

Department of Defense (DoD)
Civilian Personnel Management Service (CPMS)
Field Advisory Services - *FAS*
Classification Appeal Decision

DoD Decision:	Park Manager, GS-0025-09
Initial classification:	Park Manager, GS-0025-09
Organization:	Army Corps of Engineers District <i>Xxx</i> Operations Division <i>Yyy</i> Projects Office
Date:	November 21, 1996

BACKGROUND

The appealed position is within the U.S. Army Corps of Engineers (USACE), U.S. Army Engineer District, *Xxx*. The incumbent is a Park Manager, GS-0025-09. This is a position that has undergone numerous reviews before 1985 and after 1994. They stemmed from requests by management for civilian personnel office reviews, application of new standards issued by the Office of Personnel Management, and a USACE exercise to improve supervisory ratios. The outcome of all reviews resulted in a grade level of GS-09.

POSITION INFORMATION

The appellant is assigned to a position description of Park Manager, GS-0025-09. The second line supervisor and appellant have certified to the accuracy of the PD.

The position is at the Project Office in *Yyy*. The function of this position is responsibility for total operation, maintenance and management of all facilities assigned to the project except those outgranted to others, including easement lands. Its functions also consist of developing and managing all recreational or resource management programs not outgranted; operates and maintains all dams, dikes, levees, pump plants, water treatment plants, sewer plants, lift stations and recreational facilities in the operations area; takes or makes required readings and observations of hydrological, meteorological, seismic instruments, relief wells, piezometers

settlement markers, gages, and charts; reviews and inspects applications for permits, licenses or leases submitted by the public, governmental entities or the lessee, and recommends action to be taken.

SOURCES OF INFORMATION

1. Telephone interview with appellant and his representative.
2. Telephone discussion with appellant's first line supervisor.

STANDARDS REFERENCED

Park Ranger Series, GS-0025, November 1985

Forestry Series, GS-0460, December 1979

SERIES AND TITLE DETERMINATION

The appellant does not contest the position's series or title. Series and title are appropriate. The duties of the position entail managing and performing work in the conservation of natural, historical, and cultural resource management; protection of property from natural or visitor related depredation and management activities related to resources such as lakeshores, forests and recreation areas; dissemination to visitors of general or historical information.

GRADE DETERMINATION

The appellant contests the grade determination of his position. He believes the duties currently being performed are at the GS-0025-11 grade level. He bases his conclusions on comparisons made of other Park Managers at the GS-11 grade level within and outside his District. He believes he performs many of the same duties, and often times more. We will focus on the nature of his assignments, and the level of responsibility.

NATURE OF ASSIGNMENT

The appellant is the Park Manager and team leader for the Project. He revises operational management plans coordinating with the Department of Natural Resources, incorporating and implementing major changes into the plans. He monitors resource carrying capacities to determine the level required for further protection or improvement. For example, the appellant's subordinate park ranger tracks visitation data that will indicate a need to reduce the number of visitors to a certain area, or monitor an area not designated as recreational and

its tendency to attract visitors. In the latter example, the appellant or the park ranger will inquire of visitors reasons why a particular area is attractive. Another example entails the appellant's coordination with the to develop policies or plans governing the number of boats on the Lake. The policies and plans describe means of keeping boater overcrowding of the Lake under control. He uses Lake association meetings to inform landowners of concerns such as spraying herbicides on public property, and ensuring proper labeling and storage of hazardous waste. There is also the problem of some landowners cutting down trees for a more picturesque view of the Lake. The appellant must educate them on regulations concerning deforestation, and the impact it has on water fluctuation, water level and shoreline erosion. The appellant provided an example of an encounter with landowner who cut down trees. After the appellant's park ranger discovered the felled trees he notified the appellant. During a negotiation process between the appellant and the landowner, the landowner settled for placement of 340 tons of rip rap to alleviate soil erosion, and also agreed to replant the site with trees. Had the landowner chosen to ignore the appellant, and done nothing, the appellant could have written him a ticket into federal court for an illegal act. Another example provided by the appellant involved a landowner who moved boundary lines claiming ownership of the property. From courthouse records the appellant and park ranger researched the title and deed to clarify at what point the landowner's property began and ended.

The interpretive program involves interactive technology that allows visitors to access information on natural resources. The appellant or the park ranger visit schools to discuss the Lake's annual program. They also provide tours of the tower and dam. The appellants visitor assistance program consists of ensuring the park ranger interfaces with the public and adjacent landowners to keep them abreast of rules and regulations concerning the Lake. The flood control program consists of monitoring and maintaining the control tower, dam, dike, recreation site, still way, power and emergency generator power. The appellant's chief of maintenance inspects the dam and instruments that monitor the flow of water to ensure proper operation.

The appellant issues special use permits. An example of this kind of permit would be an organization wanting to have a special display of fireworks. He issues shoreline permits used for purpose of erosion control or mowing, and Golden Age and Golden Access permits that allow visitors entrance to federal property at half the cost if they are over age 62.

The appellant develops and recommends operating costs based on staffing, equipment, supplies and materials. His first and second line supervisors approve the recommendation. He also develops and modifies the interpretive, visitor assistance, public conservation and youth programs based on allocation of funds. **These are duties typical of those at the GS-09 grade level.** The flood control function is composed of various efforts designed to preclude danger from flooding to people and property, and that these efforts contain their own unique complexities. However, full intent of the next higher grade involves **adiversity** of functions that tend to generate diverse complexities. Following are diverse of functions with characteristics that tend to generate diverse complexities: Operating a visitor's center that provides an environmental education program, workshops, and musical performances, loaning

fishing equipment, or other equipment for specialized activities; managing lower graded rangers who are sworn law enforcement officers with jurisdiction over all offenses on park system property or roadways passing through the property; rangers participating in backcountry rescues over broad terrain that is densely wooded or variable. **Therefore, the nature of assignments do not exceed the GS-09 grade level.**

LEVEL OF RESPONSIBILITY

Examples of conditions or problems provided by the appellant that his need to discuss them with his supervisor prior to implementing action are: 1) A landowner who constructed a \$300,000 house on the wrong elevation, and 2) a complaint from the county highway program that road damage was occurring because of USACE activities.

The appellant drafts the annual budget. It addresses the operational costs of maintaining the interpretive, visitor assistance, public conservation, youth and soil erosion programs as well as maintenance of the project. The appellant's first and second line supervisors approve the budget proposal. Finally, the appropriate USACE region develops the budget for the project.

The appellant works with operational management plans, some developed with the assistance of the . His first line supervisor reviews his work for overall consistency and correlation with related activities, programs and objectives. The supervisor is geographically apart from the appellant, and conducts reviews by project visits, telephone calls, and letters, and visiting adjacent landowners to the project. **These are levels of responsibility applicable at the GS-09 grade level.** At the GS-11 grade level a park manager recognizes critical trends in park use and operations by evaluating their significance and planning and implementing changes in park programs and operations. The appellant does not engage in trends analyses or evaluations to determine critical trends in the use of the Lake and surrounding areas. The appellants first line supervisor deals with state and local officials concerning issues that affect the enforcement of laws, rules, and regulations at the lake projects. He also deals with various agency officials, the general public or adjacent landowners in resolving unusual problems or those not resolved at individual projects. **Therefore, the level of responsibility does not exceed the GS-09 grade level.**

FINAL CLASSIFICATION: Park Manager, GS-0025-09