



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

**CLASS SPECIFICATION**

<u>TITLE</u>	<u>GRADE</u>	<u>EEO-4</u>	<u>CODE</u>
<b>FISH HATCHERY TECHNICIAN III</b>	<b>31</b>	<b>H</b>	<b>1.776</b>
<b>FISH HATCHERY TECHNICIAN II</b>	<b>29</b>	<b>H</b>	<b>1.778</b>
<b>FISH HATCHERY TECHNICIAN I</b>	<b>27</b>	<b>H</b>	<b>1.780</b>

**SERIES CONCEPT**

Fish Hatchery Technicians care for fish and adjust feed levels; keep accurate feed and population records; maintain and clean troughs, tanks, ponds, raceways, traps, holding pens and launders; maintain screens, water sources and aeration devices.

Detect and treat fish disease and parasites; identify and correct stress; remove fish mortalities; maintain records of treatments, chemicals used, and mortalities; test and maintain water quality; separate brood fish by stages of development; take spawn from fish and prepare eggs for shipment or incubation.

Care for fish eggs and fry by treating with disinfectants and other chemicals as needed; distribute into hatchery troughs; and ensure adequate care is provided during critical periods of growth and development.

Inspect hauling unit; weigh and load fish; operate and maintain life support systems; operate vehicles; monitor fish and equipment during transport; determine suitable release site and release fish.

Maintain equipment and structures; respond to emergency situations and equipment malfunctions; conduct inspections; provide routine maintenance; and clean and paint buildings.

Provide information to the public; explain policies and procedures; give directions; answer questions; and lead tours of facilities in order to maintain good public relations.

Assist in wildlife management area operations as needed.

Perform related duties as assigned.

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**CLASS CONCEPTS**

**Fish Hatchery Technician III:** Under general supervision of the Fish Hatchery Supervisor II, incumbents assist in performing administrative duties, develop job procedures, summarize data and various reports, schedule the work of others, provide training to other Fish Hatchery Technicians, and act as a leadworker, in addition to performing the full range of duties outlined in the series concept.

**Fish Hatchery Technician II:** Under general supervision, incumbents in this class perform the full range of duties outlined in the series concept. This is the journey level in the series.

**Fish Hatchery Technician I:** Under close supervision, incumbents in this class receive training in performing all or part of the duties outlined in the series concept. This is the trainee level in the series.

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## **MINIMUM QUALIFICATIONS**

### **SPECIAL REQUIREMENTS:**

- \* Per NRS 483.926 some positions in this series are required to obtain and maintain a valid Nevada commercial driver's license. Per FMCSR 383.93 and 383.95 some positions are required to maintain a current tanker endorsement and air brake certification.
- \* All positions in this series are required to respond to emergency situations which may occur during non-working hours.
- \* A valid driver's license is required at the time of appointment and as a condition of continuing employment.
- \* Pursuant to NRS 284.4066, positions in this series have been identified as affecting public safety. Persons offered employment in these positions must submit to a pre-employment screening for controlled substances.
- \* A pre-employment criminal history check and fingerprinting is required.
- \* Restricted use Pesticide Applicator's Certificate is required as an ongoing condition of employment.
- \* Incumbents in this series are required to reside in Department housing at the hatchery that is provided by the Department of Wildlife.

### **INFORMATIONAL NOTES:**

- \* Education above the high school level in wildlife management, biology or closely related field may be substituted for the qualifying experience on the basis of 30 semester credits being equal to six months of experience.
- \* Some positions require a valid State of Nevada Commercial Driver's License (CDL) within six months of appointment.

### **FISH HATCHERY TECHNICIAN III**

**EDUCATION AND EXPERIENCE:** Graduation from high school or equivalent education and five years of experience in building trades and maintenance of mechanical equipment, three years of which was technical experience in caring for fish such as adjusting fish feed levels; keeping accurate feed and population records; maintaining and cleaning troughs, tanks, ponds, raceways, traps, holding pens and launders; and maintaining screens, water sources and aeration devices at a fish hatchery; **OR** one year of experience as a Fish Hatchery Technician II in Nevada State service; **OR** an equivalent combination of education and experience as described above. (*See Special Requirements and Informational Notes*)

**ENTRY LEVEL KNOWLEDGE SKILLS AND ABILITIES (required at time of application):**

**Working knowledge of:** fish diseases and abnormal behavior requiring diagnosis and treatment; water quality sampling techniques and equipment needed to perform dissolved oxygen tests on water supplies; techniques and precautions used in handling, applying, storing and disposal of fish treatment chemicals; algicides and herbicides; *and all knowledge, skills and abilities required at the lower level.*

**FULL PERFORMANCE KNOWLEDGE, SKILLS AND ABILITIES (typically acquired on the job):**

**General knowledge of:** Division accounting and budgeting processes needed to prepare budget estimates and monitor expenditures; federal, State and Division policies, procedures, laws and regulations related to fish and wildlife; principles of training and providing work direction to others. **Ability to:** organize and schedule equipment and personnel to effectively complete assigned projects and work; assist the Fish Hatchery Supervisor in day-to-day operation of the fish hatchery.

### **FISH HATCHERY TECHNICIAN II**

**EDUCATION AND EXPERIENCE:** Graduation from high school or equivalent education and four years of experience in building trades and maintenance of mechanical equipment, two years of which were caring for fish such as adjusting fish feed levels; keeping accurate feed and population records; maintaining and cleaning

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### MINIMUM QUALIFICATIONS (cont'd)

#### FISH HATCHERY TECHNICIAN II (cont'd)

##### EDUCATION AND EXPERIENCE: (cont'd)

troughs, tanks, ponds, raceways, traps, holding pens and launders; and/or maintaining screens, water sources and aeration devices at a fish hatchery; **OR** one year of experience as a Fish Hatchery Technician I in Nevada State service; **OR** an equivalent combination of education and experience as described above. (*See Special Requirements and Informational Notes*)

##### ENTRY LEVEL KNOWLEDGE, SKILLS AND ABILITIES (required at time of application):

**Working knowledge of:** fish feeding practices; trout spawning operations such as checking brood fish for ripeness, and caring for fish eggs and milt; proper care and shipment of green and eyed fish eggs; techniques and precautions used in applying fish treatment chemicals, algicides and herbicides; fish transportation and life support systems; metric systems units of volume and capacity, U.S. equivalents, and conversion factors to calculate chemical applications; safety procedures used in the operation of specialized tools and equipment such as carpentry and mechanics' hand and power tools. **General knowledge of:** water quality sampling techniques and tests needed to perform dissolved oxygen tests. **Ability to:** recognize unusual behavior in fish resulting from stress or disease; identify combination of fish fin clips under field conditions to facilitate sorting of fish at spawning stations; sort brood fish by species, sex and degree of ripeness; recognize water source maintenance problem to avoid fish losses; read and comprehend technical reports, manuals and documents pertaining to fish culture; operate and maintain specialized equipment and four-wheel drive vehicles, hauling equipment, arc and gas welding equipment and others. **Skill in:** cleaning and maintaining ponds, troughs, tanks, raceways, screens, aeration devices and water sources: *and all knowledge, skills and abilities required at the lower level.*

##### FULL PERFORMANCE KNOWLEDGE, SKILLS AND ABILITIES (typically acquired on the job):

*(These are identical to the Entry Level Knowledge, Skills and Abilities required for the Fish Hatchery Technician III.)*

#### FISH HATCHERY TECHNICIAN I

EDUCATION AND EXPERIENCE: Graduation from high school or equivalent education and three years of experience in building trades and maintenance of mechanical equipment; **OR** one year of experience in caring for fish such as adjusting fish feed levels; keeping accurate feed and population records; maintaining and cleaning troughs, tanks, ponds, raceways, traps, holding pens and launders; and/or maintaining screens, water sources and aeration devices at a fish hatchery; **OR** an equivalent combination of education and experience as described above. (*See Special Requirements and Informational Notes*)

##### ENTRY LEVEL KNOWLEDGE, SKILLS AND ABILITIES (required at time of application):

**General knowledge of:** basic mathematics including fractions, decimals and percentages; plumbing electrical, masonry and carpentry work as needed to assist in construction and maintenance at cultural facilities; mechanical servicing procedures such as oil change, lubrication, and basic tune-ups to service vehicles and mechanical equipment. **Ability to:** read and comprehend repair manuals for specialized equipment; maintain accurate numerical records and narrative reports; communicate effectively both orally and in writing.

##### FULL PERFORMANCE KNOWLEDGE, SKILLS AND ABILITIES (required at time of application):

*(These are identical to the Entry Level Knowledge, Skills and Abilities required for the Fish Hatchery Technician II.)*

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.

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ESTABLISHED:	7/1/97P	7/1/97P	7/1/91P
	6/4/96PC	6/4/96PC	6/4/96PC
REVISED:	3/16/12PC	3/16/12PC	3/16/12PC
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