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# *Position Classification*

**2010 Federal Employees Week**



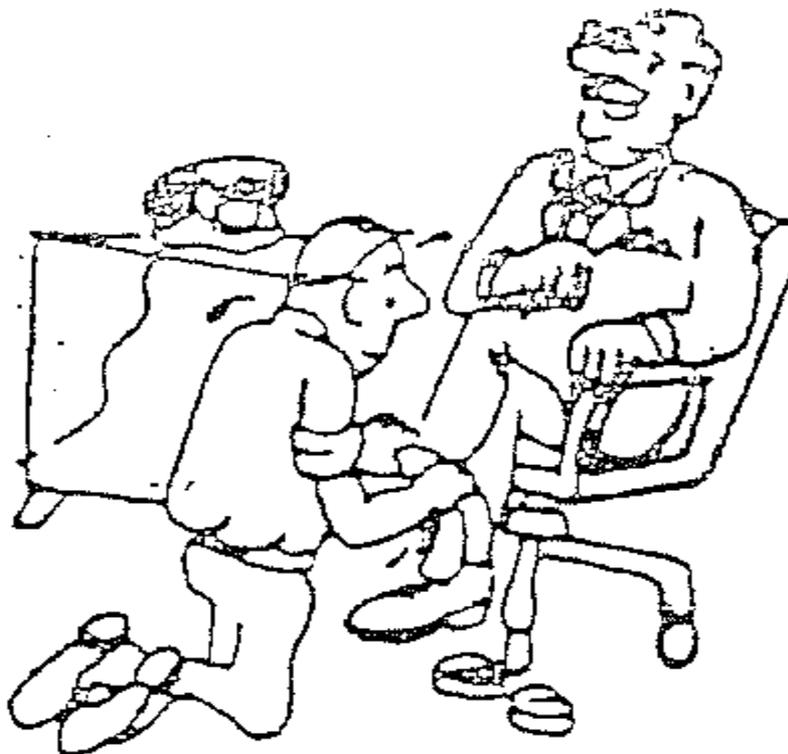
# What Warrants an Upgrade?

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Things That **DON'T** Count  
in Classifying Your Position

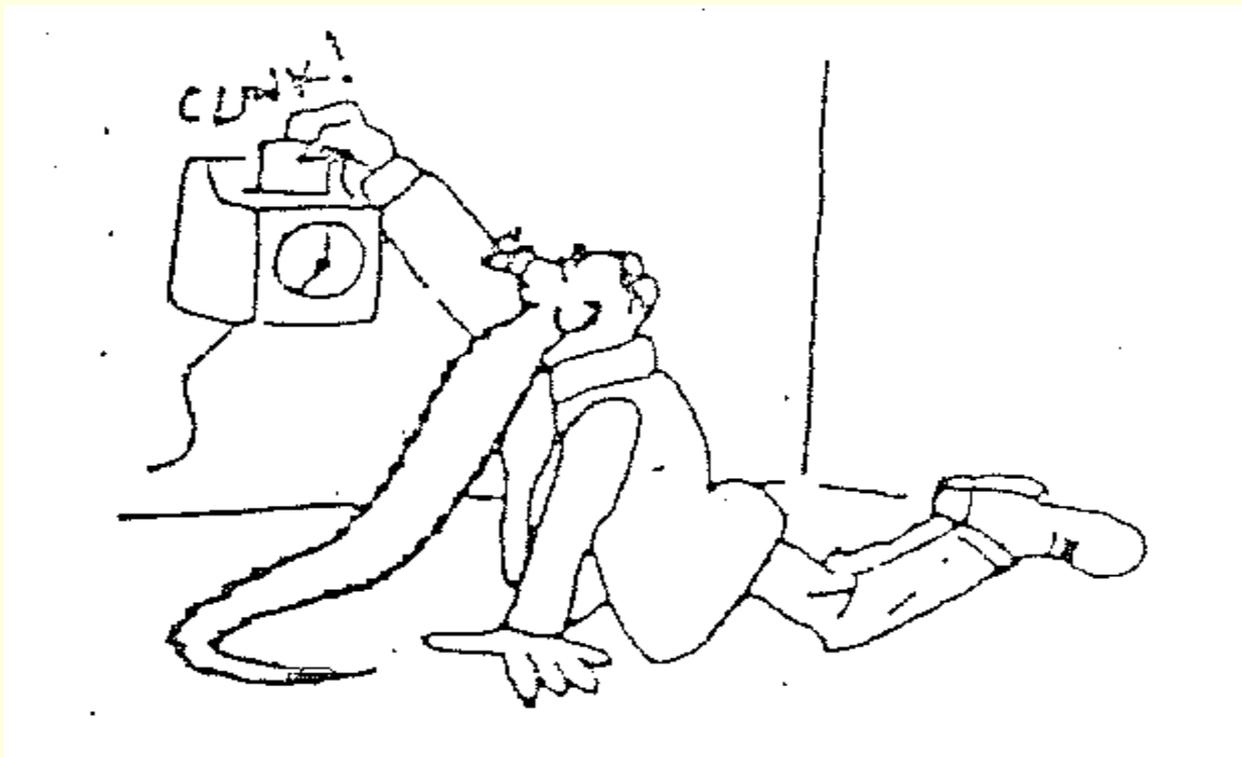


# *Unusual Diligence and Overtime*





# *Length of Service*





# *Financial Need*



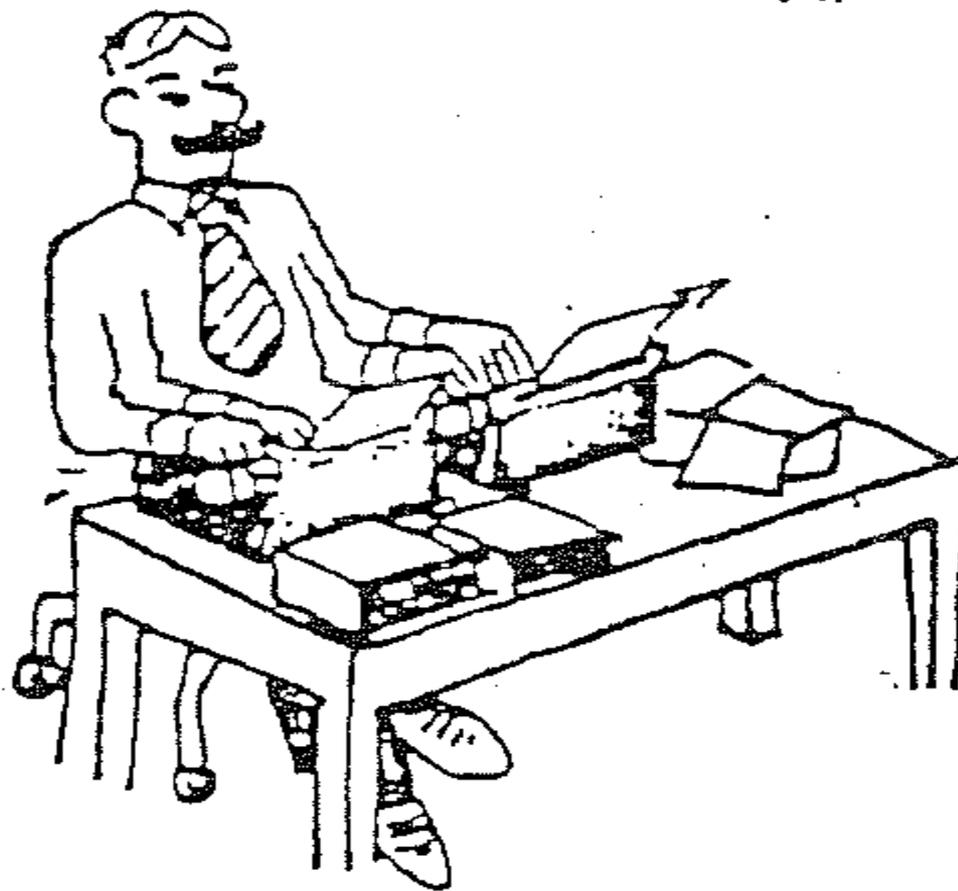


# *Volume of Work*





# *Unusual Qualifications*





# *Relative Efficiency*

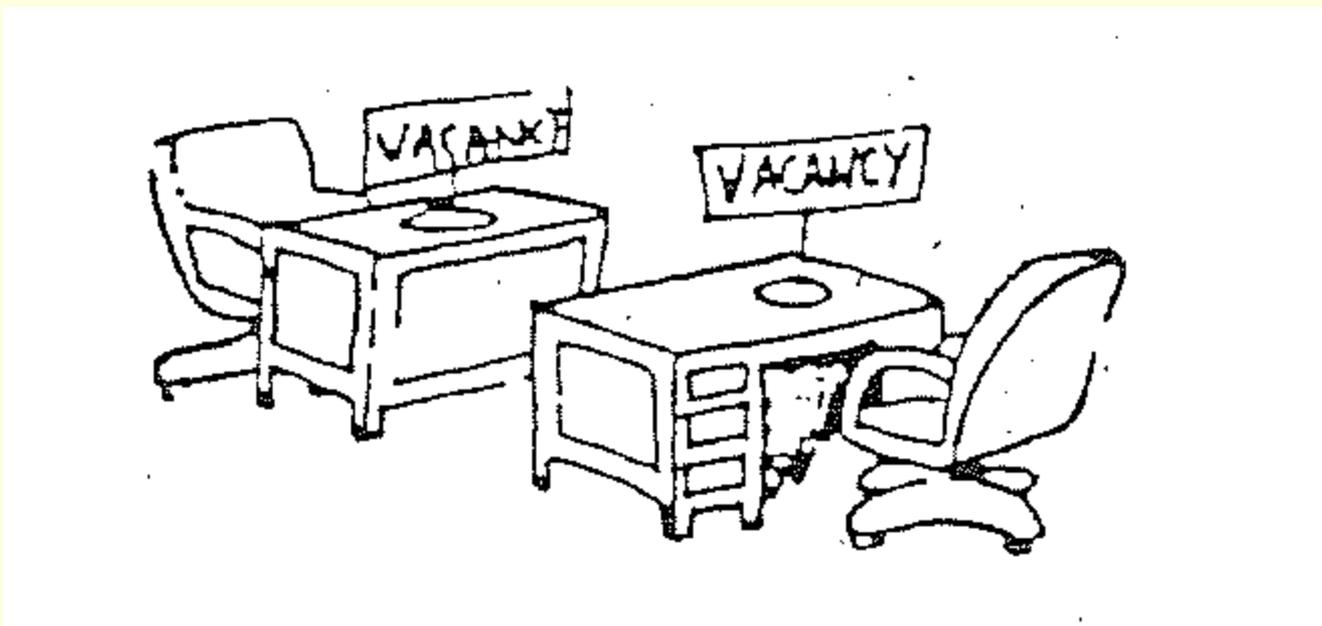


17 August 2010

Tools for Successful Employment in a Changing Environment



# *Scarcity of New Employees*





# Personality





# Things That DO Count in Classifying Your Position

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1. Nature and variety of work.
2. Difficulty of the work.
3. Authority and responsibility exercised.
4. Extent of supervisory controls over the work.
5. Qualification requirements of the work.



# The Desk Audit

- Universally, desk audits are not the “norm” under the current Human Resources policies.
- Desk audits are **only conducted under the following conditions:**
  - EEO Complaint or Union Grievance (in conjunction or as a result of) Negotiated settlement agreement
  - OPM mandatory Classification consistency review
  - Delegated Classification Authority (DCA) official request in order to obtain clarity