



United States Office of Personnel Management

Office of Merit Systems Oversight and Effectiveness
Digest of Significant Classification Decisions and Opinions
December 2001
Article No. 27-07

Standard: [General Schedule Leader Grade Evaluation Guide \(June 1998\)](#)
Factor: N/A
Issue: Coverage of the General Schedule Leader Grade Evaluation Guide (GSLGEG)

Identification of the Classification Issue

The appellant was a team leader over personnel management specialists on program evaluation reviews. He believed that his position should be evaluated by application of the GSLGEG.

Resolution

The appellant was responsible for designing the evaluation methodology to accomplish the objectives of the review, providing technical guidance to team members, and assessing team performance to provide input to the first-line supervisor. He made team assignments, stayed abreast of the status and progress of work being performed, set deadlines and work requirements, provided specific instructions for completing work, reviewed and edited written work products, and represented the team in obtaining needed supplies and resources.

OPM found that the appellant's position should not be classified using the GSLGEG. The GSLGEG is applicable to positions that have responsibility for a permanently assigned group of employees over whom both technical *and* administrative leadership responsibilities are performed on a continuing basis. The GSLGEG specifically excludes positions that have functional "project" responsibility but do not lead other workers on a continuing basis.

While the appellant spent a considerable amount of time performing in a leadership role vis-à-vis other employees, his work in this role was clearly project-driven. The appellant did not have continuing responsibility for leading a permanently assigned group of employees. Rather, he led ad hoc teams that were formed to conduct specific reviews. He was assigned and designated as team leader for some

reviews, and served as team member on others. Decisions as to the constitution of the teams were made by the first-line supervisor when the teams were formed, based on such factors as availability of staff, past experience, and complexity of the assignment. Thus, while the appellant performed some duties similar to those of a team leader, those duties did not meet the criteria for classification under the GSLGEG. OPM classified the position using the appropriate standard for the appellant's technical work.

Link to [C-0201-13-03](#)