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Appendix SPD-003. Mechanical Engineer, GS-0830, Standard Position Descriptions

1. Standard Position Descriptions (SPD) established to cover all nonsupervisory positions within Reclamation for Mechanical Engineer, GS-0830, at the covered grade levels.

2. For implementation, follow policy as outlined in HRM 15-02, Section 6. *Reclamation Standard Position Descriptions*, specifically Paragraph 6.C.

3. The Program Manager for these SPDs is Reclamation's Chief Engineer.

4. SPD Numbers are as follows:

Title, Pay Plan, Series, Grade	SPD Number
Mechanical Engineer, GS-0830-13	REN1200
Mechanical Engineer, GS-0830-12	REN1100
Mechanical Engineer, GS-0830-11	REN1000
Mechanical Engineer, GS-0830-09	REN0900
Mechanical Engineer, GS-0830-07	REN0800
Mechanical Engineer, GS-0830-05	REN0700

5. Official position title codes for FPPS data entry are below. These are the only title codes to be used for the 0830 occupational series.

Official OPM Title	FPPS Position Title Code
Mechanical Engineer	01
Lead Mechanical Engineer	14
Supervisory Mechanical Engineer	04

6. Key points to consider for this specific SPD batch:

    A. Background information for major duties percentages of time in the SPDs:

        (1) For the GS-13 SPD: The first three major duties in the SPD are the foundation for the electrical engineering classification and the GS-13 grade level. While the minimum percentage of time listed for engineering analysis (one of the three) is 25%, the subject matter experts (SME) on the SPD development team

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felt that GS-13 Mechanical Engineer positions in Reclamation would typically perform these three major duties combined a minimum of 40% of the time. Due to the critical nature of these major duties, the expectation is that these three major duties should be reflected in the critical elements of the incumbents' performance plans.

(2) For GS-12 and below: The minimum percentage of time for engineering analysis is 25%; however, the SME team felt that this percentage would typically be higher for most Mechanical Engineer positions. Due to the critical nature of engineering analysis, the expectation is that this major duty should be reflected as a critical element in the incumbents' performance plans.

B. Application of this SPD at the regional or field level:

(1) Reference to development of policy and standards does not preclude the use of the SPD for the regions. Overall, when policy is mentioned, it is mentioned in a list with an "and/or" in the list. Policy development is not an absolute. However, the expectation is that GS-13s within Reclamation are actively engaged in policy development. For GS-13s at a regional-level this could include working on Reclamation policy and standards teams, providing substantial review of policy and standards drafts, drafting portions of policy and standards as assigned by the policy point of contact, and so forth.

(2) Mastery of the knowledge, skills, and abilities is required due to a greater scope and role beyond that of one facility; it is typically program wide. Scope, role, and responsibility of the position must be considered in the overall applicability of the GS-13 SPD to the position. The scope of the GS-13 engineer goes beyond the immediate organization; it is built into the major duties of the position that the GS-13 engineer is an expert adviser and consultant. The expectation is that the engineer is performing this role on a regular and recurring basis beyond the immediate organization. By saying "outside the organization" in the SPD it is implied that this is outside of the region or Technical Services Center (e.g., peer review of other regions) or Reclamation (e.g., review of contractors, outside stakeholders, other agencies).

7. Complexity language used in the SPD such as resolving "unique or novel" problems, conditions, or issues is appropriate for the GS-13 grade as the GS-13 requires a mastery knowledge and skill to, among other things, resolve unique and novel problems.