



Laboratory Technician

CLASS TITLE	CLASS CODE	SALARY GROUP	SALARY RANGE
LABORATORY TECHNICIAN I	4142	A11	\$32,332 - \$47,355
LABORATORY TECHNICIAN II	4144	A13	\$35,439 - \$52,388
LABORATORY TECHNICIAN III	4146	A15	\$38,976 - \$58,045
LABORATORY TECHNICIAN IV	4148	A17	\$42,976 - \$64,469

GENERAL DESCRIPTION

Performs laboratory work involving maintaining laboratory equipment; and conducting and participating in the research, analysis, and reporting of laboratory tests.

EXAMPLES OF WORK PERFORMED

Maintains laboratory equipment by performing set-ups, making necessary adjustments, performing maintenance, and cleaning laboratory equipment.

Conducts screening tests.

Collects and prepares samples using phlebotomy procedures.

Records test data.

Prepares culture media and reagents.

Sterilizes culture media, reagents, and equipment.

Performs related work as assigned.

DESCRIPTION OF LEVELS

Examples of work and descriptions are meant to progress through the levels. For example, an employee at level IV may also perform work listed within the previous levels.

Note: *Factors that may distinguish between the journey levels include the degree of independence in performing the work; the complexity of the work; the scope of responsibility; and the employee's related work experience, education, and certifications. Employees at the journey levels (levels I-II) may independently perform the full range of work identified within current or previous levels and may assist others performing work of greater complexity.*

LABORATORY TECHNICIAN I: Performs entry-level to routine (journey-level) laboratory work. Works under moderate supervision, with minimal latitude for the use of initiative and independent judgement.

LABORATORY TECHNICIAN II: Performs complex (journey-level) laboratory work. Works under general supervision, with limited latitude for the use of initiative and independent judgment. Employees at this level may:

- Prepare stains for laboratory analysis.
- Conduct serological and chemical analysis tests.
- Inoculate selective and enrichment media for the purpose of isolating pathogenic microorganisms.
- Check vaccine viability.
- Prepare data sheets and report data.

***Note:** Senior-level employees (levels III-IV) may serve as a lead or supervisor. Senior-level employees may perform the full range of work identified in the levels preceding their own, and/or may coordinate and/or oversee that work for others. Factors that may distinguish between senior levels include the scope of responsibility, oversight, and authority; and the nature, complexity, scope, and impact of the work performed.*

LABORATORY TECHNICIAN III: Performs advanced (senior-level) laboratory work. Works under limited supervision, with moderate latitude for the use of initiative and independent judgment. Employees at this level may:

- Conduct laboratory tests and monitor experiments for unusual results or malfunctions.
- Prepare and examine smears and stains.
- Analyze the results of data, tests, and experiments to ensure compliance with specifications, and prepare reports.
- Inoculate isolation media for pathogenic microorganisms and select colonies for studies.
- Perform research computations and report errors as appropriate.
- Develop methods for improving the efficiency of laboratory equipment and procedures.
- Design forms and procedures for the collection and analysis of data.

LABORATORY TECHNICIAN IV: Performs highly advanced (senior-level) laboratory work. Works under limited supervision, with considerable latitude for the use of initiative and independent judgment. Employees at this level may:

- Coordinate the training of laboratory technicians.
- Receive and check in microbiological and chemical samples and specimens.

GENERAL QUALIFICATION GUIDELINES

EXPERIENCE AND EDUCATION

Experience in laboratory work. Graduation from a standard senior high school or equivalent is generally preferred. Experience and education may be substituted for one another.

KNOWLEDGE, SKILLS, AND ABILITIES

For all levels

- Knowledge of laboratory techniques and procedures, and performing minor maintenance on laboratory equipment.
- Skill in the operation and maintenance of laboratory and research equipment, in performing mathematical computations, and in the use of a computer and applicable software.
- Ability to communicate effectively.

Additional for Laboratory Technician III – IV

- Knowledge of sterilization principles and techniques, and microbiological and chemical procedures.
- Ability to supervise the work of others.