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## Many Specialists in FSSs In Line for Grade Raises

The Civil Service Commission once again has acted quickly and with considerable insight on an important FAA classification proposal. The Commission has authorized the Agency to proceed with actions which will raise the grades of many specialists in Flight Service Stations. As is the case in Centers and Towers, the Station raises may be made effective soon as the necessary administrative action can be taken. The adjustments will be reflected later in a comprehensive revision of the Air Traffic Control Specialist classification standards.

In its report to Mr. Halaby the Commission followed the procedure applied in the evaluation of new Center and Tower activities. Grade findings are tied to functions rather than to specific positions. Military Flight Service is recognized as a new function. The PIREPS, weather briefing, and flight following programs are incorporated in the Pre-flight Assistance, and In-flight Assistance functions. An individual position will be classified at the level of the highest grade function which is a significant part of the job.

The box-score of findings in the report follows:

|                               | Level I<br>GS | Level II<br>GS | Level III<br>GS |
|-------------------------------|---------------|----------------|-----------------|
| Trainee -----                 | 5             | 5              | 5               |
| Interphone -----              | 6             | 6              | 6               |
| Military Flight Service ----- | 7             | 7              | 7               |
| Pre-flight Assistance -----   | 8             | 8              | 8               |
| In-flight Assistance -----    | 9             | 9              | 9               |

One of the results of the CSC action is the elimination of the aircraft contact and flight plan count as a basis for grade distinctions. A very beneficial effect

of this change is the elimination of the threat of down-grading which so many Stations faced when their counts began to drop off. This is a bonus in the generally favorable CSC decisions.

The Commission's reasoning in eliminating grade distinctions among non-supervisory Station jobs is stated in their report:

"The changes which have occurred in the (In-Flight Assistance) function, and in the level of competence required . . . have served to eliminate the distinctions which formerly placed the function in different grades according to the volume of traffic serviced by the Station." The knowledge requirements in all Flight Service Stations are similar and, "there is a comparable level of difficulty and responsibility regardless of the workload volume of the Station." . . . "The full performance level involves a complete rotation through all of the functions of the Station." In some cases the specialist performs all of the functions in the course of a single shift. In others, the specialist rotates through the various functions, but may specialize on a single type of activity during a shift. The Commission concluded that with the changes which have occurred, "the elements in these work situations sufficiently counter-balance each other to require that no grade level distinction be made for any function on the basis of the workload of the Station."

The Commission did not incorporate in its report specific grade levels for supervisory positions. However, the need for revision of the supervisory grades was recognized, and appropriate adjustments will be made. Coordinating closely with the Commission,

the Personnel Programs Division is preparing a Supervisory Evaluation Guide which will be adopted at the same time as, or shortly after, actions begin to raise the grades of the non-supervisory jobs.

Mr. William R. Collins, of the Commission's Standards Division, made an intensive review of the Station jobs. He had an opportunity to study the job analysis and evaluation statements developed

by the Program Standards Branch in cooperation with Flight Service Station personnel. He also visited a number of Stations—Millville, N. J., Newport News, Va., Martinsburg, W. Va., Raleigh-Durham, N. C., Myrtle Beach, S. C., and Washington, D. C. One or more FAA representatives accompanied him into each facility. Mr. Pyle and Mr. Thomas piloted N-3 on the kickoff trip to Millville and Newport News.