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UNITED STATES GENERAL ACCOUNTING OFFICE  
WASHINGTON, D. C. 20548



OCT 8 1976

FEDERAL PERSONNEL AND  
COMPENSATION DIVISION

E-172707

The Honorable Richard S. Schweiker  
United States Senate

Attention: Mr. David Main

Dear Senator Schweiker:

In accordance with your March 8, 1976, request and our subsequent discussions with your office, we looked into a constituent's charges that the reorganization of the United States Army International Logistics Center (Center) located at New Cumberland Army Depot, Pennsylvania will create an additional and unnecessary cost to the taxpayer. The successor organization to the Center is the United States Army International Logistics Command (Command). The constituent alleged that for an annual payroll cost increase of over \$1.3 million, employees of the Command at New Cumberland would be performing essentially the same work with new titles and higher grades. This would be accomplished, it was alleged, by altering position descriptions without actually changing the duties and responsibilities of the positions.

We examined records and held discussions with officials at Headquarters, United States Army Materiel Development and Readiness Command (DARCOM), Alexandria, Virginia (formerly the United States Army Materiel Command), and at the Command in New Cumberland. We also held discussions with officials of the Philadelphia Region of the United States Civil Service Commission.

We found that the reorganization when completed will increase both the number of personnel and the overall grade structure of the Command. Although numerous organizational changes were made at New Cumberland as a result of the reorganization, we found that no major additional responsibilities were assumed. Further, the reorganization brought about numerous revisions in job descriptions and job classifications for New Cumberland personnel. The job descriptions were developed by Department of the Army personnel who were dispatched to New Cumberland. However, these job descriptions have not been reviewed by the Civil Service Commission.

One of the key revisions in job description and classification affected the position known as the country desk officer. This position was formerly classified as a GS-11 but was upgraded to a GS-12 as a result of the

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reorganization. The reclassification had a pyramiding effect on positions above and below the country desk officer, some of which were also upgraded. The Civilian Personnel Office of the New Cumberland Army Depot, which services the Command, took exception to the proposed upgrading of the country desk officer. However, DARCOM approved reclassification of the position to GS-12.

The review of job descriptions and classifications requires special expertise. In some instances there are no established standards that can be used for comparison or measurement. Accordingly, we requested assistance from the Philadelphia Region of the Civil Service Commission in reviewing the propriety of selected job descriptions and classifications which were changed as a result of the reorganization. Because of manpower limitations, regional officials were unable to furnish assistance at that time. Civil Service Commission officials subsequently advised us that they plan to do a job classification survey at the Command in New Cumberland during the second quarter of fiscal year 1977. We understand that your office wishes to contact the Civil Service Commission about its survey.

We will be happy to discuss this further with you if you desire.

Sincerely yours,

~~H. H. [unclear]~~  
H. L. Krieger  
Director

bc: Civil Service Commission,  
Philadelphia Region  
Mr. Krieger (FPCD)  
Mr. Gould (FPCD)  
Mr. Enegehold (FPCD)