



## **SOUTH CAROLINA DEPARTMENT OF AGRICULTURE**

### **CLASSIFICATION POLICY AND PROCEDURE**

**THE LANGUAGE USED IN THIS DOCUMENT DOES NOT CREATE AN EMPLOYMENT CONTRACT BETWEEN THE EMPLOYEE AND THE AGENCY. THIS DOCUMENT DOES NOT CREATE ANY CONTRACTUAL RIGHTS OR ENTITLEMENTS. THE AGENCY RESERVES THE RIGHT TO REVISE THE CONTENT OF THIS DOCUMENT, IN WHOLE OR IN PART. NO PROMISES OR ASSURANCES, WHETHER WRITTEN OR ORAL, WHICH ARE CONTRARY TO OR INCONSISTENT WITH THE TERMS OF THIS PARAGRAPH CREATE ANY CONTRACT OF EMPLOYMENT.**

#### **I. POLICY**

It is the policy of the South Carolina Department of Agriculture (SCDA) to comply with all policies of the South Carolina Department of Administration in the establishment, maintenance and administration of the uniform classification plan applicable to classified positions. SCDA's Human Resources Division is charged with the responsibility for the administration of delegated position classifications within the Agency.

#### **II. JOB CLASSIFICATION**

Full-time equivalent (FTE) positions at SCDA are classified based on the duties assigned to each position. Each position is assigned to a class specification, which defines, in general terms, examples of the kind of work and level of responsibility normally assigned to positions that may be allocated to the class. The exact duties and responsibilities of positions allocated to any one class may differ. However, all positions allocated to a class shall be sufficiently similar as to kind of work, level of difficulty or responsibility and qualification requirements to warrant like treatment for Human Resources administration purposes.

#### **III. POSITION DESCRIPTION (PLANNING STAGE)**

Within SCDA, the Position Description is part of the employee's Planning Stage. Copies of Planning Stages signed by employees are maintained by the SCDA Human Resources. The Planning Stage (Position Description) is a record of the official assignment of the duties of the position. The document shall include:

- An accurate description of duties and responsibilities assigned to the position;
- The percentage of time normally devoted to each duty;
- The designation of essential and marginal functions, and
- Other pertinent information concerning the position.

Planning Stages are completed by the Agency when a position is initially established. Additionally, the supervisor and employee, as a part of the Employee Performance Management System (EPMS), will review and update the Planning Stage whenever changes to the duties occur.

#### **IV. RECLASSIFICATION**

Reclassification is the movement of a position from one state classification to another state classification. An established position may be reclassified from one class to a different class as a result of a natural or an

organizational change in the duties and responsibilities of the position. A position may be reclassified to a higher or lower level depending on the responsibilities of the job.

**V. UNCLASSIFIED POSITIONS**

Full-time equivalent (FTE) positions at the South Carolina Department of Agriculture may also be unclassified and fall into one of the following categories: 1) Agency Head, 2) Executive Compensation System, or 3) Unclassified Other. Unclassified positions are not subject to this policy.