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CSC Approves

New EMT Job Standards

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The Civil Service Commission has approved new Electronic Maintenance Technician classification standards which represent a departure from the category system used in the past and give full consideration to the knowledge requirements of each position.

This revision of standards provides a long sought recognition of advances in the technology of FAA electronic systems and the work of the maintenance technician. They also represent a fulfillment of one of the major recommendations of Project Searchlight.

The Civil Service Commission has approved revised position classification standards covering the non-supervisory, GS-856-0 Electronic Maintenance Technician positions. The majority of these positions are located within the Systems Maintenance Service field sector organizations.

The standards, which were developed for the CSC by a joint team composed of Office of Personnel and Training and Systems Maintenance Service personnel, provide non-supervisory levels of GS-5 thru GS-11 in two grade steps.

In addition, the CSC has given recognition to the Agency's requirements for a very limited number of non-supervisory high level specialist positions at GS-12. These will be authorized in specific locations according to criteria established by the Agency.

Project Searchlight contributed to the standards revision by producing the basic job analysis studies that included the input of a number of field maintenance technicians and engineers. These job analysis studies were used directly in the formulation of the

standards and thus represent the active participation of the maintenance technician in the development of standards used to measure his work.

The completion of this phase of the project allowed the Agency to proceed with the building of the criteria governing the classification of the supervisory levels in the sector electronic maintenance positions. These have been formulated and are now in the Regions for review and comment.

Along with the non-supervisory and supervisory standards, the Agency also developed an implementation guide which will be used to insure uniform application of the levels provided in the standards. This guide was forwarded to the field simultaneously with the supervisory guide for review and comment. When these guides are finalized, the Regions will develop their implementation plans, prepare the necessary job sheets and make whatever other preparations are needed to effect a simultaneous implementation date in all Regions. If no unforeseen events upset present plans, this should occur some time during the last quarter of FY-1963.

Preliminary estimates indicate that these standards may effect the grade level of the larger portion of the technicians employed in sector electronic maintenance work. The new standards therefore are a major step forward for the Agency in providing better and higher level opportunities for its skilled technical personnel. This is in accord with the long range employee development plans of the Agency to keep the personnel aspects of Agency functions abreast of the rapid and dynamic electronic technological advances and recognize, where justified, increased employee knowledge and skill requirements.