

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

Job Title:	Police Officer Recruit	Position Number(PCN):	B.002088
Div./Office:	POL 020 Operations Division	Approver's Name	
Date of Last Update:	June 10, 2024	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:	Yes
	CJIS Certification:	Yes	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	Moderate	Working Outside:	in all weather conditions	Frequent	Substantial
Walking		Frequent	Moderate	Working Alone:	out of communication w/others	Frequent	Substantial
Sitting		Frequent	Substantial	Extreme Temperatures	At/above 90 degrees	Occasional	Substantial
Reaching	Shoulder level or higher	Occasional	Short		Below 30 degrees	Occasional	Substantial
Lifting	Up to 50 lbs.	Occasional	Short	Extreme Wetness		Occasional	Substantial
	Over 50 lbs.	Occasional	Short	Extreme Dryness		N/A	N/A
Carrying	Weight: Up to 50 lbs.	Occasional	Short	Exposure to Traffic	Life Threatening Exposure	Frequent	Short
	Distance: Up to 25 ft.	Occasional	Short		High Traffic Low Speed	Frequent	Moderate
Pushing	Estimated weight-resistance equivalency			Congested Area/Workspace		N/A	N/A
	Over 50 lbs.	Occasional	Short	Confined Space-	Permit REQUIRED	N/A	N/A
Pulling	Estimated weight-resistance equivalency			Working Below Ground		N/A	N/A
	Over 50 lbs.	Occasional	Short	Working at Heights (ft.)	Up to 12 ft.	Occasional	Short
Working Overhead	No tools	Occasional	Short	Noise Level:	> 85 decibels TWA for 8 hrs.	N/A	N/A
	Weight: Up to 25 lbs.	Occasional	Short	Vibrations		N/A	N/A
Climbing Stairs		Occasional	Short				
Climbing Ladders		Seldom	Short				
Balancing		Occasional	Short		Body area(s):	Ex- Trunk, shoulders, arms, and hands.	
Stooping		Occasional	Short	Dust / Dirt / Particulate		Frequent	Substantial
Kneeling/Squatting		Occasional	Short	Radiation		N/A	N/A
Bending		Occasional	Short	Silica/Fiberglass		N/A	N/A
Crawling		Occasional	Short	Asbestos		N/A	N/A
Explosive Strength: Short bursts of muscle force to propel oneself.		Occasional	Short	Aerosols & Gases	N/A	N/A	N/A
Trunk Strength: Use of abdominal and lower back muscles.		Occasional	Short	Hazardous Materials /Chemicals		N/A	undefined
Dynamic Strength: Use of muscle force repeatedly or continuously & resistant to fatigue.		Occasional	Short				undefined
Repetitive Limb Movement	Fingers/Wrist	Frequent	Short	Petroleum Products	N/A	N/A	N/A
	Arm/Shoulder	Frequent	Short	Electrical Hazard		N/A	N/A
Dexterity	Use of computer keyboard	Frequent	Moderate	Fire Hazard		N/A	N/A
	Grasping	Frequent	Short	Infectious Diseases Exposure Type(s):	Communicable diseases	Occasional	Short
Repetitive Twisting	N/A	N/A	N/A		Air/Blood-borne pathogens	Occasional	Short
				Symbols:	Ex- Repair sewer pipes; empty residence trash cans.		
Awkward Positions & Motions	Awkward positions	Occasional	Short		< equal to or less than	< less than	
					> 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	Abrupt uneven surfaces	Occasional	Moderate
	Depth perception	N/A	N/A		Unstable ground	Occasional	Moderate
	Color vision (shades)	N/A	N/A		Extremely dark areas	Occasional	Moderate
	Night vision	N/A	N/A		Animal/Insect bites/stings	Occasional	Moderate
Hearing	Conversational level	N/A	N/A	Other Hazards	Ordinance/explosives use	Occasional	Short
Smell	Burning odor	N/A	N/A		Hours Worked	Rotating shift	Constant
	Illegal drugs	N/A	N/A	More than 40 hours/week		Occasional	
Touch	Distinguish texture	N/A	N/A	More than 8 hours/day		Occasional	
	Distinguish temperature	N/A	N/A	Telework Eligible	No		
Voice	One-on-One	N/A	N/A				
Personal Protective Equipment (PPE)				Equipment Operation & Use			
Category	Type	Frequency	Duration	Category	Type	Frequency	Duration
Eye and Face Protection	Safety glasses w/side shields	Occasional	Moderate	Motor Vehicles	Sedan/Pickup/Van	Frequent	Long
				Heavy Equipment	N/A	N/A	N/A
Respiration Protection	N/A	N/A	N/A				
Hearing Protection	Ear plugs	Occasional	Moderate	Other Equipment or Machinery	N/A	N/A	N/A
	Ear muffs	Occasional	Moderate				
Head Protection	Rain hat	Occasional	Moderate				
	Riot Helmet	Seldom	Moderate	Hand-Held Power Tools	N/A	N/A	N/A
Hand Protection	Medical (rubber-type)	Seldom	Short				
Foot Protection	Closed-toe street shoes	Constant	Long	Hand Tools and Instruments	N/A	N/A	N/A
Body, Arm, and Leg Protection	Body armor	Constant	Long		Office Machines & Equipment	Computer	Frequent
	Traffic vest	Occasional	Moderate	Printer/Copier/Fax		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.	N/A		
	Standard Driver's License						
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 gained from an interview or investigation where interpretation and evaluation are required to make a judgement on the accuracy of the information and the appropriate course of action.
2 Communicate Orally - Verbally express thoughts and directions
Job requires: Communicating specialized 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: Detailed written material in the form of informational reports, memos, articles, plans and drawings to be used in performing duties.
4 Written Communication Skills - Express thoughts and directions in writing
Job requires: Preparation of written information providing specialized information in the form of a letter, memo or report.
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 entry or learning level tasks on a daily basis.
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: With others outside of the immediate work unit/agency, typically one-on-one, responding to inquiries or responding to requests for services.
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: Some decision making in duties such as troubleshooting where observation/judgement occurs and then a selection is made from a number of possible options for resolution.
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 laws, codes, policies, procedures, etc., which are somewhat repetitive from day to day.
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 of moderate duration requiring sustained focus. Lapses may result in injury or legal or financial liability.
12 Attention to Detail - Thoroughness and accuracy are required to accomplish tasks
Job tasks: Involve investigation, inspection, auditing, or observation. Inattention to detail could result in legal or financial liability.
13 Reaction Time - Describes work that requires an immediate response or decision
Job requires the ability to: Provide an immediate response/decision to situations outside of normal daily operations, procedures or processes. Untimely response/decision could lead to serious injury, or legal or financial liability.
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: Obtaining support and cooperation from citizens and outside groups to accomplish objectives.
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: Job requires the ability to handle stress associated with situations with inherently high degrees of danger, typically emergencies.