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Minimum Qualification Specifications
for the Classes:

NURSERY WORKER I and II

Basic Requirement

Either experience (paid or unpaid), education, training, or any combination thereof, which demonstrates the ability to read and to comprehend and apply written and oral directions.

Experience Requirements

Applicants must have had progressively responsible experience of the type and quality described below and in the amount indicated in the following table, or any equivalent combination of training and experience:

Class Title	Specialized Experience (Years)	Supervisory Experience (Years)	Total (Years)
Nursery Worker I	1	0	1
Nursery Worker II	2	*	2

Specialized Experience: Work experience which shows that the applicant possesses knowledge of the methods of vegetative and seed plant propagation such as air-layering, grafting, budding, cuttage, seed storage, cross-pollination; application of insecticides, pesticides, herbicides and fungicides; the care and maintenance of plants; principles and practices of nursery work; identification, prevention, eradication, and control of plant diseases, weeds and insect pests; soil conditions, characteristics and nutrients; equipment, materials and facilities used in nursery work; plants indigenous to the area; and ability to understand and follow oral and written instructions and to keep simple records.

(*) For the Nursery Worker II level, applicants must possess supervisory aptitude. Supervisory aptitude is the demonstration of aptitude or potential for the performance of supervisory duties through successful completion of regular or special assignments which involve some supervisory responsibilities or aspects of supervision, e.g., by serving as a group or team leader; or in similar work in which opportunities for demonstrating supervisory capabilities exist; or by the completion of training courses in supervision accompanied by application of supervisory skills in work assignments; and/or by favorable appraisals by a supervisor indicating the possession of supervisory potential.

Quality of Experience

Possession of the required number of years of experience will not in itself be accepted as proof of qualification for a position. The applicant's overall experience must have been of such scope and level of responsibility as to conclusively demonstrate that he/she has the ability to perform the duties of the position for which he/she is being considered.

Substitutions Allowed

1. Completion of a two-year vocational agriculture curriculum at an accredited high school which provided the applicant with knowledge of the various methods of vegetative and seed plant propagation; identification, prevention, control and eradication of plant diseases and insect pests; soil conditions, characteristics and nutrients; proper application of insecticides, pesticides and other plant chemicals; and ability to apply these knowledge as demonstrated by practical experience such as an agricultural practicum, field experience, or other "hands-on" experience involving principles of ornamental horticulture may be substituted for one (1) year of Specialized Experience.
2. Study at an accredited university, community college or vocational/technical school which included at least one course in each of the following areas-horticulture, entomology, plant pathology and soil science--may be substituted for Specialized Experience on a year-for-year basis. (30 semester hour credits or 45 quarter hour credits is equivalent to one year of experience). This coursework must have provided knowledge of identification of plants indigenous to the area; various methods of vegetative and seed plant propagation such as air-layering, grafting, budding, cuttage, seed storage, cross-pollination; the application of insecticides, pesticides, herbicides and fungicides; the care and maintenance of plants; principles and practices of nursery work; the identification, prevention, control and eradication of insect pests and plant diseases; equipment, materials and facilities used in nursery work; and soil conditions, characteristics and nutrients.

Certification Requirement

For some positions, applicants may be required to qualify for Department of Agriculture certification for use of restricted pesticides.

Selective Certification

Specialized knowledge, skills and abilities may be required to perform the duties of some positions. For such positions, Selective Certification Requirements may be established and certification may be restricted to eligibles who possess the pertinent

experience and/or training required to perform the duties of the position.

Agencies requesting selective certification must show the connection between the kind of training and/or experience on which they wish to base selective certification and the duties of the position to be filled.

Tests

Applicants may be required to qualify on an appropriate examination.

Physical and Medical Requirements

Applicants must be able to perform the essential functions of the position effectively and safely, with or without reasonable accommodation.

This is an amendment to the minimum qualification specifications for the classes NURSERY WORKER I, and NURSERY WORKER II which were approved on July 13, 1976.

DATE APPROVED:

7/1/15

Lisa M. Y. / [Signature]
for JAMES K. NISHIMOTO, Director
Department of Human Resources Development