

DEPARTMENT OF THE ARMY
HEADQUARTERS, US ARMY FIELD ARTILLERY CENTER AND FORT SILL
Fort Sill, Oklahoma 73503-5100

USAFACFS Regulation
No. 690-11

19 June 1986

Civilian Personnel
CAREER MANAGEMENT

1. PURPOSE. This regulation provides guidance for the administration of career management programs within this installation.
2. SCOPE. This regulation applies to civilian positions which meet the definition for coverage provided in AR 690-950-1, Civilian Personnel Career Management. Provisions will be carried out without regard to race, sex, color, creed, age, or national origin. The selection, training, appraisal, assignment, reassignment, and promotion of employees covered by career programs will be in accordance with this policy and with instruction contained in appropriate documents.
3. OBJECTIVES. The primary objectives of career management are to anticipate and meet continuing and future personnel needs with the highest quality staffing, and to provide foreseeable career opportunities which will attract, develop, and retain qualified employees in key occupations. In concept and design, the career program is primarily a management system.
4. DEFINITIONS. Certain terms used throughout this regulation and in separate career program regulations are defined as follows:
 - a. Career Appraisal. The evaluation of employees in terms of their potential for development, as judged against established skills, knowledges, abilities, and personal characteristics (SKAP) required for progression in the career field.
 - b. Career Development. A method of obtaining additional knowledges, skills, and abilities within a career program through training, assignment, or self-development.
 - c. Career Management. The continuous intake, appraisal, training, development, and career assignment of personnel to meet civilian manpower requirements. The process is carried out through a formal system of occupational career programs offering specific career patterns and developmental opportunities.
 - d. Career Plan. A specific plan developed jointly by employees and their supervisors, setting forth the employee's immediate and long-range career goals and the training, development, and other actions required to reach these goals.
 - e. Career Program. Specified occupational series and functional fields grouped together on the basis of population, occupational structure, grade range, and commonality of job and qualification characteristics.

*This regulation supersedes USAFACFS Regulation 690-11, 23 April 1984.

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f. Career Program Employee. An employee whose position has been identified as being covered by an occupational series and functional area in a career program.

g. Career Program Manager. An individual who serves essentially as the command- or activity-level counterpart of the Army-wide functional chief. This person is an official occupying a responsible position in a career field who is designated by the commander to coordinate a career program within the command or activity. The activity career program manager (ACPM) is responsible for employees in the particular career program, unless stated otherwise in cross-servicing agreements.

h. Career Program Registrant. A Department of the Army (DA) employee rated eligible for a position covered by a career program and within the area of consideration who files for referral.

i. Functional Trainee. An employee hired in an entry- or intermediate-level position within an established career program, usually at a four-grade target level. Formal training deviates in whole or in part from the master intern training plan established by DA for DA and local interns.

j. Intern (DA and Local). An employee hired in an entry-level position in an established career program. The employee participates in a highly structured, formal training program and occupies a position (usually at a four-grade target level) with known potential for non-competitive promotion to the target position.

k. Master Intern Training Plan. A detailed training plan issued by Headquarters (HQ) DA showing on-the-job training and formal courses that will prepare career interns for target-level career program positions DA-wide.

l. Referral Rosters. A standing list of candidates for referral to positions of the same, higher, or lower grade on the basis of review and evaluation.

m. Target Position. The position in which an intern or other trainee is placed when a formal training program is completed.

n. Voluntary Career Program Registrant. A DA employee in a position outside career program coverage or one who is in a different career program from that in which registration is desired.

5. RESPONSIBILITIES.

a. The Assistant Director for Civilian Personnel (ADCP), Directorate of Personnel and Community Activities (DPCA). The ADCP is the principal advisor of career field programs, and is responsible for the overall implementation and administration of these programs. Specifically, the ADCP will:

(1) Fulfill administrative and procedural requirements of each career program.

(2) Submit to MACOM's and HQDA required regular and special reports, provide copies of Standard Form (SF) 50 (Notification of Personnel Action) affecting personnel covered by career programs, and furnish other official records for updating appraisals and qualification records in central inventories.

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(3) Administratively review completed career appraisals and forward to appropriate higher headquarters for career panel consideration.

(4) Maintain necessary records pertaining to career program employees.

(5) Provide guidance and staff assistance to commanders, program managers, supervisors, and employees concerned.

(6) Assist supervisors and program managers in carrying out their responsibilities for career counseling.

(7) Provide along with operating officials and program managers, complete orientation to all career employees.

(8) Designate a management official who corresponds to the occupational grouping of the program as the ACPM. ACPMs designated for existing career programs are listed at appendix A.

b. The Activity Career Program Manager. The ACPM or a delegated official will maintain functional supervision over the career program in that program area and will:

(1) Orient managers, supervisors, and employees concerned with their particular career program and communicate to them significant program information

(2) Complete career appraisal documents as required in a timely manner.

(3) Accomplish timely registration of careerists, including a comprehensive review of DA Form 2302-R, Apr 1984 (Civilian Personnel Qualification Record) for accuracy, and forward the form to the Training and Development (T&D) Division, DPCA.

(4) Coordinate actions and processes related to the program element, such as intake, appraisal, training, and referral.

(5) Counsel voluntary registrants regarding opportunities, requirements, and other appropriate actions. The ACPM will also make pertinent recommendations concerning the acceptance of employees desiring voluntary registration.

(6) Coordinate implementation of career programs in their functional areas with the T&D Division, DPCA.

c. Supervisors. Supervisors of career registrants are responsible for supporting the career programs applicable to their subordinates. They will:

(1) Meet the objectives of career management and carry out the specific requirements of applicable career program regulations with respect to their subordinates. Responsibilities include, among other program features, participation in planning for intake, conduct of career appraisal and counseling, planning, and accomplishing training and development activities.

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(2) Study the program and keep their subordinates informed of opportunities for development and advancement, and of needs in the career fields. Supervisors will ensure that their subordinates read and understand career program regulations covering their positions. They will seek out and disseminate career field information furnished by the T&D Division, DPCA, and program managers.

(3) Consult with employees in reviewing training needs and developing a useful and practical Individual Development Plan (IDP). Make reasonable efforts to assure that employees are made available for planned training.

(4) Make fair, objective selections for career field positions in strict compliance with merit principles.

d. Careerists. Careerists are responsible for:

(1) Submitting initial registration and qualification forms and periodically updating them.

(2) Providing the interest and initiative necessary for development and advancement in their career fields.

(3) Assessing their aptitudes, strengths, and weaknesses

(4) Identifying their long- and short-range career goals

(5) Developing a plan of action that will contribute to the attainment of their career goals.

(6) Accepting developmental and promotional assignments at various locations, insofar as opportunities and their personal circumstances permit.

(7) Completing their career appraisal through conscientious self-evaluation of skills, knowledges, and abilities.

(8) Submitting their career appraisals in a timely manner consistent with locally-established suspense dates.

(9) Submitting their completed career appraisals in sufficient copies for forwarding to appropriate career panels.

6. REGISTRATION.

a. Registration. Civilian personnel employed in positions that are within the scope of civilian career programs may register in that program by submitting a completed career appraisal (see paragraph 7). The ACPM and T&D Division, DPCA, will provide guidance and assistance in the registration process. The completed career appraisal, DA Form 4338-R, Apr 1984 (Civilian Career Program Availability Statement) and DA Form 2302-R will be submitted to the T&D Division, DPCA.

b. Voluntary Registration. Employees occupying positions not covered by career field programs, but who qualify because of duties or experience, may qualify as

"voluntary" registrants. It must be realized, however, that voluntary registrants are at a definite competitive disadvantage, unless other factors of personal merit clearly offset the absence of substantial or current experience in the career field concerned. Employees must qualify for positions at the grade level specified for mandatory referral by MACOM/HQDA (appendix B). The following procedures for voluntary registration will be followed:

- (1) The employee will submit a written request accompanied by a completed career appraisal, DA Form 2302-R, and DA Form 4338-R to the appropriate ACPM. The written request must indicate the position title and series of the program for which voluntary registration is desired.
- (2) The ACPM will forward the request to the T&D Division, DPCA, with pertinent recommendations concerning the acceptance of the employee as a voluntary registrant. The ADCP will determine if the employee meets the referral level qualification requirements. If employees are not qualified, they will be notified immediately.
- (3) The completed career appraisal of qualified employees will be forwarded to the appropriate MACOM career program manager for final acceptance into the career program.

c. Multiple Registrants. Employees may register in the career program which covers their current position and, at the same time, register in other career programs for which they are qualified. Multiple registration policy and procedures are contained in AR 690-950-1.

d. Positions Excluded from Career Program Coverage. The following positions are excluded from established career programs:

- (1) GS-5 or -7 level positions that are not of a trainee-type for GS-11 or above. Some positions are covered when they are targeted to lower grades (see Appendix B).
- (2) When the position has been placed in a career program series but does not meet the criteria for career programs as defined in individual AR 690-950- series, the ADCP will make determinations regarding career program coverage.

Updating Registration Data

- (1) The ADCP will submit SF Form 50 to the appropriate MACOM on each action pertaining to a career program registrant. Changes reported include appointment, reassignment, promotion, and termination.
- (2) DA Form 2302-R will be used to report changes which are not updated by SF Form 50. (Some inventories may prescribe other forms for this purpose.) Instructions for completing these actions are contained in appendix A, AR 690-950-1.
- (3) DA Form 4338-R may be submitted at any time that a careerist wishes to update/change their areas of availability. Instructions for completing this form are contained in appendix C, AR 690-950-1.

7. APPRAISAL.

a. Skills, Knowledges, Abilities, and Personal Characteristics (SKAP). Career appraisals measure the employee's skills, knowledges, abilities, and personal characteristics. Currently, a standardized form is being developed for use by career programs. HQDA Career Program Functional Chiefs and/or MACOM Career Program Managers will forward instructions and forms to the T&D Division, DPCA. The T&D Division will forward this information to the appropriate activity career program manager upon receipt.

b. Utilization. The primary uses of the career appraisal forms are to facilitate preparation of referral listing by MACOM/HQDA career screening panels, to identify strengths and weaknesses of the employees, to establish goals, and to prepare individual development plans.

c. Preparation. Each separate SKAP form is forwarded by the appropriate MACOM/HQDA Career Program Manager with specific instructions for preparation. The ACPM is responsible for having a sufficient number of forms reproduced and for providing guidance and assistance to employees and supervisors in completing the forms. Sufficient copies (usually five copies) will be prepared to comply with instructions, plus one copy for T&D Division files. Completed forms will be submitted to T&D Division, DPCA, at least 10 days prior to higher command suspense dates to allow sufficient time for T&D Division review and certification.

d. Availability. Some career programs require the completion of DA Form 4338-R. Increasing importance is being placed on stated availability; i.e., such statements are being taken literally, and careerists who have expressed interest in certain locations are expected to be available for assignment when queried. Nonavailability could result in the careerist being dropped from the inventory.

e. Performance Appraisals. DA Form 4969, Apr 1981 (Employee Performance Appraisal) or DA Form 4940-1-R (Merit Pay System Performance Appraisal) will be completed annually for each careerist. Instructions regarding preparation of performance appraisals are contained in AR 690-400, chapter 430, or AR 690-500, chapter 540, respectively. See appendix C for performance appraisal rating periods for each career program. These rating periods apply only to careerists whose job series are covered under a particular career program. They do not apply to careerists who voluntarily apply for referral in a career program.

8. TRAINING

a. Basic Provision. Emphasis will be placed upon applicability of DA training and development policies contained in AR 690-400, chapter 410, as they pertain to particular areas of career program administration. Training and development programs and processes in the context of career management are aimed at continuously building within the career work force the skills required to meet current and projected management needs and employee goals. The training philosophy embodied in career management is one which placed equal emphasis on management support of formal on- and off-the-job training and development, and self-development undertaken by career employees on their own initiative and through the use of their own resources. Thus, the overall training plan for career management provides for a variety of formal and informal on- and off-the-job courses and developmental activities, whether initiated and sponsored either by the individual or by the Government.

b. Master Development Plans. To provide the occupational skills and technical preparation of career personnel, master development plans are prescribed throughout individual career programs. Master development plans are occupationally oriented and prescribe the training for development and improvement of technical knowledges and skills for each career level. The ACPM, supervisors, and other officials for a given program are responsible that the published training outline is followed and that prescribed courses and other training activities are administered. These prerequisites must be satisfied before advancement to higher levels.

c. Developmental Opportunities. Government-sponsored training will be made available as a planned part of career advancement. Employees will be selected competitively for high-level and long-term training courses. For the training of upper-level employees, only the best and most capable will be selected for off-the-job study, even though these are often the individuals who can least be spared from the activity or command. These are the very people who should be given developmental opportunities in the interest of management.

9 CAREER INTERNS

a. Basic Policies and Requirements

(1) The main objective of the DA intern program is to provide for planned intake of personnel with high potential to meet career program staffing needs and provide these individuals with the skills, knowledges, and abilities required to advance to and successfully perform at the target-grade level.

(2) With the exception of functional trainees (see para 4i), employees in recognized Army-wide career programs who are hired at the junior level, i.e., GS-05 or -07, with a target grade of GS-09 or above, will be trained and utilized as career interns. This policy applies to employees occupying local TDA spaces, as well as MACOM spaces.

(3) Unless exceptions are made in writing by MACOM, intern positions will be established at the GS-05 level. Noncompetitive promotions will terminate at the target grade level specified in appendix D.

(4) DA/MACOM provides resources for its interns. Installation resources must be used to support recruitment, training, and development of local interns and functional trainees. DA interns may occupy HQDA spaces and use central funds for a maximum of 2 years, regardless of target grade.

(5) Except under certain overtime spent during travel and travel associated with training, local funds must be used to pay overtime for interns.

(6) Interns (DA and local) will be trained IAW designated MACOM standardized training plans, or AR 690-950- series where such plans are nonexistent. Deviations or modifications to these training plans must receive prior MACOM Career Program Manager approval.

b. Appraisal.

(1) DA 4969. This performance appraisal form will be completed semiannually only for the first year, starting on the intern's entrance into the program and

annually thereafter. The rating period for the second year will be the anniversary date of entry into the program to the completion of the 2-year cycle. Three copies of the completed appraisal will be furnished to the T&D Division for appropriate distribution (MACOM, TSO, T&D file, etc.), while the employee, rater, and ACPM retain respective copies for their records.

(2) The requirement for probationary appraisals is waived for interns.

(3) When an intern's job performance is marginal or unsatisfactory, the Management-Employee Relations (MER) Division, DPCA, will be contacted as soon as possible to determine the necessary corrective course of action. In general, interns who receive a rating of marginal will not be promoted to the next higher grade level until the deficiency is corrected. If the deficiency cannot be corrected by the time of the next appraisal, action to remove the intern will be initiated. Unsatisfactory performance must be documented, but is not required to be supported on a semiannual appraisal before corrective action or separation procedures are begun.

c. Employment and Mobility Agreements. TRADOC interns must sign a DA Form 5227-R (DA Employment and Mobility Agreement for DA CTED Interns) prior to entry into the program.

d. Advancement. Promotion to the next higher grade depends upon the intern's completion of required training and demonstrated ability to perform at the higher grade.

e. Placement of TRADOC Career Interns. A panel, composed of the appropriate ACPM, the intern's first- and second-line supervisors, and the Chief, T&D Division, DPCA, will meet during the fourth month prior to the intern's completion of the program. The panel will make recommendations concerning the adequacy of training, appropriateness of promotion, and whether the intern can be absorbed on a local TDA space. The panel's recommendations will be submitted in writing to the MACOM Career Program Manager.

f. Recruitment. Prior to recruitment for career program positions up to and including the intern target grade level, the Recruitment and Placement (R&P) Division, DPCA, will obtain clearance from MACOM to provide for mandatory placement of graduating interns.

g. Projections and Allocations. ACPMs will be required to periodically submit projections for career intern intake. These projections must be based on anticipated vacancies and ability to provide required training. MACOMs will base their allocation of these submission.

10. REFERENCES.

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|------------------------------|------------------------------|
| a. AR 690-950-2. | e. AR 690-500, chapter 540 |
| b. AR 690-950-3. | f. TRADOC Regulation 690-2. |
| AR 690-950-400, chapter 410. | g. TRADOC Regulations 690-3. |
| d. AR 690-400, chapter 430. | |

APPENDIX A

DESIGNATED ACTIVITY CAREER PROGRAM MANAGERS

<u>CAREER PROGRAM</u>		
<u>CODE</u>	<u>CAREER PROGRAM</u>	<u>CAREER PROGRAM MANAGER</u>
10	Civilian Personnel Administration	Civilian Personnel Ofcr
11	Comptroller	Dir of Resource Mgt
12	Safety Management	Safety Officer
13	Supply Management	C, Supply Div, DOL
14	Contracting	Contracting Officer, DOL
15	Quality & Reliability	Dep Dir, USAFABD
17	Material Maintenance Management	Dep Dir, USAFABD
18	Engineer & Scientists (Resources & Construction)	Dep Dir, DEH
18	Engineer & Scientists (Non-Construction)	Designated Op Res Analyst DCD, USAFAS
19	Intelligence	Directory of Security
21	Librarian	Chief, Librarian, DPCA
22	Public Affairs & Communications Media	Public Affairs Officer
23	Automatic Data Processing	C, DOIM
24	Transportation Management	C, Trans Div, DOL
25	Communications	C, DOIM
26	Manpower & Force Management	C, Mgt & Manpower Analysis Div, DRM
27	Housing Management	C, Housing Div, DEH
28	Equal Employment Opportunity	EEO Officer
29	Commissary Management	Commissary Officer
30	Records Management	C, Admin Svcs Br, AG, DPCA
31	Education Services	Dir, Education Center, DPCA
32	Training	C, Staff & Fac Dev Div, DOTD, USAFAS
33	Ammunition	C, Ammo Sec, DOL

NOTE: The Activity Career Program Manager may appoint a deputy manager when appropriate. The ADCP must be informed in writing of such appointments.

APPENDIX B

MINIMUM AREAS OF CONSIDERATION FOR MANDATORY REFERRAL LEVELS

<u>CAREER PROGRAM</u>	<u>MACOM-WIDE</u>	<u>ARMY-WIDE</u>
Civilian Personnel Administration	N/A*	GS-13 & above
Comptroller	GS-12	GS-13 & above
Safety Management	GS-11	GS-12 & above
Supply Management	GS-12	GS-13 & above
Contracting	N/A*	GS-12 & above **
Quality & Reliability Assurance	N/A*	GS-12 & above **
Material Maintenance Management	GS-12	GS-13 & above
Engineers & Scientists (Resources Construction)	GS-13	GS-14 & above
Engineers & Scientists (Nonconstruction)	N/A*	N/A*
Intelligence (GS-080- & 1810)	GS-12	GS-13 & above
Intelligence (GS-132)	N/A*	GS-13 & above ***
Librarians	N/A*	GS-10 & above
Public Affairs & Communications Media	GS-11	GS-12 & above
Automatic Data Processing	GS-12	GS-13 & above
Transportation Management	GS-12	GS-13 & above
Communications	N/A*	GS-12 & above
Manpower & Force Management	N/A*	GS-12 & above
Housing Management	N/A*	GS-11 & above
Equal Employment Opportunity	N/A*	GS-12 & above
Commissary Management	N/A*	GS-09 & above
Records Management	N/A*	GS-11 & above
Education Services	GS-11	GS-12 & above
Training	N/A*	GS-13 & above
Ammunition Specialist	N/A*	GS-11 & above

* Filled through local merit promotion procedures.

** Referral lists are obtained from the DOD Centralized Referral Activity per DOD 1430.10-M.

*** General Intelligence Specialists, GS-0132 GS-13 & above, are filled from the DOD inventory, Defense Intelligence Special Career Automated System (DISCAS).

PERFORMANCE RATING PERIODS FOR CAREER PROGRAMS

APPENDIX C

CAREER PROGRAM	GRADE	SERIES COVERED	RATING PERIOD
Civilian Personnel Administration	GS-12/13	GS-201,212,221	BIRTH MONTH 1 Jul - 30 Jun
	GM-13/14	233,230,235	BIRTH MONTH 1 Jul - 30 Jun
Comptroller	GS-11/12/13	GS-505,510,560,343, 345,511,801,1515,896, 1520,1530,110	1 Sep - 31 Aug 1 Jul - 30 Jun
	GM-13/14	1520,1530,110	1 Jul - 30 Jun
Safety Management	GS-9/11/12/13	018,803,1815,690	1 Jul - 30 Jun 1 Jul - 30 Jun
	GM-13/14		1 Jul - 30 Jun
Supply Management	GS-11/12/13	GS-2001,2003,2010, 2030,2032,2050,346	BIRTH MONTH 1 Jul - 30 Jun
	GM-13/14		1 Jul - 30 Jun
Contracting	GS-11/12/13	GS-1101,1102,1103, 1150	BIRTH MONTH 1 Jul - 30 Jun
	GM-13/14		1 Jul - 30 Jun
Quality & Reliability Assurance	GS-11/12/13	GS-1960,1910	BIRTH MONTH 1 Jul - 30 Jun
	GM-13/14		1 Jul - 30 Jun
Material Maintenance Management	GS-11/12/13	GS-1670,346,301,340 802,856,895,1101,1152, 1601	BIRTH MONTH 1 Jul - 30 Jun
	GM-13/14		1 Jul - 30 Jun
Engineers & Scientists (R&C)	GS-11/12/13	GS-020,150,184,401,430, 460,470,471,480,486,804, 807,808,810,819,830,850, 1350,896,801,1301	BIRTH MONTH 1 Jul - 30 Jun
	GM-13/14		1 Jul - 30 Jun
Engineers & Scientists (NC)	GS-12/13	GS-150,180,401,403,405, 408,410,413,414,430,434, 437,493,806,819,830,840, 850,855,861,871,856,892, 893,894,896,1310,1313, 1320,1321,1340,1515,1520, 1529,1530,1382,1384,1550	1 Jan - 31 Dec 1 Jul - 30 Jun
	GM-13/14		1 Jul - 30 Jun

CAREER PROGRAM	GRADE	SERIES COVERED	RATING PERIOD
Intelligence (Security Administration Intelligence Specialist)	GS-9/10/11/12	GS-080,1810	BIRTH MONTH
	GS-12/13	GS-132	BIRTH MONTH
	GM-13/14	GS-080,1810-132	1 Jul - 30 Jun
Librarian	GS-9/11/12	GS-1410	1 Jan - 31 Dec
	GM-13/14		1 Jul - 30 Jun
Public Affairs & Communications Media	GS-9/11/12	GS-1071,1082,1083,1084	1 Jan - 31 Dec
		1035,1020,1001,1060	
Automatic Data Processing	GS-11/12/13	GS-334	BIRTH MONTH
	GM-13/14		1 Jul - 30 Jun
Transportation Management	GS-11/12/13	GS-2130,2150,2161,2101	BIRTH MONTH
	GM-13/14	0346	1 Jul - 30 Jun
Communications	GS-11/12/13	GS-391,393	BIRTH MONTH
	GM-13/14		1 Jul - 30 Jun
Manpower & Force Management	GS-11/12/13	GS-343,345,896	BIRTH MONTH
	GM-13/14		1 Jul - 30 Jun
Housing Management	GS-9/11/12/13	GS-1173	1 Jul - 30 Jun
	GM-13/14		1 Jul - 30 Jun
Equal Employment Opportunity	GS-11/12/13	GS-160,260	BIRTH MONTH
	GM-13/14		1 Jul - 30 Jun
Commissary Management	GS-7/9/11/12/13	GS-1144	BIRTH MONTH
	GM-13/14		1 Jul - 30 Jun
Records Management	GS-9/11/12/13	GS-343	BIRTH MONTH
	GM-13/14		1 Jul - 30 Jun
Education Services	GS-9/11/12/13	GS-1710,1701	1 Nov - 31 Oct
	GM-13/14		1 Jul - 30 Jun
Training	GS-12/13	GS-1712,1710	BIRTH MONTH
	GM-13/14		1 Jul - 30 Jun
Ammunition	GS-9/11/12/13	GS-301,346,802,895,1101	BIRTH MONTH
	GM-13/14	1150,1152,1601,1670,	1 Jul - 30 Jun
		2001,2003,2010,2030,	
		2101,2130	

APPENDIX D

CAREER PROGRAM ENTRY AND TARGET LEVELS

<u>PROGRAM</u>	<u>ENTRY LEVEL</u>	<u>TARGET LEVEL</u>
Civilian Personnel Administration	GS-05/07	GS-11
Comptroller	GS-05/07*	GS-09
Safety Management	GS-05	GS-09
Supply Management	GS-05	GS-09
Contracting	GS-05	GS-09
Materiel Maintenance Management	GS-05	GS-09
Engineers & Scientist (Resources & Construction)	GS-05/07	GS-09/11
Engineers & Scientists (Nonconstruction)	GS-05/07	GS-09/11
Intelligence	GS-05	GS-09
Librarian	GS-07	GS-09
Public Affairs & Communications Media	GS-05	GS-09
Automatic Data Processing	GS-05	GS-09
Transportation Management	GS-05	GS-09
Communications	GS-05	GS-09
Manpower & Force Management	GS-05	GS-09
Housing Management	GS-05	GS-09
Equal Employment Opportunity	GS-05	GS-09
Education Services	GS-05	GS-09
Training	GS-05	GS-09

*GS-07 entry 510 series only.

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The proponent of this regulation is the T&D Division, DPCA. Users are invited to send comments and suggested improvements to T&D Division, DPCA, P.O. Drawer 33308, Fort Sill, OK 73503-0308.

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