

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 Air Transportation Operations Specialist, YA-2150-02. The appellant believes that his position should be placed in Pay Band 03.

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.
4. Telephone discussion with the servicing HRO.

Reference

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

Position Information

The appellant serves as a senior air transportation operations specialist at the AMC, OPD. He is assigned to PD number . There are nine people assigned to this PD who work in the OPD.

The AMC directs the operation of airlift, air refueling, special air mission and aeromedical evacuation for U.S. forces. The OPD's mission is to support AMC's air, space, and information operations. This division develops and provides air mobility deliberate planning factors, concepts, procedures, analysis, and plans for the warfighting Combatant Commanders and mobility forces. Members of OPD develop, coordinate, and maintain AMC's operations plans, concept plans, and functional plans to include regional combatant commander strategic nuclear and conventional plans, homeland defense plans, and aeromedical evacuation plans. The OPD provides assistance in determining the transportation feasibility of combatant commander plans. It develops and implements AMC counter chemical, biological, radiological, nuclear, and environmental plans and programs. This division develops and implements Aerospace Expeditionary Force policy to support regional combatant commander requirements. OPD develops and evaluates the feasibility and suitability of developmental concepts and courses of action. It leads and manages the HQ AMC capabilities-based planning process to include authoring the Global Mobility CONOPS. It also leads and manages AMC's treaty compliance program and the HQ AMC Crisis Action Team.

The OPD is divided into four branches: the Functional Plans Branch, the Regional Plans Branch, the Strategic Nuclear Branch, and the Counter Chemical, Biological, Radiological, Nuclear, and Environmental Plans Branch.

There are two Air Transportation Operations Specialists in the Functional Plans Branch. They are responsible for reviewing and evaluating HQ, Joint Staff, and other policies, programs, proposals, and concepts for their impact on command readiness and contingency operations. These are operational plans for such activities as war mobility planning, responding to natural disasters, or requests for humanitarian assistance.

The Regional Plans Branch is organized by combatant areas. There are four Air Transportation Operations Specialists in this branch. They are responsible for developing plans to build the fastest and most efficient air transportation routes for the commands to use to get the most people or cargo moved overseas. They consider each command's aircraft and its capabilities when developing these plans to maximize the amount moved overseas by the fastest routes.

There are two Air Transportation Operations Specialists in the Strategic Nuclear Branch. They are responsible for coordinating the planning and policy development to support US Strategic Command nuclear war plans.

The Counter Chemical, Biological, Radiological, Nuclear and Environmental Plans Branch have one Air Transportation Operation Specialists... This employee focuses on how to continue operations after a natural disaster. He focuses on protecting the crew and aircraft and procedures to continue operating after a disaster.

The appellant's position is in the Functional Plans Branch. He assists with the maintenance and publication of the Joint Strategic Capability Plan, Mobility Supplement, and the War and Mobilization Plan, Volumes 1, 2, 3, and 5. These plans cover the development of war plans and the employment of AMC aircraft for humanitarian relief operations, natural disasters, and military operations. He serves as a technical expert and focal point for air transportation operations policies and requirements. He organizes team study work to perform command functional area review of assigned air transportation operations for peacetime and wartime conditions. He provides technical advice, guidance, and counsel concerning the policies and program issues to other staff action officers, command functional area managers, and wing level planners. He serves as a command level technical functional air transportation operations expert on operational evaluations and responds to proposals impacting functional capabilities, requirements, costs, schedules, and/or policies. He identifies outdated or conflicting command policies, procedures, and instructions, and develops, promulgates, and advocates new ones. He develops the AMC position on program issues and submits them for consideration at higher levels. The appellant uses a broad understanding and mastery of air operations policies, operations, plans, and capabilities.

The appellant's supervisor establishes the overall objectives and the levels of resources available for the work. Together, the appellant and his supervisor develop applicable deadlines, projects, and work to be accomplished.

The appellant, having developed expertise in his functional area of air transportation operations is responsible for planning and carrying out the work, resolving conflicts,

integrating and coordinating the work with other functions and programs as necessary, and interpreting policy and regulations in terms of established objectives.

Career Group, Pay Schedule, Occupational Code, and Title Determination

The appellant does not contest the career group or occupational code, or title of his position. The local activity placed the position in the Standard Career Group, with the occupational code of 2150, and the title as Air Transportation Operations Specialist. The appellant serves as a major command headquarters level senior air transportation operations specialist. He plans and directs the assigned major command air operations services and implements new or revised air policies, procedures, guidelines and/or plans for the assigned program. Such work is properly placed in the 2150 occupational code and per Appendix 3 to Subchapter 1920, is properly assigned to the Standard Career Group and the Professional/Analytical Pay Schedule. There are no titles specified for this occupation. Subchapter 1920 authorizes the user to construct the basic title for positions that do not have prescribed titles. The local activity selected the title Air Transportation Operations Specialist for this position because it appropriately describes the work. Therefore, we concur with the local activity's determination of the placement of this position in the Standard Career Group, the Professional/Analytical Pay Schedule, the 2150 occupational code, and the title of Air Transportation Operations Specialist.

Pay Band Determination

The servicing HRO has placed the position in Pay Band 2. The appellant feels the position should be placed in Pay Band 3.

At Pay band 2, positions are at the full-performance/journey level. The employee 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 this pay schedule.

At Pay Band 3, positions are subject matter expert/program manager level positions. Employees at this level are either subject matter experts or project/program managers. Work at this level typically involves responsibility for program development and/or oversight of major Department (OSD) level or Component/Command (or equivalent) level programs. The scope of the work is typically the "big picture" rather than "action officer work" and typically impacts the work of other experts.

The appellant serves as the command level technical functional air transportation operation expert on operational evaluation. He uses his experience as a military rated aviator to evaluate various plans, studies, etc., for feasibility and impact on AMC and its equipment and facilities, and its purpose. He provides technical advice, guidance, and counsel for his assigned program to other action officers, command functional managers, and wing level planners. He develops the AMC position on program issues and submits

them for consideration at higher levels. This meets Pay Band 2, as the appellant is an experienced worker who has gained competencies and skills through relevant experience.

This position does not meet the scope of work necessary for Pay Band 3. The scope of the appellant's work is that of "action officer work" rather than the "big picture." The appellant is responsible for part of the major command's program of air transportation operations planning. He is not the subject matter expert for air transportation operations, but rather a technical expert for a part of this program. There are eight other positions within his organization (the Operational Plans Division) which deal with other aspects of air transportation operations planning that he does not cover. Each provides support and maintenance of different aspects of the overall division planning program.

Decision:

This position is properly classified as Air Transportation Operations Specialist, YA-2150-02.