



United States
**Office of
Personnel Management**

Dallas Oversight Division
1100 Commerce Street, Room 4C22
Dallas, Texas 75242-9968

In Reply Refer to:
Your Reference:

September 1, 1999

OPM Decision No. C-1801-11-03

This decision reopened, reconsidered, and superseded OPM decision number C-1801-09-03, dated 4/16/99. The agency classification was sustained.

[appellant's name and address]

Dear [appellant's name]:

In response to your letter of May 28, I have reconsidered OPM's classification appeal decision of April 16, 1999. I have carefully reviewed the information and arguments in your letter and the material in the initial appeal file.

I find that our initial decision regarding the series and title of your position is correct. Your position is a mixture of duties that are typical of investigative and program administrative positions. This makes classification to a series with a two-grade interval pattern appropriate. The GS-1801 series is appropriate for mixed, two-grade interval work in the law enforcement field.

I find correct our conclusion that GS-9 is the grade for the GS-1811 aspects of your work. I believe that the nature of contacts element is somewhat stronger than the credit we gave, and I would also find more grade worth in your responsibility for initially investigating incidents. However, it is clear that the nature of the typical investigative subjects--apart from the community sensitivity aspect--does not involve scope or complexity that compare to the criteria for GS-1811-11.

With regard to your program administrative work, I find that our conclusion is correct with respect to Level of Responsibility as compared to the GS-025 criteria. We concluded that GS-11 is appropriate for this factor. However, we found that, with respect to the Nature of Assignment factor, GS-9 is the appropriate comparison, and I disagree with that conclusion.

Our decision summarizes the criteria for GS-11. I find that the following duties in the official position description compare favorably to those criteria:

Monitors forest resource and protection activities...to identify potential law enforcement problems. Evaluates results and develops plans to implement future corrective and preventive measures.

Gives guidance for planning purposes to Unit Line Officers...to assure that law

enforcement needs and resources are taken into account in the development of annual work plans, budget proposals, and land management planning.

Develops the budget and project work plans for assigned units' public safety and law enforcement patrol program. Manages activity costs and manages within budget allocation.

These duties and others in the official description depict an assignment which generates issues that require the program knowledge, initiative, and creativity typical of GS-025-11. This conclusion is consistent with finding for a Level of Responsibility at GS-025-11. Since the program administrative aspects of your position are predominant, the correct grade for the position is GS-11.

In conclusion, upon full reconsideration, I find that your position is appropriately classified as GS-1801-11, with titling at the agency's discretion. By copy of this letter, we will direct the agency to cancel the downgrading of your position. I regret the inconvenience this has caused you.

Sincerely,

/s/

Peter D. Dickson
Director

cc: [servicing personnel office]

Director
Office of Human Resources Management
Department of Agriculture
1400 Independence Avenue SW Rm 316W
Washington DC 20250