



United States Office of Personnel Management

Office of Merit Systems Oversight and Effectiveness
Digest of Significant Classification Decisions and Opinions
December 2001
Article No. 27-03

Standards: [Logistics Management, GS-346 \(January 1987\)](#)
[General Facilities and Equipment, GS-1601 \(August 1975\)](#)

Factor: N/A

Issue: Series determination

Identification of the Classification Issue

The appellant's position was classified to the General Facilities and Equipment Series, GS-1601. The appellant managed and coordinated aircraft maintenance and repair functions carried out by subordinate organizations to support an Air Force Wing. He believed his position should be classified in the Logistics Management Series, GS-346, because Air Force instructions and policy directives include aircraft maintenance and aviation logistics organizationally as part of the Logistics Group. He stated that the GS-1601 series does not cover aircraft maintenance and repair operations and that the Air Force's automated personnel staffing system does not have specialized aircraft maintenance skill codes for positions in the GS-1601 series. He also claimed that, because the Wing did not include a Logistics Group, he was in effect carrying out the duties of a Logistics Group Commander, a position which was last occupied by an Air Force colonel. He, therefore, believed that he had been given the authority and responsibility, but not the commensurate grade, of a military officer.

Resolution

The primary purpose of the appellant's organization was to provide aircraft maintenance support to the Wing by ensuring that an adequate number of aircraft were available to meet daily pilot training requirements of about 300 flying missions per day. The appellant planned, prioritized, supervised, directed, controlled, and coordinated all maintenance activities related to several weapons systems and diverse aerospace ground equipment. He directed the operation and administration of the maintenance organization through eight subordinate flights that were responsible for flight line maintenance, shop

support, and evaluation of contract support associated with aircraft and support equipment maintenance.

OPM found that the GS-346 work assigned to the appellant's position was secondary to the maintenance function that he supervised. Both the GS-346 and the GS-1601 series address functions related to maintenance, resource and fiscal management, and manpower management. However, the overriding characteristic of logistics management work is the coordination of individual functional areas into a unified program that meets total support requirements. The appellant did not provide logistics support to other programs by orchestrating separate and distinct operations. In addition, his position required more technical knowledge of the equipment and its functions, operation, and maintenance than is typical of GS-346 positions, and also called for an in-depth knowledge of the maintenance organization. Since his primary duties were clearly maintenance-based, and the requisite skills and knowledges fit the GS-1601 series, his position was correctly placed in that series. OPM sustained the agency's series determination of the position.

“Back to the Basics”

Although organizational location can provide an indication of the appropriate series for a position, the primary work and the paramount qualifications are the usual determinants for series assignment. An agency's skill code structure has no bearing on determining the appropriate series for a position.

Military assignments are governed by the “rank-in-the-person” concept, in contrast to the Federal position classification system, which regards the inherent grade value of the work being performed as separate from the qualifications or experience of the employee performing it. Comparison to military rank cannot be considered when classifying civilian positions, nor can a pay grade be added exclusively to equate the “status” of a civilian position to a counterpart military position.

Link to [C-1601-14-01](#)