

Agricultural Services, #59010
Occupational Family: Natural Resources and Applied Sciences
Pay Band Range: 1 - 6

Concept of Work

This Career Group provides career tracks for **agricultural specialists** performing and/or overseeing technical assistance, inspection or grading services in support of agricultural-based regulatory compliance programs. These programs involve agricultural or horticultural products, agricultural enterprise and consumer protection; correctional facility farm programs and operations; or land grant university research and teaching, or extension programs and services involving livestock or plant health. Employees perform duties ranging from entry level to management. Employees performing inspection or grading may require certification or licensure.

Roles Comprising This Group

These roles describe the collective characteristics of the work performed by employees in the **Agricultural Services** Career Group. Each role represents a different level of work, or career progression.

The roles provide typical career paths for employees who pursue careers such as **farmers, agricultural technicians, graders, sorters, inspectors** and **commodity specialists**. Each of these career paths requires different knowledge, skills, and abilities that may not naturally lead to the other paths for career progression. Career paths may exist within a single role, or extend to other roles in this Career Group or to roles in other occupationally related Career Groups.

PAY BAND	PRACTITIONER ROLES	ROLE CODE	MANAGEMENT ROLES	ROLE CODE
1	Agricultural Specialist I	59011		
2	Agricultural Specialist II	59012		
3	Agricultural Specialist III	59013		
4	Agricultural Specialist IV	59014	Agricultural Manager I	59016
5	Agricultural Specialist V	59015	Agricultural Manager II	59017
6			Agricultural Manager III	59018

Role Descriptions

These roles are distinguished by the Compensable Factors of Complexity, Results, and Accountability. The Compensable Factors should be used for classification and compensation analysis. Position recruitment and selection standards must be based on the knowledge, skills, and abilities indicated in the Employee Work Profile.

Agricultural Specialist I	Code: 59011	Pay Band: 1	SOC: 45-2092* and 19-4011*
<p>The Agricultural Specialist I role provides career tracks for agricultural technicians who perform a variety of entry level tasks related to farm operations, care of livestock and/or agricultural programs and studies in support of research, extension programs, and teaching.</p>			
<p>COMPLEXITY</p> <p>Describes the nature of work in terms of resources used or encountered and the processes applied. It takes into account the difficulty of work, scope and range of assignments, KSA's, and nature of contacts.</p>	<ul style="list-style-type: none"> • Performs a variety of duties in support of seasonal or program requirements. • Applies understanding of agriculture techniques and procedures to the care of livestock and plants, and the use of farm tools/equipment. • Follows established guidelines, procedures and directions. • Limited contacts outside of coworkers and supervision. 		
<p>RESULTS</p> <p>Describes work outcomes; range and impact of effects; benefit or harm to citizens; gain or loss of resources; and goodwill created. It takes into account impact of actions, effect of services, and consequence of error.</p>	<ul style="list-style-type: none"> • Proper care of livestock and plants supports effective farm operations, and studies. • Responsible for proper operation of equipment used in farming and extension service operations. 		
<p>ACCOUNTABILITY</p> <p>Describes responsibility or authority exercised in terms of guidance, independence and autonomy of functioning and finality of decisions made. It takes into account leadership, judgment and decision making, and independence of action.</p>	<ul style="list-style-type: none"> • Decision-making and judgment is limited to clearly defined procedures and involves a narrow scope of well-defined duties. 		

Agriculture Specialist II	Code: 59012	Pay Band: 2	SOC: 45-2092* and 19-4011*
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The **Agricultural Specialist II** role provides career tracks for **agricultural technicians** who independently perform a variety of tasks ranging from journey level to advanced level related to farm operations, care of livestock and/or agricultural programs and studies in support of research, extension programs, and teaching.

COMPLEXITY

Describes the nature of work in terms of resources used or encountered and the processes applied. It takes into account the difficulty of work, scope and range of assignments, KSA's, and nature of contacts.

- Performs a variety of duties in support of seasonal or program requirements without direct supervision.
- Applies knowledge of agriculture techniques and procedures to farming and the care of livestock and plants.
- Ability to understand and apply knowledge of tools and equipment to farm applications, and the ability understand and follow parts and service manuals.
- Frequent contact with students, faculty and researchers to receive instructions and guidance.

RESULTS

Describes work outcomes; range and impact of effects; benefit or harm to citizens; gain or loss of resources; and goodwill created. It takes into account impact of actions, effect of services, and consequence of error.

- Proper care of livestock and plants supports effective farm operations, studies and extension services.
- Actions can impact research findings, teaching outcomes and customer service.
- Responsible for learning and demonstrating proper understanding for the operation, maintenance, and use of equipment used in farming and extension programs or teaching services.

ACCOUNTABILITY

Describes responsibility or authority exercised in terms of guidance, independence and autonomy of functioning and finality of decisions made. It takes into account leadership, judgment and decision making, and independence of action.

- May lead or provide guidance to co-workers and students as needed.
- Some decision making based on knowledge of function and interpretation of policy within the scope of responsibilities.
- Responsible for working independently based on established procedures. Refers unusual situations to a higher level.

Agricultural Specialist III	Code: 59013	Pay Band: 3	SOC: 45-2011* and 45-1011*
<p>The Agricultural Specialist III role provides career tracks for entry level inspectors that perform inspection, sampling or commodity grading services with limited variability to ensure compliance with established guidelines, policies and/or statutory laws and regulations; or, implement teaching and/or research protocols. This role also provides career tracks for the supervisor of the agricultural technicians in the areas of animal and plant health, and/or farming in support of research, extension, teaching, or correctional farming programs. Duties range from entry-level inspections to supervision of agricultural technician staff.</p>			
<p>COMPLEXITY</p> <p>Describes the nature of work in terms of resources used or encountered and the processes applied. It takes into account the difficulty of work, scope and range of assignments, KSA's, and nature of contacts.</p>	<ul style="list-style-type: none"> • May have frequent contacts with agriculture businesses, government entities, and consumers to conduct inspections, grade commodities, and/or explain laws, regulations or procedural requirements. • Applies knowledge of functional area or program. • Ability to follow and communicate research and teaching protocols, established policies, procedures or laws and regulations. • May have frequent contact with research staff and faculty to review research or farming methods. • Employees performing inspections or grading may be required to have certification or licensure. 		
<p>RESULTS</p> <p>Describes work outcomes; range and impact of effects; benefit or harm to citizens; gain or loss of resources; and goodwill created. It takes into account impact of actions, effect of services, and consequence of error.</p>	<ul style="list-style-type: none"> • Decisions and actions determine compliance with State/Federal regulations and laws that may significantly impact the health, safety or economic wellbeing of consumers and industry. • Actions may have a direct impact on research activities and findings, teaching, or farming operations. 		

<p>ACCOUNTABILITY</p> <p>Describes responsibility or authority exercised in terms of guidance, independence and autonomy of functioning and finality of decisions made. It takes into account leadership, judgment and decision making, and independence of action.</p>	<ul style="list-style-type: none"> • Makes decisions within the scope of responsibility by determining product grades or regulatory compliance. • Some positions make decisions concerning research control methods or farming operations. • Refers more complex issues to supervisor or chain of command. • May supervise and train staff and/or oversee assigned functions or areas of a program.
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These two roles provide a dual career track for **agricultural specialists**.

Agricultural Specialist IV	Code: 59014	Pay Band: 4	SOC: 45-1011* and 45-2011*
Agricultural Manager I	Code: 59016	Pay Band: 4	SOC: 11-9013*

Agricultural Specialist IV

The **Agricultural Specialist IV** role provides career tracks for **inspectors** and **graders** whose responsibilities range from journey level inspections to supervision of staff in inspection, research, extension and correctional farming programs including planning and development activities for the assigned program. Duties include performing inspections, sampling and grading of a variety of agricultural products and services or implement research and teaching protocols and programs.

<p>COMPLEXITY</p> <p>Describes the nature of work in terms of resources used or encountered and the processes applied. It takes into account the difficulty of work, scope and range of assignments, KSA's, and nature of contacts.</p>	<ul style="list-style-type: none"> • Interprets, applies and enforces statutes, laws, regulations, and/or program policies. • Applies considerable knowledge of specific program area agricultural commodities, and products. • Applies knowledge of agricultural principals and techniques to implement research projects and extension programs. • Supervisory positions schedule work activities, monitor work plans and staff performance; provide training for subordinates; monitor expenditures, equipment, and supplies. • Frequent contacts with agriculture businesses, government entities and consumers to investigate complaints, review, apply and
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	<p>explain program policies, laws and regulations.</p> <ul style="list-style-type: none"> • May interact with research staff and faculty to plan, review and assess research methods, and results.
<p>RESULTS</p> <p>Describes work outcomes; range and impact of effects; benefit or harm to citizens; gain or loss of resources; and goodwill created. It takes into account impact of actions, effect of services, and consequence of error.</p>	<ul style="list-style-type: none"> • Proper application of laws and regulations affects the health, safety or economic wellbeing of consumers and industry. • Decision-making affects public confidence and credibility of regulatory programs. • Actions impact research activities/findings, teaching, or farm production. • Supervisory actions and decisions impact the work team's ability to achieve program goals and objectives.
<p>ACCOUNTABILITY</p> <p>Describes responsibility or authority exercised in terms of guidance, independence and autonomy of functioning and finality of decisions made. It takes into account leadership, judgment and decision making, and independence of action.</p>	<ul style="list-style-type: none"> • Performs, leads, or supervises the inspection, grading, regulation and/or quality control standards for agricultural products/services or research/teaching programs. • Exercises independent judgment within scope of authority; refers significantly complex issues to supervisor or management. • May have the authority to plan, schedule and direct work of others and/or oversee program functions for an assigned location, facility, territory, or work unit. • May recommend penalties or appropriate course of action for violation of laws and regulations.
<p>Agricultural Manager I</p>	
<p>The Agricultural Manager I role provides career tracks for managers of correctional farm or a research, extension or and/or teaching farm. Responsibilities include planning and directing program operations; managing and scheduling work activities; coordinating planting, harvesting and delivery of crops and livestock. Employees may manage administrative functions of farm programs including budget, procurement and record management in addition to supervision of operational work units/teams of full-time staff, student or inmate labor. Employees in this role supervise multiple supervisors and require leadership experience.</p>	
<p>COMPLEXITY</p>	<ul style="list-style-type: none"> • Interprets, and applies program policies,

<p>Describes the nature of work in terms of resources used or encountered and the processes applied. It takes into account the difficulty of work, scope and range of assignments, KSA's, and nature of contacts.</p>	<p>research protocols and/or teaching objectives.</p> <ul style="list-style-type: none"> • Applies knowledge of agricultural principals and techniques to plan and direct farm objectives and/or research mission. • Coordinates and schedules work activities, training for staff or students, and equipment and facility maintenance. • Frequent contact with State and Federal Agencies, Extension Offices, research staff and faculty to review/assess research methods, farming practices and results; as well as interaction with vendors and suppliers to coordinate order and delivery of supplies. • May interact with Farmer's Markets and Coops to sell/market crops or livestock. • May interact with institutional security and rehabilitative staff to schedule inmates and ensure adequate inmate control.
<p>RESULTS</p> <p>Describes work outcomes; range and impact of effects; benefit or harm to citizens; gain or loss of resources; and goodwill created. It takes into account impact of actions, effect of services, and consequence of error.</p>	<ul style="list-style-type: none"> • Management of resources, supplies, equipment, facilities and budget impact productivity and/or research findings or teaching objectives. • Proper application of research protocols or farming methods impacts research findings, teaching objectives or farm production.
<p>ACCOUNTABILITY</p> <p>Describes responsibility or authority exercised in terms of guidance, independence and autonomy of functioning and finality of decisions made. It takes into account leadership, judgment and decision making, and independence of action.</p>	<ul style="list-style-type: none"> • Manages farm operations or research/teaching programs. • Exercises independent judgment within scope of authority; refers significantly complex issues to upper management. • Responsible for crop production and livestock operations.

These two roles provide a dual career track for **agricultural specialists**.

Agricultural Specialist V	Code: 59015	Pay Band: 5	SOC: 45-1011*
Agricultural Manager II	Code: 59017	Pay Band: 5	SOC: 11-9013*

Agricultural Specialist V

The **Agricultural Specialist V** role provides career tracks for **agricultural specialists** who serve as experts coordinating and/or as supervisors supervising complex agricultural regulatory programs or commodity programs in marketing. Responsibilities include: marketing services that identify product quality and value; or enforcing statutory laws, regulations, procedures and/or customer service and quality control standards, supervising, developing and training of staff. Employees serving as technical experts provide consultation to program staff or to businesses and consumers or lead high-priority cases involving major violations or coordinate/conduct fact-finding conferences, determine civil penalties, or prepare evidence for court action.

COMPLEXITY

Describes the nature of work in terms of resources used or encountered and the processes applied. It takes into account the difficulty of work, scope and range of assignments, KSA's, and nature of contacts.

- Oversees and coordinates multiple projects and a variety of program activities including planning and setting program objectives.
- Oversees regulatory compliance activities including consistent interpretation and enforcement of policies, procedures, laws and/or regulations.
- May make recommendations for procedural and/or policy changes.
- Supervises staff, programs, and administrative functions for assigned projects.
- Applies expert or in-depth knowledge of subject area, monitors industry trends and best practices.
- Frequent contacts with agriculture industry, local, state, and federal agencies, government officials, professional associations and consumers to review industry compliance with laws/regulations.

RESULTS

Describes work outcomes; range and impact of effects; benefit or harm to citizens; gain or loss of resources; and goodwill created. It takes into account impact of actions, effect of services, and consequence of error.

- Proper interpretation and application of State and Federal laws and regulations to enforce compliance affects the health, safety or economic wellbeing of consumers and industry.
- Proper implementation of quality control procedures ensures appropriate delivery of agricultural or horticultural products and/or inspection and regulatory services.
- Actions and decisions directly impact public confidence, consumer satisfaction and overall program success.
- Supervisory actions and decisions impact the

	<p>work team's ability to achieve program goals and objectives.</p>
<p>ACCOUNTABILITY</p> <p>Describes responsibility or authority exercised in terms of guidance, independence and autonomy of functioning and finality of decisions made. It takes into account leadership, judgment and decision making, and independence of action.</p>	<ul style="list-style-type: none"> • Coordinates, supervises and/or evaluates the inspection, regulation and/or quality control standards of agricultural or horticultural products/services. • Exercises independent judgment within scope of authority to determine penalties and appropriate actions for regulatory non-compliance. • Refers significantly complex issues to upper-management
<p>Agricultural Manager II</p>	
<p>The Agricultural Manager II role provides career tracks for managers who manage and coordinate complex agricultural programs and/or services such as plant and pest services and marketing services; or agricultural research operations in support of research, extension or teaching activities. Responsibilities include: planning and directing program objectives to ensure quality customer service, development of internal (staff) and/or external (industry) training programs; and uniform enforcement of statutory laws, regulations, procedures and/or quality control standards. Employees serve as technical experts providing consultation to other program areas or to businesses and consumers as needed. Employees in this role supervise multiple supervisors and require leadership experience.</p>	
<p>COMPLEXITY</p> <p>Describes the nature of work in terms of resources used or encountered and the processes applied. It takes into account the difficulty of work, scope and range of assignments, KSA's, and nature of contacts.</p>	<ul style="list-style-type: none"> • Manages and coordinates multiple projects and a variety of program activities. • Oversees interpretation and enforcement of policies, procedures, laws and/or regulations. • May make recommendations for procedural and/or policy changes. • Manages staff, programs, and administrative functions for assigned area. • Applies expert or in-depth knowledge of subject area. • Frequent contacts with agriculture industry, state agencies, government officials and consumers to review industry compliance with laws/regulations • May have frequent contacts with faculty, research staff and students to evaluate

	research programs and methodology.
<p>RESULTS</p> <p>Describes work outcomes; range and impact of effects; benefit or harm to citizens; gain or loss of resources; and goodwill created. It takes into account impact of actions, effect of services, and consequence of error.</p>	<ul style="list-style-type: none"> • Management of resources, supplies, equipment, facilities and budget impact productivity and/or research findings or teaching objectives. • Proper interpretation and application of State and Federal laws and regulations to enforce compliance affects the health, safety or economic wellbeing of consumers. • Proper implementation of research projects impacts outcome of experiments. • Actions and decisions directly impact public confidence, consumer satisfaction, and overall program success.
<p>ACCOUNTABILITY</p> <p>Describes responsibility or authority exercised in terms of guidance, independence and autonomy of functioning and finality of decisions made. It takes into account leadership, judgment and decision making, and independence of action.</p>	<ul style="list-style-type: none"> • Manages the inspection, regulation and/or quality control standards of agricultural products/services, or research/teaching programs. • Exercises independent judgment within scope of authority to include assessment of penalties and appropriate actions for regulatory non-compliance or identification of critical marketing issues. • Refers significantly complex issues to upper-management. • Plans and directs work of others through effective leadership skills, communication, and conflict resolution skills. • Makes recommendations for policy or legislative development and advises higher level management on industry trends.

Agricultural Manager III	Code: 59018	Pay Band: 6	SOC: 11-9013*
<p>The Agricultural Manager III role provides career tracks for managers of a major statewide agricultural compliance program with multiple work units, offices, or sub-divisions, such as plant and pest services, product and industry standards, food distribution, or commodity grading services. Provides program direction and coordination of services and resources for the protection of the economic, health,</p>			

safety, and other interests of the agricultural industry and the general public. Employees in this role supervise multiple supervisors and require leadership experience.

COMPLEXITY

Describes the nature of work in terms of resources used or encountered and the processes applied. It takes into account the difficulty of work, scope and range of assignments, KSA's, and nature of contacts.

- Applies in-depth knowledge of laws, policies and program areas.
- Administers and enforces assigned laws and regulations.
- Applies high level of technical expertise to manage staff and statewide programs/projects, and accomplish program objectives.
- Directs emergency response efforts for product recalls, consumer alerts or natural disasters.
- Frequent contacts with, agriculture industry, businesses, board members, state and federal agencies, professional associations and consumers to review industry compliance with laws, regulations and/or assess need for legislative changes.

RESULTS

Describes work outcomes; range and impact of effects; benefit or harm to citizens; gain or loss of resources; and goodwill created. It takes into account impact of actions, effect of services, and consequence of error.

- Proper decisions and actions directly impact public confidence and consumer satisfaction.
- Effective program implementation impacts the success, and fiscal responsibility of programs, staffing and customer service.

ACCOUNTABILITY

Describes responsibility or authority exercised in terms of guidance, independence and autonomy of functioning and finality of decisions made. It takes into account leadership, judgment and decision making, and independence of action.

- Responsible for statewide programs including development of program objectives, budget, and allocation of resources and services.
- Identifies and implements strategies, initiatives, and procedures that support program mission and compliance/enforcement goals for the general welfare and safety of the public.
- Plans, directs and evaluates work of others through effective leadership skills, communication, and conflict resolution skills.
- Develops goals, objectives and strategic plans for the assigned program; develops

	and modifies operating procedures and guidelines in accordance with industry trends, and changes in laws; evaluates program effectiveness; and recommends policy and legislative changes.
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***Statistical Reporting**

This Career Group includes, but is not limited to, those in the following Standard Occupational Classifications:

Standard Occupational Code (2010)	Standard Occupational Title (2010)	Description
11-9013	Farmers, Ranchers & Other Agricultural Managers	<p>Plan, direct, or coordinate the management or operation of farms, ranches, greenhouses, aquacultural operations, nurseries, timber tracts, or other agricultural establishments. May hire, train, and supervise farm workers or contract for services to carry out the day-to-day activities of the managed operation. May engage in or supervise planting, cultivating, harvesting, and financial and marketing activities. Excludes "First-Line Supervisors of Farming, Fishing, and Forestry Workers" (45-1011).</p> <p><i>Illustrative examples: Animal Husbandry Manager, Dairy Farm Manager, Fish Hatchery Manager, Orchard Manager</i></p>

19-4011	Agricultural & Food Service Technicians	<p>Work with agricultural and food scientists in food, fiber, and animal research, production, and processing; and assist with animal breeding and nutrition. Conduct tests and experiments to improve yield and quality of crops or to increase the resistance of plants and animals to disease or insects. Includes technicians who assist food scientists or technologists in the research and development of production technology, quality control, packaging, processing, and use of foods.</p> <p><i>Illustrative examples: Dairy Technologist, Feed Research Technician, Seed Analyst</i></p>
45-1011	First Line Supervisor of Farming, Fishing & Forestry Workers	<p>Directly supervise and coordinate the activities of agricultural, forestry, aquacultural, and related workers. Excludes "First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers" (37-1012).</p> <p><i>Illustrative examples: Corral Boss, Cranberry Bog Supervisor, Fish Hatchery Supervisor</i></p>
45-2011	Agricultural Inspectors	<p>Inspect agricultural commodities, processing equipment, and facilities, and fish and logging operations, to ensure compliance with regulations and laws governing health, quality, and safety.</p> <p><i>Illustrative examples: Cattle Examiner, Grain Sampler, Milk Tester</i></p>
45-2041	Graders & Sorters, Agricultural Products	<p>Grade, sort, or classify unprocessed food and other agricultural products by size, weight, color, or condition. Excludes "Agricultural Inspectors" (45-2011).</p> <p><i>Illustrative examples: Cotton Grader, Egg Grader, Fruit Sorter, Meat Grader.</i></p>

45-2092	Farmworkers & Laborers, Crop, Nursery, & Greenhouse	<p>Manually plant, cultivate, and harvest vegetables, fruits, nuts, horticultural specialties, and field crops. Use hand tools, such as shovels, trowels, hoes, tampers, pruning hooks, shears, and knives. Duties may include tilling soil and applying fertilizers; transplanting, weeding, thinning, or pruning crops; applying pesticides; or cleaning, grading, sorting, packing, and loading harvested products. May construct trellises, repair fences and farm buildings, or participate in irrigation activities. Excludes "Graders and Sorters, Agricultural Products" (45-2041) and "Forest, Conservation, and Logging Workers" (45-4011 through 45-4029).</p> <p><i>Illustrative examples: Greenhouse Transplanter, Pecan Gatherer, Pepper Picker</i></p>
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Revised June 2015

History

Previous class titles (listed by new role title).

Agricultural Specialist I

CLASS CODE	CLASS TITLE	GRADE
81021	Agricultural Technician A	3

Agricultural Specialist II

CLASS CODE	CLASS TITLE	GRADE
81022	Agricultural Technician B	5

Agricultural Specialist III

CLASS	CLASS TITLE	GRADE
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CODE		
81312	Agriculture Grader Inspector B	6
81262	Weights and Measures Inspector	7
81101	Agricultural Supervisor	7
81314	Agricultural Commodity Specialist	8

Agricultural Specialist IV

CLASS CODE	CLASS TITLE	GRADE
81316	Agricultural Grader Inspector C	9
81112	Agricultural Inspector	9
81113	Agricultural Inspector Senior	10
81321	Grain Grading Field Supervisor	10
81317	Agriculture & Consumer Services Regional Supervisor	10
81114	Agricultural Inspection Supervisor	11
81413	Grain Law Supervisor	11
81203	Agriculture & Consumer Services Assistant Supervisor	11

Agricultural Specialist V

CLASS CODE	CLASS TITLE	GRADE
81204	Agriculture & Consumer Services Supervisor	12

Agricultural Manager I

CLASS CODE	CLASS TITLE	GRADE
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81102	Agricultural Manager	9
81103	Agricultural Manager Senior	11

Agricultural Manager II

CLASS CODE	CLASS TITLE	GRADE
81131	Agricultural Program Coordinator	12
81132	Agricultural Program Supervisor	13
81222	Agricultural Commodity Program Manager	14

Agricultural Manager III

CLASS CODE	CLASS TITLE	GRADE
81235	Consumer Protection Program Manager	15