

PHYSICAL & MENTAL REQUIREMENTS/WORKING CONDITIONS City of Virginia Beach, VA									
Job Title:	Engineer III				Position Number(PCN):	B.003098.2			
Div./Office:	PLN 160 Development Services Center	Approver's Name							
Date of Last Update:	December 28, 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	
CJIS 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	Element	Condition/Level/Value
Standing		Occasional	Short	Working Outside:	in all weather conditions	Seldom	Short		
Walking		Occasional	Moderate	Working Alone:	out of communication w/others	Occasional	Moderate		
Sitting		Frequent	Substantial	Extreme Temperatures	N/A	N/A	N/A		
Reaching	Lower than shoulder level	Seldom	Short	Extreme Wetness		N/A	N/A		
Lifting	Up to 25 lbs.	Seldom	Short	Extreme Dryness		N/A	N/A		
Carrying	Weight: Up to 25 lbs.	Occasional	Short	Exposure to Traffic	High Traffic Low Speed	Seldom	Short		
	Distance: Up to 10 ft.	Seldom	Short						
Pushing	Estimated weight-resistance equivalency			Congested Area/Workspace			N/A	N/A	
	Up to 10 lbs.	Seldom	Short	Confined Space- Permit REQUIRED			N/A	N/A	
Pulling	Estimated weight-resistance equivalency			Working Below Ground			N/A	N/A	
	Up to 50 lbs.	Seldom	Short	Working at Heights (ft.)	N/A	N/A	N/A		
Working Overhead	N/A	N/A	N/A	Noise Level: > 85 decibels TWA for 8 hrs.	No	N/A	N/A		
	Weight: N/A	N/A	N/A						
Climbing Stairs		Seldom	Short	Vibrations	N/A	N/A	N/A		
Climbing Ladders		Seldom	Short		Body area(s):	Ex- Trunk, shoulders, arms, and hands.			
Balancing		Occasional	Short	Dust / Dirt / Particulate			N/A	N/A	
Stooping		Occasional	Short	Radiation			N/A	N/A	
Kneeling/Squatting		Occasional	Short	Silica/Fiberglass			N/A	N/A	
Bending		Occasional	Short	Asbestos			N/A	N/A	
Crawling		Seldom	Short	Aerosols & Gases	N/A	N/A	N/A		
Explosive Strength: Short bursts of muscle force to propel oneself.		Seldom	Short	Hazardous Materials /Chemicals			N/A	undefined	undefined
Trunk Strength: Use of abdominal and lower back muscles.		Seldom	Short	Petroleum Products	N/A	N/A	N/A		
Dynamic Strength: Use of muscle force repeatedly or continuously & resistant to fatigue.		N/A	N/A	Electrical Hazard			N/A	N/A	
Repetitive Limb Movement	Fingers/Wrist	Frequent	Substantial	Fire Hazard			N/A	N/A	
				Infectious Diseases Exposure Type(s):			Ex- Repair sewer pipes; empty residence trash cans.		
Dexterity	Handwriting	Frequent	Substantial	Symbols:			< equal to or less than		< less than
	Use of computer keyboard	Frequent	Substantial				> equal to or greater than		> greater than
Repetitive Twisting	N/A	N/A	N/A						
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	N/A	N/A	Hazardous Surfaces	Abrupt uneven surfaces	Frequent	Short
	Depth perception	N/A	N/A		Unguarded holes/pits	Frequent	Short
	Color vision (colors)	N/A	N/A		Unstable ground	Frequent	Short
Hearing	Conversational level	N/A	N/A	Other Hazards	Animal/Insect bites/stings	Occasional	Moderate
Smell	Sewage	N/A	N/A		Hours Worked	More than 40 hours/week	Occasional
	Natural gas	N/A	N/A	More than 5 consecutive days		Occasional	
Touch	N/A	N/A	N/A	Telework Eligible	Yes		
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	Seldom	Moderate	Motor Vehicles	Sedan/Pickup/Van	Occasional	Short
Respiration Protection	Dust mask	Seldom	Moderate	Heavy Equipment	N/A	N/A	N/A
	Air purifying respirator/Elastomeric	Seldom	Moderate				
Hearing Protection	Ear plugs	Seldom	Moderate	Other Equipment or Machinery	N/A	N/A	N/A
Head Protection	Hard hat (impact protection)	Seldom	Moderate				
	Rain hat	Seldom	Moderate	Hand-Held Power Tools	N/A	N/A	N/A
Hand Protection	N/A	N/A	N/A				
	Foot Protection	Steel/composite toe-safety rated	Seldom	Moderate	Hand Tools and Instruments	Survey tools	Occasional
Body, Arm, and Leg Protection	Traffic vest	Seldom	Moderate	Office Machines & Equipment	Computer	Frequent	Substantial
	Rain gear	Seldom	Moderate		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: 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: 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 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 individuals or groups to collaborate on detailed, sensitive, or highly technical 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: Substantial reasoning and decision making. Research and evaluation are conducted, broad theories and principals are applied to the development of a recommended solution.
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 information from broad bodies of knowledge (engineering, psychology, biology, law, etc.) and apply it to projects and assignments.
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 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. 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: Supervision of a small group of employees (5 or less).
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 typical work stressors such as deadlines or conflict and maintain composure.