

MEMORANDUM FOR Commanders, All MSCs and Districts

SUBJECT: Operations and Maintenance Management Positions

1. This memorandum expresses the Command's commitment to optimal utilization of our workforce by providing career ladders and affording the opportunity to develop to maximum potential. Commanders and selecting supervisors will look at all Operations and Construction-Operations recruiting actions to ensure that natural resources management, regulatory, emergency management, navigation, and hydropower personnel have an appropriate opportunity to compete for positions within Operations and Construction-Operations. This memorandum removes the hiring freeze and provides guidance for applying the policy.

2. In keeping with this philosophy, upon receipt of this memorandum, Commanders should review the classification of the following existing and proposed management positions. Normally these positions will be classified to both engineering and non-engineering series reflective of the work of the organization. If a local determination is made that the position must be classified to a single series, the establishment of the position must be submitted to the next higher commander for approval.

Chief and Assistant Chief, Operations
Chief and Assistant Chief, Construction-Operations
Chief, Operations Technical Support Branch
Chief, Management Support Branch
Operations Project Managers

3. Prior to recruitment, the positions in paragraph 2 above must be evaluated and classified using two separate job descriptions. When professional or non-professional occupational requirements are clearly predominant, the position should be classified to the occupational series which best reflects the predominant work of the organization. In classifying managerial and supervisory positions over multi-disciplinary work teams, greater emphasis must be placed on delegated managerial and supervisory authority and responsibility, the variety and diversity of programs, projects and/or functions directed, and technical skill and knowledge. These positions require a high degree of managerial ability and sufficient technical knowledge to plan, assign, direct, and review work operations.

CEHR-E (690-500)

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4. Recruitment for current and future vacant positions should be advertised to provide Operations personnel an appropriate opportunity to progress to supervisory and management positions within Operations or Construction-Operations. Positions which strike the proper balance between leadership responsibilities and technical skills will provide the optimum career ladders through which our people can develop.

/S/
JOHN F. SOBKE
Major General, USA
Acting Commander