



# Agriculture Specialist

CLASS TITLE	CLASS CODE	SALARY GROUP	SALARY RANGE
AGRICULTURE SPECIALIST I	4672	A14	\$37,144 - \$55,134
AGRICULTURE SPECIALIST I	4673	A15	\$38,976 - \$58,045
AGRICULTURE SPECIALIST III	4674	A16	\$40,918 - \$61,130
AGRICULTURE SPECIALIST IV	4675	A17	\$42,976 - \$64,469
AGRICULTURE SPECIALIST V	4676	A18	\$45,521 - \$71,055

## GENERAL DESCRIPTION

Performs agricultural work in a correctional setting involving production of livestock and field crops and monitoring the activities of offenders.

## EXAMPLES OF WORK PERFORMED

Coordinates the operation of agricultural machinery.

Responds to emergency situations.

Searches for escaped offenders, transports offenders, and performs correctional and custodial support functions as needed.

Participates in the general care and management of livestock; plans and coordinates livestock program operations.

Maintains records, reports, and inventories of materials and supplies.

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 V may also perform work listed within the previous levels.*

**Note:** *Factors that may distinguish between the levels include the degree of independence in performing the work, the complexity of the work, and the scope of responsibility. Other factors may include the type and level of security of the facility, the assigned population, the assigned area within the facility, and the type of production and specialized operation.*

**AGRICULTURE SPECIALIST I:** Performs entry-level to routine (journey-level) agricultural work in a correctional setting. Works under moderate supervision, with limited latitude for the use of initiative and independent judgment. Employees at this level may rely on direction from others to

solve problems that are not standard and may assist other staff in performing job duties of greater complexity.

**AGRICULTURE SPECIALIST II:** Performs complex (journey-level) agricultural work in a correctional setting. Works under general supervision, with moderate latitude for use of initiative and independent judgment. Employees at this level may provide guidance to others and may provide technical assistance in the general care and management of livestock.

*Note: Any senior-level employee (levels III-V) may serve in a lead or supervisory role; however, supervisory responsibilities within this job classification series will normally be found at level IV or V. Senior-level employees may perform the full range of work listed within the examples of work performed section, and/or may coordinate or oversee that work for others. Factors that may distinguish between senior levels include the scope of responsibility and oversight; the complexity of the work performed; and the structure of the assigned population/workgroup.*

**AGRICULTURE SPECIALIST III:** Performs highly complex (senior-level) agricultural work in a correctional setting, planning and coordinating field crop and livestock operations and agricultural activities to meet production goals and schedules. Works under limited supervision, with considerable latitude for the use of initiative and independent judgment. Employees at this level may:

- Coordinate and organize agricultural activities and farm program operations.
- Build, repair, and maintain agricultural facilities.
- Provide guidance and training in planting, cultivating, and harvesting row or garden crops; in field preparation, irrigation, and fertilizer and insecticide application; and in producing, processing, and distributing agricultural commodities.
- Review inventory reports, approve requisitions for supplies and equipment, and ensure availability of adequate equipment and supplies.
- Advise management of production output, problems, and losses; and prepare related reports.

**AGRICULTURE SPECIALIST IV:** Performs advanced (senior-level) agricultural work in a correctional setting, planning and coordinating field crop and livestock operations and agricultural activities to meet production goals and schedules. Works under minimal supervision, with considerable latitude for the use of initiative and independent judgment. Employees at this level may:

- Maintain farm operations correspondence and records, and prepare related reports.
- Inspect farm operations, review reports, and approve requisitions for supplies and equipment.
- Develop and implement training programs for staff and offenders.

**AGRICULTURE SPECIALIST V:** Performs highly advanced (senior-level) agricultural work in a correctional setting, planning and coordinating field crop and livestock operations and agricultural activities to meet production goals and schedules. Works under minimal supervision, with extensive latitude for the use of initiative and independent judgment.

## GENERAL QUALIFICATION GUIDELINES

### EXPERIENCE AND EDUCATION

Experience in agricultural 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 farming, ranching, dairy, poultry, and feedlot operations and procedures.
- Skill in the operation and maintenance of agricultural equipment.
- Ability to communicate effectively and to prepare reports.

#### Additional for Agriculture Specialist II – V levels

- Ability to provide guidance to others.

#### Additional for Agriculture Specialist III – V levels

- Ability to plan, coordinate, and organize crop and/or livestock production and to evaluate farm operations and recommend improvements.

#### Additional for Agriculture Specialist IV – V levels

- Ability to direct crop and livestock production and to supervise the work of others.