



**STATE OF NEVADA**  
**Department of Administration**  
**Division of Human Resource Management**

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**CLASS SPECIFICATION**

<u>TITLE</u>	<u>GRADE</u>	<u>EEO-4</u>	<u>CODE</u>
<b>SUPERVISOR, ANIMAL DISEASE LABORATORY</b>	*	A	<b>10.284</b>
<b>SENIOR VETERINARY DIAGNOSTICIAN</b>	*	B	<b>10.285</b>
<b>VETERINARY DIAGNOSTICIAN</b>	*	B	<b>10.286</b>
<b>VETERINARIAN</b>	37	B	<b>10.287</b>

**SERIES CONCEPT**

Performs or supervises the performance of post mortem investigations by receiving oral or written communication from owner, owner's agent, veterinarian, physician, or representative; reviewing the problem; gathering facts; initiating investigative questioning; and assessing the information needed in order to determine information required and procedures which need to be performed.

Performs Necropsy procedures on available dead entire specimens by incising skin, muscle and bony structures using protective clothing, post mortem knives, scissors, forceps, bone saws and rib cutters in order to open the major body cavities including the skull, thorax and abdomen. Major organ systems including the central system, respiratory, digestive, circulatory genital and urinary tracts as well as the skin and musculoskeletal tissues are grossly evaluated (visualization by the unaided eye) by individually examining the interior and exterior surfaces of all organs in order to reveal any suggestion of a diseased condition.

Executes and directs supportive procedures, when further laboratory evaluation is necessary by collecting and submitting specimens (such as blood, tissue, feces, urine) to the Animal Disease Laboratory (ADL) staff or reference laboratories for supplemental testing (histopathology, serology, virology, bacteriology, parasitology, cytology, mycology, and urinalysis), in order to substantiate a preliminary diagnosis.

Interprets findings by compilation and review of post mortem and supplemental test results to determine the cause of death. Reports investigative results to the client by phone and in writing, making prophylactic and treatment recommendations when needed, in order to furnish information which may be needed for disease control.

Performs urinalysis or blood sample testing by interpreting color, centrifuging, preparing slides, making microscopic observations, and interpreting size and shape data, in order to complete clinical analysis including differential, white count hemoglobin, and hematocrit analysis using standardized testing procedures.

Performs parasitological analysis by filtering, centrifuging, preparing and staining slides, making microscopic observations, and interpreting color/size/morphology, in order to prepare, examine, and identify microscopically ova, larva, and adult forms of external and internal parasites.

Performs microbiological analysis by inoculating media, pipetting, observing colony morphology, interpreting color/turbidity/gas production, preparing and staining slides, and making microscopic observations, in order to isolate, identify, confirm and determine the sensitivity of bacteriological specimens for infectious diseases and referral requests.

Performs mycological analysis by inoculating media, preparing and staining slides, making microscopic observations, and interpreting color/turbidity/size/shape/morphology, in order to isolate and identify specimens submitted for fungal exam.

Performs serological analysis by centrifuging, separating, pipetting, visual interpreting of agglutination, preparing

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Page 2 of 9

### SERIES CONCEPT (cont.)

and staining slides, making microscopic observations, and interpreting size/shape/morphology, in order to

prepare, examine, and confirm by agglutination, fluorescent antibody technique, hemagglutination, spectrophotometry, complement fixation, and enzyme linked immuno-assay on specimens submitted for examination.

Performs cytological analysis by centrifuging, separating, preparing and staining slides, making microscopic observations in order to determine the presence or absence of bacteria and normal and diseased somatic cells.

Prepares biological fluid, tissue, food and water samples by centrifuging, separating, freezing, fixing and submitting to reference laboratories for histopathology, chemistry, virology and toxicological evaluation.

Performs general maintenance on automated laboratory instrumentation (SR III, Auto III, MR 600, and Coleman Jr.) by periodically replacing damaged and worn out parts and gravimetrically or photometrically recalibrating instrumentation in order to maintain quality control of test results.

Communicates with client (veterinarians, livestock producers, USDA-APHIS, military or university personnel) regarding livestock health problems and evaluates case history by personal interview and review of pertinent facts in order to determine the worthiness of a field investigation.

Observe ranch conditions by traveling to the ranch, inspecting forage, hay, water, soil conditions, supplement, fences, working facilities, and housing in order to determine fundamental deficiencies in ranch management practices.

Studies livestock management by reviewing vaccination and parasite control programs, nutrition, breeding and calving schedule, pregnancy and calving rates, weaning weights, past medical history and adjacent ranch problems in order to determine livestock management deficiencies and to establish a diagnostic protocol.

Initiates and conducts veterinary diagnostic procedures by restraining and examining clinically effected animals, performing post mortem exams, collecting biological fluids, tissues, food and water samples, preserving specimens, and transporting samples to the Animal Disease Laboratory for pathological evaluation.

Informs laboratory personnel of the case and directs sample work-ups by discussing the nature of the investigation, the scope of the problem and the laboratory goals and objectives, in order to increase the staffs awareness and enlist their cooperation so that a diagnosis can be rendered in an accurate and timely fashion.

Compiles the results generated from the ADL and reference laboratories and interprets the significance of the data as it relates to the particular case by reviewing the ranch and/or livestock problem, drawing from personal veterinary and laboratory experience and knowledge, utilizing current veterinary and medical texts and journals, discussing case with staff veterinarians, and contacting, when necessary professional authorities on the subject matter, in order to arrive at a diagnosis and recommendation for the livestock producer. Investigative results and recommendations are reported to the client by phone and in writing. Diagnosis of infectious, contagious or parasitic disease which are of public health and/or regulatory significance are reported by phone and/or writing to the proper governmental agency (USDA-APHIS, Nevada State Department of Agriculture, state and county health departments).

Develops and implements livestock disease prevalence studies for those diseases which are of immediate concern to the livestock industry by reviewing current veterinary literature, establishing field sampling, laboratory testing and reporting protocol, in order to determine the impact on the livestock industry and to increase the general awareness of the livestock producer. Notifies other governmental agencies (Washoe County Health Department) with on-going disease prevalence studies (rabies, plague) by submitting specimens or data generated at the Animal

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Page 3 of 9

### SERIES CONCEPT (cont.)

Disease Laboratory, in order to cooperate and coordinate information with related organizations.

Responds to telephone, written and "in person" requests from the public, veterinarians, animal control agencies, public health agencies, and law enforcement agencies concerning animal health and zoonotic (animal diseases transmissible to man) disease problems by reviewing the case history, current literature, public health bulletins, CDC (National Communicable Disease Center) reports, drawing on laboratory records and personal professional experience, in order to comply with NRS 571 and assist the client in correcting and/or preventing animal health and public health related problems.

Participates in livestock oriented Division and Cooperative Extension sponsored public information seminars by traveling to various locations within the state to act as a panel member or guest speaker to comply with NRS 571, CFR, and UM&R (Uniform Methods and Rules) in order to provide current information on various aspects of livestock health. Participates in Division or public health agency sponsored training seminars for public health, sheriffs department, and animal control agency officials by traveling to meeting sites within the state and giving oral presentation of information pertaining to the subject of concern in order that those in attendance may more effectively understand and carry out control measures of zoonotic diseases as referred to in NRS 571.

Maintains general awareness of current State and Federal regulations as they apply to herds of origin and to the test samples which are processed by the laboratory by reviewing periodic quarantine lists, exchanging information with other State and Federal animal health officials and reviewing reports coming in from other states and the USDA Veterinary Services, in order that prompt and accurate diagnosis of diseases may be accomplished thereby minimizing the spread of disease and cost to State and Federal regulatory agencies.

Maintains a working knowledge of current professionally accepted techniques in the diagnosis of infectious, contagious and parasitic diseases of livestock by reading current veterinary medical publications and texts, attending local, state and national seminars and short courses and periodically soliciting updated information from various veterinary medical colleges as well as from the USDA National Veterinary Services Laboratory sources, in order to comply with NRS 571, CFR, UM&R, and to provide diagnostic services commensurate with economical, effective and up to date techniques.

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### CLASS CONCEPTS

Veterinary Diagnosticians perform or review the results of laboratory analysis, utilize necropsy procedures, participate in field investigations, and educate clients in order to prevent the spread of infectious, contagious, and parasitic diseases.

#### SUPERVISOR, ANIMAL DISEASE LABORATORY

The Supervising Veterinary Diagnostician manages and supervises the operation of the Animal Disease Laboratories under the general direction of the Director, Division of Animal Industry. The incumbent participates in the regulatory and public service diagnosis of livestock diseases, is responsible for laboratory, administrative and supervisory functions, and performs the full range of duties outlined in the series concept.

#### SENIOR VETERINARY DIAGNOSTICIAN

Positions allocated to this class supervise Livestock Inspectors, implement hold orders or quarantines, work closely with ranchers to eradicate problems, represent and institute Department policy, and under the general direction of the Supervising Veterinary Diagnostician, perform the full range of duties outlined in the series concept in a rural laboratory annex without veterinary or technologist support staff.

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Page 4 of 9

**CLASS CONCEPTS (cont.)**

VETERINARY DIAGNOSTICIAN

Positions allocated to this class perform the full range of duties outlined in the series concept under the general supervision of the Supervising Veterinary Diagnostician. This is the journey level of this series.

VETERINARIAN

Positions allocated to this class work under the direct supervision of the Supervisor, Animal Disease Laboratory and receive training in performing all or part of the diagnostic procedures outlined in the series concept. This is the entry level for this series.

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**MINIMUM QUALIFICATIONS**

SUPERVISOR, ANIMAL DISEASE LABORATORY

**EDUCATION AND EXPERIENCE:** Graduation from an accredited college of veterinary medicine and three years of experience in animal disease diagnosis or in pathological laboratory work.

**LICENSE:** Possession of, or eligibility for, possession of a valid license to practice veterinary medicine as issued by the State Board of Veterinary Medicine Examiners.

**FULL PERFORMANCE KNOWLEDGE, SKILLS AND ABILITIES:** (These may be acquired on the job and/or needed to perform the work assigned.)

Knowledge of State/Federal regulatory program activities as they apply to laboratory diagnostic specimens and interstate movement of livestock. Knowledge of official State and Federal regulatory forms with regard to their purpose and the type of information required.

Ability to recognize trends in public and regulatory diagnostic service requirements in order to initiate adjustment of laboratory diagnostic priorities. Ability to determining the type and specifications for the purchase of office equipment required for maintaining official laboratory records. Ability to evaluate the technical and economic feasibility of instituting new diagnostic services of various types. Ability to anticipate monthly and yearly supply needs based upon evaluation of past records and predicted service demands. Ability to understand computer application program use. Ability to recognize impaired work performance of laboratory staff, distinguish between personnel and technical difficulties, and initiate corrective action. Ability to read and evaluate Accounting Department income and expense statements as well as budget projections. Ability to read and apply State/Federal program regulations and guidelines such as State livestock importation regulations, Federal interstate movement regulations and USDA, APHIS, Veterinary Services Uniform Methods and Rules. Ability to evaluate the cost/benefit implications of adding laboratory test capabilities. Ability to supervise professional and technical staff.

**ENTRY LEVEL KNOWLEDGE, SKILLS AND ABILITIES:** (Applicants will be screened for possession of these through written, oral, performance or other evaluation procedures.)

Knowledge of professionally acceptable techniques employed in performance of necropsy examinations. Knowledge of gross pathological changes which may be observed in evaluating tissues and organs examined at necropsy. Knowledge of appropriate means of tissue collection and preservation with respect to required additional laboratory testing. Knowledge of laboratory techniques as employed in bacteriology, virology, serology, parastology, hematology, serum, chemistry, toxicology, fluorescent antibody microscopy, standard light

<b>SUPERVISOR, ANIMAL DISEASE LABORATORY</b>	*	<b>A</b>	<b>10.284</b>
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<b>VETERINARIAN</b>	<b>37</b>	<b>B</b>	<b>10.287</b>

Page 5 of 9

**MINIMUM QUALIFICATIONS (cont.)**

microscopy and dark field microscopy. Knowledge of infectious, contagious and parasitic diseases of domestic and nondomestic animals. Knowledge of noninfectious diseases stemming from nutritional, metabolic, toxic, neoplastic, traumatic and physical disorders of domestic and nondomestic animals. Knowledge of zoonotic diseases as they apply to the interaction of humans and the animal species. Knowledge of microscopic tissue pathology descriptions as they relate to the diagnosis of infectious, contagious, parasitic and noninfectious diseases of animals. Knowledge of the specific use of the official regulatory forms of legal and diagnostic significance as they apply to laboratory diagnostic activities. Knowledge of vaccines, bacterins, antitoxins, antibiotics, drugs and chemotherapeutic agents used in the prevention and/or treatment of livestock diseases. Knowledge of the need for supplemental facts such as signs, symptoms, environmental conditions, nutrition, morbidity and mortality which are often essential to the diagnostic process. Knowledge of proper safety precautions instituted with regard to removal of potentially contaminated waste materials. Knowledge of standard medical nomenclature as used in reading, writing and oral communication to describe veterinary and human medical principles, practices and procedures. Knowledge of metric and English systems of measure as they apply to descriptive physical characteristics and, volumetric and weight measurements.

Ability to interact with people of various social, cultural, economic and educational backgrounds in order to provide the best public service through effective communications. Ability to compare normal and abnormal tissues under varying degrees of decomposition for purposes of pathological evaluation. Ability to keep records in terms of professionally acceptable medical and legal documentation of laboratory cases and specimen submissions. Ability to read medical, scientific, legal and technical documents such as textbooks, periodicals, journals, pathology reports, and professional continuing education publications. Ability to write vivid descriptions of gross pathological tissue changes sufficiently well to allow a medically trained professional to read and interpret the findings. Ability to give grammatically and medically correct written response to a client as it relates to a laboratory case workup or questions of animal or public health concern. Ability to prepare and deliver oral presentations concerning animal or public health matters. Ability to establish and maintain a positive and cooperative relationship with and between staff members, clients, and regulatory agency officials. Ability to analyze an animal disease or public health problem and propose a solution. Ability to coordinate laboratory diagnostic priorities by evaluating client needs, impact on personnel and fiscal constraints and impact on reliability and consistency of test results. Ability to perform under the stress of frequent interruptions and/or distractions from clients, telephone calls, staff inquiry, and changing priorities. Ability to work both independently and as a team member to complete the task at hand. Ability to work cooperatively with representatives and officials of other Municipal, County, State and Federal agencies. Ability to read graphical representations of data, laboratory test results, and disease incidence. Ability to write correspondence of inquiry or information to vendors of equipment and supplies, reference laboratories as well as teaching and research institutions. Ability to converse with vendors of laboratory equipment regarding specifications, applications and limitations as well as teaching and research institutions.

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**SENIOR VETERINARY DIAGNOSTICIAN**

**EDUCATION AND EXPERIENCE:** Graduation from an accredited college of veterinary medicine and two years of experience in the practice of veterinary medicine or in laboratory diagnostic work.

**LICENSE:** Possession of, or eligibility for, possession of a valid license to practice veterinary medicine as issued by the State Board of Veterinary Medicine Examiners.

**FULL PERFORMANCE KNOWLEDGE, SKILLS AND ABILITIES:** (These may be acquired on the job and/or needed to perform the work assigned.)

Knowledge of zoonotic diseases as they apply to the interaction of humans and the animal species. Knowledge of

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Page 6 of 9

**MINIMUM QUALIFICATIONS (cont.)**

State/Federal regulatory program activities as they apply to laboratory diagnostic specimens and interstate movement of livestock. Knowledge of official State and Federal regulatory forms with regard to their purpose and the type of information required. Ability to keep records in terms of professionally acceptable medical and legal documentation of laboratory cases and specimen submissions.

**ENTRY LEVEL KNOWLEDGE, SKILLS AND ABILITIES:** (Applicants will be screened for possession of these through written, oral, performance or other evaluation procedures.)

Knowledge of professionally acceptable techniques employed in performance of necropsy examinations. Knowledge of gross pathological changes which may be observed in evaluating tissues and organs examined at necropsy. Knowledge of appropriate means of tissue collection and preservation with respect to required additional laboratory testing. Knowledge of laboratory techniques as employed in bacteriology, virology, serology, parasitology, hematology, serum, chemistry, toxicology, fluorescent antibody microscopy, standard light microscopy and dark field microscopy. Knowledge of infectious, contagious and parasitic diseases of domestic and nondomestic animals. Knowledge of noninfectious diseases stemming from nutritional, metabolic, toxic, neoplastic, traumatic and physical disorders of domestic and nondomestic animals. Knowledge of microscopic tissue pathology descriptions as they relate to the diagnosis of infectious, contagious, parasitic and noninfectious diseases of animals. Knowledge of the specific use of the official regulatory forms of legal and diagnostic significance as they apply to laboratory diagnostic activities. Knowledge of vaccines, bacterins, antitoxins, antibiotics, drugs and Chemotherapeutic agents used in the prevention and/or treatment of livestock diseases. Knowledge of the need for supplemental facts such as signs, symptoms, environmental conditions, nutrition, morbidity and mortality which are often essential to the diagnostic process. Knowledge of proper safety precautions instituted with regard to removal of potentially contaminated waste materials. Knowledge of standard medical nomenclature as used in reading, writing and oral communication to describe veterinary and human medical principles, practices and procedures. Knowledge of metric and English systems of measure as they apply to descriptive physical characteristics and, volumetric and weight measurements.

Ability to interact with people of various social, cultural, economic and educational backgrounds in order to provide the best public service through effective communications. Ability to compare normal and abnormal tissues under varying degrees of decomposition for purposes of pathological evaluation. Ability to read medical, scientific, legal and technical documents such as textbooks, periodicals, journals, pathology reports, and professional continuing education publications. Ability to write vivid descriptions of gross pathological tissue changes sufficiently well to allow a medically trained professional to read and interpret the findings. Ability to give grammatically and medically correct written response to a client as it relates to a laboratory case workup or questions of animal or public health concern. Ability to prepare and deliver oral presentations concerning animal or public health matters. Ability to establish and maintain a positive and cooperative relationship with and between staff members, clients, and regulatory agency officials. Ability to analyze an animal disease or public health problem and propose a solution. Ability to coordinate laboratory diagnostic priorities by evaluating client needs, impact on personnel and fiscal constraints and impact on reliability and consistency of test results. Ability to perform under the stress of frequent interruptions and/or distractions from clients, telephone calls, staff inquiry, and changing priorities. Ability to work both independently and as a team member to complete the task at hand.

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**VETERINARY DIAGNOSTICIAN**

**EDUCATION AND EXPERIENCE:** Graduation from an accredited college of veterinary medicine and one year of experience in general laboratory diagnostic work including microbiology and virology.

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<b>VETERINARIAN</b>	<b>37</b>	<b>B</b>	<b>10.287</b>

Page 7 of 9

**MINIMUM QUALIFICATIONS (cont.)**

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**FULL PERFORMANCE KNOWLEDGE, SKILLS AND ABILITIES:** (These may be acquired on the job and/or needed to perform the work assigned.)

Knowledge of zoonotic diseases as they apply to the interaction of humans and the animal species. Knowledge of State/Federal regulatory program activities as they apply to laboratory diagnostic specimens and interstate movement of livestock. Knowledge of official State and Federal regulatory forms with regard to their purpose and the type of information required.

Ability to keep records in terms of professionally acceptable medical and legal documentation of laboratory cases and specimen submissions. Ability to coordinate laboratory diagnostic priorities by evaluating client needs, impact on personnel and fiscal constraints and impact on reliability and consistency of test results. Ability to work both independently and as a team member to complete the task at hand.

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Ability to interact with people of various social, cultural, economic and educational backgrounds in order to provide the best public service through effective communications. Ability to compare normal and abnormal tissues under varying degrees of decomposition for purposes of pathological evaluation. Ability to read medical, scientific, legal and technical documents such as textbooks, periodicals, journals, pathology reports, and professional continuing education publications. Ability to write vivid descriptions of gross pathological tissue changes sufficiently well to allow a medically trained professional to read and interpret the findings. Ability to give grammatically and medically correct written response to a client as it relates to a laboratory case workup or questions of animal or public health concern. Ability to prepare and deliver oral presentations concerning animal or public health matters. Ability to establish and maintain a positive and cooperative relationship with and between staff members, clients, and regulatory agency officials. Ability to analyze an animal disease or public health problem and propose a solution. Ability to perform under the stress of frequent interruptions and/or distractions from clients, telephone calls, staff inquiry, and changing priorities.

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<b>VETERINARIAN</b>	<b>37</b>	<b>B</b>	<b>10.287</b>

Page 8 of 9

### **MINIMUM QUALIFICATIONS (cont.)**

#### VETERINARIAN

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Ability to interact with people of various social, cultural, economic and educational backgrounds in order to provide the best public service through effective communications. Ability to read medical, scientific, legal and technical documents such as textbooks, periodicals, journals, pathology reports, and professional continuing



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\*        **B**        **10.286**  
**37**     **B**        **10.287**

Page 9 of 9

**MINIMUM QUALIFICATIONS (cont.)**

education publications. Ability to establish and maintain a positive and cooperative relationship with and between staff members, clients, and regulatory agency officials.

This class specification is used for classification, recruitment and examination purposes. It is not to be considered a substitute for work performance standards for positions assigned to this class.

	<u>10.284</u>	<u>10.285</u>	<u>10.286</u>	<u>10.287</u>
ESTABLISHED:	1/1/61	6/1/62	8/1/68	8/1/68
REVISED:	7/1/87-12P	7/1/87-12P	7/1/87-12P	7/1/87-12P
	10/17/86PC	10/17/86PC	10/17/86PC	10/17/86PC
REVISED:	4/21/89-12	4/21/89-12	4/21/89-12	4/21/89-12
REVISED:	10/1/91LG	10/1/91LG	10/1/91LG	7/1/93LG
REVISED:	7/1/93LG	7/1/93LG	7/1/93LG	