

PHYSICAL & MENTAL REQUIREMENTS/WORKING CONDITIONS									
City of Virginia Beach, VA									
Job Title:	Motor Equipment Operator II				Position Number(PCN):	B.002144			
Div./Office:	PAR 043 Landscape Life Cycle Management	Approver's Name							
Date of Last Update:	March 23, 2026	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	Short		Working Outside: in all weather conditions		Frequent	Substantial	
Walking		Frequent	Short		Working Alone: out of communication w/others		N/A	N/A	
Sitting		Frequent	Substantial		Extreme Temperatures	At/above 90 degrees	Frequent	Substantial	
Reaching	Lower than shoulder level	Frequent	Short		Extreme Wetness	Below 30 degrees	Frequent	Substantial	
Lifting	Up to 25 lbs.	Occasional	Short		Extreme Dryness		Occasional	Substantial	
	Over 50 lbs.	Occasional	Short		Exposure to Traffic	Life Threatening Exposure	Occasional	Short	
Carrying	Weight: Up to 25 lbs.	Frequent	Short			High Traffic High Speed	Occasional	Short	
	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	Substantial
Working Overhead	N/A	N/A	N/A		Vibrations		Heavy equipment	Frequent	Substantial
Climbing Stairs		Occasional	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	Short		Radiation		N/A	N/A	
Kneeling/Squatting		Frequent	Short		Silica/Fiberglass		N/A	N/A	
Bending		Frequent	Short		Asbestos		N/A	N/A	
Crawling		N/A	N/A		Aerosols & Gases		Irritant	Occasional	Short
Explosive Strength: Short bursts of muscle force to propel oneself.		Occasional	Short		Hazardous Materials /Chemicals		N/A	undefined	undefined
Trunk Strength: Use of abdominal and lower back muscles.		Frequent	Moderate		Petroleum Products		Liquid	Frequent	Short
Dynamic Strength: Use of muscle force repeatedly or continuously & resistant to fatigue.		Frequent	Moderate				Grease	Frequent	Short
Repetitive Limb Movement	Fingers/Wrist	Frequent	Substantial		Electrical Hazard		N/A	N/A	
	Arm/Shoulder	Frequent	Substantial		Fire Hazard		N/A	N/A	
Dexterity	Grasping	Frequent	Substantial		Infectious Diseases Exposure Type(s):		N/A	N/A	N/A
	Repetitive use of foot controls	Frequent	Substantial				Ex- Repair sewer pipes; empty residence trash cans.		
Repetitive Twisting	Wrist/Elbow	Frequent	Substantial		Symbols:		< equal to or less than	< less than	
	Shoulder	Frequent	Substantial				> equal to or greater than	> greater than	
Awkward Positions & Motions	Awkward positions	Occasional	Moderate						
	Awkward motions	Occasional	Moderate						

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	More than 8 hours/day	Occasional	
	Distinguish temperature				More than 40 hours/week	Occasional	
Voice	Limited Verbal	N/A	N/A		More than 5 consecutive days	Occasional	
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
				Heavy Equipment	Back hoe	Frequent	Substantial
Respiration Protection	N/A	N/A	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	N/A	N/A	N/A
Foot Protection	Steel/composite toe-safety rated	Constant	Long	Hand Tools and Instruments	Mechanic tools	Occasional	Short
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.	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 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 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 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: 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 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: Involve numerous calculations, extensive data entry, or are manual but varied and require considerable skill. Inattention to detail could result in misleading reports or 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: Obtaining support from other work 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: Tolerate long or irregular work shifts.