

DEPARTMENT OF THE ARMY
Corps of Engineers, Northwestern Division
P. O. Box 2870
Portland, Oregon 97208-2870

CENWD-HR
Regulation
No. 690-1-9

1 January 2004

Civilian Personnel
DUAL RATE SYSTEM FOR REGIONAL POWER RATE EMPLOYEES

History. This issue is a new NWDR regulation; it takes the place of the previous NPDR 690-1-534, 9 November 1992.

Summary. Revised regulation reflects changes in regulations during Regionalization of Army Civilian Personnel Offices and the sunset of the FPM 296-33.

Supplementation of this regulation and/or other local forms of regulatory guidance is prohibited without prior approval from CENWD-HR, P.O. Box 2870, Portland, Oregon 97208-2870.

1. PURPOSE: To articulate policy regarding classification of and assignment to dual rate jobs.
2. APPLICABILITY. This regulation applies to all employees paid from the Pacific Northwest Regional Power Rate Schedule and the Missouri River Power Rate Schedule as specified in paragraph 6, below.
3. REFERENCES.
 - a. 5 CFR 335. Promotion and Internal Placement.
 - b. Guide to Processing Personnel Actions, Ch. 14. Promotions, Changes to Lower Grade, Reassignments, Position Changes, and Details.
 - c. Army Region Merit Promotion and Placement Plan.
 - d. Negotiated labor agreements for UPTO and IBEW.
4. EXPLANATION OF TERMS.
 - a. Dual Rate is a procedure whereby a primary and secondary classification is assigned for the purpose of being able to effect an expedited temporary promotion to the secondary position.

*This regulation supersedes NPDR 690-1-534, 9 November 1992.

b. Primary Classification. The job classification (Title, Pay Plan, Series, and Grade) to which the employee is normally assigned. The primary classification is considered the employee's position of record.

c. Secondary Classification. The additional job classification at a higher rate of pay, to which the employee may be temporarily assigned (not to exceed 120 days in a 12-month period).

5. RESPONSIBILITIES: PROJECT MANAGERS AND SUPERVISORS.

a. Determine the number of dual rated positions needed in their organization to accomplish the work effectively and efficiently.

b. Determine the need to assign an employee to work in the secondary classification. When determining need, it is strongly emphasized that the absence of an employee does not in itself justify the assignment of a replacement. Accordingly, the work to be performed should require additional direction not provided by normal supervision.

c. Ensure that an employee who is dual rated to an approved leader position description leads a crew normally consisting of at least three employees (not counting the leader) at least one of whom is at the same grade level as the primary classification of the leader. On a case-by-case basis, the project manager may grant exceptions to these criteria when extraordinary conditions warrant such action.

d. Limit the cumulative duration of assignments to the secondary classification for not more than 120 days during any 12-month period.

e. Include secondary job requirements in performance plans.

f. Where this regulation conflicts with the current Collective Bargaining Agreement, the agreement prevails.

6. GENERAL.

a. Classification of Jobs in Portland, Seattle, and Walla Walla Districts Under the Pacific Northwest Regional Rate Schedule. Dual rate classification is approved for the following primary and secondary job classification combinations:

(1) Power Plant Operator (DR)(TC-I) to Chief Power Plant Operator (TC-L) at the Bonneville, The Dalles, John Day, McNary and Chief Joseph projects.

(2) Power Plant Operator (DR) (TC-I) to Power Plant Shift Operator (TC-J) at single operator plants with fewer than six (6) generators.

(3) A skilled trades journeyman (other than Operator) at any level and an appropriate leader (TL) job, which has been established and approved.

(4) Utility Worker (DR) (TC-C) to Utility Worker Leader (TL-C).

b. Classification of Jobs for Omaha District on the Missouri River Power Rate Schedule: Dual rate classification is approved for the following primary and secondary job classification combinations:

(1) Power plant electrician (primary) to power plant senior electrician (secondary).

(2) Power plant mechanic (primary) to power plant senior mechanic (secondary).

c. Classification of Jobs for Kansas City District on the Missouri River Power Rate Schedule: Dual rate classification is not approved for the power plant employee positions serviced by the Kansas City District.

d. Merit Promotion Procedures. Employees selected for the dual rate positions shall meet all qualification requirements of both the primary and secondary classifications and shall be selected in accordance with the applicable provisions of the applicable Army Region Merit Promotion and Placement Plan.

e. Generating the Personnel Action. The appropriate Nature of Action and coding for assignment to a dual rate position are found in the Guide to Processing Personnel Actions (721 – Reassignment). Appropriate remarks for the RPA notepad are not limited to but should include: Area of consideration – project-wide, Exception to PPP – not a true vacancy.

f. Processing the Personnel Actions under the Pacific Northwest Regional Power Rate Schedule: The Civilian Personnel Operations Center is responsible for processing the Notice of Personnel Action (NPA). Block 42 of the NPA should read: TC-x/Tx-x (Insert pay plan and grade of primary and secondary classification – secondary classification may be TC or TL). An appropriate statement regarding dual rate compensation will be included on the NPA. Appropriate remarks include:

NWD REGIONAL POWER TRADES SCHEDULES. BLOCKS 19 AND 42 REFLECT POWER TRADES JOB AND PAY SCHEDULE INFORMATION.

NWDR 690-1-9
1 January 2004

ALTHOUGH YOU ARE REGULARLY EMPLOYED AS A TC-x , AT \$xx.xx PER HOUR, BY VIRTUE OF THIS ACTION, YOU ARE PERMITTED TO SERVE INTERMITTENTLY AS A Tx-x, AT \$xx.xx PER HOUR WHEN THE OCCASION DEMANDS. YOU WILL BE PAID ACCORDING TO DUTIES PERFORMED AS SHOWN ON THE TIME AND ATTENDANCE REPORT.

g. Reduction-in-Force (RIF). For RIF purposes, the dual rated employee will compete on the basis of the primary job to which normally assigned. The competitive level for the primary job will be the same as that assigned to other non-dual rated journeymen performing the same primary job.

h. Pay Rates. Employees will be paid at the rate of the secondary classification only for hours worked in the secondary classification.

FOR THE COMMANDER:


WILLIAM J. JENNINGS
Executive Assistant

DISTRIBUTION:
All NWD-HR's
CENWD-CM-O
CENWK-OD
CENWO-OD
CENWP-OP
CENWS-OD
CENWW-OD