

STATE OF WISCONSIN
CLASSIFICATION SPECIFICATION

FISHERIES BIOLOGIST
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. Positions allocated to this series promote and manage fisheries 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 classification 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; license or certification requirements; and other such information necessary to facilitate the assignment of positions to the appropriate classification.

B. Inclusions

This series encompasses positions in the Professional Science Bargaining Unit found in the central, regional, service center, or field offices of the Department of Natural Resources. These positions are responsible for protecting, managing, conserving, studying, and wisely using the State's fisheries and fisheries-related natural and recreational resources. This program's goals are accomplished by establishing long-range objectives, including developing and maintaining game and non-game fish populations.

C. Exclusions

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

1. Positions which meet the statutory definitions of supervisor and management, as defined in 111.81(19) and (13), Wis. Stats., as administered and interpreted by the Wisconsin Employment Relations Commission.
2. Positions which are responsible for fisheries research for a majority of the time, and which are more appropriately identified by the Natural Resources Research Scientist series, even if such positions deal with aquatic life forms.

3. All other positions which are more appropriately identified by other classification specifications.

D. Entrance Into and Progression Through This Series

Employees enter this classification series by competitive examination. Progression to the senior level will occur through reclassification. Progression to the advanced level occurs through competition.

II. DEFINITIONS

FISHERIES BIOLOGIST

Positions work under close, progressing to general, 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. 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.

FISHERIES BIOLOGIST-SENIOR

Positions allocated to this level develop and follow broadly defined work objectives, independently implement the assigned duties, and exercise independent fisheries expertise in performing the complete range of responsibilities. Positions allocated to this level function as (1) a senior fisheries biologist, responsible for developing, administering, and evaluating the fisheries and habitat program in an assigned geographic area; (2) a senior fisheries biologist, responsible for developing, administering, and evaluating a major portion of the fisheries management program being implemented regionwide; or (3) as a program specialist, responsible for the implementation of a program which is smaller in scope and complexity, and does not have the interaction and policy development which is found at the advanced level.

Representative Positions:

Mississippi River Fish Manager: Plans and implements fisheries management projects and activities for three pools in the Mississippi River; provides fisheries recommendations to the federal Environmental Management Program; provides assessment of fisheries and mussel impacts from private, industrial, and municipal development; and provides public education regarding fisheries and mussel management activities on the Mississippi River.

Lake Biologist: Directs and implements an effective fish management program for both inland and Great Lakes waters; develops and conducts fish surveys and research studies on lakes and streams within the designated area; works on lake trout rehabilitation projects in Lake Michigan, and evaluates the fishery resources and the aquatic community's balance and structure on specially selected areas of Lake Michigan through fishery investigations; and directs the operation of salmon rearing ponds. Analyzes data and prepares management recommendations.

FISHERIES BIOLOGIST-ADVANCED

This is advanced professional work in fisheries and habitat management. Positions at this level serve as the department expert for a significant segment of the fisheries and habitat management program, which devote the majority of their time and are responsible for developing, implementing, monitoring, and evaluating statewide policies and programs, and function under general supervision, work independently, and are considered to be the statewide expert in their assigned program area.. Positions at this level develop and follow broadly defined work objectives, with the review of work being limited to broad administrative review. These positions require continually high level and complex contacts regarding highly sensitive and complex fisheries issues, have significant policy impact, represent an important aspect of the program, and involve continuing expertise.

Representative Position:

Urban Fishing Coordinator: Serve as the statewide coordinator and expert for the department's urban fishing program. This includes providing statewide expertise to other fisheries biologists and managers; chairing statewide policy committees; developing, implementing and evaluating statewide program goals and ensuring statewide consistency. Ensure management of statewide waters designated as urban fishing waters assisting private and public cooperators in designating eligible waters.

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, in order to describe positions which perform fisheries biologist work at the Department of Natural Resources. 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 Fisheries Biologist classification series (class codes 55201 through 55205).

This specification was modified effective March 12, 2000, and announced in Bulletin CLR/SC-109, in order to reflect the elimination of the management designation within this series. Those positions meeting the management designation are now included in the Natural Resources Staff Specialist series, which was created as a result of the expansion of broadbanding in March, 2000. This classification series was modified effective September 2, 2007, and announced in Bulletin OSER-0170-MRS/SC to reflect DNR's realignment of the waters program.

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