

DEPARTMENT OF THE ARMY  
OFFICE OF THE CHIEF OF ENGINEERS  
WASHINGTON 25, D. C.

ENGPV 248

27 July 1953

SUBJECT: Application of the Wage Board Supervisory Pay Plan in the  
Corps of Engineers

TO: Division Engineers, except Division Engineers, MD and EOD  
District Engineers, except District Engineers, Alaska District  
and Districts in MD and EOD  
Director, Waterways Experiment Station

1. Reference: Reference is made to the following:

a. Multiple letter ENGPV 248.2, 30 January 1953, subject:  
"Wage Board Supervisory Evaluation Standard," (which expired 1 April 1953).

b. Letter to Division Engineers, except Division Engineers, MD  
and EOD, 18 June 1953, subject: "Wage Board Supervisory Jobs."

c. Department of the Army letter SAOCP SW, 20 February 1953,  
subject: "Authorization of New Wage Board Supervisory Job Evaluation  
Standard and Wage Schedules," and subsequent supplementary instructions  
issued by the Department of the Army, including Department of the Army  
letter, 3 March 1953, subject: "Amendment to Inclosure 3 of Letter  
SAOCP SW, 20 February 1953, Authorization of New Wage Board Supervisory  
Job Evaluation Standard and Wage Schedules."

2. General:

a. Notification is hereby given that the Wage Board Supervisory  
Pay Plan will be applied to all supervisory Wage Board jobs in the Corps  
of Engineers under the jurisdiction of Division and District Engineers  
in the continental United States and the Director, Waterways Experiment  
Station, effective the beginning of the first pay period commencing after  
1 October 1953, with the exceptions and subject to the conditions set forth  
below. At installations and activities where "staggered" payroll periods  
are in affect for Wage Board supervisory employees, the plan will be applied  
to all supervisory Wage Board jobs effected at the beginning of the first  
of such periods which commences after 1 October 1953.

b. In applying the Wage Board Supervisory Pay Plan to supervisory  
Wage Board jobs in the Corps of Engineers, commanding officers will take  
such steps as may be necessary to assure that supervisory positions which  
are established in the installations or activities form the soundest and  
most economical structure for the accomplishment of their missions, and  
that duties and responsibilities are so organized that maximum economy and  
utilization of employees' skills are effected.

c. Authority to apply existing Supervisory Wage Schedules to such jobs will be issued by the Army-Air Force Wage Board in the near future. The Army-Air Force Wage Board will also issue, in the near future, Supervisory Wage Schedules for those localities for which such schedules have not yet been established including a Supervisory Floating Plant Wage Schedule for the Lower Mississippi Valley Division.

3. Coverage: The Supervisory Pay Plan will be applied to (a) all land based repair, maintenance and operations jobs, the paramount duties of which are described in one or more of the supervisory situations outlined in the Department of the Army Wage Board Supervisory Evaluation Standard, (b) all marine type floating plant jobs covered by the ladder diagram and typical job descriptions which were inclosed with the letter referenced in subparagraph 1b above, (c) all marine type floating plant jobs not covered by the ladder diagram and typical job descriptions but having similar duties and responsibilities and closely related in nature and character thereto, and (d) all marine type floating plant jobs on types of floating plant, other than those covered by the ladder diagram, which have duties and responsibilities which correspond to those of the typical jobs. The Supervisory Pay Plan will not be applied to jobs paid from the special Atlantic-Gulf Hopper Dredge schedule or to jobs in printing and lithographic plants for which separate wage schedules have been issued.

4. Method of applying the Supervisory Pay Plan.

a. After study of job descriptions, analyses and comments submitted by field installations and activities it has been determined that the factors and principles of the Department of the Army Supervisory Job Evaluation Standard can generally be applied directly to land based repair, maintenance and operations jobs in the Corps of Engineers. However, there are a number of these land based jobs, which do not readily lend themselves to such direct application. The proper WB-S grade for such jobs should be determined by the application of the Wage Board Supervisory Evaluation Standard to the greatest practicable extent and also by the ranking method, giving due consideration to grade and pay relationships with other jobs which have been evaluated under the Wage Board Supervisory Evaluation Standard and with jobs to which grades have been assigned by the Chief of Engineers, including the grades for the typical marine floating plant jobs inclosed with the letter referenced in subparagraph 1b above.

b. Review and analysis by personnel in the Office of the Chief of Engineers and of Civilian Personnel, Department of the Army, of comments and suggestions received from field installations and activities concerning the ladder diagram and typical job descriptions for marine type floating plant jobs inclosed with the letter referenced in subparagraph 1b above indicate that Division and District Engineers are preponderantly in accord with (1) the content of the job descriptions, (2) the Wage Board supervisory grades assigned to the individual jobs, (3) the over-all grade alignment, and (4) job coverage. Therefore, it has been determined by the Chief of Engineers and the Office of Civilian Personnel, Department of the Army, that these job descriptions are appropriate for use as official guides in evaluating marine type floating plant jobs and such use is hereby authorized and directed. It should be noted that these job descriptions are intended to represent only typical jobs on the specific types of floating plant covered. Non-typical jobs on dredges, tugs, towboats, derrickboats, survey boats and

tenders which have substantially different major duties but which, in general, are similar in nature and character to the typical jobs, should be evaluated through ranking with the grades for the typical jobs giving due consideration to the relative difficulty and complexity of the work performed and/or supervised. In evaluating non-typical jobs to different grades from those established for typical jobs, differences in job content should be major and apparent inasmuch as a WB-S grade has a far greater range than a WB grade.

c. The typical job Descriptions referred to in b. above were prepared only for jobs on the types of floating plant most commonly in operation throughout the Corps of Engineers. Accordingly, jobs on such specialized types of floating plant as dipper dredges, bucket dredges, piledrivers, drift collectors, snagboats, etc., were not included in the ladder diagram because of the relatively small number of such plant operated in the Corps of Engineers. However, the fact that such jobs were not included in the ladder diagram was not intended to mean that all such jobs on these types of floating plant should be excluded from the Wage Board Supervisory Pay Plan. Authority is granted to the commanding officers addressed to make the determinations as to which marine type floating plant jobs, in addition to those covered by the typical job descriptions inclosed with the letter referenced in subparagraph 1b above, should be placed on Wage Board supervisory schedules and to evaluate such jobs through ranking with the typical jobs giving due consideration to the relative difficulty and complexity of the work performed or supervised.

d. In the past, many river jobs, similar in nature to land maintenance and operations jobs such as laborers, equipment operators, trades and crafts workers and foremen over such employees engaged in work auxiliary to floating plant operations, e. g., revetment work, canal maintenance, bank stabilization, etc., have been paid from floating plant wage schedules. Supervisory jobs of this nature and character will be evaluated in the same manner as are land maintenance jobs, as provided in subparagraph a. above.

e. As pertains to hydroelectric power station operating and maintenance jobs in the Wage Board pay method category the Chief of Engineers will issue guides on or before 17 August 1953 for evaluating pertinent jobs under the Supervisory Pay Plan. Such guides will consist of typical job descriptions and appropriate WB-S grades.

f. In titling Wage Board supervisory marine type floating plant jobs, the word "Foreman" should not be used. Instead continued application of titles contained in the Wage Board Code and titles approved subsequent to issuance of the Code is authorized. In this connection, approval has been granted by the Office of Civilian Personnel, Department of the Army, to include these traditional floating plant titles in the list contained in paragraph 1c(4) of inclosure 1 to the letter referenced in subparagraph 1c above.

5. Implementing Instructions: The procedures to be followed in converting supervisory Wage Board jobs to the Supervisory Pay Plan are contained in the Department of the Army letter and supplementary instructions referenced in subparagraph 1c above. Particular attention should be given to the procedural requirements established to deal with any adverse actions or other

personnel actions which may result from the adoption of the Wage Board Supervisory Evaluation Standard.

BY COMMAND OF MAJOR GENERAL STURGIS:

A. C. WELLING  
Colonel, Corps of Engineers  
Executive

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