

MEMORANDUM FOR COMMANDERS, MAJOR SUBORDINATE COMMANDS

SUBJECT: Classification of Chiefs of Construction-Operations, Operations, and Planning and Engineering

1. References:

- a. Appendix E, ER 10-1-2, 1 May 1996.
- b. Memorandum, CEHR-E/CECW-O, subject: Operations and Maintenance Management Positions, dated 16 June 1994.
- c. Memorandum, CEHR-E/CECW-O, subject: Chief of Construction-Operations and Chief of Operations positions, dated 1 September 1994.

2. When classifying managerial and supervisory positions over multi-disciplinary work teams, I believe that greater emphasis must be placed on the variety and diversity of programs, projects, or functions directed. Reference a requires that AIn combinations of Planning, Engineering, Construction, and/or Operations the head of any Construction or Engineering element will be a registered professional engineer.≡ It does not specifically speak to the classification of the chiefs of the combined functions; however, the intent was that these positions would be classified to a mix of series reflective of knowledges required to manage the organization and the work force supervised.

3. Chiefs of Construction/Operations will continue to be classified in accordance with the guidance contained in references b and c; however, prior approval requirements for classification as engineer only will be in accordance with paragraph 4 below. Chiefs of Planning and Engineering will be classified as interdisciplinary when the position can be successfully performed by individuals from more than one discipline. An interdisciplinary classification is appropriate when the job involves knowledges which are characteristic of more than one series (e.g. engineering, architecture, biology, economics, etc.) and expertise in any one of them is sufficient to perform the duties. In these cases, disciplines most represented in the organization supervised will be used. Chiefs of Planning and Engineering may be classified to engineering series only when engineering knowledge is paramount and is clearly required to perform the duties involved.

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4. I recognize that there are situations where the proper classification of these positions is to a single discipline or to engineering series only. When adequate justification exists to support such a determination, you should submit your request for my approval through command channels to this headquarters. Point of contact for these actions is Monroe A. Major, CEHR-E, telephone 202-761-0331, FAX 202-761-1245.

/S/

JOE N. BALLARD
Lieutenant General, USA
Commanding