Human Resources Procedures

Reclassify-EHRA Requests

Rev. 05/2019

Purpose: Provide guidance to managers and supervisors in appropriate steps to request modification/reclassification of EHRA positions. At Glance:

Hiring Manager

- Complete Position and Personnel Action (PPA) form
- Update EHRA position description
- Attach written justification for the change
- Update organizational chart
- Checklist for Physical Activities and Requirements form (ADA form)
- Submit to Division Head for Approval

Division Head

- Review/Approve Position and Personnel Action (PPA) Form
- Submit forms to Budget Office (Budget Office will Submit to HR)

HR Comp & Class

- Coordinate internal/external administrative reviews (FSU, OSP, GA) as needed
- Notify Hiring Manager of Decision
- •Consult with Hiring Manager regarding appropriate salary level for position
- •Submit to HR Services for input
- •Monitor approval terms and timeframes

More Details:

- Submit POSITION AND PERSONNEL ACTION (PPA) FORM, with appropriate signature approvals
- 2. Updated **Position Description**, dated and signed by supervisor and employee, if applicable.
- 3. Written justification for position change
- 4. **Organizational chart** reflective of the new position and reporting relationships (signed and dated by department head). (See FSU Organizational Chart standards)
- 5. Checklist for Physical Activities and Requirements form signed and dated, also found here.

A complete package with all of the attached forms should be submitted for approval by the supervisor to the appropriate Department Head/VC. The completed package should then be forwarded to the budget office. From the budget office, the package will be forwarded to HR. HR will acknowledge receipt and contact you if there are questions/concerns and will notify you upon approval of appropriate approving authority. The Position and Personnel Action form can be found here.

Please note: In order for a salary increase, there must be a substantial change in the job duties and responsibilities.