewpoints, goals, or objectives. At Level 7-2, contacts are to plan and advise on procurement actions, and the contacts are with individuals or groups who are working toward mutual goals and have basically cooperative attitudes. Outside the agency, contacts are to follow up on procurements, solicit bids and proposals from contractors, discuss contract requirements, analyze termination claims, or perform negotiations when the persons have generally cooperative attitudes. At Level 7-3, contacts are to obtain agreement through negotiation, persuasion, and advocacy where the employee must be skillful in dealing with individuals who are frequently uncooperative, have different negotiation objectives, or represent divergent interests to obtain compliance with procurement requirements or obtain reasonable prices, terms, or settlements for the Government. The appellant's position meets Level 7-3 because contacts often involve individuals who have different negotiation objectives or represent divergent interests.

The appellant's position does not fully meet Level 7-4 where the purpose of contacts is to justify, defend, negotiate, or settle matters involving significant or controversial issues. The appellant works with the Solicitor to settle claims involving road and bridge construction; however, these claims do not typically involve procurements of considerable consequence and importance, such as major and other large systems acquisition programs, and the appellant is not responsible for justifying and defending the agency's position.

This factor is evaluated at Level 7-3 (120 points).

Factor 8, Physical demands

Physical demands cover the requirements and demands placed on the employee by the work assignment. This includes the physical exertion involved in the work and, to some extent, its frequency or intensity. The appellant's work is primarily sedentary. However, [the appellant] occasionally travels to construction sites and to [the appellant's] assigned Agencies. Level 8-1 is applicable to the physical demands placed on the appellant. At this level, the work is sedentary, and employees may sit comfortably to do their work. There is occasional walking, standing, carrying light items such as reports or files, or driving an automobile. There are no special physical demands required to perform the work.

This factor is evaluated at Level 8-1 (5 points).

Factor 9, Work environment

Work environment considers the risks and discomforts in the employee's physical surroundings and the safety regulations required. Level 9-1 is applicable to the appellant's work environment. At this level, the work environment involves everyday risks or discomforts which require normal safety precautions typical of conference rooms or offices and commercial vehicles.

This factor is evaluated at Level 9-1 (5 points).

Summary

A total of 2540 points has been credited. Using the grade conversion table of the standard, 2540 points fall within the grade point range for the GS-11 grade level (2355-2750 points). The appropriate grade level of the appellant's Contract Specialist work is GS-11.

Decision

The position is properly classified as Contract Specialist, GS-1102-11.