



**US Army Corps
of Engineers®**

ENGINEERING AND CONSTRUCTION BULLETIN

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SUBJECT: Inclusion and Retention of GS-0807 Landscape Architects

CATEGORY: For Information.

1. References:

- a. UFC 3-201-02 Landscape Architecture, with Change 1, 9 February 2021
<https://www.wbdg.org/ffc/dod/unified-facilities-criteria-ufc/ufc-3-201-02>
- b. Office of Personnel Management Position Classification Standard, Landscape Architecture Series 0807, latest version
<https://www.opm.gov/policy-data-oversight/classification-qualifications/general-schedule-qualification-standards/0800/landscape-architecture-series-0807/>
- c. OPM Job Family Position Classification Standard for Professional Work in the Engineering and Architecture Group, 0800, latest version
<https://www.opm.gov/policy-data-oversight/classification-qualifications/classifying-general-schedule-positions/standards/0800/gs0800p.pdf>
- d. USACE Knowledge Management Portal, Landscape Architecture
<https://usace.dps.mil/sites/KMP-LA>

2. Purpose.

This ECB underscores the crucial need to recruit and retain GS-0807 series Landscape Architects (LA) within the U.S. Army Corps of Engineers (USACE), emphasizing their unique contributions in shaping the organization's future. It urges all hiring managers to actively consider these professionals' value on Interdisciplinary Announcements in an effort to effectively fulfill mission requirements.

3. Applicability.

This ECB applies to all USACE elements with Military and Civil Works responsibilities in Engineering, Plan Formulation, Environmental, Site Design, Construction, and Operations. All positions that require the education, experience, registration, and duties of Landscape Architects (0807 series) should consider them for inclusion in position announcements. Interdisciplinary and multi-discipline positions and developmental assignments often require a skill set that includes professional registration, project experience, and the ability to perform or supervise engineering, environmental, or architectural work. This skill set is common among 0807 professionals.

Landscape Architects have a unique blend of skills, education, and experience that matches the requirements of many interdisciplinary positions. They have cross-disciplinary knowledge that enables them to tackle challenges beyond the conventional and adapt to new roles as our organization evolves. Their skills are beneficial in many areas, such as: engineering, planning, design, project/program management, public engagement, physical and biological sciences, construction management, operations, regulatory roles, technical leadership of teams, and research.

4. Background.

Per UFC 3-201-02 Landscape Architecture, Para 1-3: Design of all site improvement features must be accomplished by a licensed professional. All DoD military construction (MILCON) projects with site improvement costs over \$250,000 must include a Landscape Plan with supporting details and specifications prepared by a registered professional (Architect, Engineer, or Landscape Architect) as required by the Federal Acquisition Regulations (FAR) (Subpart 2.1). Additional professional requirements and/or certifications may be required based upon specific project needs as defined in the project Request for Proposal (RFP).

a. To become a licensed professional in the Landscape Architecture field, individuals must complete prescribed work experience and pass a standardized national examination. Licensure is granted on a state-by-state basis and the recognized designation for a licensed professional in this field is Professional Landscape Architect (PLA).

(1) Regarding climate resilience, Landscape Architects are instrumental in developing advanced design strategies, including Engineering With Nature (EWN), Natural and Nature-Based Features (NNBF), and Nature-Based Solutions (NBS). They possess expertise in team leadership, strategic planning, project management, effective communication, consensus building, and stakeholder engagement. Their unique skill set and research expertise contribute to USACE's sustainability efforts, ensuring projects are cutting-edge, environmentally responsible, and address contemporary challenges with innovative solutions.

(2) In Military Programs, Landscape Architects enhance the well-being of service members and their families by contributing to installation site planning and improving outdoor spaces. They prioritize aesthetics, open spaces, and environmental considerations in site development and master planning, promoting efficient land use and improved quality of life.

(3) In Civil Works, Landscape Architects contribute to coastal and flood risk management, designing green infrastructure solutions and leading aquatic ecosystem restoration projects. They implement methods like the Visual Resources Assessment Procedure (VRAP), aligning projects with public needs and addressing health and well-being considerations. Through participatory design and community outreach, they foster public support and ensure projects benefit communities.

(4) In Planning, according to USACE Aesthetic Resources in Planning guidance, the review of a study (e.g., study area, alternatives) by a Landscape Architect early in the planning process can provide valuable input to the study. That professional expertise can help identify significant visual resources as well as other planning issues related to aesthetics that impact on plan formulation, design, and engineering. Procedures for consideration of aesthetic resources

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shall occur throughout the planning process and be documented to reflect the continued effort throughout all phases of the project.

b. Landscape Architects, with their diverse skill set rooted in planning, engineering, earth sciences, social sciences, and the arts, are indispensable to USACE. They excel in creating eco-friendly designs and sustainable outdoor spaces while enhancing infrastructure appeal and community resilience.

For a list of the Landscape Architecture Areas of Expertise, please visit the Landscape Architecture Community of Practice website: <https://usace.dps.mil/sites/KMP-LA>.

5. Point of Contact. HQUSACE point of contact for this ECB is Ryan R. Murphy, AIA, LEED AP, CECW-EC, 202-236-0670.

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