

Introduction

The Department of Defense (DoD), Civilian Personnel Management Service, Field Advisory Services Division, accepted a position classification appeal from the appellant. His position is covered under the Department of Defense National Security Personnel System and is classified as Supervisory Civil Engineer (Hydraulics), YF-0810-02. The appellant believes that his position should be placed in Pay Band 3 of the YF Pay Schedule.

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 Hydrologic Engineering Branch, which is located in the Columbia Basin Water Management Division in Portland, Oregon. The Hydrologic Engineering Branch is responsible for: (1) the review and oversight of district hydrologic engineering studies for planning and design programs; (2) the review and oversight of district water control activities; (3) conducting Columbia River reservoir system hydrology studies for operational planning; and, (4) conducting developmental and operational activities to support the Columbia River Water Control Data System (WCDS) and forecasting operations. The Branch is functionally divided into four units: the Studies/Forecasting/RCC Support Unit, the Water Control Data System Unit, the Hydrologic Technicians Unit, and the Statistical Hydrology Unit. The mission of the Columbia Basin Water Management Division is to balance the competing river uses such as flood damage reduction, hydropower generation, environmental requirements, navigation, recreation, water supply, and others.

The appellant directly supervises sixteen personnel. The staff consists of the following:

STUDIES/FORECASTING/RCC SUPPORT UNIT

Hydraulic Engineer, GS-0810-13 (Team Leader)	(1)
Hydraulic Engineer, GS-0810-12	(2)
Civil Engineer, GS-0810-12	(1)
Civil Engineer, GS-0810-09	(1)

WATER CONTROL DATA SYSTEM UNIT

Lead IT Specialist (SYSADMIN), GS-2210-13 (1)
IT Specialist (SYSADMIN), GS-2210-13 (1)
IT Specialist (SYSADMIN/APPSW), GS-2210-12 (4)

HYDROLOGIC TECHNICIANS UNIT

Hydrologic Technician, GS-1316-11 (3)
Hydrologic Technician, GS-1316-10 (1)

STATISTICAL HYDROLOGY UNIT

Hydraulic Engineer, GS-0810-13 (1)

In addition to his supervisory duties, the appellant functions as the Columbia River WCDS Administrator for the Headquarters North Western Division. He serves on coordination committees for WCDS software development, and on the Columbia River Treaty Hydrometeorological Committee for coordinating hydrometers data collection and other related activities with Canada. He conducts dam-break studies, special simulations for real-time dam safety exercises, drought analyses, irrigation depletion studies, and design flood assessments. He reviews and recommends actions on requests from districts for deviations to water control plans. The appellant coordinates with district and Headquarters counterparts on technical matters. He furnishes informal consultation to districts on technical approaches in unusual design situations. The appellant oversees staff preparation of forecasts, forecast models, and forecast analyses.

The appellant reports to the Chief of the Columbia Basin Water Management Division, who is responsible for the development of the annual plan for the Columbia and Willamette Rivers and their tributaries. The appellant's work products and recommendations are subject to review and approval by his supervisor.

Career Group, Occupational Code, and Title Determination

The appellant does not contest the career group, occupational code, or title of his position. His agency placed the position in the Scientific and 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 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 and Engineering Career Group. Subchapter 1920 also authorizes the user to create titles for occupations that do not have authorized parenthetical titles. The local activity added the parenthetical title (Hydraulics) to the basic title of this position because the appellant uses the knowledge of Hydraulics in his

work. He oversees the development of water supply forecast procedures and uses both statistical and hydrologic modeling techniques. The appealed position exercises authorities consistent with those required of an immediate supervisor and those authorities are exercised over more than one subordinate non-supervisory position. As such, the position title is properly prefixed with the title of "Supervisory." Therefore, we concur with the agency determination of the placement of the appealed position in the Scientific and Engineering Career Group, the occupational code 0810, and the title of Supervisory Civil Engineer (Hydraulics).

Pay Schedule and Pay Band Determination

The appealed position performs non-supervisory 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 non-supervisory work are classified in the PS [Pay Schedule] and PB [Pay Band] with the highest rate range and thus may be classified in a non-supervisory 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 non-supervisory subordinates. Often, subordinate positions are classified in more than one Pay Schedule and/or Pay Band. In the case of the appealed position, the appellant directly and indirectly supervises sixteen positions. Two of the positions are classified as leaders, with all the remaining positions in the units classified at the GS-13, GS-12, GS-11, GS-10, GS-09, and GS-07 levels. According to the local activity, the level of work which best represents, and is most representative of the appellant's subordinate non-supervisory workforce, is GS-0810 work at the 13 level. As professional work, this level is convertible to Pay Band YD-02.

This position fully meets the criteria for an immediate supervisor. It 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 and Engineering Career Group, the combination of immediate supervisor and base level at YD-02 converts the position to Pay Band 2 of the Supervisor/Manager YF Pay Schedule.

The appellant's non-supervisory duties are classifiable to Pay Schedule YD, Pay Band 2. At that pay band level, positions are full-performance/journey level positions. The employees are experienced workers who have gained competencies and skills either by work experience at Pay Band 1 or through relevant graduate study and/or experience. The employees carry out assignments independently. This level is appropriate for most installation and headquarters positions in DoD occupations in the YD Pay Schedule. The appellant's work does not meet the Pay Band 3 level in that his 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 *non-supervisory* 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. The position, therefore, is properly classified to Pay Schedule YF, Pay Band 2.

Decision:

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