



New Mexico State Personnel Office

2600 Cerrillos Road
Santa Fe, New Mexico 87505-0127

Classification Description

FARMWORKERS, FARM AND RANCH ANIMALS

<u>Class Title</u>	<u>Class Code</u>	<u>Pay Band</u>	<u>Alt Pay Band*</u>
Farmworkers, Farm and Ranch Animal-B	S2093B	45	
Farmworkers, Farm and Ranch Animal-O	S2093O	50	
Farmworkers, Farm and Ranch Animal-A	S2093A	55	

**In accordance with SPB Rule 1.7.4.10 NMAC, the assignment to alternative pay bands shall be reviewed annually to determine their appropriateness.*

Occupation Description

Attend to live farm, ranch, or aqua cultural animals that may include cattle, sheep, swine, goats, horses and other equines, poultry, finfish, shellfish, and bees. Attend to animals produced for animal products, such as meat, fur, skins, feathers, eggs, milk, and honey. Duties include but not limited to; feed, water, herd, graze, castrate, debeak, brand, weigh, catch, and load animals. May maintain records on animals; examine animals to detect diseases and injuries; assist in birth deliveries; and administer medications, vaccinations, or insecticides as appropriate. May clean and maintain animal housing areas. Include workers who shear wool from sheep, and collect eggs in hatcheries.

Nature of Work

Livestock, dairy, and poultry farmers feed and care for animals. They fix barns, pens, and other farm buildings. Use computers to keep records, to feed or milk animals. Aquaculture farmers raise fish and shellfish. They take care of ponds and floating net pens. They stock, feed and care for fish. A farmer's work can be very hard. Hours are long, often sunrise to sunset. On livestock farms and ranches, work goes on all year. Animals, unless they are grazing, must be fed and watered every day. Dairy cows must be milked every day. Farmers also must keep their herds healthy. Work is outdoors tending to the animals as well as sanitation of the land and water.

Distinguishing Characteristics of Levels

Note: Examples of Work are intended to be cumulative for each progressively higher level of work. The omission of specific statements does not preclude management from assigning other duties which are reasonably within the scope of the duties.

Basic

- Employees in this Role assist and perform standardized duties.
- Employees assist with day-to-day operations of a livestock operation, fish hatchery, or game farm.

Recommended Education and Experience for Full Performance

High School Diploma or Equivalent and six (6) months experience working with livestock, animal or farming practices in an agricultural setting, including but not limited to, basic construction,

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electrical, and plumbing skills, heavy and farm equipment operation/maintenance, agriculture, animal husbandry, fisheries or wildlife habitat management.

Minimum Qualifications

High School Diploma or Equivalent.

Operational

- Employees in this Role handle the day-to-day operations of a livestock operation, fish hatchery, or game farm.
- Employees oversee livestock, game or fish hatchery care, and production.
- Employees maintain buildings, grounds, equipment, and stock ensuring compliance with wildlife regulations; and provide information to the public.

Recommended Education and Experience for Full Performance

Associate's degree in Agricultural Science, Aquaculture, Animal Science or Wildlife Science, or other closely related, applicable field and three (3) years in farm or ranch related experience including basic construction, electrical, and plumbing skills, heavy and farm equipment operation/maintenance, fisheries or wildlife habitat management.

Minimum Qualifications

Associate's degree in Agricultural Science, Aquaculture, Animal Science or Wildlife Science, or other closely related, applicable field and two (2) years in farm or ranch related experience including basic construction, electrical, and plumbing skills, heavy and farm equipment operation/maintenance, fisheries and/or wildlife habitat management. Any combination of education from an accredited college or university in a related field and/or direct experience in this occupation totaling four (4) years may substitute for the required education and experience.

Advanced

- Employees in this Role develop work units, objectives, and action plans.
- Employees prepare reports and make recommendations for improvements of fish hatcheries, livestock operations, or game farm.
- Employees provide training and assistance for less experience workers.

Recommended Education and Experience for Full Performance

Bachelor's degree in Agricultural Science, Aquaculture, Animal Science or Wildlife Science, or other closely related, applicable field and two (2) years in farm or ranch related experience including basic construction, electrical, and plumbing skills, heavy and farm equipment operation/maintenance, fisheries or wildlife habitat management.

Minimum Qualifications

Bachelor's degree in Agricultural Science, Aquaculture, Animal Science or Wildlife Science, or other closely related, applicable field and one (1) year in farm or ranch related experience including basic construction, electrical, and plumbing skills, heavy and farm equipment operation/maintenance, fisheries and/or wildlife habitat management. Any combination of education from an accredited college or university in a related field and/or direct experience in this occupation totaling five (5) years may substitute for the required education and experience.

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Knowledge and Skills

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Knowledge

Administration and Management — Knowledge of business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources.

Skills

Active Listening — Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.

Critical Thinking — Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.

Monitoring — Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.

Coordination — Adjusting actions in relation to others' actions.

Operation and Control — Controlling operations of equipment or systems.

Operation Monitoring — Watching gauges, dials, or other indicators to make sure a machine is working properly.

Complex Problem Solving — Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.

Speaking — Talking to others to convey information effectively.

Equipment Selection — Determining the kind of tools and equipment needed to do a job.

Judgment and Decision Making — Considering the relative costs and benefits of potential actions to choose the most appropriate one.

Statutory Requirements:

Conditions of Employment: Working Conditions for individual positions in this classification will vary based on each *agency's utilization, essential functions, and the recruitment needs* at the time a vacancy is posted. All requirements are subject to possible modification to reasonably accommodate individuals with disabilities.

Default FLSA Status: Non-Exempt. FLSA status may be determined to be different at the agency level based on the agency's utilization of the position.

Bargaining Unit: This position may be covered by a collective bargaining agreement and all terms/conditions of that agreement apply and must be adhered to.

Established: 07/07/2001

Revised: 09/20/2011

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**Adapted from the United States Bureau of Labor Statistics and are intended to illustrate the typical education and experience required for this occupation and are not to be construed as minimum qualifications.*

Note: Classification description subject to change. Please refer to the SPO website www.spo.state.nm.us to ensure this represents the most current copy of the description.