

POSITION DESCRIPTION (Please Read Instructions on the Back)

2. Reason for Submission					3. Service		4. Employing Office Location		5. Duty Station		1. Agency Position No.						
☐ Redescription ☐ Reestablishment		☐ New ☒ Other		☐ Hdqtrs ☒ Field						6. OPM Certification No.							
Explanation (Show any positions replaced) NPS Standard Position Description Resources Careers (Statement of Difference for FPL GS-11)					7. Fair Labor Standards Act ☐ Exempt ☒ Nonexempt		8. Financial Statements Required ☐ Executive Personnel Financial Disclosure ☐ Employment and Financial Interest		9. Subject to IA Action ☒ Yes ☐ No		13. Competitive Level Code						
					10. Position Status ☒ Competitive ☐ Excepted (Specify in Remarks) ☐ SES (Gen.) ☐ SES (CR)		11. Position is ☐ Supervisory ☐ Managerial ☒ Neither		12. Sensitivity ☒ 1-Non-Sensitive ☐ 2-Noncritical Sensitive ☐ 3-Critical ☐ 4-Special Sensitive		14. Agency Use *R03						
15. Classified/Graded by		Official Title of Position				Pay Plan		Occupational Code		Grade		Initials		Date			
a. Office of Personnel Management																	
b. Department, Agency or Establishment																	
c. Second Level Review		Horticulturist				GS		0437		09							
d. First Level Review																	
e. Recommended by Supervisor or Initiating Office																	
16. Organizational Title of Position (if different from official title)						17. Name of Employee (if vacant, specify)											
Horticulturist																	
18. Department, Agency, or Establishment						c. Third Subdivision											
Department of the Interior																	
a. First Subdivision						d. Fourth Subdivision											
National Park Service																	
b. Second Subdivision						e. Fifth Subdivision											
						Signature of Employee (optional)											
19. Employee Review-This is an accurate description of the major duties and responsibilities of my position.																	
20. Supervisory Certification. I certify that this is an accurate statement of the major duties and responsibilities of this position and its organizational relationships, and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the knowledge that						this information is to be used for statutory purposes relating to appointment and payment of public funds, and that false or misleading statements may constitute violations of such statutes or their implementing regulations.											
a. Typed Name and Title of Immediate Supervisor						b. Typed Name and Title of Higher-Level Supervisor or Manager (optional)											
Signature						Signature											
Date						Date											
21. Classification/Job Grading Certification. I certify that this position has been classified/graded as required by Title 5, U.S. Code, in conformance with standards published by the U.S. Office of Personnel Management or, if no published standards apply directly, consistently with the most applicable published standards.						22. Position Classification Standards Used in Classifying/Grading Position											
Typed Name and Title of Official Taking Action						See Classification Evaluation Statement for Standards Used to Grade this Position.											
J. LYNN SMITH HUMAN RESOURCES PROGRAM MANAGER						Information for Employees. The standards, and information on their application, are available in the personnel office. The classification of the position may be reviewed and corrected by the agency or the U.S. Office of Personnel Management. Information on classification/job grading appeals, and complaints on exemption from FLSA, is available from the personnel office or the U.S. Office of Personnel Management.											
Signature						Date											
J. Lynn Smith						JUN 30 1999											
23. Position Review		Initials		Date		Initials		Date		Initials		Date		Initials		Date	
a. Employee (optional)																	
b. Supervisor																	
c. Classifier																	
24. Remarks *Agency Use Code should be entered in FPPS as last three spaces of position allocation number.																	
25. Description of Major Duties and Responsibilities (See Attached)																	

**NATIONAL PARK SERVICE
BENCHMARK POSITION DESCRIPTION
Statement of Difference**

**Horticulturist
GS-0437-09**

Introduction

This statement identifies the differences between GS-09 and the full-performance level of GS-11. For GS-09 graded positions, Factor 1. Knowledge Required by the Position; Factor 2. Supervisory Controls; and Factor 4. Complexity are evaluated at lower levels as described below. In addition, Factor 9. Work Environment is evaluated at level 9-1 which equates to five points. All other factors are evaluated as described at the GS-11 level.

Factor 1. Knowledge Required by the Position Level 1-6; 950 points

Because the incumbent does not perform the full range of duties as envisioned at the GS-11 level, the requirement at this level is for a practical knowledge of the technical methods, principles, and practices of a narrow area of the profession. Work assignments are well precedent and the educational knowledge is supplemented by skill gained through job experience which permits independent performance of recurring assignments. This differs from Level 1-7 (full-performance level), where knowledge is required of a wide range of concepts, principles, and practices that are applied to a variety of difficult and complex work assignments. In addition, at Level 1-7, projects are not well precedent and a comprehensive knowledge of the field is required in order to develop new methods, approaches or procedures.

Factor 2. Supervisory Controls Level 2-3; 275 points

At the GS-09 level the supervisor makes assignments by defining objectives, priorities, and deadlines and assists the employee with unusual situations which do not have clear precedents. Completed work is evaluated for technical soundness, appropriateness, and conformity to policy and requirements. This differs from Level 2-4 (full-performance level) where the employee and supervisor, in consultation, develop the deadlines, projects, and work to be done. In addition, this position does not meet the next higher level where completed work is reviewed only from an overall standpoint in terms of feasibility, compatibility with other work or effectiveness in meeting requirements or expected results.

Factor 4. Complexity Level 4-3; 150 points

At the GS-09 level work does not meet Level 4-4 (full-performance level) because decisions regarding what needs to be done do not include the assessment of unusual circumstances, variations in approach, and incomplete or conflicting data.

Total Points 1935