

Job Analysis and Classification

The framework of the classification system on the Stockton campus was developed by a third party vendor in 1998. The classification of University staff positions is based on the essential functions of a specific job, along with the responsibilities described in the job description. Requests for job analysis and reclassification are submitted to Human Resources for approval by the Assistant Vice President for Human Resources. For information on writing a job description and the University's job description template please see [Job Descriptions](#)

Exempt v. Non-Exempt

Positions that are non-exempt are subject to the wage and hour laws of the state and federal government. The key wage and hour laws require that non-exempt employees:

1. Must maintain a written time record of hours worked (time card or other record);
2. Must be paid overtime compensation of 1.5 times the employee's regular rate of pay for any hours worked in excess of 8 hours in the work day or 40 hours in the work week; and
3. Are paid at least two times per month.

Exempt positions are those positions not subject to the wage and hour regulations listed above. The determination whether a position is exempt or non-exempt is made by Human Resources based on a careful review of the job description. Executive, Administrative or Professional positions that meet certain criteria regarding salary and position responsibilities may be classified exempt in accordance with state and federal guidelines.

Classification Procedures

Using the [University's job description template](#), the supervisor completes a Job Description and submits it to Human Resources with written request for review. For a new position, the review must be done before recruiting begins. Human Resources reviews and evaluates the job description, working with the supervisor, as needed, to ensure it is complete and provides all the required information. During the review, a comparison of similar positions on campus and in the external market may be made to ensure internal equity is maintained. The result of the review establishes the pay grade and the employment status of the position (exempt or non-exempt). Upon completion of the review, the supervisor is notified and a finalized copy of the job description is sent to the department. To make a change in grade, salary and/or title a Recruitment/Employment/Change Authorization (EA) is processed for the incumbent. See [Policies for Salary Adjustments FY 2010](#).

Frequently Asked Questions:

- Q I think my job should be re-classified upward. How should I proceed?
- A. First, discuss this with your supervisor. If your supervisor agrees there have been substantial changes in the job that would warrant a review, you and your supervisor should work together to revise/update your job description to ensure that it accurately reflects your current job responsibilities and requirements. Then, your supervisor would submit the updated job description to Human Resources with a request to review for reclassification.
- Q How long does the process take?
- A Usually two to three weeks. A longer period may be necessary, if the review requires research for competitive salary information.
- Q What factors are positions evaluated on in the process?
- A A variety of factors are evaluated. The vendor developed a questionnaire and matrix currently used in this process. Thirteen factors are measured for each position to maintain internal equity and consistency of grade and FLSA status.
- Q My department needs a new position, what is the process for this?
- A The process for a new position is the same. First, a job description must be developed. Human Resources is available to work with the supervisor in drafting this document. Once the job description is complete, the grading process begins. Human Resources will notify the department upon completion of this review. Recruiting for the position begins after the approved EA is received by Human Resources.

Job Descriptions

Clear, accurate and well-defined job descriptions are a useful management tool, providing a valuable summary of the position responsibilities, scope, minimum qualifications and working conditions to both the employee and his or her supervisor.

All staff positions at University of the Pacific have a job description which is provided to new employees upon hire. Any employee who does not have a copy of their job description should contact their supervisor or Human Resources. All job descriptions should be reviewed and updated on an annual basis. This should be a joint project between the employee and the employee's supervisor, with assistance from Human Resources as needed. The annual job description review should be completed in preparation for the annual performance evaluation process.

Sometimes, the job description update substantially changes the position, and the supervisor requests to have the position reviewed by Human Resources for possible reclassification. See [Job Analysis and Classification](#). The first step in classifying a position is to ensure that the job description is current and accurate. For information on writing job descriptions and the job description template see:

[Guide to Writing Job Descriptions](#)

[Job Description Template](#)

Guide To Writing Job Descriptions

Introduction

The following guide to writing job descriptions outlines the general model used in developing job descriptions.

The following elements are included in each job description:

1. Title

The title should be brief, descriptive, and consistent with other titles in the classification plan.

2. Purpose

The general purpose should be a brief statement that outlines the job's overall primary functions and responsibilities. It should be definitive to differentiate this position from others and will generally start with "Responsible for. . ." and may define the level and kind of work.

3. Essential Functions

List up to 10 major duties and responsibilities of this job in order of importance and frequency of time spent on the activity. Begin each function with an action verb.

Use the following criteria to assist you in identifying major responsibilities.

- Performance of the responsibility is a primary function of the job.
- Failure to perform the responsibility would have serious consequences.

4. Minimum Qualifications/Expertise

List the level of education required to performed duties. A Bachelor's degree indicates the position requires specific knowledge learned in a course of study or generally gained through education higher then a secondary level. An advanced or terminal degree indicates that expert knowledge is required in a specific area of study.

List the number of years work experience necessary for the position. If experience should identify specific responsibilities or duties these should be identified in years performed.

List specific skills or knowledge that is also required in the position, such as:

- High level of proficiency using Apple Computer
- Working knowledge of SCT Banner
- Aptitude to deal with constantly changing work environment
- Effectively deals with culturally diverse workforce

5. Physical Job Description

This section describes:

How much on-the-job time is spent in a variety of physical activities, such as: standing, walking, sitting, using hands or limbs and in what type of movement, climbing, stooping, kneeling, crouching, crawling, and reaching.

Generally the time required is defined as:

Occasional- duties performed up to 25% of time

Frequent- duties performed from 25% - 75% of time

Constant- duties performed from 75% - 100% of time

Lifting or carrying weight requirements are identified as well as pushing or pulling weight, the amount of exertion required to perform tasks assigned. This is generally defined in pounds.

The types of environments work is performed in, for example:

- Normal office environment or work performed both in and out of doors.
- Exposure to various weather conditions or varying temperatures.
- Noise levels employee may be exposed to.

Certain credentials may be noted in this area such as: Requires valid drivers' license or Class "B" license. Requires ability to be covered under University liability insurance.

6. Knowledge/Skills

This section indicates the areas and levels of knowledge **required** to perform this job's primary responsibilities and major activities. The level of knowledge needed is identified as stated below:

- 1. Basic Understanding* – Performs or is required to understand some practices and procedures in the area. May perform entry level work in the area or be required to explain the practices and procedures in some detail.
- 2. Solid Working Knowledge* – Thorough understanding of knowledge and the skills necessary to solve day-to-day problems and address normal business, academic, or research issues.
- 3. Advanced Knowledge* – Broad exposure and grasp of specialized concepts, practices, techniques, and technical skills. Knowledge/skill is used to solve unique or new problems and/or business, academic, or research issues. An expert in area.

Examples:

An EA Developer may require Project Management Skills of a level 2

A Head Coach may require knowledge of NCAA Rules & Regulations of a level 3

UNIVERSITY OF THE PACIFIC JOB DESCRIPTION

| |
|-----------------|
| TITLE GOES HERE |
|-----------------|

POSITION PURPOSE:

ESSENTIAL FUNCTIONS:

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

MINIMUM QUALIFICATIONS/EXPERTISE:

PHYSICAL JOB DESCRIPTION:

KNOWLEDGE/SKILLS:

| | | |
|--|--|--|
| | | |
| | | |
| | | |

Employee Signature: _____ **Date:** _____

Supervisor Signature: _____ **Date:** _____

Job Description Physical Requirements

Job Title: _____

Physical Requirements: Specify the various physical requirements associated with this position.
(Mark an X where appropriate)

| PHYSICAL ACTIVITY | OCCASIONAL 0-25% | FREQUENT 25-50% | CONSTANT 75-100% |
|----------------------------------|-----------------------------|----------------------------|-----------------------------|
| Sitting | | | |
| Walking | | | |
| Standing | | | |
| Bending | | | |
| Climbing | | | |
| Kneeling | | | |
| Twisting | | | |
| Crawling | | | |
| Stooping | | | |
| Squatting | | | |
| Reaching | | | |
| Simple Grasping | | | |
| | | | |
| Lifting: Max lbs _____ | | | |
| Carrying Max lbs _____ | | | |
| Pushing/Pulling Max lbs _____ | | | |
| | | | |
| WORKING ENVIROMENT | | | |
| Typical Office | | | |
| Warehouse | | | |
| Indoor/Outdoors | | | |
| | | | |
| NOISE LEVEL | | | |
| Quiet | | | |
| Loud | | | |

PHYSICAL ACTIVITIES

Based on the LEVEL OF PHYSICAL EXERTION required and the ESSENTIAL functions, which physical activities are REQUIRED to perform this position?

- A. Balancing – maintaining body equilibrium to prevent falling when walking, standing or crouching on narrow, slippery or erratically moving surfaces.
- B. Bending/stooping – bending body downward and forward by bending spine at the waist.
- C. Carrying – physically transporting items from one location to another.
- D. Climbing – ascending or descending ladders, scaffolding, ramps, poles and other devices using feet and legs and/or hands and arms. Body agility is emphasized.
- E. Climbing stairs – ascending or descending stairs to gain access to a building or to move from one floor to another.
- F. Communicating – Expressing or exchanging ideas, information or instructions by means of the spoken or written word.
- G. Crawling – moving about on hands and knees or hands and feet.
- H. Crouching – bending the body downward and forward by bending leg and spine, particularly for sustained periods of time.
- I. Fingering – picking, pinching, primarily with fingers rather than with the whole hand or arm.
- J. Grasping – applying pressure to an object with fingers (including thumb) and palm.
- K. Kneeling – bending legs at knees to come to rest on one or both knees.
- L. Lifting – raising objects from a lower to a higher position or moving objects horizontally from one position to another.
- M. Mobility – moving oneself from place to place quickly and easily.
- N. Pulling – using upper extremities to press against something with steady force in order to thrust forward, downward or outward.
- O. Pushing – Using upper extremities to press against something with steady force in order to thrust forward, downward or outward.
- P. Reaching – extending hand(s) and arm(s) in any direction.
- Q. Repetitive motion – substantial movements of the wrists, hands, fingers and/or feet for sustained periods of time.
- R. Sitting – particularly for sustained periods of time.
- S. Standing – particularly for sustained periods of time.
- T. Talking – expressing or exchanging ideas by means of the spoken word – communicating orally with others accurately, loudly and quickly.
- U. Walking – moving about on foot particularly for long distances.