

MEMORANDUM FOR COMMANDERS/DIRECTORS, USACE COMMANDS AND
USACE STAFF PRINCIPALS

SUBJECT: Third Revision of Implementing Instructions for the General Schedule Supervisory Guide (GSSG)

1. Reference memorandum, CEHR-E, dated 4 Sep 98, subject: Second Revision of Implementing Instructions for the General Schedule Supervisory Guide (GSSG).
2. Enclosed is the third revision to the 1994 HQUSACE Implementing Instructions for the GSSG. The implementing instructions were reviewed and approved by DA and DOD and represent Corps of Engineers interpretation of the GSSG. They are not intended to duplicate guidance provided by DOD and DA. Most of this revision is based on a DOD CPMS memorandum dated 24 May 2000; however, the use of Factor Level 3-3a has been clarified and other minor changes have been made to update the document.
3. The DOD Supplemental Guidance for the General Schedule Supervisory Guide (GSSG) issued 24 Jun 93 credits Factor Level (FL) 2-3 to positions with the authorized military rank of O-6 which also direct either a substantial non-supervisory GS/GM-15 or equivalent workload or at least several subordinate supervisory GS/GM-15 positions or equivalent workload. HQUSACE recently requested DOD delete the O-6 requirement due to changes in the force levels of the Army and the associated marked decrease in the availability of O-6 authorizations. Some district commander authorizations were recently changed from O-6 to O-5 with no change in mission. DOD responded that the reference to O-6 rank in the Supplemental Guidance is for descriptive purposes and does not exclude other ranks when the remaining conditions of this alternative provision are met. We have revised our implementing instructions accordingly.
4. This guidance is effective immediately. Point of contact for this action is Millie Edwards, 202-761-1798.

FOR THE COMMANDER:

/S/

Encl
as

SUSAN DUNCAN
Deputy Chief of Staff
for Human Resources

CF:
MSC Human Resource Officers
District CPAC Chiefs
CPOCs