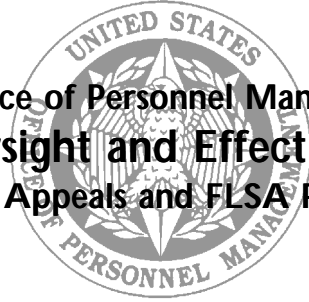


U.S. Office of Personnel Management
Office of Merit Systems Oversight and Effectiveness
Classification Appeals and FLSA Programs



Philadelphia Oversight Division
600 Arch Street, Room 3400
Philadelphia, PA 19106-1596

Classification Appeal Decision
Under Section 5112 of Title 5, United States Code

Appellant: [appellant's name]

Agency classification: Voucher Examiner
GS-540-6

Organization: Accounting Section
Resource Management Service
U.S. Department of Veterans Affairs
Medical Center
[location]

OPM decision: Procurement Technician
GS-1106-6

OPM decision number: C-1106-06-01

Robert D. Hendler
Classification Appeals Officer

/s/ 4-26-99

Date

As provided in section 511.612 of title 5, Code of Federal Regulations (CFR), this decision constitutes a certificate that is mandatory and binding on all administrative, certifying, payroll, disbursing, and accounting officials of the government. The agency is responsible for reviewing its classification decisions for identical, similar, or related positions to ensure consistency with this decision. There is no right of further appeal. This decision is subject to discretionary review only under conditions and time limits specified in the Introduction to the Position Classification Standards (PCS's), appendix 4, section G (address provided in appendix 4, section H).

Decision sent to:

[appellant's name]
[appellant's address]

[name]
Human Resources Manager
U.S. Department of Veterans Affairs
VA Medical Center
[address]
[location]

Mr. Ronald E. Cowles
Deputy Assistant Secretary for Personnel
and Labor Relations
U.S. Department of Veterans Affairs
Washington, DC 20420

Introduction

On January 28, 1999, the Philadelphia Oversight Division of the U.S. Office of Personnel Management (OPM) accepted a classification appeal from [appellant's name]. The position is classified currently as Voucher Examiner, GS-540-6, position description (PD) [PD number]. The appellant requested her position be reclassified as Supply Systems Analyst, GS-2003-9/11 or as Program Specialist, GS-301-7/9. In a decision issued on December 18, 1998, the agency concluded that the appellant's position was properly classified at the GS-6 grade level with the series to be assigned based on consideration of the paramount qualifications required by the work, sources of recruitment and line of progression, the reason for establishing the position, and the background knowledge required. The activity then allocated the position as Voucher Examiner, GS-540-6. The position is located in the U.S. Department of Veterans Affairs (VA) Medical Center, Resource Management Service, [location]. We have accepted and decided her appeal under section 5112 of title 5, United States Code (U.S.C.).

General issues

The appellant makes various statements in her appeal about the adequacy of the installation's evaluation of her position and her belief that other medical centers have upgraded similar position descriptions. All positions subject to the Classification Law contained in title 5, U.S.C., must be classified in conformance with published OPM PCS's or, if there are no directly applicable PCS's, consistently with PCS's for related kinds of work. Therefore, other methods or factors of evaluation, such as comparison to other positions that may or may not be classified correctly, such as positions at other VA medical centers, are not authorized for use in determining the classification of a position.

Like OPM, the appellant's agency must classify positions based on comparison to OPM standards and guidelines. Section 511.612 of title 5, CFR, requires that agencies review their own classification decisions for identical, similar, or related positions to insure consistency with OPM certificates. Thus, the agency has the primary responsibility for ensuring that its positions are classified consistently with OPM appeal decisions. If the appellant considers her position so similar to others that they warrant the same classification, she may pursue this matter by writing to her agency's personnel headquarters. In so doing, she should specify the precise organizational location, classification, duties, and responsibilities of the positions in question. If the positions are found to be basically the same as hers, or warrant similar application of the controlling PCS's, the agency must correct their classification to be consistent with this appeal decision. Otherwise, the agency should explain to her the differences between her position and the others.

The classification appeal process is a de novo review that includes a determination as to the duties and responsibilities assigned to the appellant's position and performed by the appellant, and constitutes the proper application of PCS's to those duties and responsibilities. We have evaluated the work assigned by management and performed by the appellant according to these requirements. We conducted an on-site audit of the appellant's position on March 24, 1999. The

audit included interviews with the appellant and her immediate supervisor, [name]. We also spoke by telephone with the appellant's second level supervisor, [name], the Medical Center Resource Manager, on March 25, 1999. In reaching our decision, we carefully reviewed the audit findings and all information of record provided by the appellant and her agency, including the PD of record.

OPM PCS's must be applied within the confines of the position classification theories, principles, and practices established by OPM. The Introduction states that:

Some positions involve performing different kinds and levels of work which, when separately evaluated in terms of duties, responsibilities, and qualifications required, are at different grade levels. . . . In most instances the highest level of work assigned to and performed by the employee for the majority of time [emphasis added] is grade-determining. When the highest level of work is a smaller portion of the job, it may be grade controlling only if:

- The work is officially assigned to the position on a regular and continuing basis;
- It is a significant and substantial part of the overall position (i.e., occupying at least 25 percent of the employee's time); and
- The higher level knowledge and skills needed to perform the work would be required in recruiting for the position if it became vacant.

Position information

The appellant's position is located in the Accounting Section of the Resource Management Service at the VA Medical Center [location]. The appellant has three major duties. She is the alternate program coordinator for the International Merchant Procurement and Accounting Card (IMPAC) program. She maintains and administers two Prime Vendor programs (subsistence and pharmacy), and she audits a variety of documents to include subsistence, certified invoices, employee travel and education reimbursement, payment in advance documents, and multi-year construction progress payments. She is assisted in this latter function by a lower graded employee. The duties involved in the administration of the IMPAC program take up the great majority of the appellant's time (approximately 60 percent), while the Prime Vendor program occupies 20 percent of her time and the other voucher examining duties occupy the other 20 percent.

As the IMPAC alternate program coordinator she is the liaison between the station, headquarters and the contractor and is a primary point of contact to answer questions on the operation of the program; troubleshoots program failures and provides direction and solutions for problem areas; is responsible for issuance and destruction of credit cards; conducts initial formal training and

follow-up training of cardholders and approving officials, and, as the facility IMPAC Billing Officer, performs audits to insure compliance with applicable policy and procedures. She works under the general supervision of the Financial Manager. The appellant's PD and other material of record furnish much more information about her duties and responsibilities and how they are performed and are hereby incorporated by reference into this decision.

Series, title, and guide determination

Based on the grade level analysis that follows, we find the primary and paramount work of the appellant's position is the administration of the IMPAC program as the alternate program coordinator and maintaining and administering the Prime Vendor programs. These duties are properly included in the Procurement Clerical and Technician Series, GS-1106. This series includes positions that involve performing or supervising clerical and technical work that supports the procurement of supplies, services, and/or construction, and involves one or more phases of the procurement process. The work requires a practical knowledge of procurement procedures, operations, regulations, and programs. This series includes work that can be located in a variety of work situations, serving as an important link between the contractor and various agency or activity personnel, and providing support to other procurement support staff. The appellant's IMPAC and blanket purchase duties are procurement support functions within the meaning of the GS-1106 PCS.

The appellant's position also includes work classifiable to the Voucher Examining Series, GS-540, at a lower grade than the GS-1106 work addressed in the grade level analysis that follows. Work in the Voucher Examining Series, GS-540 is evaluated using the Job Family Standard for Clerical and Technical Accounting and Budget Work, GS-500 (GS-500c JFS). That standard is designed specifically to evaluate nonsupervisory clerical and technical work concerned with supporting accounting, budget, and other related financial management work in the Federal service. Based on the mixed grade and series concepts contained in the Introduction to the PCS's and the Classifier's Handbook, and the titling practices contained in the GS-1106 PCS, the appellant's position is allocated properly as Procurement Technician, GS-1106 based on the grade level analysis that follows.

The appellant's position is not classifiable to the Supply Program Management Series, GS-2003, since it does not involve the management, direction, or administration of a supply program that includes a mixture of technical supply functions; or the staff managerial or administrative work primarily concerned with analyzing, developing, evaluating, or promoting improvements in the policies, plans, methods, procedures, systems, or techniques of a supply program. The appellant's work is not analytical in nature but concerned primarily with technician work in support of a procurement program. Similarly, the appellant's work is not classifiable to the Miscellaneous Administration and Program Series, GS-301 since the work does not involve two-grade interval general administrative work required for inclusion in this series but rather involves technician work that requires a high degree of practical knowledge and skill in support of a procurement program.

Grade determination

Evaluation using the GS-1106 PCS

The GS-1106 standard uses the Factor Evaluation System (FES), which employs nine factors. Under the FES, each factor level description (FLD) in a standard describes the minimum characteristics needed to receive credit for the described level. Therefore, if a position fails to meet the criteria in a FLD in any significant aspect, it must be credited at a lower level. Conversely, the position may exceed those criteria in some aspects and still not be credited at a higher level. Our evaluation with respect to the nine FES factors follows.

Factor 1, Knowledge required by the position

Level 1-3 includes work that requires knowledge of a body of standardized procurement regulations, procedures, and operations related to one or more procurement phases or functions. This includes, for example: knowledge of various procurement processing procedures to support purchase transactions that involve the use of different forms and the application of different procedures (e.g., knowing how to process orders involving the use of imprest fund accounts, *bank cards*, delivery orders, purchased orders, and simple contracts); knowledge of related functional areas, such as supply or finance, to investigate and resolve . . . discrepancies using well-established approaches; knowledge of one or more automated data bases associated with a specific procurement function sufficient to input a range of standard information or adjustments, understand recurring error reports and take corrective action, and generate a variety of standard reports; and/or knowledge of frequently used and clearly stated procedures and regulations to respond to recurring questions from vendors, agency or activity personnel, customers, and others.

We find the appellant's work requires knowledge comparable to that described at Level 1-3. She must have a knowledge of the IMPAC credit card program, VA, and Federal Acquisition Regulations (FAR). She must have a knowledge of the purchase card database, processing procedures to support bank card transactions, knowledge of supply and finance regulations to investigate and resolve disputed procurement, credits, and billing errors, and for reviewing purchases to ensure that proper appropriations and cost elements are being charged. She generates a variety of recurring and special reports and uses her knowledge of the IMPAC program to train cardholders and respond to recurring questions from card users, installation personnel, and vendors.

The work knowledge required does not compare favorably to that described at Level 1-4 where in-depth or broad knowledge of a body of procurement regulations, procedures, and policies related to one or more procurement phases or functions are typical. Illustrative of such work is monitoring the work progress and delivery status of contracts for made-to-order items or buys of similar difficulty. The employee obtains reasons for delay through discussions with the contractor, and make recommendations to the contracting officer or other appropriate authorities,

e.g., extending the delivery date, charging a late fee, shifting delivery destinations, canceling remaining items, withholding partial or final payments, or terminating the contract. They consider such facts as the contractor's previous performance, shelf life or production stage of the item, requisitioner's needs, and reasons for delay. The employee coordinates requests for deviations from contract terms or specifications with the appropriate contracting personnel, decide who to contact (e.g., industrial specialists, engineers, equipment specialists) to assist the contractor in resolving production problems caused by difficulty in locating sources of supply, identifying substitute materials, meeting specifications, and repairing equipment breakdowns. They alert contracting personnel of actual or potential problems in production or progress and actions they have taken to initiate resolution of these problems. As described above, the appellant's knowledges are more specific to the credit card program rather than to an indepth or broad body of procurement phases or functions. The problems and issues with which she deals do not require applying the depth or range of procurement program knowledge on the analytical demanding issues found at Level 1-4. Therefore, Level 1-3 is credited.

Factor 2 - Supervisory Controls

We find the supervisory controls are similar to those described at Level 2-3, the highest level described in the PCS. At Level 2-3, the supervisor or other designated authority assigns work with standing instructions on objectives, priorities, and deadlines, and provides guidance for unusually involved situations. The employee plans and carries out successive steps necessary to perform procurement support tasks and uses accepted practices or procedures to resolve problems and deviations. The supervisor reviews completed work for technical soundness, appropriateness, and conformity to policy and requirements. The methods used to complete the assignment are not usually reviewed in detail. The position description, statements submitted by the supervisor, and our audit findings confirm that the appellant plans and carries out her duties with a high degree of independence. She resolves independently most problems and deviations that occur with cardholders, vendors, and the contractor. As the alternate program coordinator she provides training to cardholders and approving officials and serves as the main resource in answering their questions.

Factor 3 - Guidelines

We find the guidelines used meet Level 3-2 as described in the PCS where a number of established procedures and specific guidelines are available in the form of desk procedures, commercial catalogs, Federal supply code manuals, specific acquisition regulations, precedent actions, and coding and processing manuals. Because of the number and similarity of guidelines and work situations, the employee must use judgment to identify and select the most appropriate procedures to use, choose from among several established alternatives, or decide which precedent actions to follow as a model. There may be omissions in guidelines, and the employee is expected to use some judgment and initiative to handle aspects of the work not completely covered. The appellant uses various guidelines such as the FAR, DVA directives and handbooks, medical center memoranda, and credit card program manuals and instructions. She uses judgment to identify and

select the most appropriate procedures to use and when there are omissions in the guidelines, for example, with the introduction of new credit card procedures and instructions, she uses initiative in responding to questions and resolving problems.

We do not find the guidelines meet Level 3-3. At that level, while guidelines are the same as at Level 3-2, they are not completely applicable *to many aspects* of the work, because of the complicated nature of the assignments. For example, work at Level 3-3 involves routinely dealing with responding to such serious issues as contractor protests. The guidelines listed above are typically applicable to most of the appellant's work. Although the appellant is responsible for understanding and advising card users on changes in program policies and procedures, these issues do not occur with the frequency and do not entail the interpretive demands intended at Level 3-3. Therefore, Level 3-2 is credited.

Factor 4 - Complexity

We find the complexity of the appellant's work exceeds Level 4-2 where the work involves performing related procedural duties in processing procurement transactions and where the employee makes decisions, such as how to sort incoming documents, locate and assemble information, and correct errors based on a review or knowledge of similar cases or samples, or by selecting from among other clearly recognizable alternatives, where the employee considers factors such as the appropriate format, content, or processing requirements for each transaction, and where actions taken are similar although the specific pattern of actions taken may differ depending on the given discrepancy and the information present in procurement or other files.

We find the appellant's work meets, but does not exceed, Level 4-3, the highest level described in the PCS, where the work involves performing various procurement support duties involving the use of different and unrelated procedures and methods because transactions are interrelated with other systems (e.g., supply) and require extensive coordination with various personnel depending on the nature of the problem. The employee identifies the nature of the problem, question, or issue, and determines the need for and obtains additional information through oral or written contacts and by reviewing regulations and manuals. The employee may have to consider previous actions and understand how these actions differ from or are similar to the issue at hand before deciding on an approach. The employee makes recommendations or takes action based on a case-by-case review of the issues or problems involved in each assignment or situation.

The appellant's work as alternate program coordinator for the IMPAC credit card program involves transactions interrelated with other systems such as supply and accounting. Her work in implementing the new and revised credit card programs required obtaining additional information through contacts with agency personnel, vendors, and contractors and by reviewing regulations and manuals. In addition, she developed training programs for card users and approving officials, revised training manuals, and developed local guides and instructions. These functions reflect the nature, number, variety and intricacy of tasks, and the difficulty in identifying

what needs to be done, and the difficulty and originality involved in work warranting the crediting of Level 4-3.

Factor 5 - Scope and effect

At Level 5-3, the highest level described in the PCS, the purpose of the work is to apply conventional practices to treat a variety of problems in procurement transactions and where the work results in recommendations, solutions, or reports that directly affect customer or vendor relations or operations. We find the appellant's works on the IMPAC credit card program meets this level. In her credit card program, she treats a variety of problems in procurement transactions which result in new or revised training programs for card users and approving officials, in developing guides for approving officials and cardholders at the medical center, and in monitoring card usage.

*Factor 6 - Personal contacts
and Factor 7 - Purpose of contacts*

We find the appellant's contacts meet those described at Level 2, the highest level in the PCS, since they are with employees in the same agency, but outside the immediate organizations, e.g., with cardholders and approving officials in different organizations at the medical center. Contacts with employees in other agencies and with contractors, similar to those made by the appellant are also typical of Level 6-2. The purpose of the contacts meets those described at Level b, the highest level described in the PCS, where the purpose of the contacts is to plan and coordinate actions to correct or prevent errors, delays or other complications occurring in the procurement cycle and may involve obtaining a vendor's cooperation in submitting paperwork or other information, requesting supply technicians or other personnel to correct errors in documentation or data entry. This is typical of the purpose of the contacts the appellant has in the credit card program.

Factor 8 - Physical demands

As at Level 8-1, the only level described in the PCS, the appellant's work requires no special physical demands.

Factor 9 - Work Environment

As at Level 9-1, the only level described in the PCS, the work is in an office setting.

Based on the preceding analysis, we evaluate the appellant's duties in the administration of the IMPAC program as the alternate program coordinator and maintaining and administering the Prime Vendor programs as follows:

Factor	Level	Points
1. Knowledge required by the position	1-3	350
2. Supervisory controls	2-3	275
3. Guidelines	3-2	125
4. Complexity	4-3	150
5. Scope and effect	5-3	150
6. Personal contacts and	}2 b	75
7. Purpose of contacts		
8. Physical demands	8-1	5
9. Work environment	9-1	5
Total points		1,135

A total of 1,135 points falls within the GS-6 grade level point range of 1,105 to 1,350 points on the Grade Conversion Table in the GS-1106 PCS.

Evaluation using the GS-500c JFS

As indicated previously, the appellant's position also includes work classifiable to the GS-540 series at a grade lower than the GS-1106 work. Since this work occupies less than a significant portion of appellant's time (approximately 20 percent), it is not grade controlling. Since it is evaluable at a lower grade level, we will address it briefly.

Factor 1 - Knowledge required by the position

We find the appellant's work requires knowledges that meet Level 1-3. At that level, work requires knowledge of a body of standardized regulations, requirements, procedures, and operations associated with clerical and technical duties related to the assigned accounting, budget, or financial management support function. This includes, for example, knowledge of the structure and content of accounting, budget, or other financial management related documents (e.g., invoices, reports, travel orders, payroll forms, etc.), to investigate and resolve routine or recurring discrepancies, check documents for adequacy, or perform comparable actions that are covered by established procedures; and/or knowledge of frequently used and clearly stated regulations and rules to determine if a transaction is permitted or to respond to recurring questions from agency personnel, clients, and others. The appellant's work in auditing a variety of documents including subsistence, certified invoices, employee travel and education reimbursements, and payment in advance documents are examples of knowledges required at Level 1-3.

The position does not meet Level 1-4 where the work requires in-depth or broad knowledge of a body of accounting, budget, or other financial management regulations, practices, procedures, and policies related to the specific financial management functions. This includes knowledge of extensive and diverse accounting, budget or other financial regulations, operations, and procedures governing a wide variety of types of related transactions to resolve nonstandard transactions, complaints, or discrepancies, provide advice, or perform other work that requires authoritative procedural knowledge. The voucher examining issues and problems the appellant deals with are more limited in scope and are typically routine and recurring. The more difficult voucher examining work such as multi-year construction contracts and contracts for medical services with other medical facilities do not occupy a significant portion of appellant's time. More importantly, they do not raise the breadth and depth of issues requiring the application of Level 1-4 knowledge. As discussed above, such duties would need to be performed a much greater percentage of time to be considered grade controlling in applying the GS-500c JFS to the position.

Factor 2 - Supervisory controls

We find the supervisory controls over the voucher examining work meets Level 2-2. At that level, the supervisor provides general standing instructions on recurring assignments and additional specific instructions for new, difficult, or special assignments including suggested procedures, sources of information including the location and type of written material that may be used as an aid in completing the assignment. The supervisor provides additional specific guidance and reference sources on new or difficult assignments (e.g., assignments not covered by standing instructions). The employee uses initiative to perform recurring assignments. The employee also resolves recurring clerical or technical tasks without specific instructions. The employee refers situations not covered by instructions or precedents to the supervisor for decision or help. At this level, some employees work more independently than others, receiving little day-to-day supervision. However, their work is limited or controlled by readily applicable instructions or procedures that specifically describe how the work is done and the kind of adaptations or exceptions that can be made. The voucher examining duties performed by the appellant meet this last situation.

We find the supervisory controls do not meet those described at Level 2-3 where the employee independently processes the most difficult procedural tasks or actions and handles problems and deviations in accordance with instructions, policies, previous training, or accepted practices. For example, the employee independently determines the types and sources of information needed to complete the transaction; the nature and extent of deviations from established requirements; and whether standard techniques, methods or procedures are appropriate for assignments. The types of vouchers typically examined by the appellant, such as certified invoices, employee travel and educational reimbursements, and patient funds, do not meet this level of difficulty. These types of difficulties, and the degree to which such work allows employees to make decisions and commitments and to exercise judgment are not typical of GS-540 work. The appellant's more

difficult voucher examining work such as multi-year construction contracts and contracts with other medical facilities do not occupy a significant portion of appellant's time, and rely upon applicable mandatory practices, rules, and procedures in determining the adequacy and acceptability of documentation in order to process a voucher. In contrast, some positions in other covered occupations routinely exercise this level of judgment and discretion, e.g., accounting technicians that maintain ledgers and subsidiary accounts for a block of complex accounts, assuring that all account requirements are met, from allotments, commitments, and obligations, through reconciliations, including proper funds flow from contacts with procurement personnel and project officers. Therefore, Level 2-2 is credited.

Factor 3 - Guidelines

We find the guidelines meet those described at Level 3-2 in the JFS. These include a number of established procedures and specific guidelines in the form of agency policies and procedures, Federal codes and manuals, specific related regulations, precedent actions, and processing manuals that are readily available for doing the work and are clearly applicable to most transactions. We find that Level 3-3 is not met since the assignments are not of the complicating nature outlined at that level, such as lacking specificity, frequently changing, or not completely applicable to the work requirements, circumstances, or problems.

Factor 4 - Complexity

The appellant's work meets Level 4-2 where the work involves performing related procedural tasks in processing accounting, budget, or other financial management transactions and where the employee makes decisions, such as how to sort incoming documents, locate and assemble information, and correct errors based on a review or knowledge of similar cases or samples, or by selecting from among other clearly recognizable alternatives. The employee at this level considers factors such as the processing requirements, appropriate format, or content for each transaction. For example, when investigating payment discrepancies, the employee considers which established approach best fits the circumstances. Employees take action using established instructions, practices, or precedents for processing of accounting or budget documents. Actions taken are similar and well established, although the specific pattern of actions taken may differ depending on the given discrepancy and the information available. Most of the voucher examining performed by the appellant is of this nature. The appellant's work does not meet Level 4-3 where the work involves performing various accounting, budget, or financial management support related duties or assignments that use different and unrelated processes, procedures, or methods and where the use of different procedures may result because transactions are not completely standardized; deadlines are continually changing; functions assigned are relatively broad and varied; or transactions are interrelated with other systems and require extensive coordination with other personnel, e.g., reviewing and reconciling various types of transactions involving multiple funds or a number of different control accounts, or numerous modifications to contracts.

Factor 5 - Scope and effect

The appellant's work meets Level 5-2. At this level, the purpose of the work is to apply specific rules, regulations, or procedures to perform a full range of related accounting, budget, or financial management clerical or technical tasks, duties, and assignments that are covered by well-defined and precise program procedures and regulations. The employee completes standard clerical transactions in the functional area by reviewing documents for missing information, searching records and files; verifying and maintaining records of transactions; and answering routine procedural questions. The work affects the adequacy and efficiency of the accounting and budget, or financial management function and can affect the reliability of the work of analysts and specialists in related functions. The work may also affect the accuracy of further processes performed by related personnel in various organizations. It also affects the reliability of the organization's financial support services provided to users, customers, etc. We find the appellant's work does not meet Level 5-3 where the work affects the quality, quantity, and accuracy of the organizations's records, program operations, and service to clients, e.g., ensuring the integrity of the overall general ledger, its basic design and the adequacy of the overall operation of the accounting system and various operating programs. The appellant's processing of vouchers does not involve this scope and breadth of financial program impact.

*Factor 6 - Personal contacts
and Factor 7 - Purpose of contacts*

We find the appellant's contacts meet those defined at Level 2 in the JFS where contacts are with employees in the same agency, but outside the immediate organization. We also find the purpose of appellant's contacts meet level a since they are to obtain, clarify, or provide information related to the accounting, budget, or financial management support assignments.

Factor 8 - Physical demands

As at Level 8-1, the only level described in the JFS, the appellant's work requires no special physical demands.

Factor 9 - Work environment

As at Level 9-1, the only level described in the JFS, the work is in an office setting.

Based on the preceding analysis, we evaluate the appellant's voucher examining duties as follows:

Factor	Level	Points
1. Knowledge required by the position	1-3	350
2. Supervisory controls	2-2	125
3. Guidelines	3-2	125
4. Complexity	4-2	75
5. Scope and effect	5-2	75
6. Personal contacts and	2 a	45
7. Purpose of contacts		
8. Physical demands	8-1	5
9. Work environment	9-1	5
Total points		805

A total of 805 points falls within the GS-4 grade level point range of 655-850 points on the Grade Conversion Table in the GS-500c JFS.

Summary

The position is classified correctly as Procurement Technician, GS-1106-6.