

## ARMY-WIDE CLASSIFICATION CASE LISTING

**EMPLOYEE NAME:**

**TITLE, SERIES, AND GRADE:** Chemist, GS-1320-13

**JOB NUMBER:** FL0A210

**INSTALLATION/ACTIVITY:** HQ, US Army Corps of Engineers

**SERVICING CPAC:** USACE, Washington, DC CPAC

**SERVICING CPOC:** North Central CPOC

**MACOM:** US Army Corps of Engineers (USACE)

**FINDINGS:** Misassignment - Incorrect title and series, no grade impact.

### 1. CITATION OF CLASSIFICATION STANDARDS:

- (a) OPM Handbook of Occupational Groups and Families, Jan 1999
- (b) Administrative Analysis Grade Evaluation Guide, Aug 1990, TS-98
- (c) OPM Job Family Standard for Professional Physical Science Work, Dec 97

### 2. JUSTIFICATION FOR TITLE AND SERIES:

This position was established as an interdisciplinary position, classifiable in any of the following series, dependent upon the qualifications of the employee: GS-0801, GS-0810, GS-0819, GS-893, or GS-1320. The current incumbent occupies the position as a Chemist, GS-1320. The GS-1320 series includes all positions involving work that requires full professional education and training in the field of chemistry. This includes the investigation, analysis, and interpretation of the composition, molecular structure of properties of substances, the transformations, which they undergo, and the amount of matter and energy included in these transformations. The desk audit conducted with the incumbent revealed that actual duties and responsibilities being performed did not fall within coverage of the GS-1320 series and, are more appropriately classified in the GS-0340 series.

The Program Management Series, GS-340, as described in 1(a) above, includes all classes of positions the duties of which are to manage or direct, or to assist in a line capacity in managing or directing, one or more programs. This includes appropriate supporting service organizations,

when the paramount qualification requirement of the position is management and executive knowledge and ability. These positions do not require competence in a specialized subject matter or functional area. Positions in which specialized subject matter or functional competence is a necessary qualification requirement are classifiable in whichever specialized or general series that is the most appropriate.

The incumbent of this position manages a variety of HQ US Army Corps of Engineers (USACE) program level assignments. Manages, prepares and coordinates USACE input into the Defense Environmental Restoration Program (DERP) Annual report to Congress. Manages documentation of USACE Planning, Programming, Budgeting and Execution System (PPBES) requirements for the Formerly Used Defense Sites (FUDS) program. The paramount qualification requirement of the position is management and executive knowledge and ability. These duties do not require specialized subject matter knowledge or functional competence. Therefore, the appropriate title and series for this position is Program Manager, GS-0340.

**3. GRADE DETERMINATION:** Using reference 1(b), evaluation is as follows:

**Factor 1. Knowledge Required by the Position - Level 1-8 - 1550 Points**

- Expert knowledge of analytical and evaluative methods and a thorough understanding of applying program evaluation and measurement techniques in performing organizational studies, which are of significant importance because of their potential effect upon the Department of Defense (DOD), the Department of the Army (DA) and the US Army Corps of Engineers (USACE).

- Thorough technical or practical environmental engineering analytical ability and an in-depth understanding of the hazardous, toxic and radioactive wastes (HTRW) objective, that are required by the Defense Environmental Restoration Program (DERP) and Superfund Amendment and Reauthorization Act (SARA).

- A thorough knowledge of DOD, Army and USACE budget processes and how it relates to planning and exercise requirements.

- Extensive knowledge of Environmental Protection Agency (EPA), state, DOD, DA environmental requirements; DOD, Army and USACE budgetary requirements. The Planning, Programming, Budgeting and Execution System (PPBES) system; large database management; project management and contracting methods.

- An understanding of engineering practices applied to accomplish environmental restoration cleanup objectives.

- Mastery of management, program and organizational principles and practices in rendering management advisory services to the staff and functional personnel of DOD, EPA, DA, USACE and other services.

- High degree of knowledge in preparing and directing the preparation of correspondence and reports to effectively present findings and recommendations in a comprehensive manner to top level officials of the MSCs, DA and DOD and Congress.

### **Factor 2. Supervisory Controls - Level 2-4 - 450 Points**

Supervisor provides guidance on broad program goals, technical objectives and boundaries of assigned areas of responsibilities. Employee independently accomplishes assignments. Controversial matters are discussed with supervisor. Completed work is reviewed for attainment of stated goals, technical objectives and conformance with overall policies.

### **Factor 3. Guidelines - Level 3-4 - 450 Points**

General policy guidance and objectives are received from DOD, DA, EPA, and Congress to develop specific approaches to analyze and evaluate the Formerly Used Defense Sites (FUDS) programs. Program policies and objectives for the major multi-service program(s) are developed with broad, constantly changing and sometimes conflicting guidance and objectives. Employees use judgment and discretion in interpreting policies to provide advice and guidance that significantly impacts program direction, allocation of resources and management control.

### **Factor 4. Complexity - Level 4-5 - 325 Points**

The incumbent has programmatic and acquisition management responsibility for assigned multi-service program(s). Resolution of program challenges requires modification and implementation of a wide variety of analytical techniques. Assignments are usually without precedent, are of long duration and require incumbent to direct team efforts. Programmatic aspects are further complicated by environmental considerations involving program interface with other services, Federal agencies and private contractors who may have different priorities and goals.

Program requirements are impacted by operation capabilities, changing technologies, legislative changes, environmental and budget constraints. Work requires a constant analysis of program status and involves

challenges and issues characterized by their breadth, importance and severity to mission accomplishments.

**Factor 5. Scope and Effect - Level 5-4 - 225 Points**

Purpose of the position is to provide analytical and evaluative advice and guidance to management officials on programmatic aspects of multi-service environmental (FUDS) project(s). Program involvement will, at times, cut across or strongly influence other agencies. Recommendations and decisions may significantly impact the effectiveness in achieving the success of USACE's program and affect substantial resources and key operations of other services. Findings may result in substantial redirection of Federal efforts and/or policies related to national environmental issues.

**Factor 6/7. Personal Contacts/Purpose of Contacts - Level 3c - 180 Points**

Contacts are with representatives of DOD, DA, EPA, other services and Congress; as well as private contractors for formal and informal meetings and high level conferences, which require extensive coordination.

Contacts are to obtain cooperation in developing information, identifying potential problem areas for projects studied and maintained, obtain approval of proposed actions and resolving or negotiating controversial issues at the functional level and establish schedules/timelines. Employee must justify and defend programmatic aspects of the FUDS program and may encounter conflicts due to program challenges and competing objectives.

**Factor 8. Physical Demands - Level 8-1 - 5 Points**

Work is primarily sedentary.

**Factor 9. Work Environment - Level 9-1 - 5 Points**

Work is primarily performed in an office setting and typically in an adequately lighted and climate controlled setting.

**Total Points: 3190 = GS-13**

**Point Range: 3155-3600**

**3. FINAL CLASSIFICATION: Program Manager, GS-0340-13.**

**5. FLSA DETERMINATION: Position is exempt from FLSA coverage since it meets the administrative exemption criteria in 5 CFR 551.206.**