

Introduction

The Department of Defense (DoD), Civilian Personnel Management Service, Field Advisory Services Division, accepted a position classification appeal from the appellant. Her position is covered under the Department of Defense National Security Personnel System and is classified as Supervisory Civil Engineer (Hydraulics), YF-0810-02. The appealed position is located at the Engineering Division, Northwestern, Directorate of Programs, Columbia Basin Water Management Division, Reservoir Control Center (RCC).

The appellant believes that her position should be placed in Pay Band 3 based on the nonsupervisory duties she performs.

Sources of Information

1. Appeal documentation received from the appellant's Human Resources Office.
2. Telephone audit with the appellant.
3. Telephone audit with the appellant's supervisor.

Reference

Department of Defense 1400.25-M, Subchapter 1920, April 2006.

Position Information

The appellant serves as supervisor of the Northwestern Division (NWD) RCC. She is responsible for supervising the regulation of reservoirs in the NWD, for directing the regulation of the major reservoirs, and for directing the regulation of certain reservoirs for which her organization has specific regulating responsibilities.

The RCC serves as the Columbia River Basin center of competence for reservoir regulation activities. It provides flood damage reduction river operations and implements coordinated river operations in support of the Columbia River Treaty, Pacific Northwest Coordination Agreement, and Endangered Species Act Biological Opinions. The RCC ensures a reliable regional power resource. It ensures operational strategies are appropriate for fish and wildlife. The RCC prepares and responds to disasters, and supports emergency operations centers during floods. The RCC acts as the regional interface to the public through customer service.

The appellant directly supervises a staff of thirteen personnel in the RCC. These include:

- (1) Fishery Biologist, GS-0482-13
- (1) Hydraulic Engineer, GS-0810-13 (Team Leader)

- (1) Hydraulic Engineer, GS-0810-13
- (1) Environmental Engineer, GS-0819-13 (Team Leader)
- (1) Mechanical Engineer, GS-0830-13
- (2) Hydrologist, GS-1315-12
- (2) Hydraulic Engineer, GS-0810-12
- (1) Civil Engineer, GS-0810-12
- (1) Environmental Engineer, GS-0819-12
- (1) Hydrologic Technician, GS-1316-11
- (1) Management Assistant (OA), GS-0344-07

In addition to her supervisory duties, the appellant performs a variety of nonsupervisory duties. These include duties such as directing the regulation of certain designated reservoirs on the Columbia River. She maintains surveillance on all reservoirs in the Columbia River Basin and coordinates their operations with projects through region wide forums such as the Northwest Power Conservation Council, the Endangered Species Act Biological Opinions, the Columbia River Treaty, the Pacific Northwest Coordination Agreement and others. In collaboration with the Columbia River Forecasting Service, the appellant collects, processes, tabulates, disseminates and displays operating data necessary to reservoir regulation activities. She plans and implements improvements in the collection, recording, and display of operating data. The appellant prepares periodic and special reports. She chairs the Technical Management Team's Technical Group composed of the U.S. Fish and Wildlife Service, U.S. Bureau of Reclamation, Bonneville Power Administration, and the National Marine Fisheries Service, and seeks to obtain consensus for weekly operations for fish. The appellant serves as an organization witness at federal district court hearings on Columbia River Basin water management issues.

The appellant reports to the chief of her organization, a civilian position classified as YF-0810-03, with the title of Supervisory Civil Engineer (Hydraulics). The appellant informs her supervisor of potentially controversial findings, issues, or problems with widespread impact. Her work is reviewed by the supervisor for compatibility with organizational goals, guidelines, and effectiveness in achieving intended objectives.

Career Group, Occupational Code, and Title Determination

The appellant does not contest the career group, occupational code, or title of her position. Her agency placed the position in the Scientific/Engineering Career Group with the occupational code of 0810 and the title as Supervisory Civil Engineer (Hydraulics). The appealed position requires a professional knowledge of civil engineering including the mechanics of solids, particularly of soils; hydraulics; theory of structure; strength of materials; engineering geology, and surveying. Such work is properly placed in the 0810 occupational code and, per Appendix 3 to Subchapter 1920, is properly assigned to the Scientific/Engineering Career Group. The agency also affixed the parenthetical title of (Hydraulics) to the basic title of the appellant's position because the appellant uses

knowledge of hydraulics and hydrology to perform load control, flood regulation, and water resource development duties. Subchapter 1920 authorizes application of user created titles for occupations that do not have authorized parenthetical titles. The appealed position exercises authorities consistent with those required of an immediate supervisor and those authorities are exercised over more than one subordinate nonsupervisory position. As such, the position title is properly prefixed with the title of “Supervisory.” Therefore, we concur with the agency determination to place the appealed position in the Scientific/Engineering Career Group, the occupational code 0810, with the title of Supervisory Civil Engineer (Hydraulics).

Pay Schedule and Pay Band Determination

The appealed position performs nonsupervisory work in addition to the exercise of supervisory duties. In this regard, the position is considered as a “mixed position” per the provisions of DoD 1400.25-M, Subchapter 1920.4.4, which states, “Supervisory positions that also include nonsupervisory work are classified in the Pay Schedule (PS) and Pay Band (PB) with the highest rate range and thus may be classified in a nonsupervisory PS but with a supervisory title.”

Classification of a supervisory position requires consideration of the base level of the work, i.e., the level of work which *best represents* the work of the nonsupervisory subordinates. According to the local activity, the level of work that best represents, and is most representative of the appellant’s subordinate nonsupervisory workforce is GS-0810-12. As professional work, this level is convertible to Pay Band YD-02.

The appellant’s position meets the criteria for an “immediate” supervisor as identified in DoD 1400.25-M, SC1920. The criteria established that to be considered as such, a position must perform all of the required immediate supervisory functions listed, to include assigning work to subordinates based on priorities, difficulty of assignments, and the capabilities of employees; providing technical oversight; developing performance plans and rating employees; interviewing candidates for subordinate positions; recommending hiring, promotion, or reassignments; taking disciplinary measures, such as warnings and reprimands; identifying developmental and training needs of employees; providing and/or arranging for needed development and training. The appellant performs all of these functions. This position does not meet the criteria for an intermediate supervisor or a manager.

Applying the Level Conversion Chart in DoD 1400.25-M, SC1920, for supervisory and manager positions in the Scientific/Engineering Career Group, the combination of immediate supervisor and base level at YD-2 converts the position to Pay Band 2 of the Supervisor/Manager YF Pay Schedule.

The appellant's nonsupervisory duties are classifiable to Pay Schedule YD, Pay Band 2. At that pay band level, positions are full performance/journey level positions. The employee, at this level, is an experienced worker who has gained competencies and skills either by work experience at Pay Band 1 or through relevant graduate study and/or experience. The employee carries out assignments independently. This level is appropriate for most installation and headquarters positions in DoD occupations in Pay Schedule YD. The appellant's work does not meet the Pay Band 3 level in that her position is not considered to be at the subject matter expert/program manager level nor does it involve resolving problems or issues impacting programs that extend across Components or throughout a Component/Command, or equivalent organizations.

The classification of the appellant's nonsupervisory duties is properly established at Pay Schedule YD, Pay Band 2. The classification of the appellant's supervisory duties is to Pay Schedule YF, Pay Band 2. The rate range of Pay Schedule YF, Pay Band 2 exceeds that of Pay Schedule YD, Pay Band 2, therefore the position is properly classified to Pay Schedule YF, Pay Band 2.

Decision:

This position is properly classified as Supervisory Civil Engineer (Hydraulics), YF-0810-02.