



DEPARTMENT OF THE ARMY

U.S. Army Corps of Engineers
WASHINGTON, D.C. 20314-1000

REPLY TO
ATTENTION OF:

CECG

17 DEC 1987

MEMORANDUM FOR: ALL HQUSACE/OCE ELEMENTS AND ALL FIELD
OPERATING ACTIVITIES

SUBJECT: Clarification of Dual Track Classification Concepts

1. The purpose of this memorandum is to clarify what appears to be some misconceptions about dual track classification and career concepts.

2. Dual Tracking as a career alternative has become an important and controversial issue throughout the Corps Engineers and Scientists community. Many assumptions have been made concerning this concept. There seems to be a perception in some quarters that dual tracking is something that is being considered for the future for Engineers and Scientists careerists, and has been available only to doctors and lawyers in the past.

3. In fact, the concept of dual tracking has been part of the classification policy of the government for many years. For example, classification standards recognize technical expertise in a position up to the GS-15 level. However, that technical expertise must be combined with an equivalent scope of work and area of responsibility. There are recognized "Corps experts" throughout the headquarters and the Corps community. The standards also recognize technical expertise at the laboratories, and through recognition of the impact that an employee has on the job through the technical expertise recognized by his/her peers, that he or she might bring to it.

4. It must be emphasized, however, that dual tracking in itself is not a panacea, nor is it an avenue to higher grades through non-supervisory or non-management channels for everyone. Extraordinary expertise is grade controlling in non-supervisory jobs, in combination with the scope of responsibility and advice given to and by the employee. There must be a requirement for extraordinary expertise in the employee's job. That may require mobility to the next highest echelon or to a laboratory if the need is there.

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5. USACE will continue to explore the avenues available that enhance dual tracking without jeopardizing our leadership and management initiatives and capabilities. My staff will also pursue initiatives through DA and Department of Defense channels to obtain Office of Personnel Management assistance in furthering this effort.

for 
E.R. HEIBERG III
Lieutenant General, USA
Commanding

MG, USA
DCG