

EVAULATION STATEMENT

CURRENT TITLE, SERIES AND GRADE: Supervisory Public Affairs Specialist,
GS-1035-14

PROPOSED: Supervisory Public Affairs Specialist,
GS-1035-15

LOCATION: Servicewide

SOURCES: Position Description, Information
Obtained from AD-External Affairs
Management Officials Management

REFERENCES: U.S. OPM PCS GSSG, 4/93;
U.S. OPM PCS GS-1035, 7/81

TITLE AND SERIES DETERMINATION:

The duties and responsibilities of the position clearly fall within the Public Affairs Series, GS-1035. This series includes positions responsible for administering, supervising, or performing work involved in establishing and maintaining mutual communications between Federal Agencies and the general public and various other pertinent publics including internal and external, foreign or domestic audiences. Positions in this series advise management on policy, and identify and carry out the public communication requirements inherent in disseminating policy decisions. Public Affairs Specialist is the basic title authorized for all positions in this series. However, the position meets the coverage criteria in the General Schedule Supervisory Guide (GSSG). Consequently, the appropriate title is Supervisory Public Affairs Specialist.

GRADE DETERMINATION:

Approximately 75% the position involves supervisory and managerial duties and responsibilities. The remaining 25% are non-supervisory in nature. The grade level of the supervisory and managerial duties will be evaluated by the criteria found in the General Schedule Supervisory Guide. The non-supervisory duties and responsibilities will be evaluated by the criteria found in the Public Affairs standard. The supervisory and managerial duties and responsibilities will be evaluated first.

SUPERVISORY

The GSSG employs a point-factor evaluation approach with six evaluation factors designed specifically for supervisory work. Under each factor are several factor level

definitions, which assign specific point values. The points for all levels are fixed and no interpolation or extrapolation of point totals is permitted. Points are credited for the higher factor level fully met. If on level of a factor is exceeded, but the next higher level is not fully met, the lower factor level is credited. The following is the evaluation of the position in terms of these six factors.

Factor 1 – Program Scope and Effect

This factor assesses the general complexity and breadth of the program area and work directed, including its geographic and organizational coverage. It also assesses the impact of the work both within and outside the organization. To meet the full intent of a level under this factor, a position must match the criteria for **both** scope and effect at this level.

a. Scope

This element addresses the general complexity and breadth of the program (or program segment) directed, the work, the products produced, or the services delivered. The geographic and organizational coverage of the program (or program segment) within the **agency structure** is also considered.

The incumbent directs a staff of public affairs and other administrative-type positions that provide support to regional personnel in such areas as media coverage, Congressional affairs, Native American affairs, and outreach efforts. Among other responsibilities, the incumbents of these positions communicate directly with national, regional, and local media to keep them abreast of the latest issues affecting the Service within the region; work with regional Congressional affairs staffs to keep them abreast of the latest fish and wildlife issues and how these issues could impact their constituency; contact the regional Native American tribes to explain laws pertaining to the Service and how they affect them; provide written guidance on how to deal with the public; and reach out to the general public to explain the Service's functions and how they impact on the public at large.

By reference to the guide, this degree of scope matches level 1-3 where employees direct a program segment that performs technical, **administrative**, protective, investigative, or professional work. The program segment and work directed typically have coverage which encompasses a major metropolitan area, a State, **or a small region of several States**.

It does not meet level 1-4 of the guide where employees direct a segment of a professional, highly technical, **or complex** administrative program, which involves the development or **major** aspects of **key agency**, medical, legal, administrative, regulatory, policy development or comparable, highly technical programs. Work at this level includes the direction of administrative activities conducted throughout, or covering the operations of, the **agency's** headquarters or most of the field establishment.

- b. This element assess the impact of the work, the products, and/or the programs described under scope on the mission and programs of the customer(s), the activity, other activities in or out of the Government, the agency, other agencies, the general public, or others.

The services provided by the incumbent and staff significantly affect how members of Congress, other Federal agencies, State and local agencies, business and industry groups, special interest groups, tribe members, and the general public at the regional level see and interpret the Service's programs.

By reference to the guide, this degree of effect matches level 1-3 where activities, functions, or services accomplished directly and significantly impact a wide range of agency activities, the work of other agencies, or operations of outside interests, or the general public.

It does not match level 1-4 of the guide where the program segment impacts an agency's headquarters operations, **several** bureau-wide programs, or most of an agency's entire field establishment, or facilitates the **agency's** accomplishment of its primary mission or programs of national significance; or **receives frequent or continuing congressional or media attention.**

The guide provides an illustration for the scope and effect of work at this level. It indicates supervisors direct mission-oriented, major operating programs or program segments at:

- large, complex aerospace, undersea, or multi-mission research and development center;
- production departments of the largest Navy shipyards or the aircraft management directorates at Air Logistics Centers;
- major medical centers which include research programs or other medical programs of national interest and standing.

The program segments directed at this level affects segments of large industries, or receives frequent congressional or media attention, or essential to major defense, space exploration, or public health programs. There is no evidence that the scope and effect of this position meets this level.

Since both scope and effect are evaluated at level 1-3, this factor is evaluated at level 1-3 (550 points).

Factor 2 – Organizational Setting

This factor considers the organizational situation of the supervisory position in relation to higher levels of management.

The incumbent reports to the deputy regional director who is a GS-15. The deputy reports to the regional director who fills an SES position. Information in the guide

indicates a position reporting to a deputy or full assistant chief position is credited as reporting to the chief. Consequently, this position is credited with reporting to an SES position.

This organizational setting meets level 2-3 of the guide where the position is accountable to a position that is SES level.

Consequently, organizational setting is evaluated at level 2-3 (350 points).

Factor 3 – Supervisory and Managerial Authority Exercised

This factor covers the delegated supervisory and managerial authorities, which are exercised on a recurring basis.

The incumbent prepares plans for the accomplishment of the subordinate's work; determines assignments based on the functional areas and the capabilities of the subordinates; determines the accuracy and adequacy of work products received from the subordinates; periodically evaluates the overall work performance of the staff; counsels on such administrative issues as leave, training, the use of compensatory time, etc.; interviews candidates for vacant positions and makes selections; resolves complaints among subordinates; handles minor disciplinary matters; identifies training and development needs; develops process for better flow of work and more streamlined administrative procedures, and develops performance standards for subordinate positions.

By reference to the guide, these authorities meet level 3-2(c). Employees at that level plan work to be accomplished by subordinates, assign work to subordinates based on priorities, selective consideration of the difficulty and requirements of assignments, and the capabilities of the employees; evaluate work performance of subordinates; give advice, counsel, or instruction to employees on both work and administrative matters; interview candidates for positions in the unit; hear and resolve complaints from employees; identify training and development needs of staff; find ways to improve production or increase quality of the work directed; and develop performance standards.

It does not meet level 3-3(a) of the guide. Supervisors at that level set a **series of annual**, multi-year, or similar types of long-range work plans; plan for long-range staffing needs; and work with high level program officials (or comparable **agency level** staff personnel) in the development of **overall goals** and objectives for assigned staff function(s). While the incumbent works with the deputy regional director and regional director in the development of overall goals of the regional external affairs program and provides input at the Service level, there is no evidence he/she works with Department of Interior personnel on these issues on a regular and recurring basis.

The authorities of the position do not fully meet level 3-3(b). They do meet level 3-3(b) to the extent that the incumbent exercises significant responsibilities in dealing with officials of other units or organizations, or in advising management officials of higher

rank; approves within-grade increases and travel; and finds and implements ways to eliminate or reduce bottlenecks and barriers to production. However, on a regular and recurring basis, the incumbent does not use subordinate supervisors, team leaders, team chiefs, etc., to oversee the work; assure reasonable equity (among groups, units, teams, etc.) of performance standards and rating techniques developed by subordinates; direct a multimillion dollar program; make decisions on work problems presented by subordinate supervisors, team leaders, etc.; evaluate the work of subordinate supervisors or leaders; recommend selections for subordinate supervisory positions; review and approve serious disciplinary actions; etc.

Consequently, supervisory and managerial authority exercised is evaluated at level 3-2 (450 points).

Factor 4 – Personal Contacts. This factor consists of two parts, which assess the nature and the purpose of personal contacts related to supervisory and managerial responsibilities. The nature of the contacts, credited under subfactor 4A, and the purpose of those contacts, credited under subfactor 4B, must be based on the same contacts.

The incumbent contacts all levels of personnel within the regional office. These contacts include the regional director, deputy regional director, assistant regional directors, and a variety of other managers and specialists. Contacts are also made with project leaders in the field stations and other field personnel such as outdoor recreation specialists who are concerned with public affairs issues. Similarly, the incumbent deals with such individuals as counterparts in other Federal agencies within the region, counterparts at various State departments of natural resources, communications personnel at the Department level, director of the Service, and assistant regional directors at other Service regional offices. The incumbent must be well prepared when presenting information to the contacts to make the region's views on the issues very clear.

By reference to the guide, the nature of these contacts matches level 4A-3 where contacts are with high ranking military or civilian managers, supervisors, and technical staff at bureau and major organization levels of the agency; with agency administrative support staff; and journalists representing influential city or county newspapers or comparable radio or television coverage. At this level, contacts include those which take place in meetings and conferences and unplanned contacts for which the employee is designated as a point of contact by higher management. These contacts often require extensive preparation of briefing materials or up-to-date familiarity with complex subject matter.

It does not meet 4A-4 of the guide where contacts are **frequently** made with regional or national officers or comparable representatives of trade associations, public action groups, or professional organizations of national stature; key staff of congressional committees; or SES, flag or general officer, or Executive Level heads of **bureaus** and higher organizations in other Federal agencies. Contacts at this level take place in meetings, conferences, briefings, speeches, presentations, or oversight hearings and may require extemporaneous responses to unexpected or hostile questioning.

Consequently, nature of contacts is evaluated at level 4-A-3 (75 points).

Subfactor 4B – Purpose of Contacts

This subfactor covers the purpose of the contacts credited in Subfactor 4A, including the advisory, representational, negotiating, and commitment making authorities related to supervision and management.

The purpose of the regional office contacts is to advise management on appropriate communication approaches, point out the importance of the external affairs program within the region, and negotiate monies with the management team so that proper resources are available to successfully carry out the function. The purpose of the field station contacts is to train and guide field personnel in carrying out their external affairs responsibilities and to see that they are in compliance with the regional office's guidelines in this regard. External contacts deal mostly with exchange of information, justification of region and/or Service approaches to fish and wildlife issues; development of mutual agreements, and the development of agendas for up-coming events.

By reference to the guide, the purpose of these contacts meet level 4B-3 where employees justify, defend, or negotiate in representing the project, program segment(s), or organizational unit(s) directed, in obtaining or committing resources, and in gaining compliance with established policies, regulations, or contracts. Contacts at this level usually involve the active participation in conferences, meetings, hearings, or presentations involving problems or issues of considerable importance to the program or program segment(s) managed.

It does not meet level 4B-4 of the guide where employees influence, motivate, or persuade persons or groups to accept opinions or take actions related to advancing the fundamental goals and objectives of the program directed, or involving the commitment or distribution of major resources, when intense opposition or resistance is encountered due to significant organizational or philosophical conflict, competing objectives, major resource limitations or reductions, or comparable issues.

Consequently, purpose of contacts is evaluated at level 4B-3 (100 points).

Factor 5 – Difficulty of Typical Work Directed

This factor measures the difficulty and complexity of the basic work most typical of the organization directed, as well as other line, staff, or contract work for which the supervisor has technical oversight responsibility, either directly or through subordinate supervisors, team leaders, or others. One must determine the highest grade level which best characterizes the nature of the basic (mission oriented) non-supervisory work performed or overseen by the organization directed; and constitutes 25% or more of the workload (not positions or employee) of the organization.

It is assumed that GS-13 grade level work is carried out for at least 25% of the time. If GS-13 grade level work is not carried out at least 25% of the time, the position must be evaluated to determine if this position description is appropriate for use, or if a separate position description should be developed.

Consequently, the difficulty of the typical work directed is evaluated at level 5-8 (1030 points.)

Note: If the base level of work for the position which is being evaluated is not GS-13 at least 25% of the time this position description should not be used. A separate position description should be developed for that position.

Factor 6 – Other Conditions

This factor measures the extent to which various conditions contributes to the difficulty and complexity of carrying out supervisory duties, authorities, and responsibilities.

It is assumed that the incumbent spends at least 25 percent of the time supervising and managing work at the GS-13 grade level. The incumbent is responsible for making recommendations on how the external affairs program operate within the region and how it should impact on the community, what projects should be initiated and/or curtailed based on the status of regional issues, and how the work of the office should be distributed based on external affairs requirements.

By reference to the guide, these conditions meet level 6-6 to the extent the incumbent directs GS-13 level work. However, that level is not fully met since the position must make major recommendations and/or final decisions about many of the management areas listed under Factor 6-5a. The position does not meet three of them. The incumbent does make recommendations or decisions on significant internal and external policy and program issues affecting the overall organization, determinations of projects to be initiated or curtailed, and change in position/organizational structure. However, there is no evidence that the position is required to make major recommendations and/or final decisions regarding (1) restructuring, reorienting, recasting, immediate and long range goals, objectives, plans, and schedules to meet **substantial** changes in legislation, program authority, and/or funding; (2) the resources to devote to particular **programs** (especially when staff-years and a significant portion of an organization's budget is involved); or (3) policy formulation and **long range** planning in connection with prospective changes in functions and programs.

Consequently, other conditions is evaluated at level 6-5 (1225 points).

The following is a summation of the factor levels and points allocated to this position:

Factor 1,	Level 1-3	550 points
Factor 2,	Level 2-3	350 points
Factor 3,	Level 3-2	450 points
Factor 4,		
Subfactor A	Level 4A-3	75 points
Subfactor B	Level 4B-3	100 points
Factor 5,	Level 5-8	1030 points
Factor 6,	Level 6-5	1225 points
	<u>Total Points</u>	<u>3780</u>

By use of the grade conversion table of the guide, a total of 3780 points converts to the GS-14 grade level (3605-4050).

The supervisory portion of the position is correctly classified at the GS-14 level.

NON-SUPERVISORY

The Public Affairs standard has its classification criteria developed in the Factor Evaluation System (FES) format. This format has nine grade-influencing factors. Each factor is evaluated separately and is assigned a point value consistent with the factor-level descriptions (FLDs) provided in the standard. Under FES, in order for a duty or responsibility to warrant a given point value, it must be fully equivalent to the overall intent of the selected FLD. If the responsibility fails in any significant aspect to meet a particular FLD in the standard, the lower point value must be assigned. When all the factors have been evaluated, the total points are converted to a grade by using the standard's grade conversion table. The following is the evaluation in terms of this standard.

Factor 1, Knowledge Required by the Position

This factor measures the nature and extent of information or facts which the public affairs specialist must understand in doing acceptable work and the nature and extent of skills necessary in applying these knowledges.

The Regional ARDs-External Affairs are regularly (at least 25% of their time) involved in highly visible and complex issues of a political nature that require independent action in dealing directly with the Office of the Secretary, the Office of the Assistant Secretary for Fish, Wildlife and Parks, and Committee-levels in Congress. The activities involved are of such magnitude and visibility that the assignments are given directly to the ARD

for External Affairs by these offices or officials of comparable levels. Assignments are normally cross-Departmental, as well as cross cabinet level agencies and the ARD is individually responsible for developing the methods and approaches in planning, integrating, and evaluating the public affairs for the agency on these issues. The actions of the ARD result in the adoption as an overall Department of the Interior message and communication with diverse audiences and publics.

The incumbent requires a mastery of communication principles, methods, practices and techniques in dealing with these issues and particular application of this knowledge to the special constituencies and the particular programs of the Fish and Wildlife Service to advise the Department's Office of Communications and Assistant Secretary for Fish, Wildlife and Parks on strategies for communicating these specific issues to the agency's publics.

By reference to the standard, this degree of knowledge, skill and ability matches level 1-9 where employees apply a master of communication principles, methods, practices and techniques; analytical methods; and interpersonal relations practices to the development of new methods and approaches in planning, integrating, and evaluating the overall public affairs program of an agency's functional program. Employees at this level serve as the internal expert to the agency's top management officials participating in the formulation and articulation of an overall plan integrating the public affairs of an agency.

Consequently, knowledge required of the position is evaluated at 1-9 (1850 points).

Factor 2, Supervisory Controls

This factor covers the nature and extent of direct or indirect controls exercised by the supervisor, the public affairs specialist's responsibilities, and the review of completed work.

The incumbent serves under general administrative and policy guidance of the Regional and Deputy Regional Director who make assignments in terms broad mission statements.

The incumbent is independently responsible for planning, designing, executing, and evaluating controversial situations and determining the methods, approaches and strategies for dealing with complex issues. The incumbent carries out assignments in total autonomy of the supervisors and deals independently with offices and personnel of the Assistant Secretary for Fish, Wildlife, and Parks, Office of the Secretary and with Members of Congress and Congressional Staff. The incumbent is considered the region's expert in external affairs and carries out assignments with little or no assistance. The incumbent keeps the supervisor apprised of on-going work. The work is considered technically authoritative and receives very little review.

By reference to the standard, this degree of supervisory control meet level 2-5 where the supervisor provides administrative direction by making assignments in terms of broadly defined mission or function of the public affairs program. At that level, employees

independently carry out their assignments, informing the supervisor of progress as appropriate. Results received are considered technically authoritative and are normally accepted without significant change. Particularly sensitive issues may be reviewed by public affairs specialist at headquarters levels. When this level of review occurs, it is mainly from the fulfillment of program objectives.

Consequently, supervisory controls is evaluated at level 2-5 (650 points).

Factor 3, Guidelines

This factor covers the nature of guidelines and the judgment needed to apply them.

Guidelines in assignments dealing directly with the Assistant Secretary Fish, Wildlife, and Parks, Office of the Assistant Secretary, and Members of Congress and/or their staff include administrative policy statements and statutory mandates, such as proposed and final laws, Office of Management and Budget Circulars, and departmental and FWS directives and policies. The incumbent obtain policy direction and guidance regarding communication activities from the Office of Communications. However, most guidelines are broadly stated and of limited use in applying them to many specific situations the incumbent encounters in dealing with numerous constituent groups. There are few or no precedents applicable to the unusual or sensitive issues and problems encountered. Extensive and seasoned judgment must be used in determining intent of legislation, related court decisions, state and local laws and policy initiatives for the Bureau as the incumbent adapts any existing precedents for developing new approaches and creating unified strategies and plans.

By reference to the standard, this degree of guidelines meets Level 3-5 of the standard where the public affairs specialist is guided by general policy statements and statutory mandates, but there are no precedents applicable to unusual or sensitive public affairs issues or problems encountered in the specialist's **typical** assignments. At this level, the specialist uses considerable judgment in adapting existing precedents and using them as a foundation for developing new approaches that coordinate and integrate aspects of the **agency's** mission in creating a unified public affairs strategy or plan. Frequently, the public affairs specialist is recognized as the agency's authority in the development and interpretation of guidelines in the public area.

Consequently, guidelines is evaluated at level 3-5 (650 points).

Factor 4, Complexity

This factor covers the nature, number, variety, and intricacy of tasks, steps, processes, or methods in the work performed; the difficulty in identifying what needs to be done; and the difficulty and originality involved in performing the work.

The incumbent is responsible for the development of a variety of communication approaches to handle controversial issues. Overall, the incumbent must analyze the

audience makeup, determine which methods and techniques would be appropriate, and apply the best strategy available. Many times, the incumbent must develop new strategies in order to effectively communicate the issue and its possible impact on that audience. The incumbent must determine the most effective ways to work with such audiences as tribes, environmental groups, land owners, etc., and apply those methods. The incumbent continually works with hostile and indifferent audiences, attempting to see their points-of-view.

By reference to the standard, this degree of complexity matches level 4-5 in that work at that level includes the development of new methods, strategies, and communication plans covering the complete spectrum of the organization's programs. Work at this level requires developing new ways of gathering input from a variety of individuals and groups with conflicting views and interests, and developing and initiating varied approaches and strategies in communicating the agency's objectives to groups opposed or indifferent to agency programs.

It does not meet level 4-6 of the standard where the specialist develops new methods and approaches in planning, integrating, and evaluating the overall public affairs program for an **agency's** functions program; and **counseling** agency management on the formulation and articulation on an **overall** approach to public affairs issues in the agency. Work at this level requires continuing efforts in developing, evaluating, and integrating various public affairs activities into a **unified** communication plan that facilitates the agency's achievement of program objectives requiring the establishment of effective communication interchange with various publics.

Consequently, complexity is evaluated at level 4-5 (325 points).

Factor 5, Scope and Effect

This factor covers the nature of the work, i.e., the purpose, breadth and depth of the assignment, and the effect of work products or services both within and outside the organization.

The purpose of the work is to provide expert advice in communicating the Service's mission, programs, policies, and decisions, regional and national, in a manner that elicits the understanding and support that is necessary for mission accomplishment. The work influences the way audiences react to on-going **complex** issues of the Service or upcoming Service issues.

By reference to the standard, this degree of scope and effect meets level 5-5 where the purpose of the work is the identification of the causes or reasons for public misunderstanding or indifference to agency programs and policies and development of alternative communication strategies that enable the agency to establish and maintain mutual understanding with the general public or other specialized publics. The work at this level effects the successful achievement of major programs conducted by the agency

and the social and economical well-being of substantial numbers of people included in the groups affected by the continued efficient operation of those programs.

It does not meet the level 5-6 of the standard where the purpose of the work is the planning, design, conduct, and evaluation of a public affairs program which includes responsibility for the information and communication efforts of an **agency's** functional program. At this level, the public affairs program is a vital and essential part of the agency's mission, aiding in fulfilling legal and executive mandates of informing, educating, and orienting the general public and specialized groups concerning the work of the agency.

Consequently, scope and effect is evaluated at level 5-5 (325 points).

Factor 6, Personal contacts

This factor includes face-to-face contacts and telephone and radio dialogue with persons not in the supervisory chain.

Contacts include regional office personnel; members of Congress and/or their staffs; Service and Department of Interior officials; other Federal government personnel; leaders of private sector entities in business, industry, conservation, and academia; representatives of the news media; Service program personnel; and the general public. Sometimes, the contact is not easily established.

By reference to the standard, this degree of contact matches level 6-4 in that personal contacts at that level are with nationally or internationally known groups or individuals from outside the employing agency where the contact is not routinely or easily established and each contact is conducted for different reasons and under different circumstances.

Consequently, personal contacts is evaluated at level 6-4 (110 points).

Factor 7, Purpose of Contacts

The purpose of contacts is to advise management on proper communication approaches, justify and defend the external programs or complex issues presented, and negotiate the resources needed. External contacts deal mostly with exchange of information, the explanation of controversial Service issues and the defense of those actions or proposed actions, and organization concerns. A significant number of these outside contacts deal with highly controversial issues and the incumbent must field questions from hostile and very indifferent individuals.

By reference to the standard, the purpose of these contacts matches level 7-4 where the employee must explain and defend significant or controversial actions or decisions affecting the basic principles of the agency's program; negotiate or mediate among groups or individuals with divergent viewpoints, concerning recommendations.

Consequently, the purpose of contacts is evaluated at 7-4 (220 points).

Factor 6, Physical Demands

This factor covers the requirements and physical demands placed upon the public affairs specialist by the work assignment.

The work is usually performed in an office setting.

Consequently, physical demands is evaluated at level 8-1 (5 points).

Factor 9, Work Environment

This factor considers the risks and discomforts that may be imposed upon public affairs specialists by various physical surroundings or job situations.

The work involves the typical risks found in an office setting.

Consequently, work environment is evaluated at level 9-1 (5 points).

The following is a summation of the factor levels and points allocated to this position through the use of the Public Affairs standard:

Factor 1,	Level 1-9	1850 points
Factor 2,	Level 2-5	650 points
Factor 3,	Level 3-5	650 points
Factor 4,	Level 4-5	325 points
Factor 5,	Level 5-5	325 points
Factor 6,	Level 6-4	110 points
Factor 7,	Level 7-4	220 points
Factor 8,	Level 8-1	5 points
Factor 9,	Level 9-1	5 points

Total

4140

A total of 4140 points is credited by application of the Public Affairs standard. By reference to the grade conversion chart, this amount equates to the GS-15 grade level (4055-up).

The incumbent is a member of the regional management team consisting of regional director, deputy regional director and assistant regional directors. The incumbent provides expert decision making on a variety of top management issues that evolve out of actions directly affecting the Service and generated at higher levels within the Department or comparable levels. As an expert dealing with these issues, the incumbent is relied upon to deal independently and totally autonomous of his supervisors (regional

director, deputy regional director, and assistant regional directors and the AD-External Affairs). As result, the grade level of the non-supervisory work which represents at least 25 percent of the positions time is evaluated at the GS-15 level and the supervisory work is evaluated at the GS-14 grade level. As a result, the overall work of the position is evaluated at the GS-15 level.

FINAL CLASSIFICATION: The position is properly classified as Supervisory Public Affairs Specialist, GS-1035-15. (Organizational Title: ARD-External Affairs).

FLSA: Exempt

