

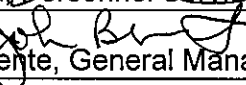


GUAM POWER AUTHORITY STANDARD OPERATING PROCEDURE	No.: *SOP-113	Issued: 03/11/03
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	Concurred By: 	Julie L. Quinata, Personnel Services Administrator
Title: POSITION DESCRIPTION FOR RECRUITMENT OF POSITIONS	Approved By: 	John M. Benavente, General Manager
Effective Date: 3/5/03	Supersedes No.:	Page 1 of 2

I. PURPOSE:

To prepare and establish a written description of duties and responsibilities of each budgeted position on a form prescribed by the Civil Service Commission consistent with Chapter 6 of Title 4, Guam Code Annotated, which established the "Uniform Position Classification and Salary Administration Act of 1991," and Rule 15.04 of the Authority's Personnel Rules and Regulations.

To ensure the "*equal pay for equal work*" concept is consistently applied.

II. SCOPE:

This policy applies to all budgeted classified and unclassified positions within the Authority and shall be completed and submitted to the Human Resources Division prior to the recruitment of any vacant position.

III. WHAT IS A POSITION DESCRIPTION:

It is a form or questionnaire prescribed by the Civil Service Commission consistent with the Americans with Disability Act (ADA). The form shall depict an accurate description of the duties and responsibilities to be performed by the jobholder and shall consist of the following:

1. **Essential Functions:** The required job duties of the position that a qualified person must perform. Under the ADA, the duties are performed either with or without a "reasonable accommodation." Without one of the essential functions, the need for the job is changed.
2. **Non-Essential Functions:** The tasks that are minor, or are not required to the completion of the essential functions. In addition, nonessential functions are those that could be performed by other workers. The phrase, "performs other related duties as assigned" is normally listed here.

IV. WHO SHOULD COMPLETE THE FORM:

The direct or immediate supervisor of the position to be recruited for must prepare and complete the position description questionnaire form.

V. DESCRIPTION OF DUTIES AND RESPONSIBILITIES:

It shall be the major responsibility of the immediate supervisor to insure an accurate description of the duties and responsibilities of the vacant position by identifying its essential and non-essential functions. The supervisor must also certify as to the accuracy of the duties and responsibilities assigned to the vacant position. The HRD will reject any position description forms that are duplicated directly from the classification standards published by the Civil Service Commission. Non-submission of a completed position description form will cause a delay in the publication of job announcements.

Distribution A, B, & C

CIVIL SERVICE COMMISSION

POSITION DESCRIPTION QUESTIONNAIRE INSTRUCTIONS

WHO SHOULD COMPLETE THE QUESTIONNAIRE?

- (1) The employee occupying the position (job holder) completes the first six (I-VI) sections of the questionnaire.
- (2) The employee completes Section VII if he/she chooses to do so. If the employee decides not to complete Section VII, mark the box provided. The direct supervisor will then complete Section VII for the employee.
- (3) The direct supervisor completes Section VIII. It is to add or clarify any of the information provided by the employee/job holder or to provide different information.
- (4) The direct supervisor completes the questionnaire for vacant positions.
- (5) Section IX is completed by the Human Resources Office.
- (6) The completed questionnaire is subject to post-audit by the Civil Service Commission.

I. JOB IDENTIFICATION:

Position Title: Show the official (payroll) title only.

Official Position No.: Show the official number provided in the staffing pattern for the job. Although the employee/job holder may change from time to time, the position number does not change. It is a position management tool.

Job Location: Show the exact location of the position within the organization.

Direct Supervisor: Show the official position title and name of supervisor or manager to whom the jobholder must report.

II. JOB DESCRIPTION:

ESSENTIAL FUNCTIONS: These are the required job duties of the position that a qualified person must perform. Under the Americans with Disability Act, the duties are performed either with or without a "reasonable accommodation." Without one of the essential functions, the need for the job is changed.

The description of functions performed must be short, clear and correct. It should tell what is done and its purpose or why. It should not tell how it is done. The duties are specific. Do not use unclear, general statements. Do not use additional papers.

Organize and list the job functions in one of the formats selected below. Mark the format selected. The format selected is only for the purpose of organizing the description of the job. It will not determine the job's classification and pay.

- (1) Daily work assignments - proper for job functions that are repetitive and have specific work operations and procedures. List the functions beginning with the first daily work assignment and ending with the last work assignment.
- (2) Percentage of time - proper for jobs that have varied functions and responsibilities. List the functions by the percentage of time spent, beginning with the highest percentage. The total % should equal 100%.
- (3) Order of importance - proper for job functions that provide levels of importance. List the functions beginning with the most important function and ending with the least important. All functions are performed, however.

NONESSENTIAL FUNCTIONS: Nonessential functions are tasks that are minor, or are not required to the completion of the essential functions. In addition, nonessential functions are those that could be performed by other workers. The phrase, "performs related duties as assigned" is normally listed here.

III. MINIMUM QUALIFICATION REQUIREMENTS:

These are the minimum requirements needed to qualify for the job. They are necessary for satisfactory performance of the job's essential functions. It is not to show the employee's/jobholder's qualifications. They are used further in the job analysis necessary for the creation of position classification standards.

Experience - Show the type and length (months or years) of experience needed by a qualified applicant to perform the essential functions of the job.

Education - Show the formal schooling or training required for a qualified applicant to perform the essential functions of the job.

I. IDENTIFICATION

Official Position Title _____	Official Position No. _____
Job Location: _____ (Department/Agency) (Division) (Section/Unit)	
Name: _____ (Last) First Middle Initial	
Pay Grade: _____ [] Classified [] Unclassified [] Position Vacant	
Supervisor: _____ (Name of Direct Supervisor) (Title of Supervisor)	

DESCRIPTION OF DUTIES

[illegible]

- [] General Direction--Receives very general guidance about overall objectives; work is usually quite independent of others; operates within division or department policy guidelines, using independent judgment in achieving assigned objectives. (Generally applicable to managers/administrators in large and complex organizations and to department/agency heads and their first assistants.)

V. **SUPERVISION EXERCISED:** The employee/jobholder supervises other employees. List the number of employees supervised, their position titles, and a brief description of their responsibilities.

Number Supervised	Position Title	Description of Responsibilities

VI. **EQUIPMENT:** List the equipment (pickup truck, welder, crane, etc.), office machines, (word processor, calculator, copying machine, etc.) or any other machines, tools or devices that are used on a regular and continuing basis. Show what percentage of the regular workday is spent using each.

TOOLS/EQUIPMENT	PERCENT (%) OF TIME FOR EACH

VII. JOB REQUIREMENTS

☐ Mark (✓ or X) here if job holder is unable to complete this section.
The direct supervisor will then complete this section for the jobholder.

A. **MINIMUM QUALIFICATION REQUIREMENTS:** List the minimum experience and training a qualified applicant must have before employment.

1. **WORK EXPERIENCE:** List the general, specialized and/or supervisory/management work experience needed and how much (in months and/or years). If none, mark (✓ or X) "No work experience required."

☐ No work experience is required.

General:

Specialized:

Supervisory/Management:

If no work experience is required, list the knowledge, abilities and skills a qualified applicant needs before employment to perform the essential job functions.

2. **FORMAL EDUCATION OR TRAINING:**

Mark (X or ✓) the most applicable education level required.

a. ☐ Below High School - Show Number of Years _____

b. ☐ High School Graduation/GED

c. ☐ Vocational/Technical School

Show specific training that is required by this position.

d. ☐ Some College

Show number of ☐ Semester Hours _____ or ☐ Quarter Hours _____.

Show specific courses required by the essential functions of this job.

e. College Degree (Show major area of study required.)

☐ Associate's: _____

☐ Bachelor's: _____

☐ Master's: _____

☐ Beyond Master's: _____

3. **CRITICAL SKILLS/EXPERTISE:** List specialized skills or specialization needed to perform essential functions.

4. **LICENSE, REGISTRATION OR CERTIFICATION:**
List possession of required license, professional registration/
certification needed to perform essential functions.

B. MENTAL/VISUAL, PHYSICAL, AND ENVIRONMENTAL JOB REQUIREMENTS:

1. Mark (✓ or X) the most appropriate physical requirement(s) for the job.

- ☐ Sitting The job requires the employee to sit in a comfortable position most of the time. The employee can move about.
- ☐ Sitting Employee is required to sit for extended periods or time without being able to leave the work area.
- ☐ Sitting/Standing/Walking The employee is required to sit, stand/walk most of the time.
- ☐ Climbing Employee is required to climb ladders or scaffolding or to climb and work in overhead areas.
- ☐ Lifting Employee is required to raise or lower objects from one level to another regularly.
- ☐ Pulling and/or Pushing The job requires exerting force up to _____ pounds on a regular basis to move the object to or away from the employee.
- ☐ Carrying The employee is required, on a regular basis, to carry objects in his or her arms or on the shoulder(s).
- ☐ Reaching The employee is regularly required to use the hands and arms to reach for objects.
- ☐ Stooping and Crouching The employee is regularly required to bend forward by bending at the waist or by bending legs and spine.
- ☐ Crawling Employee is required to work in a confined space and/or to crawl and move about on his or her hands and knees.
- ☐ Speaking The job requires expressing ideas by the spoken word.
- ☐ Listening The job requires the perception of speech or the nature of sounds in the air.
- ☐ Other Describe the requirement.

2. Mark (✓ or X) the most appropriate mental/visual requirement for the job.

- ☐ General Intelligence (typical requirement for machine operators, office staff, etc.)
- ☐ Motor Coordination Skills (typical for automotive mechanic, painter, etc.)
- ☐ Coordination of Eyes, Hands, and Feet (typical for tractor trailer driver, fire fighter, line electrician, etc.)
- ☐ Verbal Intelligence (typical for counselors, customer service representatives, etc.)
- ☐ Numerical Intelligence (typical for an accounting clerk, cargo checker, etc.)
- ☐ Other _____
- _____
- _____

3. The job's most appropriate work environment and the weather exposure.

Show what percent of a typical workday is spent.
(Select one response only)

- ____ % Indoors in a comfortable temperature-controlled environment (for instance, in an office).
- ____ % Indoors in a non-temperature-controlled environment (such as an open garage, some storerooms and warehouses, etc.)
- ____ % Outdoors exposed to changing weather conditions (for instance, rain, sun, wind, etc.)
- ____ % Outdoors but in an enclosed vehicle protected from extreme weather conditions.

4. Other physical working conditions.

☐ Mark (X or ✓) if none of the following is applicable.

Show what percent of a typical workday this position is exposed to:

- ____ % Air contamination (i.e., dust, fumes, smoke, toxic conditions, disagreeable odors).
- ____ % Vibration (i.e., operating jackhammer, impact wrench).
- ____ % Noise (Exposure at a level enough to cause hearing loss or fatigue).
- ____ % An improperly illuminated or awkward and confining work space.
- ____ % Working above ground level where the chance of falling exists (i.e., on ladders, rooftops, bucket trucks, scaffolding).
- ____ % Lifting or carrying items or objects.

Describe item/object and weight:

- ____ % Heat. Describe source and degree of high temperature:

- ____ % Cold. Describe source and degree of cold temperature:

- ____ % Other hazards. Describe:

5. Describe the working conditions that are irregular or unusual for the job and show frequency of exposure.

[] Mark (X or ✓) if not applicable.

CONDITION

FREQUENCY OF EXPOSURE

C. Work Schedule/Hours - Mark (✓ or X) the most appropriate work schedule/hours for the job.

☐ Regular -- Standard Eight (8) hours daily, Monday - Friday

☐ Irregular -- Shift work - A 24-hour work operation.

☐ Regular/Irregular -- Overtime hours with overtime pay entitlement.

State Purpose and Total Hours required per pay period:

☐ Regular/Irregular -- Overtime hours without overtime pay entitlement.

State Purpose and Total Hours required per pay period:

The information given of this position is complete and correct.

Signature of Employee

Date

- e. Does the employee participate in (mark those appropriate) the
[] Formulation, [] Interpretation, and/or [] Application of
Agency/Department policy. Give examples:

- f. The employee (mark one)
- [] Performs routine, well-defined tasks,
- [] Performs moderately complex tasks requiring moderate knowledge
of Agency's/Department's work; or
- [] Performs complex tasks requiring extensive knowledge of
Agency's/Department's work.

I certify to the accuracy of the description of duties, responsibilities and organizational relationships provided herein; further, that the position is necessary to carry out government functions for which I am responsible. This certification is made with the knowledge that this information is to be used for statutory purposes on the use of public funds. The false or misleading statement may constitute violations of such statutes or their implementing regulations.

Signature of Immediate Supervisor

Date

Signature of Department/Agency Head

Date

IX.

Human Resources Office Review:

Date _____

Reviewed by: _____
Position Title Name

Classification Correct: [] Yes [] No

If not, corrective action taken: (Attach copy of review made)

Approved by: _____
Personnel Services Administrator Date

Civil Service Commission Post-Audit:

Date: _____

Reviewed by: _____
Position Title Name

Classification Correct: [] Yes [] No

If not, corrective action taken: _____

