

PHYSICAL & MENTAL REQUIREMENTS/WORKING CONDITIONS									
City of Virginia Beach, VA									
Job Title:	Benefit Programs Specialist I				Position Number(PCN):	B.002464.1			
Div./Office:	HSD 402 Benefit Program	Approver's Name							
Date of Last Update:	November 09, 2023	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:	No	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		Occasional	Short	Working Outside: in all weather conditions		N/A	N/A		
Walking		Occasional	Short	Working Alone: out of communication w/others		N/A	N/A		
Sitting		Frequent	Substantial	Extreme Temperatures	N/A	N/A	N/A		
Reaching	Lower than shoulder level	Occasional	Short	Extreme Wetness		N/A	N/A		
Lifting	Up to 10 lbs.	Occasional	Short	Extreme Dryness		N/A	N/A		
				Exposure to Traffic		N/A	N/A		
Carrying	Weight: Up to 10 lbs.	Occasional	Short	Congested Area/Workspace		N/A	N/A		
	Distance: Up to 10 ft.	Occasional	Short	Confined Space- Permit REQUIRED		N/A	N/A		
Pushing	Estimated weight-resistance equivalency			Working Below Ground		N/A	N/A		
	Up to 10 lbs.	Occasional	Short	Working at Heights (ft.)		N/A	N/A		
Pulling	Up to 10 lbs.	Occasional	Short	Noise Level: > 85 decibels TWA for 8 hrs.		N/A	N/A		
	N/A	N/A	N/A	Vibrations		N/A	N/A		
Working Overhead	Weight: N/A	N/A	N/A	Body area(s):		Ex- Trunk, shoulders, arms, and hands.			
				Dust / Dirt / Particulate		N/A	N/A		
Climbing Stairs	N/A	N/A	N/A	Radiation		N/A	N/A		
Climbing Ladders	N/A	N/A	N/A	Silica/Fiberglass		N/A	N/A		
Balancing	N/A	N/A	N/A	Asbestos		N/A	N/A		
Stooping	Occasional	Short		Aerosols & Gases		N/A	N/A		
Kneeling/Squatting	Occasional	Short		Hazardous Materials /Chemicals		N/A	N/A		
Bending	Occasional	Short		Petroleum Products		N/A	N/A		
Crawling	N/A	N/A		Electrical Hazard		N/A	N/A		
Explosive Strength: Short bursts of muscle force to propel oneself.	N/A	N/A		Fire Hazard		N/A	N/A		
Trunk Strength: Use of abdominal and lower back muscles.	N/A	N/A		Infectious Diseases Exposure		N/A	N/A		
Dynamic Strength: Use of muscle force repeatedly or continuously & resistant to fatigue.	N/A	N/A		Type(s):		Ex- Repair sewer pipes; empty residence trash cans.			
Repetitive Limb Movement	Fingers/Wrist	Frequent	Substantial	Symbols:		< equal to or less than	< less than		
						> equal to or greater than	> greater than		
Dexterity	Use of computer keyboard	Frequent	Substantial						
	Handwriting	Frequent	Short						
Repetitive Twisting	Wrist/Elbow	Frequent	Short						
Awkward Positions & Motions	N/A	N/A	N/A						

Sensory Demands				Working Conditions (cont.)			
Element	Condition/Level/Value	Frequency	Duration	Element	Condition/Level/Value	Frequency	Duration
Vision	20/40 w/correction	Frequent	Moderate	Hazardous Surfaces	N/A	N/A	N/A
Hearing	Conversational level	Frequent	Moderate	Other Hazards	N/A	N/A	N/A
Smell	N/A	N/A	N/A				
Touch	N/A	N/A	N/A	Hours Worked	More than 40 hours/week	Seldom	
					More than 8 hours/day	Seldom	
					More than 5 consecutive days	Seldom	
Voice	One-on-One	Frequent	Short	Telework Eligible	No		
Personal Protective Equipment (PPE)				Equipment Operation & Use			
Category	Type	Frequency	Duration	Category	Type	Frequency	Duration
Eye and Face Protection	N/A	N/A	N/A	Motor Vehicles	Sedan/Pickup/Van	Seldom	Short
				Heavy Equipment	N/A	N/A	N/A
Respiration Protection	N/A	N/A	N/A				
Hearing Protection	N/A	N/A	N/A	Other Equipment or Machinery	N/A	N/A	N/A
Head Protection	N/A	N/A	N/A				
				Hand-Held Power Tools	N/A	N/A	N/A
Hand Protection	N/A	N/A	N/A				
Foot Protection	N/A	N/A	N/A	Hand Tools and Instruments	N/A	N/A	N/A
Body, Arm, and Leg Protection	N/A	N/A	N/A	Office Machines & Equipment	Computer	Frequent	Substantial
					Printer/Copier/Fax	Occasional	Short
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: Complex information where the listener must analyze the information presented, discern the key facts vs. opinions, and make a determination on appropriate recommendation or action.
2 Communicate Orally - Verbally express thoughts and directions
Job requires: Explaining and interpreting specialized, and sometimes sensitive, information to co-workers, customers, citizen groups or higher officials.
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 such as analytical, statistical, or status reports where information will be interpreted and applied to course of action.
4 Written Communication Skills - Express thoughts and directions in writing
Job requires: Written explanation and interpretation of specialized information to other City agencies, customers, higher officials and authorities.
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 a variety of individuals or groups outside the immediate unit/agency to collaborate on issues or projects.
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 to non-typical conditions or situations where a new or different process/procedure must be utilized to accomplish work.
11 Attention Span - Sustained attention or the time spent continuously on task without becoming distracted to successfully perform duties
Job tasks are: Varied, substantially long, and require considerable 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. 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: Handle stress associated with having to work with other people who are in distress.