

DEPARTMENT OF THE ARMY
U.S. Army Corps of Engineers
Washington, DC 20314-1000

ER 690-1-1208

CEHR-E
Regulation
No. 690-1-1208

15 March 2001

Civilian Personnel
REENGINEERING POSITIONS

1. Purpose. This regulation establishes U. S. Army Corps of Engineers (USACE) policy regarding reengineering positions.
2. Applicability. This regulation is applicable to all USACE elements and commands.
3. Distribution Statement. Approved for public release. Distribution is unlimited.
4. References.
 - a. AR 690-950, Career Management.
 - b. ER 690-1-500, Position Management and Classification.
5. Background. In 1998, the Blacks in Government National Training Conference requested reengineering of selected positions as a tool to increase the pool of qualified candidates. A memorandum on reengineering positions dated 20 October 1998 was originally issued by the Chief of Engineers. The memorandum was then issued as an Engineer Circular that expires on 31 March 2001. It is now issued as an Engineer Regulation.
6. Policy. Officials with authority to recruit for positions should consider reengineering as a recruitment tool in the situations listed below:
 - a. To attract underrepresented categories of applicants.
 - b. To establish career ladders in keeping with sound management.
 - c. To prepare underrepresented categories of applicants for higher level positions.

In accordance with reference 4a, the career program positions may be filled below the full performance level when efforts to fill the position at the higher grade have resulted in fewer than three promotion eligible candidates.

Exceptions to reengineering include supervisory, managerial and expert positions as well as non-supervisory positions responsible for managing a specific program (typically at the GS-14 and GS-15 or equivalent levels). Human Resources staff will assist managers in determining when reengineering can be used effectively.

FOR THE COMMANDER:



ROBERT L. DAVIS
Colonel, Corps of Engineers
Chief of Staff