



## ASSOCIATE PLANT PATHOLOGIST (DIAGNOSTICIAN)

Class Code: 1273 - Exam Code: 6FA29

Opening Date:	07/22/16
Closing Date:	08/12/16
Type of Examination:	Departmental Open
Salary:	A \$4996.00 - \$6208.00 B \$5237.00 - \$6502.00 C \$5487.00 - \$6819.00
Employment Type:	Permanent Full-time Permanent Part-time Permanent Intermittent Limited Term Full-time Limited Term Part-time Limited Term Intermittent
Exam Type:	Spot/Sacramento

### EQUAL EMPLOYMENT OPPORTUNITY

The State of California is an equal opportunity employer to all, regardless of age, ancestry, color, disability (mental and physical), exercising the right to family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex (includes pregnancy, childbirth, breastfeeding and related medical conditions), and sexual orientation.

### DRUG FREE STATEMENT

It is an objective of the State of California to achieve a drug-free state workplace. Any applicant for State employment will be expected to behave in accordance with this objective because the use of illegal drugs is inconsistent with the law of the State, the rules governing civil service, and the special trust placed in public servants.

### WHO CAN APPLY

Applicants who meet the minimum qualifications as stated below. This is a Departmental Open Spot examination. Applications will not be accepted on a promotional basis. Career credits do not apply.

### HOW TO APPLY

Submit a Standard State Application (STD. form 678) to the California Department of Food and Agriculture no later than the **Final Filing Date, Friday, August 12, 2016.**

- Standard State Application (STD. form 678) is available through the internet at <https://jobs.ca.gov/Public/StateForms.aspx>
- Supplemental Application is attached below. Applicants who do not submit a Supplemental Application will be disqualified.

**HOW TO APPLY CONTINUED**

- All applications must include “to” and “from” dates (month/day/year) and time base. **Applications received without this information may be rejected.**
- Resumes **will not** be accepted in lieu of a completed State Application, (STD. form 678).
- Your signature on your application indicates that you have read, understood, and possess the basic qualifications required.

**DO NOT SUBMIT APPLICATIONS TO THE CALIFORNIA DEPARTMENT OF HUMAN RESOURCES (CalHR).**

**WHERE TO APPLY**

**By mail/In person:** California Department of Food and Agriculture  
Examination Unit, Attn: **Cindy Torres**  
1220 N Street, Room 242  
Sacramento, CA 95814  
(916) 403-6581

**By e-mail:** [exams@cdfa.ca.gov](mailto:exams@cdfa.ca.gov)

**NOTE:** Facsimile (FAX) applications will not be accepted under any circumstances.

**FINAL FILE DATE**

Final Filing Date: **Friday, August 12, 2016.**

**Dates printed on Mobile Bar Codes, such as the Quick Response (QR) Codes available at the USPS are not considered Postmark dates for the purpose of determining timely filing of applications.**

All applications must be received by the Final Filing Date, Friday, August 12, 2016. Mailed applications must be **POSTMARKED** no later than the Final Filing Date. Applications personally delivered or received via interoffice mail must be received by 5:00 p.m. on the final filing date. Any applications received after the final filing date will not be accepted for any reason.

**TEST DATE**

It is anticipated that the examination will be sometime in September or October 2016.

**TESTING METHOD**

The testing method used may be one or a combination of the following: **ORAL OR WRITTEN EXAMINATION, EDUCATION & EXPERIENCE OR SUPPLEMENTAL APPLICATION.**

**ELIGIBLE LIST INFORMATION**

A Departmental “Open” list will be established for the California Department of Food and Agriculture. The eligible list will be abolished **12** months after it is established **unless** the needs of the service and conditions of the list warrant a change in this period.

**REQUIREMENTS FOR ADMITTANCE TO THE EXAMINATION**

All applications must meet the education and/or experience requirements as stated on this examination announcement. Your signature on your application indicates that you have read, understood, and possess the basic qualifications required.

**MINIMUM QUALIFICATIONS**

**NOTE: SUBMISSION OF TRANSCRIPTS IS REQUIRED TO VERIFY THE EDUCATION REQUIREMENT. FAILURE TO DO SO MAY RESULT IN A DELAY OF YOUR APPROVAL TO COMPETE IN THE EXAMINATION.**

**Either I**

Experience: One year of experience in the California state service as a Plant Pathologist (Diagnostician).

**Or II**

Two years of experience conducting diagnosis and research of plant diseases and pathogens gained after obtaining a master's degree; and

Education: Possession of a Master's Degree or its equivalency from an accredited college or university or an equivalent degree approved by the California Superintendent of Public Instruction under the provisions of California Education Code Section 94310(b) in Plant Pathology.

**Or III**

Possession of a Doctoral Degree or its equivalency from an accredited college or university or an equivalent degree approved by the California Superintendent of Public Instruction under the provisions of California Education Code Section 94310(b) in Plant Pathology.

**POSITION DESCRIPTION**

Under general direction incumbents perform professional work concerned with the diagnosis of plant diseases, identification of plant pathogens, and research on diseases and pathogens which may be detrimental to California agriculture.

Incumbents are assigned to the laboratory unit where they isolate and identify casual agents of plant disease in their respective area of specialization (virology, mycology, bacteriology, nematology, physiology, or phytotoxicology); compile data on the biology, epidemiology, and economic significance of pathogens; perform applied and/or basic research on pathogens and/or diseases which may be a threat to California agriculture; develop new procedures for diagnosis and identification; prepare reports of findings to be published in recognized scientific publications; develop and maintain collections of reference cultures, literature, and photographic materials; perform field surveys for the purpose of positive identification and collection of new or unusual finds, and provide guidance to seasonal employees and/or laboratory technicians.

**EXAMINATION INFORMATION**

This examination will consist of a Supplemental Application - weighted 100%. Competitors who do not submit the Supplemental Application will be disqualified.

**SUPPLEMENTAL APPLICATION – WEIGHTED 100%**

The California Department of Food and Agriculture and the California Department of Human Resources (CalHR) reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service laws and rules and all competitors will be notified.

**KNOWLEDGE, SKILLS AND ABILITIES**

In addition to evaluating the competitor's relative abilities as demonstrated by quality and breadth of experience, emphasis will be on measuring competitively, relative to job demands, each competitor's:

**KNOWLEDGE, SKILLS AND ABILITIES, CONTINUED****KNOWLEDGE OF:**

1. General knowledge of all aspects of plant pathology and related fields (entomology, chemistry, physiology, etc.)
2. Knowledge of, and experience with sophisticated and complex scientific instrumentation and specialized investigative procedures and techniques for isolating, identifying and evaluating plant pathogens, various literature sources pertaining to plant pathology
3. Agricultural, horticultural, and native plants, the relationships of plants, plant pests, and pest control to agriculture and the environment
4. Principles and procedures of research planning, design, methodology, and analysis
5. Methods of preparation of research reports
6. Statistical methods and procedures
7. Data processing techniques
8. Problems involved in bibliographic survey of previous related research
9. Determination and qualification of variables and mechanization of compilation of analysis of data
10. A high degree of specialization in a prescribed area of plant pathology
11. Current research literature and trends applicable to the research area
12. Provisions of the Food and Agricultural Code, and applicable rules and regulations

**ABILITY TO:**

1. Apply and interpret provisions of the California Food and Agricultural Code, applicable rules and regulations
2. Perform increasingly complex plant pathological diagnosis
3. Demonstrate professional competence in a specialized area of plant pathology
4. Do highly specialized analysis and research, and train technicians and other personnel in associated tasks

**ADDITIONAL DESIRABLE QUALIFICATIONS**

In appraising the relative qualifications of candidates, consideration will be given to those applicants possessing in-depth knowledge of the plant pathological specialty for which a specialist is required. A record demonstrating expertise in this specialty including publication of scientific papers, oral presentations at professional meetings, participation in seminars, etc., over and above the "Minimum Qualifications" will be given additional consideration.

**EDUCATION AND EXPERIENCE**

If conditions warrant, this examination may utilize an evaluation of each competitor's experience and education compared to a standard developed from the class specification. For this reason, it is especially important that each candidate take special care in accurately and completely filling out his or her application. List all experience relevant to the "Requirements for Admittance to the Examination" shown on this announcement, even if that experience goes beyond the seven-year limit printed on the application. Supplementary information will be accepted, but read the "Requirements for Admittance to the Examination" carefully to see what kind of information will be useful to the staff doing the evaluation.

**VETERANS' PREFERENCE**

Veterans' Preference will be granted for this examination. Effective January 1, 2014, in accordance with Government Codes 18973.1 and 18973.5, whenever any veteran, widow or widower of a veteran, or spouse of a 100 percent-disabled veteran achieves a passing score on an open examination, he or she shall be ranked in the top rank of the resulting eligibility list. This section shall not apply to any veteran who has been dishonorably discharged or released.

**CAREER CREDITS**

Career Credits **will not** be added to the final score of this examination, because it does not meet the requirements to qualify for Career Credits.

**CONTACT INFORMATION**

If you have any questions regarding this announcement, please contact:

The California Department of Food and Agriculture, Examination Unit  
1220 N Street, Room 242  
Sacramento, CA 95814  
Attn: Cindy Torres at (916) 403-6581 or [cindy.torres@cdfa.ca.gov](mailto:cindy.torres@cdfa.ca.gov).

**GENERAL INFORMATION**

**For an examination without a written feature** it is the candidate's responsibility to contact the California Department of Food and Agriculture Examinations Unit at (916) 403-6581 three (3) weeks after the final filing date if he/she has not received his/her notice.

**If you meet the requirements** stated on this bulletin, you may take this examination, which is competitive. Possession of the entrance requirements does not assure a place on the eligible list. All candidates who pass will be ranked according to their scores.

**General Qualifications:** Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others; and a state of health consistent with the ability to perform the assigned duties of the class. If an offer of employment is made, a medical examination may be required. In open examinations, investigation may be made of employment records and personal history and fingerprinting may be required.

**Eligible Lists:** Eligible lists established by competitive examination, regardless of date, must be used in the following order: ① sub-divisional promotional, ② departmental promotional, ③ multi-departmental promotional, ④ service-wide promotional, ⑤ departmental open, ⑥ open. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in from one (1) to four (4) years unless otherwise stated on this bulletin.

**Veterans' Preference:** Effective January 1, 2014, in accordance with Government Code 18973.1 and 18973.5, Veterans' Preference will be awarded as follows: 1.) Any veteran, widow or widower of a veteran, or spouse of a 100 percent disabled veteran, who achieves a passing score in an entrance examination, shall be ranked in the top rank of the resulting eligibility list. Any veteran who has been dishonorably discharged or released is not eligible for Veterans' Preference. 2.) An entrance examination is defined, under the law, as any open competitive examination. And 3.) Veterans' Preference is not granted once a person achieves permanent civil service status.

Veteran status is verified by the California Department of Human Resources (CalHR). Directions to apply for Veterans' Preference are on the Veterans' Preference Application (Std. Form 1093), which is available at <http://jobs.ca.gov/Job/VeteransInformation>, and the Department of Veterans Affairs.

TDD is Telecommunications Device for the Deaf and is reachable only from phones equipped with a TDD Device  
TTY number: 1-800-735-2929 FROM VOICE PHONES: 1-800-735-2922

**CALIFORNIA DEPARTMENT OF FOOD AND AGRICULTURE  
SUPPLEMENTAL APPLICATION EXAMINATION FOR  
ASSOCIATE PLANT PATHOLOGIST (DIAGNOSTICIAN)**

The California Department of Food and Agriculture's (CDFA) Associate Plant Pathologist (Diagnostician) examination is being given on a Departmental Open Spot Sacramento basis. The examination will consist solely on this Supplement Application.

This Supplemental Application is designed to elicit a range of specific information regarding each candidate's knowledge, skills, abilities, and experience to effectively perform the duties relative to the classification. The information you provide will be evaluated using predetermined rating criteria. This Supplemental Application will account for 100% of the weight of your examination for this classification. In order to obtain a position on the eligible list, a minimum rating of 70% must be attained. If successful, your name will be merged onto a list based on your final score.

Resumes, letters of reference, and other materials will not be evaluated or considered as responses to items in the Supplemental Application.

**NOTE: FAILURE TO COMPLETE AND RETURN THIS SUPPLEMENTAL APPLICATION MAY RESULT IN YOUR ELIMINATION FROM THIS EXAMINATION.**

**THIS AFFIRMATION MUST BE COMPLETED:**

I hereby certify and understand the information provided by me on this Supplemental Application is true and complete to the best of my knowledge and contains no willful misrepresentation or falsifications. I understand this information may be verified at any time. I also understand that if it is discovered I have made any false representations, I will be removed from the examination process, removed from the list resulting from this examination, and may not be allowed to compete in future examinations for State employment and I may be subject to prosecution for misdemeanor or felony offenses under California Law. Additionally, State employees may have adverse action taken against them up to and including dismissal.

**Your signature (Required):** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Print your name (Required):** \_\_\_\_\_

Your supplemental application will not be scored if you do not provide your name.

**Return your completed Supplemental Application AND your completed Standard State Application (Std. Form 678) to the address below by Friday, August 12, 2016:**

**Dates printed on Mobile Bar Codes, such as the Quick Response (QR) Codes available at the USPS are not considered Postmark dates for the purpose of determining timely filing of an application.**

**California Department of Food and Agriculture  
Human Resources Branch  
Attn: Cindy Torres  
1220 N Street, Room 242  
Sacramento, CA 95814  
Email: [exams@cdfa.ca.gov](mailto:exams@cdfa.ca.gov)**



**Associate Plant Pathologist (Diagnostician)  
Supplemental Application**

**PART II**

INSTRUCTIONS:  For each item listed below in rows "1 through 21", place <b>ONE "X"</b> in the <b>Knowledge</b> column which most accurately represents the knowledge you have with the following tasks.  Also, for each item listed below in rows "1 through 21", place <b>ONE "X"</b> in the <b>Experience</b> column which most accurately represents the experience you have with the following tasks.  NOTE: Credit will not be given for items not marked.		<b>Knowledge</b>				<b>Experience</b>			
		No Knowledge – I have no knowledge of how to perform this task or what it may entail.	Basic/Limited knowledge – I have some knowledge of how to perform this task, but may require additional instruction to apply my knowledge effectively.	Moderate Knowledge – I possess a sufficient knowledge level that would allow me to perform this task successfully.	Extensive Knowledge – I could effectively perform this action under the majority of circumstances or situations encountered; and I could instruct others on specific aspects of this action.	No experience – I have no experience performing this task.	Some Experience – I have less than one year experience performing this task.	Moderate Experience – I have more than one year and less than three years of experience performing this task.	Extensive Experience – I have performed this task three or more years.
1.	Diagnoses of plant diseases and identification of plant pathogens which may be detrimental to California agriculture.								
2.	Evaluation of peer reviewed publications (scientific journals and databases), collaboration with university and government scientists (domestic and foreign) for the purpose of designing and/or using diagnostic methods for disease detection.								
3.	Perform applied research to optimize existing diagnostic protocols on plant pathogens.								
4.	Isolate and identify causal agents of plant disease in their area of specialization (virology, mycology, bacteriology).								
5.	Use a computer to compile data on the biology, epidemiology, and economic significance of plant pathogens.								
6.	Communicate and cooperate in a professional and effective manner with supervisors, management, coworkers, various state, county and federal agencies, organizations, private citizens, and others on the biology, epidemiology, and economic significance of plant pathogens.								
7.	Assist in evaluating plant disease problems with homeowners and landscape professionals.								

**Associate Plant Pathologist (Diagnostician)  
Supplemental Application**

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8.	Train and provide guidance on laboratory design and protocols to other State and private laboratories within the State of California.								
9.	Visit sites of disease outbreaks to collect samples for voucher, analysis, and distribution to other research collaborators.								
10.	Develop and maintain collections of reference cultures, literature, and photographic materials.								
11.	Perform field surveys for the purpose of positive identification and collection of new or unusual finds.								
12.	Research application of the scientific method including definition of the nature and scope of the problem.								
13.	Use scientific procedures including Koch's postulates to determine pathogenicity of a microorganism on a potential plant host.								
14.	Write scientific reports and publications which includes materials and methods, presentation of results, and interpretation and analysis of results.								
15.	Document a final official diagnostic determination on a Pest Damage Record (PDR) for each sample received based on specialized your knowledge and expertise.								

**Associate Plant Pathologist (Diagnostician)  
Supplemental Application**

INSTRUCTIONS:  For each item listed below in rows "1 through 21", place <b>ONE "X"</b> in the <b>Knowledge</b> column which most accurately represents the knowledge you have with the following tasks.  Also, for each item listed below in rows "1 through 21", place <b>ONE "X"</b> in the <b>Experience</b> column which most accurately represents the experience you have with the following tasks.  NOTE: Credit will not be given for items not marked.		<b>Knowledge</b>				<b>Experience</b>			
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16.	Assess the political and economic significance of a diagnostic determination, give preliminary rating, and disseminate results for taking appropriate regulatory action.								
17.	Retrieve electronic data from various sources (e.g., computer networks, mainframe, email) to store in a secure database.								
18.	Write letters, memos, e-mails, and other correspondence using word processing and other software for the purpose of communicating and disseminating information.								
19.	Provide written information to supervisors, co-workers, and subordinates by e-mail, written directions, or notes to communicate information about projects or to address departmental needs.								
20.	Make scientific presentations to professional societies, grower groups, nurseries, arborists, etc. for education and training.								
21.	Attend trainings and workshops to continue professional development.								

**Associate Plant Pathologist (Diagnostician)  
Supplemental Application**

**PART III**

**NARRATIVE QUESTIONS:**

You are being given four (4) questions on the following page for which you are to provide a narrative response.

**Instructions**

- Your response to each question **MUST** be typewritten on letter-sized (8.5"x11") paper, using Times New Roman 11, single spaced, and not less than 1" margins.
- **No handwritten responses will be accepted.**
- Limit your response to each of the four questions to one page per question.
- No additional pages will be accepted or considered for responses.
- Your responses to each question will be evaluated on content, grammar, and spelling of your answers in addressing each question.

**Associate Plant Pathologist (Diagnostician)  
Supplemental Application**

**Question #1**

A citrus grower in California calls with concerns about his trees possibly being infected with Huanglangbing (HLB) based on symptomology.

1. Why is HLB of such great concern to the California Agriculture Industry?
  2. What questions would you ask the grower to help you determine if it is HLB?
  3. List some other possible causes of the symptoms described by the grower.
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**Question # 2**

You have just received 500 survey plant samples to test for a certain plant pathogen. In each of the following cases, which diagnostic methods could you use to test each of the following pathogens? Which method is the most cost-effective for a large volume of samples of each pathogen?

1. Western X phytoplasma
  2. *Erwinia amylovora*
  3. Cucumber mosaic virus
  4. *Phytophthora cinnamomi*
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**Question #3**

An indispensable component of a good plant disease (fungal, bacterial, and viral) diagnostic laboratory is adequate and appropriate laboratory space. What are some other indispensable components of a good plant disease diagnostic laboratory?

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**Question # 4**

You diagnosed a sample of basil that was sent to the lab as downy mildew. Sequence analysis on a DNA fragment suggests that this is a previously undescribed species.

1. How would you determine whether this is a new disease to California?
2. What information would you need to know about this disease to advise regulatory officials if action should be taken such as quarantine or plant destruction?