

**RULES
OF
THE TENNESSEE DEPARTMENT OF HUMAN RESOURCES**

**CHAPTER 1120-03
CLASSIFICATION**

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1120-03-.01 CREATING A CLASSIFICATION PLAN. The Department shall create a classification plan, which categorizes positions sufficiently alike in duties, authority, and responsibilities, such that the same general qualifications may reasonably be required and the same schedule of pay equitably applied to all positions in the group.

Authority: T.C.A. §§ 8-30-104, 8-30-105, 8-30-203, 8-30-204, 8-30-205, and 8-30-206. **Administrative History:** (For history prior to January 2, 1988, see pages 1-2 of the Introduction at the beginning of the chapters.) Repeal and new rule filed November 18, 1987; effective January 2, 1988. Repeal and new rule filed December 14, 2010; effective May 31, 2011. Repeal and new rule filed July 5, 2012; effective October 3, 2012. Amendments filed January 18, 2023; effective April 18, 2023.

1120-03-.02 CLASSIFICATION PLAN. The classification plan established and maintained by the Commissioner, in consultation with the appointing authorities, is a compilation of the officially authorized classifications of positions for the state service. The plan contains the classification specification for each classification in the preferred service which may be subdivided, grouped, or ranked as deemed proper by the Commissioner.

Authority: T.C.A. § 8-30-203. **Administrative History:** (For history prior to January 2, 1988, see pages 1-2 of the Introduction at the beginning of the chapters.) Repeal and new rule filed November 18, 1987; effective January 2, 1988. Repeal and new rule filed December 14, 2010; effective May 31, 2011. Repeal and new rule filed July 5, 2012; effective October 3, 2012.

1120-03-.03 CLASSIFICATION SPECIFICATIONS. Classification specifications for preferred service shall include, at a minimum, the following:

- (1) Classification title;
- (2) Summary;
- (3) Distinguishing features;
- (4) Examples of duties and responsibilities;
- (5) Minimum qualifications;
- (6) Necessary special qualifications (where applicable); and
- (7) Knowledge, skills, abilities, and competencies.

Authority: T.C.A. § 8-30-203. **Administrative History:** (For history prior to January 2, 1988, see pages 1-2 of the Introduction at the beginning of the chapters.) Repeal and new rule filed November 18, 1987; effective January 2, 1988. Amendment filed August 25, 1994; effective December 29, 1994. Repeal and

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new rule filed December 14, 2010; effective May 31, 2011. Repeal and new rule filed July 5, 2012; effective October 3, 2012. Amendments filed February 7, 2017; effective May 8, 2017. Amendments filed January 18, 2023; effective April 18, 2023.

1120-03-.04 USE OF CLASSIFICATION TITLES. The classification titles in the classification plan are used to designate all positions in the state service in all official records, vouchers, and communications concerning those positions. No person shall be appointed to, or employed in, a position within state service under a classification title which has not been approved by the Commissioner. This requirement does not preclude the use of working titles by employees in those positions when the use of working titles is helpful in the employee's performance of duties, authority, and responsibilities, as long as such working titles are authorized by the employee's Appointing Authority.

Authority: *T.C.A. § 8-30-206. Administrative History: (For history prior to January 2, 1988, see pages 1-2 of the Introduction at the beginning of the chapters.) Repeal and new rule filed November 18, 1987; effective January 2, 1988. Repeal and new rule filed December 14, 2010; effective May 31, 2011. Repeal and new rule filed July 5, 2012; effective October 3, 2012. Amendments filed January 18, 2023; effective April 18, 2023.*

1120-03-.05 POSITION CLASSIFICATION ACTIONS.

- (1) If an Appointing Authority makes a significant or permanent change to the duties, authority, and/or responsibilities assigned to a position, the Appointing Authority shall notify the Commissioner so that the Commissioner can determine if a position reclassification is necessary. If no appropriate classification exists, the Commissioner may establish a new classification.
- (2) If a change in assigned duties, authority, and responsibilities results in reclassification of the position, the employee in the position shall be certified as an applicant in a pool of candidates and meet all requirements for an original appointment, reappointment, promotion, mismatch, reclassification, or demotion. If ineligible to continue in the position, the employee shall be transferred, reclassified or separated by appropriate action in accordance with the provisions of these Rules and the Act.
- (3) The Commissioner may make changes to the classification plan as necessary to reflect changes to the duties, authority, or responsibilities of a job classification. If a preferred service classification is changed due to a modification in the structure of the classification plan, positions are reclassified. Employees who have become Preferred Service Employees in the reallocated positions may continue in those positions without further assessment or certification. Those employees who are not Preferred Service Employees shall meet the minimum qualifications of the new classification and shall appear on a referred pool of candidates.
- (4) A position in the preferred service shall not be considered to have been abolished if the same or essentially similar duties, as determined by the Commissioner, are incorporated in a new position in the same agency within one (1) year after the effective date of the layoff that resulted in the position abolishment. Any Preferred Service Employee so affected by the abolishment of the position shall be offered the newly established position upon application. The newly established position to which the employee returns shall not be placed in the executive service but shall remain in the preferred service.

Authority: *T.C.A. §§ 8-30-104, 8-30-202, and 8-30-205. Administrative History: (For history prior to January 2, 1988, see pages 1-2 of the Introduction at the beginning of the chapters.) Repeal and new rule filed November 18, 1987; effective January 2, 1988. Repeal and new rule filed December 14, 2010; effective May 31, 2011. Repeal and new rule filed July 5, 2012; effective October 3, 2012. Amendments*

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filed May 17, 2019; effective August 15, 2019. Amendments filed January 18, 2023; effective April 18, 2023.

1120-03-.06 REPEALED.

Authority: T.C.A. § 8-30-213. **Administrative History:** *(For history prior to January 2, 1988, see pages 1-2 of the Introduction at the beginning of the chapters.) Repeal and new rule filed November 18, 1987; effective January 2, 1988. Repeal filed December 14, 2010; effective May 31, 2011.*

1120-03-.07 REPEALED.

Authority: T.C.A. §§ 8-30-202, 8-30-203, 8-30-204, 8-30-210, 8-30-211, and 8-30-212. **Administrative History:** *(For history prior to January 2, 1988, see pages 1-2 of the Introduction at the beginning of the chapters.) Repeal and new rule filed November 18, 1987; effective January 2, 1988. Repeal filed December 14, 2010; effective May 31, 2011.*