

## CONSERVATION OFFICER III

### **NATURE OF WORK IN THIS CLASS:**

This is journeyman level and lead law enforcement work, which involves the protection and conservation of fish, wildlife, and wildland or forestry through the enforcement of laws and ordinances.

Employees serve as team leaders and provide guidance, direction and instruction to subordinate conservation officers and recruits. In the absence of a Conservation Sergeant this position will act as shift supervisor under direct supervision of a Conservation Lieutenant and above. Monitors and reports on the level of work performance of lower level conservation officers and provides recommendations for additional training and/or work assignment experience. Performs complex law enforcement work in areas as field training officer, criminal investigator and community relations.

Employees in this class may be assigned to either on or off-island specialized training and subject to undergo periodic refresher training in law enforcement work. Work is performed under nominal supervision and is evaluated for compliance with established policies and procedures. Work performance is evaluated by a Conservation Sergeant or above using inspections, examinations, discussions and submission of reports.

### **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).**

Leads less experience conservation officers through guidance and provides on-the-job law enforcement field tactics training.

Patrols (day and night) local and military beaches, marine preserves, jungles, rough and difficult mountainous terrain by foot, patrol vehicles, motorboat or jet skis. Performs necessary activities for public safety and protection of Guam's natural resources and ensures compliance of licensure, bag limits, methods, equipment and species taken. Investigates any suspicious conditions, reports complaints of law violations relating, but not limited to fish, wildlife and forestry; issues warnings and citations to violators.

Conducts investigations of criminal offenses and other investigations as assigned and reports on such findings, interviews witnesses relating to arrest and follow-up cases.

Enforces local and federal statutes, laws, codes, regulations and other standards relating to the conservation of fish and wildlife, including wildland protection.

Investigates and apprehends suspects that are usually armed with rifles, shotguns, pistols, knives, explosives, explosive chemicals, spear guns and other deadly weapons that are used to take fish or game. Seizes equipment and other evidence used in fish and game law violations and arranges for dispositions of fish and game illegally taken or possessed.

Receives complaints and reports and provides the public with information and directions upon request.

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Prepares arrest reports, executes warrants, serves subpoenas and related arrest procedures and testifies in court involving arrests.

Assist in the collection of biological information and assist with land, water and underwater surveys of fish and wildlife.

Inspects various fishery and wildlife storage facilities, establishments and vendors both private and public for possible violation of laws and regulations and also examines hunting and fishing gears.

Assist in the enforcement and investigation of wildland violations, issues warnings and citations of violations.

Provides educational services and disseminates natural resource information to Guam's schools; attends public meetings, oversees public display exhibits and makes frequent contacts with hunters and fishermen for gathering information relating to fish and wildlife.

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.

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

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

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

Ability to provide on-the-job training on specialized and/or regular natural resources law enforcement activities.

Ability to exercise and perform work, independently, without close supervision or direction.

Ability to exercise sound discretion and initiative in the performance of duties.

Ability to make arrest, issue citations related, but not limited to fish and wildlife and to testify in court.

Ability to collect and assemble data, prepare reports and maintain records.

Ability to administer lifesaving and first aid methods and techniques.

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Ability to understand and follow oral and written instructions.

Ability to act quickly and calmly in emergencies.

Ability to communicate effectively, orally and in writing.

Ability to work effectively with fellow employees and the public.

Ability to work long hours and withstand physical strains, work in inclement weather and hazardous conditions.

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 of experience as a Conservation Officer II and thirty (30) semester hours of college credits. (Credit hours earned in a law enforcement academy count towards the requirement.); OR
- B. Two (2) years and nine (9) months of experience as a Conservation Officer II and graduation from high school or attainment of a general equivalency diploma (GED).

**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).

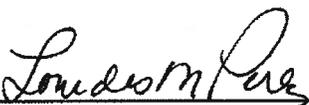
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**ESTABLISHED:** JULY 1980  
**AMENDED:** NOVEMBER 2007

**PAY GRADE:** K  
**STEP 1:** \$24,656.00  
**STEP 10:** \$36,984.00

<b>HAY EVALUATION:</b>	<b>KNOW HOW:</b>	<b>D 1 2</b>	<b>175</b>
	<b>PROBLEM SOLVING:</b>	<b>C 3 (25%)</b>	<b>43</b>
	<b>ACCOUNTABILITY:</b>	<b>C 2 C</b>	<b>50</b>
	<b>TOTAL POINTS:</b>		<b>268</b>

This standard revises and supercedes the standard established July 1980 and amended March 1982, June 1984, and September 2006.

  
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**LOURDES M. PEREZ, Director**  
**Department of Administration**