



United States Office of Personnel Management

Office of Merit Systems Oversight and Effectiveness
Digest of Significant Classification Decisions and Opinions
December 2001
Article No. 27-06

Standard: [General Schedule Leader Grade Evaluation Guide \(June 1998\)](#)

Factor: N/A

Issue: Coverage of the General Schedule Leader Grade Evaluation Guide (GSLGEG)

Identification of the Classification Issue

The appellant's position was classified as Lead Engineering Technician, GS-802-12. His position description was rewritten in connection with an installation reorganization using an automated PD program. With the automated PD, his engineering duties were classifiable at the GS-11 level, so lead duties were added to support the GS-12 level. The appellant claimed that his leader duties occupied 40 percent of his work time and that, by application of the GSLGEG, his position should be graded at the GS-13 level.

Resolution

The appellant led two GS-12 engineering technicians and one local national technician whose position was equivalent to the GS-11 level. However, OPM found that the appellant's position did not meet GSLGEG coverage requirements. To be classified by application of Part II of the Guide, positions must spend at least 25 percent of their time leading a team of other GS employees in accomplishing two-grade interval work (or one-grade interval at GS-9 or above), and must exercise certain minimum authorities and responsibilities. OPM found that the level of independence exercised by the subordinate team members, especially the GS-12's, precluded the position from meeting the 25 percent criterion. Both positions operated with considerable independence and the incumbents were considered to be the technical authorities in their respective fields. OPM concluded that the appellant spent no more than 20 percent of his time leading work, mainly over only the GS-11 equivalent position, and did not perform, as a minimum, all of the first seven authorities and responsibilities described in Part II. In addition, since

the appellant's non-lead duties graded out at the GS-11 level, it was doubtful that he possessed the extent of technical knowledge needed to monitor GS-12 level work. Therefore, the position could not be evaluated using the GSLGEG and OPM found the position to be correctly classified at the GS-11 level.

“Back to the Basics”

In determining the applicability of the GSLGEG, the first test is whether the position meets the basic coverage requirements. The duties and grade levels of subordinate positions, and their working and reporting relationships within the organization, should be examined to confirm that each criterion is fully met.

Link to [C-0802-11-06](#)