

STATE OF WISCONSIN
CLASSIFICATION SPECIFICATION

PLANT PEST AND DISEASE SPECIALIST
CLASSIFICATION SERIES

I. INTRODUCTION

A. Purpose of This Classification Specification

This classification specification is the basic authority (under ER 2.04, Wis. Adm. Code) for making classification decisions relative to present and future Professional Science Bargaining Unit positions located within the Department of Natural Resources and the Department of Agriculture, Trade, and Consumer Protection. Positions allocated to this series administer plant pest and disease management programs. This classification specification will not specifically identify every eventuality or combination of duties and responsibilities of positions that currently exist, or those that result from changing program emphasis in the future. Rather, it is designed to serve as a framework for classification decision-making in this occupational area.

Classification decisions must be based on the "best fit" of the duties within the existing classification structure. The "best fit" is determined by the majority (i.e., more than 50%) of the work assigned to and performed by the position when compared to the class concepts and definitions of this specification or through other methods of position analysis. Position analysis defines the nature and character of the work through the use of any or all of the following: definition statements; listing of areas of specialization; representative examples of work performed; allocation patterns of representative positions; job evaluation guide charts, standards or factors; statements of inclusion and exclusion; licensure or certification requirements; and other such information necessary to facilitate the assignment of positions to the appropriate classification.

B. Inclusions

This series encompasses positions primarily in the Professional Science Bargaining Unit and found primarily in the central, district, or area office of the Department of Natural Resources (DNR), or in the Department of Agriculture, Trade, and Consumer Protection's (DATCP) Agriculture Resources Management Division's (ARM) Plant Protection Section.

C. Exclusions

Excluded from this classification series are the following types of positions:

1. "Management" and "Supervisor" positions as defined in s. 111.81(13) and (19), Wis. Stats., as administered and interpreted by the Wisconsin Employment Relations Commission.

2. Any position primarily responsible for performing a full range of forestry duties, including timber sales, reforestation, fire prevention and control, and enforcement activities, for a majority of their time.
3. All other positions which are more appropriately identified by other classification specifications.

D. Entrance Into and Progression Through This Series

Employees typically enter this classification series by competitive examination. Progression to the senior level will occur through reclassification. Progression to the advanced level will typically occur through some form of competitive examination.

II. DEFINITIONS

PLANT PEST AND DISEASE SPECIALIST

Positions work under close progressing to limited supervision. Principles and practices have been learned prior to entrance into this classification series. The emphasis is in developing skills in working with and/or understanding the program, state systems, user group(s) and the mechanics of the program; and developing an understanding and applying the statutes, rules, regulations, administrative code and standards required in the program area. Initial work assignments are well defined and short term in duration. Over time the work assignments become long term or short term with the employee expected to exercise independent judgment in determining specifics and priorities, as the objectives are progressively less clear.

The positions may be in contact with outside entities and may have assignments which cross program lines depending on where the individual employee's performance level is determined. The supervisor reviews the work to determine the completeness or accuracy and adherence to policy.

PLANT PEST AND DISEASE SPECIALIST-SENIOR

Positions allocated to this level include senior-level Plant Pest and Disease Specialists. Positions allocated to this level often have policy impact, and typically function as: (1) a region or field plant disease specialist responsible for providing specialized staff assistance as well as regionwide or fieldwide pest and disease expertise; or (2) a central office plant pest and disease specialist responsible for the implementation of a statewide plant pest and/or disease program, or complex segments of a major statewide plant pest and/or disease program. Positions at this level assume an independent role in working with consultants, other governmental agencies, and/or department staff. Senior level positions function independently, under general supervision.

Representative Positions :

Senior-level Entomologists and Plant Pathologists (plant pest specialists) - Perform the following duties (in addition to those at the objective level): develop and oversee forest or agricultural pest management programs; coordinate pesticide purchases, use, storage and disposal, including coordinating with other departments, the EPA, USDA-APHIS, and the U.S. Forest Service; develop new chemical, biological, and silvicultural plant pest management systems, including maintaining lists of all EPA-approved chemicals, biological attractants, bacilli, viruses, and biotic agents as parasites for rearing and release and sources of

supply, and overseeing the use of such biotechnological agents; oversee the dissemination of forest pest management information.

PLANT PEST AND DISEASE SPECIALIST-ADVANCED

Positions allocated to this level include advanced-level plant pest and disease specialists. Positions in this class typically function as: (1) a central office staff specialist responsible for providing coordination and guidance for the most complex segments of a plant pest or disease management program being implemented statewide; or (2) are responsible for overseeing and implementing an entire complex plant pest and disease program being implemented statewide; or (3) regionwide experts within DNR having responsibility for all plant pest and disease work within the region. Positions at this level develop and follow broadly defined work objectives with the review of work being limited to broad administrative review. Positions at this level have extensive authority to deal with top officials both within and outside the department, especially in highly sensitive and complex issues and areas. The work performed requires a high level of interpretation and creativity, and has major impact on department actions and future decisions. The Plant Pest and Disease Specialist at this level is considered the principal scientific expert in the assigned area(s) of specialization. Advanced level positions function under very general supervision, work very independently, and may guide lower level employees.

Representative Positions

Central Office Plant Disease Specialists - These positions typically provide guidance and direction for a major facet of a statewide plant pest management program. These positions develop, monitor, coordinate, and implement statewide policy in their area of expertise. Positions provide direction, support, and services to field staff, and represent the Department on committees. Positions function very independently, under very general supervision. Six representative types of positions are:

- 1) **PLANT PATHOLOGIST - LEAD:** This position functions as the statewide expert responsible for the development, organization, planning, direction, and coordination of the plant disease survey program, the plant parasitic nematode program, the plant disease and nematode identification program, and portions of special inspections for export of crops and/or crop product programs. Position serves as the liaison with other state, federal, county, municipal, and university personnel or agencies. Position serves as the scientific and technical advisor to department management, trains staff, and recommends law or rule revisions.
- 2) **ENTOMOLOGIST - LEAD:** This position functions as the statewide leadworker responsible for coordinating statewide agricultural pest surveys and laboratory work, and performing administrative functions necessary to participate on the United States Department of Agriculture's (USDA) Cooperative Agricultural Pest Survey Program. Responsibilities include: initiating, planning, and directing insect pest surveys and laboratory analyses, inspections, services and informational activities; training staff; and recommending laws, rules, standards, environmental impacts and program changes. Position coordinates the acquisition and interpretation of significant pest data from state, federal, and municipal agencies, private agribusinesses, and University of Wisconsin research and extension specialists involved with insect appraisal, control, regulation, or information transfer. Position is responsible for providing scientifically credible, timely information to the State's agricultural resource managers, and the USDA, via a variety of media sources, including computer, radio, TV, and a weekly Pest Survey Bulletin.
- 3) **FOREST GENETICIST:** This position plans, organizes, and directs statewide forest tree improvement, nursery, and/or reforestation programs. Position may be responsible for the

following types of programs: the integrated management of Wisconsin's tree seed orchards; coordination of tree seed collection efforts throughout the state; greenhouse and pollen extractory management; and the administration of state-owned nurseries.

- 4) **FOREST PATHOLOGIST:** This position plans, coordinates, directs, and supervises statewide projects designed to detect, prevent, and suppress biotic and abiotic forest, nursery, and Christmas tree diseases in Wisconsin, emphasizing integrated pest management techniques. Position is responsible for acting as the statewide authority on diagnosis, detection, abiotic, and biotic diseases of forests, nurseries, and Christmas trees. Work also involves coordinating with the U.S. Forest Service, universities throughout North America, the U.S. Department of Agriculture, and private land owners. Position also conducts training sessions for agency field personnel, consulting and industrial foresters, and private land owners on all topics related to abiotic and biotic forest, nursery, and Christmas tree diseases. Position also guides and reviews the work of professional and technical subordinates.
- 5) **NURSERY, SOD, AND GINSENG SPECIALIST:** This position functions as a statewide specialist with responsibility for the development, organization, planning, direction, and coordination of the following statewide programs: the nursery stock grower/dealer licensing and inspection/certification programs; the sod grower inspection/certification program; the ginseng grower/dealer licensing and the inspection/certification programs; and the performance of statewide plant pest survey activities regarding regulated pests, including gypsy moths, Japanese beetles, European pine shoot moths, and the European common barberry, in and around nurseries.

Work consists of regular and special inspections to certify that nursery stock and ginseng gardens are free of significant pests; compliance actions to enforce appropriate laws and rules; coordinating the accomplishment of licensing and other headquarters activities related to nursery, sod, and ginseng programs; coordination and training of LTE inspectors; direction of the trapping of regulated pests; the development, and coordination of annual publications and informational activities; representing the department on councils, committees, and associations; developing and implementing appropriate computer applications; and the collection and dissemination of insect and other plant pest information.

- 6) **GYPSY MOTH PROGRAM DIRECTOR:** This position is responsible for the statewide gypsy moth control and trapping program within DATCP's Bureau of Plant Industry. The position is responsible for the development, organization, planning, direction, and coordination of the overall gypsy moth program, including gathering data and results, and ensuring that the data is appropriately computerized. This position interprets and represents trapping and control data to assist in department-wide development and review of strategies, impacts, and alternatives for future gypsy moth programs. Position develops and implements workplans, and disseminates statewide gypsy moth trapping results. Reviews and records gypsy moth information submitted by other governmental agencies, and private participants. Represents the division at meetings, before committees and associations, and serves as a liaison with federal, state, and local agencies.
- 7) **STAFF FOREST ENTOMOLOGIST/BIOLOGICAL CONTROL SPECIALIST:** This position has statewide responsibility for initiating and coordinating statewide and multi-state surveys for forest pests. Position develops and maintains DNR's statewide pest management guidelines for use by DNR foresters. Develops and conducts training sessions to implement the guidelines, and

to ensure proper use of pesticides by foresters. Provides scientific guidance to District Entomologist. Develops regional and state pest management projects in cooperation with federal and neighboring state agencies. Provides information and recommends forest pest management policy to bureau staff. Initiates, writes environmental assessments for, and conducts introduction of exotic biological control agents for control of forest insects into Wisconsin, coordinates surveys to determine effectiveness. Coordinates statewide weekly and annual reports of forest pest activities to other state and federal agencies. Coordinates and develops written forest pest management information and disseminates to DNR personnel, industrial and consulting foresters, and private landowners.

III. QUALIFICATIONS

The qualifications required for these positions will be determined at the time of recruitment. Such determinations will be made based on an analysis of the goals and worker activities performed and by an identification of the education, training, work, or other life experience which would provide reasonable assurance that the knowledge and skills required upon appointment have been acquired.

IV. ADMINISTRATIVE INFORMATION

This classification was created effective October 12, 1997 and announced in Bulletin CC/SC-74 to describe positions which perform plant, pest and disease work at the Departments of Natural Resources. The creation of this classification resulted from the Governor's Human Resource Reform Commission recommendation to simplify the classification system. This action resulted in the abolishment of the Plant Pest and Disease classification series (class codes 56201 through 56204).

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