

CONSERVATION SERGEANT

NATURE OF WORK IN THIS CLASS:

This is complex supervisory law enforcement work, which involves directing and supervising subordinate conservation officers engaged in the protection and conservation of fish, wildlife and wildland or forestry through the enforcement of laws and ordinances.

Work entails on-the-scene supervisory duties and responsibilities, ensuring proper field performance of routine work during normal operations. Administrative and technical supervision and assistance received is minimal while providing field supervision to subordinate conservation officers. Work is performed in accordance with departmental policies and procedures, but requires initiative and good judgment. Assignments are received in the form of written or oral instructions. However, the absence of superior officers during normal course of field duties requires the constant exercise of making judgments, decisions and providing advice as well as overall leadership for subordinate conservation officers.

ILLUSTRATIVE EXAMPLES OF WORK: (These examples do not list all the duties which may be assigned; any one position may not include all the duties listed).

Supervises lower level conservation officers including orientation, training, counseling, evaluation and discipline in accordance with departmental standards, policies and procedures in conservation law enforcement methods and techniques.

Assigns duties and reviews results for accuracy, effectiveness and conformance with policies and procedures.

Conducts covert surveillance operations and investigations of suspected conservation law enforcement violations.

Assist in surveying needs and identifying problems concerned with enforcement of law and regulations involving fish, wildlife, wildland or forestry and endangered and threatened species.

Recommends solutions and corrective action when necessary.

Guides subordinate conservation officers in preparing cases for trial and advise on proper statutes or regulations on which arrest can be made

Prepares and maintains reports.

Performs related duties as required.

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:

Knowledge of local and federal laws, rules and regulations pertaining to the protection and conservation of fish, wildlife and wildland or forestry conservation.

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Knowledge of the modern principles, practices and methods of law enforcement administration, organization and operation.

Knowledge of the principles and techniques of investigation and arrest, confiscation and handling of evidence, and prosecution procedures.

Knowledge of the various types of firearms and the ability to load and unload such firearms.

Ability to supervise the work of subordinate conservation officers.

Ability to identify the geographical distribution and habitats of Guam, as well as the fish and wildlife species in Guam.

Ability to identify boonie trails and direct conservation officers into such areas.

Ability to read tide charts and identifies seasonal times for the different species of fish.

Ability to conduct training on specialized and/or regular natural resources law enforcement activities.

Ability to plan and conduct covert operations.

Ability to administer lifesaving and first aid methods and techniques.

Ability to communicate effectively, orally and in writing.

Ability to swim.

Skill in the use and care of firearms.

Skill in the safe operation of motor vehicles, motorboats and jet skis.

MINIMUM EXPERIENCE AND TRAINING:

- A. Two (2) years experience as a Conservation Officer III and forty-five (45) semester hours of college credits. (Credit hours earned in a law enforcement academy count towards the requirement.); **OR**
- B. Three (3) years and one (1) month of experience as a Conservation Officer III and graduation from high school or attainment of a general equivalency diploma (GED).

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NECESSARY SPECIAL QUALIFICATIONS:

- (a) Must be a resident of the Territory of Guam and a U.S. citizen, or a citizen of the Republic of Palau, Republic of the Marshall Islands, or the Federated States of Micronesia;
- (b) Must possess a valid Guam driver's license;
- (c) Must possess a valid Guam firearm identification card;
- (d) Must be in good health and physical condition;
- (e) Must pass a background investigation (persons convicted of a felony, a crime involving moral turpitude, a crime of domestic or family violence, or who are administratively pardoned of any crime are automatically disqualified; must never have been dismissed for cause as a conservation officer or resigned for the sole purpose of negating or averting a pending or anticipated disciplinary action.)

ESTABLISHED: DECEMBER 2006
 AMENDED: NOVEMBER 2007

PAY GRADE: L
 STEP 1: \$26,520
 STEP 10: \$39,780

HAY EVALUATION:	KNOW HOW:	E 1 2	200
	PROBLEM SOLVING:	D 3 (29%)	57
	ACCOUNTABILITY:	D 1 C	<u>66</u>
	TOTAL POINTS:		323

This standard revises and supersedes the standard established December 2006.

Lourdes M. Perez

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