

PHYSICAL & MENTAL REQUIREMENTS/WORKING CONDITIONS										
City of Virginia Beach, VA										
Job Title:	Senior Right of Way Agent					Position Number(PCN):	B.003041.4			
Div./Office:	PWD 502 Real Estate	Approver's Name								
Date of Last Update:	December 30, 2022	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	
CJIS Certification:		No	PREA Certification:			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			Occasional	Short	
Walking			Occasional	Short	Working Alone: out of communication w/others			Seldom	Short	
Sitting			Frequent	Substantial	Extreme Temperatures	At/above 90 degrees		Seldom	Short	
Reaching	Lower than shoulder level		Seldom	Short	Extreme Wetness	Below 30 degrees		Seldom	Short	
Lifting	Up to 25 lbs.		Seldom	Short	Extreme Dryness			Seldom	Short	
					Exposure to Traffic	High Traffic Low Speed		Occasional	Short	
Carrying	Weight:	Up to 25 lbs.	Seldom	Short		High Traffic High Speed		Occasional	Short	
	Distance:	Up to 25 ft.	Seldom	Short	Congested Area/Workspace			N/A	N/A	
Pushing	Estimated weight-resistance equivalency				Confined Space- Permit REQUIRED			N/A	N/A	
	N/A			N/A	N/A	Working Below Ground			N/A	N/A
Pulling	Estimated weight-resistance equivalency				Working at Heights (ft.)			N/A	N/A	
	N/A			N/A	N/A					
Working Overhead	N/A			N/A	N/A	Noise Level: > 85 decibels TWA for 8 hrs.			N/A	N/A
	Weight:	N/A	N/A	N/A						
Climbing Stairs			Seldom	Short	Vibrations	N/A		N/A	N/A	
Climbing Ladders			N/A	N/A						
Balancing			N/A	N/A		Body area(s):		Ex- Trunk, shoulders, arms, and hands.		
Stooping			Seldom	Short	Dust / Dirt / Particulate			Seldom	Short	
Kneeling/Squatting			Seldom	Short	Radiation			N/A	N/A	
Bending			Seldom	Short	Silica/Fiberglass			N/A	N/A	
Crawling			N/A	N/A	Asbestos			N/A	N/A	
Explosive Strength: Short bursts of muscle force to propel oneself.			N/A	N/A	Aerosols & Gases	N/A		N/A	N/A	
Trunk Strength: Use of abdominal and lower back muscles.			Seldom	Short	Hazardous Materials /Chemicals			N/A	undefined	
Dynamic Strength: Use of muscle force repeatedly or continuously & resistant to fatigue.			N/A	N/A	Petroleum Products	N/A		N/A	N/A	
Repetitive Limb Movement	Fingers/Wrist	Frequent	Moderate		Electrical Hazard			N/A	N/A	
					Fire Hazard			N/A	N/A	
Dexterity	Use of computer keyboard	Frequent	Moderate		Infectious Diseases Exposure Type(s):	N/A		N/A	N/A	
	Handwriting	Frequent	Moderate							
Repetitive Twisting	N/A	N/A	N/A		Ex- Repair sewer pipes; empty residence trash cans.					
					Symbols:	< equal to or less than		< less than		
Awkward Positions & Motions	N/A	N/A	N/A				> 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	Frequent	Substantial		Hazardous Surfaces	N/A	N/A	N/A
Hearing	Conversational level	Frequent	Substantial		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	Frequent	
						More than 8 hours/day	Frequent	
						More than 5 consecutive days	Seldom	
Voice	Presentations	Seldom	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	Occasional	Short
Respiration Protection	N/A	N/A	N/A		Heavy Equipment	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	Hard hat (impact protection)	Occasional	Short					
Hand Protection	N/A	N/A	N/A		Hand-Held Power Tools	N/A	N/A	N/A
Foot Protection	Closed-toe street shoes	Seldom	Short		Hand Tools and Instruments	N/A	N/A	N/A
Body, Arm, and Leg Protection	Traffic vest	Occasional	Short		Office Machines & Equipment	Computer	Frequent	Moderate
						Printer/Copier/Fax	Frequent	Short
						Digital projection equipment	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 interpretation of vision and strategy is required to develop policy and/or course of action.	
2 Communicate Orally - Verbally express thoughts and directions	
Job requires:	
Communicating complex information to higher officials and authorities.	
3 Comprehend and Follow Written Material or Instructions - Understand written material, interpret appropriately, and adhere to the procedures stated.	
Job requires ability to comprehend:	
Complex written material where significant interpretation and evaluation are required to successfully apply content without guidance.	
4 Written Communication Skills - Express thoughts and directions in writing	
Job requires:	
Preparation of reports and documents involving complex information.	
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 complex tasks with little predictability as to their occurrence; tasks which are unlikely to reoccur.	
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 diverse citizen groups, government officials, and/or business leaders exchanging sensitive information or completing complex 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:	
Substantial independent decision making and reasoning in applying abstract principles to solve complex conceptual issues and render decisions having impact of the highest magnitude on City operations and/or budget. Job is limited only by budget and policy stipulations.	
9 Memory and Recall - The body of stored knowledge required and the retrieval of that information to accomplish duties	
Job requires the ability to:	
Memorize complex procedures, policies, and laws, and recall and apply to difficult issues or develop innovative strategies or work products.	
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 change complex procedures to accommodate requirements of higher authorities.	
11 Attention Span - Sustained attention or the time spent continuously on task without becoming distracted to successfully perform duties	
Job tasks are:	
Varied, lengthy, and require considerable 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 numerous and various details, some of which have subtle differences, that require continuous and close attention to detail to facilitate accuracy of outcome. 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:	
Planning, supervision, and management of a large group of supervisors, managers, and workers (less than 100).	
15 Influence Others - Obtain cooperation from others to accomplish tasks and objectives	
Job requires:	
Working with diverse groups; must obtain consensus on complex issues or policies from a variety of groups or individuals to complete work satisfactorily.	
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 highest levels of stress resulting from complex situations; requires maintaining personal composure and initiating remedial action to alleviate stress for others.	