Classification Appeal Decision
Under sections 5103 and 5112 of title 5, United States Code

Appellant:	[Appellant]
Agency classification:	Telecommunications Specialist GS-391-7
Organization:	[Organization] [Organization] [Organization] [Organization/Location] [Location]
OPM decision:	Telecommunications Mechanic WG-2502-10
OPM decision number:	C-2502-10-02

/s/

Jeffrey E. Sumberg
Deputy Associate Director
Center for Merit System Accountability

7-15-08

Date

As provided in section 511.612 and 532.705(h) of title 5, Code of Federal Regulations (CFR), this decision constitutes a certificate which is mandatory and binding on all administrative, certifying, payroll, disbursing, and accounting officials of the Government. The agency is responsible for reviewing its classification decisions for identical, similar, or related positions to ensure consistency with this decision. There is no right of further appeal. This decision is subject to discretionary review only under conditions and time limits specified in the *Introduction to the Position Classification Standards (PCS)*, appendix 4, section G (address provided in appendix 4, section H).

Since this decision changes the classification of the appealed position, it is to be effective no later than the beginning of the fourth pay period after the date of this decision (5 CFR 511.702). The servicing human resources office must submit a compliance report containing the corrected position description reflecting the actual work of the position as described in this decision 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 to the U.S. Office of Personnel Management (OPM) office which accepted the appeal.

Decision sent to:

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Introduction

On January 4, 2008, the Philadelphia Oversight and Accountability Group, formerly the Philadelphia Field Services Group, of OPM accepted a classification appeal from [Appellant]. His position is currently classified as Telecommunications Specialist, GS-391-7, which he believes should be classified as Information Technology Specialist (Network), GS-2210-9. The position is located in the [Location /Organization] Division, [Organization] Branch, [Organization], in [Location]. We received the complete agency administrative report (AAR) on February 1, 2008, and have accepted and decided this appeal under sections 5103 and 5112 of title 5, United States Code (U.S.C.).

Background

The appellant had been assigned to position description (PD) # [PD Number], GS-391-7, Telecommunications Specialist, which he believed to be inaccurate. He challenged the accuracy of his PD, it was reviewed and revised by the classification staff at the [Army's Northeast Civilian Personnel Operations Center at Aberdeen Proving Ground, Maryland, and assigned the new PD # [PD Number] with no change in classification. In response to the appellant's continuing concerns about the classification of his position and a grievance filed by him, the Garrison Commander requested an additional review be conducted by the Civilian Personnel Advisory Center (CPAC) at [Location]. This review also found the appellant's current PD of record # [PD Number] to be correctly classified as Telecommunications Specialist, GS-0391-7. Both reviewing offices indicate the evaluations were based on information gathered from the PD, discussions with management and the appellant, reviews of actual work orders completed by the appellant, and other pertinent references.

General issues

The appellant states "The paramount reason I was hired is for a network specialist [i.e., GS-2210, Information Technology (IT) Management series] position working solely on the Local Area Network which is our data network" and "I was told by management that I was a network specialist which is the title they gave me in our global address list." However, the appellant also provided a SF-50, Notification of Personnel Action showing he was hired as a GS-391-7, Telecommunications Specialist. The AAR states the appellant's position is commonly referred to locally as a network specialist to distinguish it from other GS-391-7 positions in the same branch working on voice systems and that he was not hired to do GS-2210, network specialist, work because they already have GS-2210 positions in the organization which perform the IT work. The record shows the appellant was not hired as a GS-2210, network specialist; and any reference to his position in this regard is strictly for local organizational purposes which have no bearing on the official classification of his position.

At the time of the appellant's hire in June 2005, the organization was involved in efforts to identify and implement a most efficient organization (MEO) structure in accordance with Office of Management and Budget, circular A-76, Performance of Commercial Activities. These efforts included analysis regarding how best to organize and structure work assignments to accomplish essential functions and the numbers and types of positions needed to perform the work. To assist in this process, management generated a number of planning documents such as:

estimated workload, performance work statement, crosswalk table, "To Be Total" worksheets, and consolidated tasks worksheets. Such documents assist in making position management decisions for restructuring work and are not part of the official position classification process which occurs only after authorized management officials have decided how work is to be assigned to and performed by particular positions, including how they relate to other positions within the organization.

In his appeal request, the appellant refers to a number of specific sections of the MEO plans and other management documents as describing higher level work he performs to conclude they show management's intent for him to do GS-2210-9, Network Specialist. According to the appellant, the agency knowingly suppressed the grade of his position so their MEO would prevail during the competitive A-76 process. To the contrary, the appeal record includes a number of unambiguous statements by agency management to the effect they never intended the position to perform GS-2210 work. As previously stated, the documents cited by the appellant are organizational planning documents inclusive of all the work performed within the organization, and are not equivalent to the work assigned to a particular position as is the case with an official PD. Furthermore, there is nothing in the appeal record to show management ever knowingly or intentionally misclassified the work of the position for any reason.

The appellant takes issue with how his agency has decided to structure and assign work within the organization to which he is assigned. However, the agency has the right to determine the proper organizational structure and staffing requirements for the organization to best accomplish its assigned mission (5 U.S.C. 7106); and these decisions are not subject to review under OPM's classification appeal process.

The appellant makes various statements about his agency's review and evaluation of his position and compares it to others which he states perform similar work. By law, we must classify positions solely by comparing their current duties and responsibilities to OPM standards and guidelines (5 U.S.C. 5106, 5107, 5112, and 5346). In adjudicating this appeal, our responsibility is to make our own independent decision on the proper classification of his position. We cannot compare the appellant's position to others as a basis for deciding his appeal; and since our decision sets aside any previously issued agency decision, any actions previously taken by the agency in their review of the appellant's position are not germane to this classification appeal process.

The appellant stresses his ability to perform GS-2210 work. However, only the qualifications, skill, and abilities required to perform the work actually assigned by management and performed by an employee are considered in the position classification process. The fact that an individual may possess higher level qualifications than required to perform the work of his or her assigned position does not affect the classification of the position (*The Classifier's Handbook*, chapter 5).

The appellant asked us to conduct an on-site desk audit of his position. As we advised the appellant in our appeal acceptance letter: "There is no right to a hearing or audit in the classification appeal process. OPM gives the agency and appellant a full opportunity to send us any pertinent written material." Classification appeal regulations make clear (5 CFR 511.609) OPM "in its discretion, may investigate or audit a position." In this particular case, we find that

the record, when supplemented with information obtained from telephone interviews with the appellant and his supervisor(s), furnishes sufficient information to determine the proper classification of the appellant's position.

We conducted a telephone interview with the Activity Information Technology Manager on February 21, 2008, the Branch Chief, [name] on February 22, 2008, the Division Chief on March 3, 2008, and the appellant on March 4, 2008. In reaching our decision, we have carefully reviewed all information furnished by the appellant and his agency.

On February 5, 2008, the appellant notified us he had applied and been selected for a temporary promotion as an [Name] (Customer Support/APPSW), GS-2010-9. The agency later confirmed the temporary promotion effective February 3, 2008, and not to exceed January 27, 2009. The notification of personnel action (SF-50) states: this action is necessary to provide continuity of operations within the activity, it may be terminated at any time, competitive procedures may be required to extend the promotion, and the appellant will be returned to his former, or equivalent position at the end of the promotion. The appellant's official position of record has not changed. Therefore, this appeal of that work is unaffected by his recent promotion due to the temporary nature of the assignment.

Position information

The immediate supervisor and appellant state his official PD of record is accurate and describes his work. However, the Activity Information Technology Manager states the PD should be revised/updated because it "… is not as concise and clear as it should be…is redundant and uses [IT] terms in the incorrect context…" Based on our analysis of the appellant's work, we find the PD contains the position's duties and responsibilities but presents them in an overstated manner which does not properly describe key aspects of the work. Because the current PD does not meet the standard of adequacy discussed in section III.E of the Introduction to the PCS, the agency must revise the PD to reflect the actual skills, knowledge and level of responsibility needed to perform the work as assigned by management.

At the time the appellant was hired, the organization was in the process of running cable and installing new equipment. However, management and the appellant agree those initial efforts are essentially complete; and the work now primarily consists of maintenance and troubleshooting duties. As a result, additional organizational changes are expected which may include reducing the overall number of positions assigned to perform the work of the appealed position.

A PD is the official record of the major duties and responsibilities assigned to a position or job by an official with the authority to assign work. A position is the work made up of the duties and responsibilities performed by an employee. Position classification appeal regulations permit OPM to investigate or audit a position and decide an appeal on the basis of the actual duties and responsibilities assigned by management and performed by the employee (5 CFR 511.607(a)(1) and 609 and 532.705(c)). An OPM appeal decision classifies a real operating position, and not simply the PD. Therefore, this decision is based on the actual work assigned to and performed by the appellant.

The agency and appellant agree his work falls within Layer 1 of the Open Systems Interconnection (OSI) industry model which divides networking into seven layers. Layer 1 is the physical infrastructure layer which includes hardware/equipment and cable connections, and the appellant states it is also the first line of defense in troubleshooting problems. Higher OSI layers involve increasingly more complicated IT systems assignments and projects.

The appellant's day-to-day assignments, which account for almost all his time, are generated directly through work orders he receives via an automated system which also provides the footprint, or layout for the work to be performed. Most of the time he troubleshoots and fixes conduit issues to allow for the running of cable, installs wall plates to terminate cable runs, positions jacks, assembles racks to support equipment, and fabricates fiber optic cable runs for data transmission. Work orders may also call for him to install and label cable. He follows the footprint layout, surveys the job, performs the necessary maintenance or replacements, and tests for adequate performance. The work requires use of diagnostic devices including toners, cable meters, fault detectors, voltmeters, optical power-meters, laptops, etc., to test completed work orders and/or troubleshoot the LAN and data system circuits to identify necessary repairs or replacements of defective components. If a problem persists, he refers it to an IT specialist for resolution; and it is these specialists who are responsible for configuring the routers and hubs.

The appellant's work requires independent performance and judgment and the application of basic knowledge of non-voice transmission principles to install and repair communication systems cables and connectors within the scope of the established physical infrastructure. In addition, the appellant orders necessary supplies and provides cable/equipment support for the wireless network and SIPRNET (secure data network) infrastructures. The appellant reports to the [Name], who supervises 20 employees, and keeps him/her informed of any potentially sensitive or problematic issues which may require his/her attention.

The appellant and two other employees on identical additional PDs typically work in teams to support the data networks. They run and terminate fiber optic cable, fabricate connecting cable, install racks and equipment, create jumper cable, and troubleshoot, test, diagnose, and resolve cable problems in the physical systems structure. They frequently work with an IT Specialist as a member of the team, and it is the IT specialist who is responsible for performing all work not specifically associated with the physical structure.

The appellant mentions work he performed to install the new Secure Internet Protocol Routed Network (SIPRNET) and reconfigure the equipment as being indicative of his work overall. The agency agrees the appellant and others worked on this project in the spring of 2007 performing some work outside their normal physical equipment responsibilities. However, the agency states this was a one-time only requirement which had to be done quickly and is not representative of the appellant's regularly assigned duties and responsibilities. The agency further states such SIPRNET work is typically the responsibility of other employees who happened to not be available at that time. Duties which are not regular and recurring and/or are performed in another employees absence cannot affect the grade of a position (section II.C.3 of the Job Grading System and *Introduction to the Position Classification Standards*, section III.F.2). At the facility, SIPRNET is a small system with only eight terminals which requires very little maintenance work.

Similarly, the appellant states he performed work to install a new Internet protocol (IP) schema on the local area network (LAN) by loading the software into devices connected to the LAN; and again, the agency agrees he and others did participate in this effort in the Fall of 2007. However as before, management states this was a one-time occurrence, not part of the typical ongoing work performed by the appellant; and his role was to assist in loading IP software following established procedures. They also state such work is now part of a new communications security (COMSEC) position established in May 2007, and the need for this type of work has dropped significantly since the MEO was performed.

The appeal record includes a number of emails, work orders, and other documents from the appellant to support his assertion he provides advice and assistance to users and others regarding the LAN and SIPRNET. These show he has provided user assistance to some degree. However, the actions primarily relate to equipment and connectivity issues and problems associated with a user's ability to access certain IP addresses/Internet sites. The examples are either directly associated with the appellant's primary work on the physical infrastructure, or require practical knowledge of data processing systems, workflow, controls, procedures, and basic user Internet interfaces comparable to GS-335, Computer Clerk and Assistance, user support work, not GS-2210 work. Furthermore, the agency states user assistance and guidance are to be provided by staff GS-2210 IT specialists, and not the appellant or his co-workers assigned to the identical additional PDs.

Pay plan determination

Section 5102 of title 5 United States Code (U.S.C.) requires a pay category determination be made as the first step in the position classification process, and 5 U.S.C. 5103 requires that OPM determine finally the applicability of 5 U.S.C. 5102. Title 5 U.S.C. 5102(c)(7) exempts from the General Schedule (GS) employees in recognized trades or crafts, or other skilled mechanical crafts, or unskilled, semiskilled, or skilled manual-labor occupations and other employees in positions having trade, craft, or laboring experience and knowledge as the paramount requirement. The *Introduction to the PCSs* defines paramount requirement as the essential, prerequisite knowledge, skills, and abilities needed to perform the primary duty or responsibility for which the position has been established. Whether a position is in a trade, craft, or manual labor occupation depends primarily on the duties, responsibilities, and qualification requirements; i.e., the most important, or chief, requirement for the performance of a primary duty or responsibility for which the position exists. If a position clearly requires trade, craft, or laboring experience and knowledge to perform its primary duty, the position is under the Federal Wage System (FWS); and only FWS job grading standards (JGSs) may be applied for grading purposes. Paramount requirement does not rely on percentages of work time.

The main focus and purpose of the appellant's work, and on which he spends most of his time, is to install, maintain, troubleshoot, repair, and test/check LAN hardware, including cable and equipment racks, to ensure proper operation and user connectivity. He also physically installs equipment such as routers and switches but is not responsible for configuring or modifying the programming of those devices. The work requires knowledge of: the physical and performance characteristics and capabilities of cable and equipment; proper installation procedures;

operational conditions; how to inspect, adjust, and/or fix the physical LAN infrastructure; and the proper setup and use of test equipment. This is all trades knowledge.

We considered the work examples the appellant provided of his occasional participation in larger projects and limited direct user support/assistance to decide whether to apply the GS-335, Computer Clerk and Assistant Series, position classification standard (PCS), which covers positions which perform data processing support and service functions for users of digital computer systems. However, as previously described, these are not representative of the appellant's typical work assignments, are not performed on a regular and recurring basis, and in some cases do not reflect the actual duties and responsibilities assigned by the agency. As previously described, the paramount requirement for the appellant's work is trades knowledge. Therefore, it is exempt from the GS and assigned to the FWS which eliminates consideration of the GS-2210, Information Technology Management Series, and the GS-391, Telecommunications Series, and obviates the need for applying the GS-335 PCS to evaluate the aforementioned work.

Occupational code, title, and standard determination

The FWS JGS for the 2502 Telecommunications Mechanic occupation states it is for grading nonsupervisory jobs involved in installing, modifying, troubleshooting, repairing and maintaining voice and non-voice communication systems including, among other items, local area network systems and communication cable. The work requires knowledge of telephone and data circuitry equipment and installation procedures; knowledge of basic electrical and electronic principles as they pertain to voice and non-voice transmissions; the ability to understand and follow such technical guidance as circuit descriptions, schematics and layout sheets; and the ability to locate and repair trouble within the telecommunications system. Based on our analysis of all the information provided by the appellant and agency, we find this JGS is the most appropriate to evaluate the work of the appealed job since the duties and knowledge of the appellant's job match those described by the JGS.

The WG-2502 JGS also describes kinds of work which are not covered by the standard and provides helpful notes to users which are germane to this job evaluation. The JGS does not cover work which requires an in-depth knowledge of electronics principles to install, repair and troubleshoot communications or other equipment which is covered by the 2604 Electronics Mechanic Series JGS. It also does not cover work requiring knowledge of: the applications of existing and planned technology to communications requirements, equipment interoperability and compatibility; the methods and techniques for acquiring equipment, systems, and services to accomplish information transfer; a technical knowledge of the operational and performance characteristics of communications equipment, automated control and network management systems, transmission media, and the relationships among component parts of telecommunications systems; and the ability to apply specialized communications methods and analytical techniques to plan, develop, acquire, and utilize telecommunications systems, facilities, and services. Such work is covered by the GS-391 Telecommunications Series. This series is not appropriate for evaluating the appellant's work because the basic knowledge described in the GS-391 PCS is not required to perform the primary and paramount work of the appellant's job as discussed previously.

The JGS provides "Note to Users" for pay categories which states:

> In at least one instance there is a superficial similarity between work described in the Telecommunications Series, GS-391 and the Telecommunications Mechanic WG-2502. However, the determination of proper pay category is based on the predominant knowledge and skill requirements, not on isolated instances of installation and modification work mentioned in one or two general schedule series. For example, installation and modification of telecommunications facilities is mentioned briefly in the telecommunications standard, GS-391. But installation and modification work in this series is an oversight function and is secondary to the major roles of designing, developing, planning and acquiring telecommunications systems, facilities and services. Also, while a telecommunications mechanic must have a basic working knowledge of electronics principles and computer data bases, their paramount requirement is a comprehensive knowledge of voice and non-voice transmission principles to install and repair communications systems.

The 2502 JGS provides both grading and titling criteria. All aspects of the job grading criteria must be fully met for a job to be evaluated under the JGS, and appropriate application of the JGS requires full and careful analysis of all relevant factors. Based on the grade level analysis which follows, the appellant's job is properly titled Telecommunications Mechanic.

Grade determination

The 2502 JGS is written in narrative format and describes work at grades 8, 10, and 11. The JGS does not describe all possible levels at which a job might be established. Jobs differing substantially from the level of skill, knowledge, and other work requirements described in the JGS may be graded above or below these grades based on applying sound job grading principles.

A job is graded as a whole against the level of demands found at differing grades. These demands are expressed in the JGS as four factors: Skill and Knowledge, Responsibility, Physical Effort, and Working Conditions. No single factor is considered by itself, but only in relation to its impact on the other factors. The job is placed in the grade which best represents the overall demands of the work.

Skill and Knowledge

This factor covers the nature and level of skill, knowledge, and mental application required to perform the work.

At the grade 10 level, telecommunications mechanics apply a working knowledge of the characteristics and principles of AC and DC current and electronics to troubleshoot and repair electronic and electromechanical key and PBAX systems and telephones, data circuitry components, and other related equipment and systems. They apply a thorough knowledge of copper core and fiber optic transmission principles. They apply a thorough knowledge of different electronic and solid state voice and data systems including their capabilities, functions

of their major circuits, and the associated cables and wiring used to interconnect the systems. They apply knowledge of office automation software by using prepared data bases to program desired telephone features into electronic key and PBAX systems. Grade 10 telecommunications mechanics are skilled in installing, removing, maintaining, troubleshooting, and repairing intercom and public address systems; teletype equipment; and electronic and electromechanical telephone key systems, PBAXs, telephones, interface/ancillary equipment such as modems, line drivers, patch panels, station carrier units, line couplers for speed dialers, voice recorders, telefax machines, and local wire and cable in support of voice and nonvoice networks for computers, data, and alarm circuits. They have skill in the use of test equipment such as: voltmeters, ohmmeters, current flow and continuity testers, handsets, breakout boxes, decibel (DB) meters, and optical time domain reflectometers. They also have skill in the use of computer diagnostic equipment to analyze and restore faulty voice and nonvoice circuits.

As at the grade 10 level, the appellant applies a thorough knowledge of copper core and fiber optic transmission principles of different electronic and solid state data systems including their capabilities, functions of their major circuits, and the associated cables and wiring used to interconnect the systems to perform his work. Typical of the grade 10 level, the appellant is skilled in installing, removing, maintaining, troubleshooting, and repairing LAN hardware, including cable and equipment racks, to ensure proper operation and user connectivity and installing equipment such as routers and switches. His work requires knowledge of equipment related to LAN hardware, twisted pair wiring, fiber optic cable, wall jacks and terminations, cable labeling and fabrication, outlet boxes, patch/jumper cables and racks for installation or relocation of cables. As at the grade 10 level, he applies skill to perform quality control inspections and uses a variety of diagnostic test equipment e.g., fault detectors, cable meters, voltmeters, etc., to analyze and restore non-voice circuits.

The appellant's work fails to meet the grade 11 level where telecommunications mechanics apply a comprehensive knowledge of telecommunications principles such as switching, traffic, signaling, outside plant and networking, and knowledge of the operational characteristics, capabilities, and limitations of electronic telecommunications equipment and systems to diagnose problems and determine corrective action. They have a working knowledge of digital switch subsystems such as the computer processor unit (CPU), disk drives, time-division-multiplex (TDM) switching matrices, trunk and line circuit packs for analog and digital ports, signaling converters, digital announcers, and long-distance recorders. They apply a working knowledge of the central office's automated tables/files to retrieve maintenance information, directory assignments, call routes, trunk assignments, equipment features, and equipment interface conditions. Grade 11 mechanics have a working knowledge of transmission media subsystems such as T1-carrier cable terminals and repeaters, pulse-code-modulation (PCM) channel banks, optic fiber transceivers, multiplexers and cables, and subscriber line carrier systems. They have a working knowledge of terminal equipment including digital telephones, synchronous and asynchronous data modules, modems, protocol converters, and interface equipment to data networks.

Grade 11 telecommunications mechanics have skill in using test equipment such as: oscilloscopes, digital multimeters, signal generators, digital transmission test sets, computerized analog measuring systems, PCM span and repeater test sets, cable fault locators, optical time

domain reflectometers, and optical power meters to perform test procedures from manufacturers' technical manuals on lines, incoming trunks, outgoing trunks, central controller, central message center, input/output devices, networks, peripheral modules, link junctures, attendant consoles, channel bank equipment, and T-1 span repeater units. Grade 11 telecommunication mechanics are skilled in loading, programming, manipulating, and retrieving data from dual-processor controlled voice and nonvoice switching systems. They have skill in using automated central office test equipment and computerized test systems for fault isolation, system diagnostics, and trend analysis on traffic studies, circuits, and networks. They are skilled at using central office manual and automated record systems to record traffic load and telephone number assignments.

In contrast, the appellant's work is primarily oriented toward ensuring user connectivity by maintaining and repairing cable and other hardware and performed as a member of a team where most systemic, analytical problem solving is the responsibility of the IT specialists on the team. Therefore, we credit this factor at the grade 10 level.

Responsibility

This factor covers the nature and degree of responsibility involved in the work, given its complexity and scope, the difficulty and frequency of judgments and decisions made, the supervisory control involved, and the work instructions and technical guides used.

At grade 10, telecommunications mechanics are responsible for repairing, troubleshooting, testing, and restoring acceptable performance of all fiber optic transmissions. They receive work assignments in the form of work orders or on a project basis. They independently determine the work sequences, tools and material required. They follow or refer to layout sheets, building plans, floor plans, circuit schematics and descriptions and manufacturers' technical guidance. They may also provide assistance to lower-graded repairers and instruct them on safety procedures. Completed work may be subject to spot checks by the supervisor, but is usually checked by the efficiency in operation of the system repaired and/or installed.

At grade 11, telecommunications mechanics receive assignments from the supervisor in the form of work orders. They also receive assignments through user complaint calls. They independently identify and initiate additional work to overcome problems observed during operation of the inside equipment. They plan and accomplish work using experience and judgment to interpret technical manuals, schematics, wiring diagrams, and flow charts. Grade 11 telecommunications mechanics are also responsible for providing technical assistance to lower grade workers. Completed work is reviewed for overall system operation efficiency, and spot checked for customer satisfaction and general review of resolved problems. The supervisor is available to provide technical assistance on unusual or very difficult problems.

The appellant's level of responsibility matches the grade 10 level. Typical of this level, he keeps the supervisor and customers informed of the status of work orders via an online work order system and independently maintains and troubleshoots the LAN infrastructure. The appellant is not responsible for the more complex maintenance and repair functions vested in grade 11 telecommunications mechanics. These more complex and systemic network problems are

referred to others in the Branch or the Engineering Branch, as appropriate. Therefore, we credit this factor at the grade 10 level.

Physical effort

As at the grade 10 level, the appellant's work requires frequent bending, pulling cables, performing work in awkward positions, walking and standing for long periods of time, and climbing ladders. It requires lifting and carrying items weighing 20 pounds unassisted and occasionally up to 50 pounds with assistance of lifting devices or other workers. The appellant's work is comparable to that described in the JGS at the grade 10 level. *Physical effort* at the grade 11 level is substantially similar and does not impact the overall grade of the work performed.

Working conditions

Work at the grade 10 level is performed inside and outside in all types of weather. Inside areas range from well-lighted, heated and climatically controlled to poorly illuminated work areas such as attics, crawl spaces, and basements. Workers are exposed to dust, dirt, and falls from ladders while installing cable. Workers are exposed to bruises and minor cuts from handling cable and equipment and hand tools. Work at grade 11 similar, and also entails exposure to electrical shock from electrical or radio frequency energy and to burns from hot components or laser light emissions. These conditions have no grade-level impact and will not be addressed further.

Decision

The appellants' job is properly graded as Telecommunications Mechanic, WG-2502-10.