

Effective Date: October 12, 1997

**STATE OF WISCONSIN
CLASSIFICATION SPECIFICATION**

**ENVIRONMENTAL TOXICOLOGIST
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 primarily at the Department of Natural Resources, the Department of Commerce, the University of Wisconsin, the Department of Agriculture, Trade and Consumer Protection, and the Department of Health and Family Services. 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 environmental toxicologist positions in the Professional Science Bargaining Unit, and found in the central office, a designated laboratory, or a district, regional, or area office of the following: the University of Wisconsin's State Laboratory of Hygiene; the Management Services Division's Bureau of Laboratory Services in the Department of Agriculture, Trade, and Consumer Protection; the Department of Natural Resources; the Department of Health and Family Services; or the Department of Commerce. Positions allocated to this series who function as environmental and/or regulatory toxicologists participate in a variety of professional toxicological, biological, and chemical activities designed to develop programs to assess the effects of toxic substances, conduct risk assessments, and make risk management decisions regarding the impacts of toxic substances on human, animal, and/or plant health and the environment. Work is performed through a body of knowledge related to recognized and yet unrecognized toxic substances assessment and control methods, practices, procedures, policies, and regulations, for a variety of programs/specialty areas, and may also be involved in related research and teaching activities. Positions in this series may be involved in the study of the effects of toxic substances, and their concurrent or resultant risks, on living organisms and the concurrent or resultant effect on the ecosystem. Positions in this series may also function primarily as regulatory toxicologists, i.e., those responsible for the establishment, interpretation, and/or maintenance of standards for the amount of chemicals permitted in ambient air, in industrial atmospheres, and/or in water.

C. Exclusions

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

1. Positions which meet the statutory definition(s) of supervisor or management as defined in Wis. Stats. 111.81(19) and (13) as administered and interpreted by the Wisconsin Employment Relations Commission.
2. Positions responsible for performing professional scientific analyses for a majority of time in the various sub-disciplines within the fields of chemistry, microbiology, and medical technology.
3. Positions responsible for performing professional toxicological analyses related to the investigation of felony and misdemeanor criminal offenses a majority of the time;
4. Positions spending a majority of their time performing laboratory technician duties, and are classified in one of the specific laboratory technician related classifications.
5. All other positions which are more appropriately identified by other classification specifications;

D. Entrance and Progression Through This Series

Employees enter this classification series through some form of competition. 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

ENVIRONMENTAL TOXICOLOGIST

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.

ENVIRONMENTAL TOXICOLOGIST-SENIOR

Positions allocated to this level are senior level environmental toxicologists who function as toxicologists in regulatory programs, or who apply toxicological principles and practices to the development and implementation of plans and programs for the protection of the environment in one of the following specialty areas: Ambient air; industrial atmospheres; drinking water, or bodies of water. Positions at this level independently perform the full range of professional toxic substances and control assignments in one or more specialty areas utilizing the methods and techniques required to carry out the activities of a toxic substances control program. Work requires considerable knowledge of the proper methods, techniques, principles, and practices for performing toxicological analyses. Under general supervision, positions work within established methods and procedures in the form of laws, regulations, rules, policies, and oral instructions, and use independent judgment in applying these methods and procedures to specific situations.

ENVIRONMENTAL TOXICOLOGIST-ADVANCED

Positions allocated to this level are advanced level environmental toxicologists who function as toxicologists in regulatory programs, or who apply toxicological principles and practices to the development and implementation of plans and programs for the protection of the environment in one of the following specialty areas: Ambient air; industrial atmospheres; drinking water, or bodies of water. Positions at this level function as the statewide expert, or top-level toxicologist in their discipline or program area. Positions have complete responsibility for the more complex and difficult assignments, such as the independent development of toxicological techniques and methods of analysis. Work assignments are received from the managerial staff as a result of internal program direction, or are generated through ongoing programs or emergency situations. Established procedures are available, but may not be fully applicable to the complex work assignments. Therefore, positions must exercise considerable independent judgment in selecting the applicable scientific method, and identifying a proper course of action. Positions may oversee the work activities of, are expected to train and teach other environmental toxicologists and may direct independent research and special projects. Positions are expected to be called upon to give expert witness testimony in court, and provide independent consultation on a variety of toxicological analyses.

REPRESENTATIVE POSITIONS:

ENVIRONMENTAL TOXICOLOGIST - SURFACE WATER QUALITY: Position is responsible for the coordination and development of statewide Surface Water Quality Standards for the protection of wildlife and human health. Participates in the development of regional water quality standards as a part of the Federal Great Lakes Critical Program Act of 1990, and in the development of national water quality standards for the protection of wildlife. Evaluates dioxin-related standards protective of wildlife and human health. Provides guidance and assures proper implementation of the water quality health standards program by others within the department. Coordinates the departmental and legislative review and approval processes for the administrative rules which constitute the water quality standards.

GREAT LAKES TOXICOLOGIST: Position provides technical expertise on Great Lakes fish ecology and the effects of contaminants on fish biology for fisheries biologists personnel and other department personnel. Coordinates and directs the implementation of fisheries activities which are part of remedial action plans. Develops a historical continuum of fish community composition and habitats in Areas of Concern. Identifies limiting factors (i.e., contaminants, water quality, other pollutants) that are likely responsible for changes in present community structure and the loss of degradation of habitats compared to their historic composition and distribution. Recommends actions to remediate their detrimental effects. Assesses impacts of other perturbations (human development, harvest regulations, introduction of exotic species) on present fish community composition and habitat structure and distribution. Develops plans to enhance or rehabilitate communities and habitats to their maximum potential. Designs statistically sound studies to evaluate fisheries remediation activities.

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 series was created effective October 12, 1997, and announced in Bulletin CC/SC-74 to describe positions which perform environmental toxicologist work at the Departments of Natural Resources, Agriculture, Trade and Consumer Protection, Commerce, Health and Family Services, and the University of Wisconsin System. The creation of this classification series resulted from the Governor's Human Resource

Reform Commission recommendation to simplify the classification system. This action resulted in the abolishment of the Environmental Toxicologist classification series (class codes 41601 through 41605).

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