

STATE OF WISCONSIN
CLASSIFICATION SPECIFICATION

FISHERIES TECHNICIAN-ADVANCED

I. INTRODUCTION

A. Purpose of This Classification Specification

This classification specification is the basic authority under Wis. Admin. Code ER 2.04 for making classification decisions relative to present and future fisheries management technician positions within the Department of Natural Resources. This classification specification is not intended to identify every duty, which may be assigned to positions, but is intended 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 (more than 50%) of the work assigned to and performed by the position when compared to the class concepts and definition 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

The positions in this classification are technical paraprofessional positions located within the Department of Natural Resources which perform a full range of fisheries management activities within fish production facilities or basins throughout the state.

C. Exclusions

Excluded from this classification are the following types of positions:

1. Positions, which meet the statutory definition(s) of supervisor and/or management as, defined in Wis. Stats. 111.81(19) and (13) as administered and interpreted by the Wisconsin Employment Relations Commission.
2. Technical positions whose primary emphasis is performing technical support activities within the Fisheries program and are more appropriately classified within the Fisheries Technician classification specification.
3. All other positions which are more appropriately identified by other classification specifications.

D. Entrance into This Classification

Employees enter positions within this classification by competitive examination.

E. Definition of Terms Used in This Specification

Paraprofessional - A type of work closely relating to and resembling professional level work, with a more limited scope of functions, decision-making and overall accountability. A paraprofessional position may have responsibility for segments of professional level functions, but is not responsible for the full range and scope of functions expected of a professional position.

II. DEFINITIONS

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Positions allocated to this classification are responsible for technical paraprofessional fisheries management activities which have significant scope and impact. These positions: (1) have a major role in developing the annual production plan for a fish production facility and have specific independent responsibilities for carrying out that plan, including prepare ponds or other raceways for production; prepare fertilizing and forage schedules; sample and monitor fish for health, growth, and condition factors; sample and monitor ponds for water quality, fertility, abundance of zoo plankton and forage minnows; maintain statistical data; and generate production reports; (2) perform the full range of technical paraprofessional fisheries activities for a specific portion of the fisheries program in a basin(s); or (3) perform the full range of technical paraprofessional fisheries management technician duties with responsibility for the development, design and implementation of fisheries management projects. These positions have independent responsibility for the design and implementation of fisheries management projects which may include habitat development and planning, conducting, and interpreting analytical studies and preparing or assisting in the preparation of technical publications and reports. The work is performed with significant delegation and under general supervision.

Representative Positions :

Pond/Rearing Station Foreman – As the Pond/Rearing Station Foreman, oversee and provide direction for all aspects of fish rearing and harvest operations at a warm/cool/cold water fish production facility. Propose renovation projects for the facility. Conduct administrative duties and tasks as assigned by the hatchery supervisor or regional operations coordinator.

Hatchery Foreman, Governor Thompson Hatchery Spooner – Oversee a computer operated water supply, well water, water filtration, degassing, egg incubation, rearing pond aeration and wastewater discharge system. Coordinate and oversee the daily operation of all coldwater fish egg incubation, fry and fingerling distribution and compile all data necessary to generate hatchery production reports. Audit and participate in all phases of operational planning to insure that statewide fish production goals are met. This position requires WPDES wastewater certification.

Fish Culturist, West Central Region – Produce forage minnows and develop and maintain all fish propagation land, facilities and equipment. Direct intensive forage rearing at DNR ponds, leased private ponds, US Army ponds at Ft. McCoy, and numerous sewage treatment ponds. Purchase supplemental forage from private vendors in Wisconsin, Minnesota and South Dakota; and manipulate conditions to assure a hatch of fathead minnow fry when transferring fingerling fish to rearing ponds.

Winnebago System Technician – Provide technical support for the Winnebago System Biologist, the Winnebago Fisheries Biologist and the Winnebago Sturgeon Biologist. Perform field activities related to construction and monitoring of breakwall and other structures used in the Winnebago System Habitat Restoration Program. Conduct fisheries and aquatic surveys to gather data on biota and habitat response to long term habitat restoration within the Fox-Wolf-Winnebago System. Coordinate Winnebago System

data management and computer workstation needs. Administer the Winnebago System long term Fish Tagging Program; record keeping, public contact, and data tabulation and summaries. Maintain computerized stocking database. Age fish using approved techniques and operate fisheries equipment.

Upper Wisconsin Basin Technician – As a member of the Basin Team, perform a wide range of activities in support of the fisheries program in Vilas County. Duties include planning and conducting biological surveys; technical and scientific report preparation; stream and lake habitat development, rehabilitation and maintenance; planning for and developing shore-based fishing access; public information and education; and assisting with aquatic habitat protection efforts within the Basin.

Lake Michigan Fisheries Technician – Works primarily on the lake trout restoration on Lake Michigan and is a member of the DNR Lake Michigan Sub-Team. Conduct a wide variety of surveys to collect population data on all life stages of lake trout in order to meet the goals of establishing natural reproducing lake trout under the guidance of the Great Lakes Fishery Commission. Interpret lamprey wounding rates on lake trout for Lake Michigan and submits annual report. Analyze and compile field data, age lake trout, maintain tag return file and lake trout computer database. Summarize survey data, prepares tables and figures for reports, and draft reports on selected lake trout surveys. Serve as the lead technical position that oversees the Lake Michigan food habits study. Develop and adapt computer data entry formats and statistical report formats to facilitate diet data analysis. Coordinate and oversee collection, tabulation, and analysis of data on diets of trout and salmon and drafts sections of annual report. Prepares draft sections of annual salmonid food habits report. Coordinate brook trout assessments and participate in other fisheries surveys and projects as needed and available.

Fisheries Technician – Collect, tabulate and assist in analyzing fisheries and limnological data including creel surveys, assessments of fisheries including relative abundance indices, population estimates, mortality and survival rates, water thermochemistry analysis, aquatic vegetation surveys and surveys of fisheries habitat quality such as IBI (Index of Biotic Integrity) based analysis. Age fish using approved techniques. Prepare data and assist/prepare management reports. With a biologist, design and implement habitat development or improvement projects. Direct permanent, project and limited term employees and coordinate cooperative fishery projects with volunteers. Maintain fisheries facilities, equipment and properties as assigned. Operate boats and other specialized equipment to obtain necessary fisheries data. Provide information and education services to the public. Assist with other regional work. Conduct administrative duties and other tasks as assigned.

Treaty Assessment Technician – Conduct lake and stream surveys to gather data on cool and warm water fish populations and their habitat. Plan and support angler harvest survey program in a large geographic area. Age fish using approved techniques. Design, plan and implement fisheries surveys; collate and summarize survey data. Construct, operate, and maintain fish sampling equipment. Coordinate cooperative fishery projects. Use commercial and specialized computer program to enter fisheries data for analyses as per requirements of the State-Tribal Inland Technical Working Group and WDNR data base protocol.

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 May 21, 2000 and announced in Bulletin CLR/SC-112 to describe positions which perform technical paraprofessional fisheries management technician work at the Department of Natural Resources.

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