

PHYSICAL & MENTAL REQUIREMENTS/WORKING CONDITIONS									
City of Virginia Beach, VA									
Job Title:	Motor Equipment Operator I				Position Number(PCN):	B.002936.9			
Div./Office:	PWD 712 SWU - Operations & Maintenance (Second Unit)	Approver's Name							
Date of Last Update:	April 13, 2026	Approver's Title							
<b>Fields to the right (Y/N): The position's status AND if the background check must be passed by the incumbent</b>		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	
<b>Standing</b>		Frequent	Short		<b>Working Outside:</b> in all weather conditions		Frequent	Substantial	
<b>Walking</b>		Frequent	Short		<b>Working Alone:</b> out of communication w/others		N/A	N/A	
<b>Sitting</b>		Frequent	Substantial		<b>Extreme Temperatures</b>	At/above 90 degrees	Occasional	Substantial	
<b>Reaching</b>	Lower than shoulder level	Frequent	Short			Below 30 degrees	Occasional	Substantial	
<b>Lifting</b>	Up to 25 lbs.	Occasional	Short		<b>Extreme Wetness</b>		Occasional	Substantial	
	Over 50 lbs.	Occasional	Short		<b>Extreme Dryness</b>		N/A	N/A	
<b>Carrying</b>	<b>Weight:</b> Up to 25 lbs.	Frequent	Short		<b>Exposure to Traffic</b>	Life Threatening Exposure	Frequent	Substantial	
	<b>Distance:</b> Up to 25 ft.	Frequent	Short			High Traffic Low Speed	Frequent	Substantial	
<b>Pushing</b>	<b>Estimated weight-resistance equivalency</b>				<b>Congested Area/Workspace</b>		N/A	N/A	
	Over 50 lbs.	Occasional	Short		<b>Confined Space-</b> Permit REQUIRED		N/A	N/A	
<b>Pulling</b>	<b>Estimated weight-resistance equivalency</b>				<b>Working Below Ground</b>		N/A	N/A	
	Over 50 lbs.	Occasional	Short		<b>Working at Heights (ft.)</b>	N/A	N/A	N/A	
<b>Working Overhead</b>	N/A	N/A	N/A		<b>Noise Level:</b> > 85 decibels TWA for 8 hrs.		N/A	N/A	N/A
	<b>Weight:</b> N/A	N/A	N/A		<b>Vibrations</b>		Heavy equipment	Frequent	Substantial
<b>Climbing Stairs</b>		Occasional	Short				Tractor with attachments	Frequent	Substantial
<b>Climbing Ladders</b>		Frequent	Short				Body area(s):	Ex- Trunk, shoulders, arms, and hands.	
<b>Balancing</b>		Occasional	Short		<b>Dust / Dirt / Particulate</b>		Frequent	Long	
<b>Stooping</b>		Frequent	Short		<b>Radiation</b>		N/A	N/A	
<b>Kneeling/Squatting</b>		Frequent	Short		<b>Silica/Fiberglass</b>		N/A	N/A	
<b>Bending</b>		Frequent	Short		<b>Asbestos</b>		N/A	N/A	
<b>Crawling</b>		N/A	N/A		<b>Aerosols &amp; Gases</b>	Irritant	Occasional	Short	
<b>Explosive Strength:</b> Short bursts of muscle force to propel oneself.		Occasional	Short		<b>Hazardous Materials /Chemicals</b>		N/A	undefined	undefined
<b>Trunk Strength:</b> Use of abdominal and lower back muscles.		Frequent	Moderate		<b>Petroleum Products</b>		Liquid	Frequent	Short
<b>Dynamic Strength:</b> Use of muscle force repeatedly or continuously & resistant to fatigue.		Frequent	Moderate			Grease	Frequent	Short	
<b>Repetitive Limb Movement</b>	Fingers/Wrist	Frequent	Substantial		<b>Electrical Hazard</b>		N/A	N/A	
	Arm/Shoulder	Frequent	Substantial		<b>Fire Hazard</b>		N/A	N/A	
<b>Dexterity</b>	Grasping	Frequent	Substantial		<b>Infectious Diseases Exposure</b>	N/A	N/A	N/A	
	Repetitive use of foot controls	Frequent	Substantial		<b>Type(s):</b>	Ex- Repair sewer pipes; empty residence trash cans.			
<b>Repetitive Twisting</b>	Wrist/Elbow	Frequent	Substantial		<b>Symbols:</b>	< equal to or less than	< less than		
	Shoulder	Frequent	Substantial			> equal to or greater than	> greater than		
<b>Awkward Positions &amp; Motions</b>	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	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	N/A	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	N/A	N/A	N/A	
Body, Arm, and Leg Protection	Traffic vest	Frequent	Substantial	Office Machines & Equipment	N/A	N/A	N/A	
	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 A:			
	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.**

<b>1 Comprehend Verbal Communication - Understand information and directions which are provided verbally</b>
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.
<b>2 Communicate Orally - Verbally express thoughts and directions</b>
Job requires: Communicating basic information to co-workers, supervisors, or customers.
<b>3 Comprehend and Follow Written Material or Instructions - Understand written material, interpret appropriately, and adhere to the procedures stated.</b>
Job requires ability to comprehend: Step by step written instructions where guidance and clarification are typically available.
<b>4 Written Communication Skills - Express thoughts and directions in writing</b>
Job requires: Ability to prepare basic written information and relay it to others using a basic format such as a form or email.
<b>5 Maintain an Appropriate Work Pace - The flow or rate of incoming work assignments and the expectations for completion of tasks</b>
Job requires ability to adhere to work schedule: In moderately paced environment with some unexpected assignments.
<b>6 Perform Complex or Varied Tasks - The variety of tasks and assignments and the level of complexity of those tasks/assignments</b>
Job requires ability to perform: A variety of tasks at the fully functional independent level.
<b>7 Interact and Relate to Peers, Co-Workers, or the Public - The nature and level of interaction with others required of the job</b>
Job requires interaction: Within the immediate work unit.
<b>8 Decision Making &amp; Reasoning Ability - The extent to which the job requires logic to analyze information, draw conclusions/ generalizations, and make decisions based on facts</b>
Job requires: Little independent decision making. Established methods and procedures are followed and close supervision is present.
<b>9 Memory and Recall - The body of stored knowledge required and the retrieval of that information to accomplish duties</b>
Job requires the ability to: Remember detailed methods and procedures and apply them to work being performed.
<b>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</b>
Job requires flexibility and willingness: To adjust normal schedule or assume responsibility for tasks outside the normal set of duties.
<b>11 Attention Span - Sustained attention or the time spent continuously on task without becoming distracted to successfully perform duties</b>
Job tasks are: Varied and typically short in duration requiring only limited focus. Lapses may result in operational or production delays.
<b>12 Attention to Detail - Thoroughness and accuracy are required to accomplish tasks</b>
Job tasks: Are primarily manual and routine. Inattention to detail could result in operational delays.
<b>13 Reaction Time - Describes work that requires an immediate response or decision</b>
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.
<b>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</b>
Job requires: No supervision or management of staff.
<b>15 Influence Others - Obtain cooperation from others to accomplish tasks and objectives</b>
Job requires: Little to no cooperation from co-workers or citizens to accomplish assigned tasks.
<b>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</b>
Job requires the ability to: Tolerate typical work stressors such as deadlines or conflict and maintain composure.