

PHYSICAL & MENTAL REQUIREMENTS/WORKING CONDITIONS
City of Virginia Beach, VA

Job Title:	Motor Equipment Operator I	Position Number(PCN):	B.001502.5
Div./Office:	PWD 611 Street Maintenance	Approver's Name	
Date of Last Update:	August 27, 2025	Approver's Title	

Fields to the right (Y/N): The position's status AND if the background check must be passed by the incumbent	Safety Sensitive:	Yes	Child Protective Services (CPS) Background:	No	VCIN Background:	No
	CJS Certification:	No	PREA Certification:	No	Subject to Barrier Crime Provisions:	No

REQUIREMENTS

FREQUENCY: Seldom = Infrequent, < 5%; Occasional = 5% to 25% of time on job; Frequent = 25% to 75% of time on job; Constant = Over 75% of time on job.

Typical DURATION: Short = < 1 hr per occurrence; Moderate = 1-2 hrs per occurrence; Substantial = 2-6 hrs per occurrence; Long = > 6 hrs per occurrence.

Physical Demands				Working Conditions			
Element	Condition/Level/Value	Frequency	Duration	Element	Condition/Level/Value	Frequency	Duration
Standing		Frequent	Substantial	Working Outside:	in all weather conditions	Frequent	Substantial
Walking		Frequent	Substantial	Working Alone:	out of communication w/others	N/A	N/A
Sitting		Seldom	Short	Extreme Temperatures	At/above 90 degrees	Occasional	Substantial
Reaching	Lower than shoulder level	Frequent	Short	Extreme Wetness	Below 30 degrees	Occasional	Substantial
Lifting	Up to 25 lbs.	Occasional	Short	Extreme Dryness		Occasional	Substantial
	Over 50 lbs.	Occasional	Short	Exposure to Traffic	Life Threatening Exposure	Frequent	Substantial
Carrying	Weight: Up to 25 lbs.	Frequent	Short		High Traffic Low Speed	Frequent	Substantial
	Distance: Up to 25 ft.	Frequent	Short	Congested Area/Workspace		N/A	N/A
Pushing	Estimated weight-resistance equivalency			Confined Space-	Permit REQUIRED	N/A	N/A
	Over 50 lbs.	Occasional	Short	Working Below Ground		N/A	N/A
Pulling	Estimated weight-resistance equivalency			Working at Heights (ft.)	N/A	N/A	N/A
	Over 50 lbs.	Occasional	Short	Noise Level:	> 85 decibels TWA for 8 hrs.	Yes	Frequent
Working Overhead	No tools	Frequent	Short				
	Weight: Up to 50 lbs.	Occasional	Short	Vibrations	Heavy equipment	Frequent	Substantial
Climbing Stairs		Frequent	Short		Tractor with attachments	Frequent	Substantial
Climbing Ladders		Frequent	Short		Body area(s):	Ex- Trunk, shoulders, arms, and hands.	
Balancing		Occasional	Short	Dust / Dirt / Particulate		Frequent	Long
Stooping		Frequent	Substantial	Radiation		N/A	N/A
Kneeling/Squatting		Frequent	Substantial	Silica/Fiberglass		N/A	N/A
Bending		Frequent	Long	Asbestos		N/A	N/A
Crawling		Seldom	Short	Aerosols & Gases	Irritant	Occasional	Short
Explosive Strength: Short bursts of muscle force to propel oneself.		Frequent	Moderate				
Trunk Strength: Use of abdominal and lower back muscles.		Frequent	Substantial	Hazardous Materials /Chemicals		N/A	undefined
Dynamic Strength: Use of muscle force repeatedly or continuously & resistant to fatigue.		Frequent	Substantial			undefined	
Repetitive Limb Movement	Fingers/Wrist	Frequent	Substantial	Petroleum Products	Liquid	Frequent	Short
	Arm/Shoulder	Frequent	Substantial		Grease	Frequent	Short
Dexterity	Grasping	Frequent	Substantial	Electrical Hazard		N/A	N/A
	Repetitive use of foot controls	Frequent	Substantial	Fire Hazard		N/A	N/A
Repetitive Twisting	Wrist/Elbow	Frequent	Substantial	Infectious Diseases Exposure Type(s):	Communicable diseases	Seldom	Substantial
	Shoulder	Frequent	Substantial		Ex- Repair sewer pipes; empty residence trash cans.		
Awkward Positions & Motions	Awkward positions	Frequent	Moderate	Symbols:	< equal to or less than	< less than	
	Awkward motions	Frequent	Moderate		> equal to or greater than	> greater than	

Sensory Demands				Working Conditions (cont.)			
Element	Condition/Level/Value	Frequency	Duration	Element	Condition/Level/Value	Frequency	Duration
Vision	20/40 w/correction	N/A	N/A	Hazardous Surfaces	Steep incline	Frequent	Moderate
	Depth perception	N/A	N/A		Abrupt uneven surfaces	Frequent	Substantial
	Color vision (colors)	N/A	N/A		Unstable ground	Frequent	Substantial
Hearing	Conversational level	N/A	N/A	Other Hazards	Animal/Insect bites/stings	Frequent	Substantial
Smell	N/A	N/A	N/A		Pinch points	Occasional	Short
					Sharp edges/objects	Occasional	Short
Touch	Distinguish texture	N/A	N/A	Hours Worked	Four 10-hour days	Constant	
	Distinguish temperature				More than 40 hours/week	Occasional	
Voice	Limited Verbal	N/A	N/A	Telework Eligible	No		
Personal Protective Equipment (PPE)				Equipment Operation & Use			
Category	Type	Frequency	Duration	Category	Type	Frequency	Duration
Eye and Face Protection	Safety glasses w/side shields	Frequent	Substantial	Motor Vehicles	Sedan/Pickup/Van	Occasional	Short
					Truck GVWR >= 26,001 lbs. (CDL)	Frequent	Substantial
				Heavy Equipment	Back hoe	Frequent	Substantial
Respiration Protection	Dust mask	Seldom	Short		Front-end loader	Frequent	Substantial
					Bulldozer	Frequent	Substantial
Hearing Protection	Ear plugs	Frequent	Substantial	Other Equipment or Machinery	Road surfacing equipment	Frequent	Substantial
					Tractor w/attachment	Frequent	Substantial
Head Protection	Hard hat (impact protection)	Frequent	Substantial		Bobcat	Frequent	Substantial
	Rain hat	Occasional	Moderate				
Hand Protection	Leather	Frequent	Substantial	Hand-Held Power Tools	Jack hammer	Seldom	Short
					Cutoff saw	Occasional	Short
					Chain/Pole saw	Seldom	Short
Foot Protection	Steel/composite toe-safety rated	Constant	Long	Hand Tools and Instruments	N/A	N/A	N/A
Body, Arm, and Leg Protection	Traffic vest	Frequent	Substantial	Office Machines & Equipment	Computer	Seldom	Short
	Rain gear	Occasional	Moderate				
Operator License				Commercial Driver's License			
NOTE: If CDL is required, show CDL Class in element to right.	Type			VA DMV requires: 20/40 in each eye w/o telescopic lens & ≥140° horizontal vision.	Class B:		
	CDL						
Other physical or sensory demands, working conditions, equipment, hazards, PPE, etc., not indicated above:							

Mental Requirements

Evaluate based on the level of complexity [least to most] inherent in the job using the examples provided; then select the number from the drop-down list that matches the column which best represents the mental demand required in each element.

1 Comprehend Verbal Communication - Understand information and directions which are provided verbally
Job requires the ability to understand and follow: Detailed information from a supervisor, a customer, or trainer/instructor which is necessary to the successful performance of job duties.
2 Communicate Orally - Verbally express thoughts and directions
Job requires: Communicating basic information to co-workers, supervisors, or customers.
3 Comprehend and Follow Written Material or Instructions - Understand written material, interpret appropriately, and adhere to the procedures stated.
Job requires ability to comprehend: Step by step written instructions where guidance and clarification are typically available.
4 Written Communication Skills - Express thoughts and directions in writing
Job requires: Ability to prepare basic written information and relay it to others using a basic format such as a form or email.
5 Maintain an Appropriate Work Pace - The flow or rate of incoming work assignments and the expectations for completion of tasks
Job requires ability to adhere to work schedule: In moderately paced environment with some unexpected assignments.
6 Perform Complex or Varied Tasks - The variety of tasks and assignments and the level of complexity of those tasks/assignments
Job requires ability to perform: A variety of tasks at the fully functional independent level.
7 Interact and Relate to Peers, Co-Workers, or the Public - The nature and level of interaction with others required of the job
Job requires interaction: Within the immediate work unit.
8 Decision Making & Reasoning Ability - The extent to which the job requires logic to analyze information, draw conclusions/ generalizations, and make decisions based on facts
Job requires: Little independent decision making. Established methods and procedures are followed and close supervision is present.
9 Memory and Recall - The body of stored knowledge required and the retrieval of that information to accomplish duties
Job requires the ability to: Remember detailed methods and procedures and apply them to work being performed.
10 Flexibility and Adaptability - The extent to which one must adjust to changing circumstances and expectations, take on new challenges on short notice, and/or deal successfully with changing priorities and workloads
Job requires flexibility and willingness: To adjust normal schedule or assume responsibility for tasks outside the normal set of duties.
11 Attention Span - Sustained attention or the time spent continuously on task without becoming distracted to successfully perform duties
Job tasks are: Varied and typically short in duration requiring only limited focus. Lapses may result in operational or production delays.
12 Attention to Detail - Thoroughness and accuracy are required to accomplish tasks
Job tasks: Are primarily manual and routine. Inattention to detail could result in operational delays.
13 Reaction Time - Describes work that requires an immediate response or decision
Job requires the ability to: Provide an immediate response/decision to maintain normal daily operations, procedures or processes. Delays occur if response is not timely.
14 Direct, Control, and Plan the Work of Others - Determine the time, place and sequence of work procedures, operations, and actions. Establish goals and objectives, motivate, and promote cooperation and teamwork in the work group
Job requires: No supervision or management of staff.
15 Influence Others - Obtain cooperation from others to accomplish tasks and objectives
Job requires: Little to no cooperation from co-workers or citizens to accomplish assigned tasks.
16 Stress Tolerance - Ability to perform duties without anxiety when faced with difficulties. Having positive stress tolerance is being able to stay calm in situations of heavy workload, tight deadlines, and/or difficult customers
Job requires the ability to: Tolerate typical work stressors such as deadlines or conflict and maintain composure.