

## INSTRUCTIONS FOR COMPLETING THE CIVIL SERVICE POSITION DESCRIPTION FORM (CS-214)

The following are instructions for completing this position description form. Please read them carefully and refer to them when filling out this form. When you are finished, you should detach these instructions and forward your position description to the appropriate person. Make a photocopy for your personal records.

Items 1-13 Please be sure to fill out all of the boxes.

Item 14 The General Summary of the position should describe the overall purpose/function of the position.

- This summary should be stated in no more than three or four sentences.

Item 15 The General Summary of a duty describes a major part of the position.

- Divide the position into its major parts. Most positions can be described within four to six general duties. For example, a secretary may have the following four areas:
  1. Preparing and maintaining office records.
  2. Preparing reports and correspondence.
  3. Receiving and screening visitors and telephone calls and providing information to others.
  4. Distributing mail.
- Describe the specific task(s) followed to complete **each** duty. The task statements should describe:
  1. What the worker does.
  2. For whom it is done.
  3. What is produced or why it is produced.  
(E.g., interviews applicants to determine position skills and employment history; operates mowing equipment to maintain State properties.)
- Be as specific as possible and do not combine two or more tasks into one statement. Below are some examples of well written and poorly written task statements.

Preferred	Not Preferred
<ul style="list-style-type: none"> <li>• Designs sampling methods for conducting studies. (Very precise.)</li> <li>• Examines employee's work product to evaluate employee's performance. (More specific and detailed.)</li> <li>• <u>Transports</u> boxes to stockroom. (Is ADA compliant because it focuses on <u>what</u> needs to be done and not <u>how</u> it is to be done.)</li> </ul>	<ul style="list-style-type: none"> <li>• Assists in conducting studies. (Too vague, don't know what "assists" entails.)</li> <li>• Supervises three employees to assign tasks and reviews work product and performance. (Too broad, contains too many tasks.)</li> <li>• <u>Lifts</u> and <u>carries</u> boxes to stockroom. (Is not ADA compliant because it suggests <u>how</u> something is to be done. This could be seen as discriminatory, as one may be able to perform this duty with a reasonable accommodation.)</li> </ul>

- **Also, remember to write the duties and tasks that currently exist, not as they will or may exist sometime in the future.**

Item 16

1. Identify the decisions made in the course of performing the position duties.
2. Describe the effect they have on other people and/or program functions.
3. Identify the consequences of action or inaction.

Item 17

1. Provide examples of when this position may need to go to the supervisor for assistance.
2. Provide examples of the types of approval and review required by the supervisor.

Item 18 List significant **physical activities** that are performed in the position as well as any **unpleasant or hazardous** condition(s) that the position is exposed to in the performance of the position duties. You must also include the **frequency** of each activity and condition. For example, a Storekeeper may have to "transport large boxes occasionally." A Conservation Officer may be "exposed to wet and cold conditions periodically."

Following are some physical activities and physical conditions to assist you. You may list others not found below.

**Physical Activities:** Standing, sitting, climbing, stooping, balancing, kneeling, crouching, crawling, reaching, lifting, carrying, walking, running, and bending.

**Conditions/Hazards:** Wet, cold, heat, noise, dust, smoke, odors, fumes, fire, chemicals, vegetation, contaminated air, contaminated soil, contaminated water, and radiation.

Item 19 Include the names and Civil Service titles of persons the position is formally assigned to oversee or supervise on an on-going basis.

Item 20 Please check the boxes that identify the activities formally assigned to perform for the people the position oversees or supervises.

Item 22 Please indicate the item number(s) you are referring to, then explain your exception.

Item 23 Please consult your ADA coordinator and the EEOC's ADA Technical Assistance Manual for assistance in identifying the essential functions of this position.

Item 24 Address the following when completing this section.

- Has the organizational structure changed? Have reporting relationships changed? If so, when?
- Have responsibilities and duties been added to the position? If so, why?
- Has the type or level of supervision provided to this position changed? How (less, more)?
- Are the duties more complex? How?
- **Do not** just say that the position is now performing the work of the requested level, etc. This does not explain **how** the duties and responsibilities have changed to support the reclassification of the position.

Item 25 Give a general summary of the function of the work area and how this position fits into that function.

Item 26 List the level and type of formal education required (e.g., associate's degree in geology). The listed position duties and tasks in the position description should support the level and type of formal education required.

List the amount and type of experience necessary to perform the position at this level. The amount of experience should be listed in annual increments, such as "two years of experience as a Departmental Analyst." As with the educational requirement, the amount and type of experience should be supported by the position duties.

List any special knowledge, skills, and abilities that are necessary to perform the essential functions of this position. These are in addition to what the job specification requires and must be supported by the essential functions of the position.

List any certificates, licenses, or registrations required. These must be supported by the essential duties of the position. For example, a "current pilot's license" should be required for an Aircraft Pilot position.

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**\*IMPORTANT** — The following information outlines Civil Service Commission rules and regulations that relate to position reviews:

1. An employee's position may be reviewed once every twelve (12) months. The twelve months begins on the date you were appointed to the position or the effective date of the last position review.
2. The effective date assigned to a position establishment or reclassification will be in compliance with Civil Service effective date regulations.
3. In addition to having your department submit a request for your position to be reviewed, you may choose to file a request for position review directly with Civil Service. Please include a completed position description and a cover memo explaining what classification action you are seeking. Send to:

Civil Service Commission  
Office of Classifications, Selections, and Compensation  
400 South Pine  
P.O. Box 30002  
Lansing, MI 48909

Please refer to Chapter 4 of the *Michigan Civil Service Commission Rules* for the complete text of the rules.