

PHYSICAL & MENTAL REQUIREMENTS/WORKING CONDITIONS										
City of Virginia Beach, VA										
Job Title:	Traffic Signs and Markings Mechanic II				Position Number(PCN):		B.003109			
Div./Office:	PWD 614 Traffic Management Operations		Approver's Name							
Date of Last Update:	January 06, 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:		Yes		Child Protective Services (CPS) Background:		No		VCIN Background: 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	Substantial	Working Outside: in all weather conditions			Frequent	Long	
Walking			Frequent	Substantial	Working Alone: out of communication w/others			Seldom	Short	
Sitting			Occasional	Short	Extreme Temperatures		At/above 90 degrees	Occasional	Long	
Reaching		Shoulder level or higher	Frequent	Short	Extreme Wetness		Below 30 degrees	Occasional	Long	
Lifting		Over 50 lbs. w/assistance	Frequent	Short	Extreme Dryness			Occasional	Moderate	
		Up to 50 lbs.	Occasional	Short			N/A	N/A		
Carrying		Weight: Up to 50 lbs.	Frequent	Short	Exposure to Traffic		High Traffic Low Speed	Frequent	Long	
		Distance: Over 25 ft.	Frequent	Short			High Traffic Low Speed	Frequent	Long	
Pushing		Estimated weight-resistance equivalency			Congested Area/Workspace			Occasional	Short	
		Over 50 lbs.	Occasional	Short	Confined Space- Permit REQUIRED			N/A	N/A	
Pulling		Estimated weight-resistance equivalency			Working Below Ground			N/A	N/A	
		Over 50 lbs.	Occasional	Short	Working at Heights (ft.)			Up to 12 ft.	Occasional	Moderate
Working Overhead		Using hand tools	Frequent	Short	Noise Level: > 85 decibels TWA for 8 hrs.		Yes	Occasional	Short	
		Using power tools	Occasional	Short						
		Weight: Up to 25 lbs.	Occasional	Short						
Climbing Stairs			Occasional	Short	Vibrations		Hammer-drill	Occasional	Short	
Climbing Ladders			Occasional	Short			Jack hammer	Occasional	Short	
Balancing			Occasional	Short			Body area(s):	Ex- Trunk, shoulders, arms, and hands.		
Stooping			Frequent	Moderate	Dust / Dirt / Particulate			Frequent	Long	
Kneeling/Squatting			Frequent	Moderate	Radiation			N/A	N/A	
Bending			Frequent	Moderate	Silica/Fiberglass			Seldom	Short	
Crawling			N/A	N/A	Asbestos			N/A	N/A	
Explosive Strength: Short bursts of muscle force to propel oneself.			Frequent	Short	Aerosols & Gases		N/A	N/A	N/A	
Trunk Strength: Use of abdominal and lower back muscles.			Frequent	Short	Hazardous Materials /Chemicals			Painting Supplies/Products		
									undefined	
									undefined	
Dynamic Strength: Use of muscle force repeatedly or continuously & resistant to fatigue.			Frequent	Short	Petroleum Products		Gaseous	Frequent	Short	
					Grease		Occasional	Short		
Repetitive Limb Movement		Fingers/Wrist	Frequent	Substantial	Electrical Hazard			N/A	N/A	
		Arm/Shoulder	Frequent	Substantial	Fire Hazard			Occasional	Occasional	
Dexterity		Grasping	Frequent	Substantial	Infectious Diseases Exposure		N/A	N/A	N/A	
		Use of computer keyboard	Frequent	Short	Type(s):		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	Frequent	Moderate						
		Awkward motions	Frequent	Moderate						

Sensory Demands					Working Conditions (cont.)			
Element	Condition/Level/Value	Frequency	Duration		Element	Condition/Level/Value	Frequency	Duration
Vision	20/20 w/correction	Constant	Long		Hazardous Surfaces	Abrupt uneven surfaces	Frequent	Substantial
	Color vision (colors)	Constant	Long			Unguarded holes/pits	Frequent	Substantial
	Night vision	Seldom	Short			Icy surfaces	Seldom	Moderate
Hearing	Conversational level	N/A	N/A		Other Hazards	Animal/Insect bites/stings	Frequent	Substantial
Smell	N/A	N/A	N/A			Pinch points	Frequent	Short
						Sharp edges/objects	Frequent	Short
Touch	N/A	N/A	N/A		Hours Worked	Four 10-hour days	Constant	
						More than 40 hours/week	Occasional	
Voice	Limited Verbal	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	Frequent	Substantial		Motor Vehicles	Sedan/Pickup/Van	Frequent	Substantial
	Goggles (liquid/splash proof)	Frequent	Moderate			Truck GVWR >= 26,001 lbs. (CDL)	Frequent	Substantial
	Face shield	Frequent	Moderate		Heavy Equipment	N/A	N/A	N/A
	N/A	N/A	N/A					
Respiration Protection	Dust mask	Occasional	Short					
Hearing Protection	Both ear plugs and muffs	Frequent	Moderate		Other Equipment or Machinery	Forklift	Occasional	Moderate
						Machine shop equipment	Occasional	Short
Head Protection	Hard hat (impact protection)	Constant	Long					
	Fire/heat resistant balaclava/hood	Constant	Long					
Hand Protection	Leather	Frequent	Substantial		Hand-Held Power Tools	Impact drill/wrench	Frequent	Short
	Heat resistant	Frequent	Moderate			Cordless drill	Frequent	Short
	Chemical resistant	Occasional	Moderate			Lawn care tools	Occasional	Short
				Cutoff saw		Occasional	Short	
Foot Protection	Steel/composite toe-safety rated	Constant	Long		Hand Tools and Instruments	Carpentry tools	Frequent	Short
	Waterproof	Occasional	Substantial			Mechanic tools	Frequent	Short
						Lawn care tools	Frequent	Short
Body, Arm, and Leg Protection	Traffic vest	Frequent	Substantial					
	Rain gear	Occasional	Substantial		Office Machines & Equipment	Computer	Frequent	Moderate
	Cloth coveralls	Occasional	Short			Printer/Copier/Fax	Frequent	Moderate
						Photography equipment	Frequent	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 B:		
	CDL							
	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	Level
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	Level
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.	Level
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	Level
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	Level
Job requires ability to adhere to work schedule:	
In a fast paced environment where the work is predictable.	
6 Perform Complex or Varied Tasks - The variety of tasks and assignments and the level of complexity of those tasks/assignments	Level
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	Level
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	Level
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	Level
Job requires the ability to:	
Remember laws, codes, policies, procedures, etc., which are somewhat repetitive from day to day.	
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	Level
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	Level
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	Level
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	Level
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	Level
Job requires:	
Planning and supervision of multiple groups of employees.	
15 Influence Others - Obtain cooperation from others to accomplish tasks and objectives	Level
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	Level

Job requires the ability to:	
Tolerate typical work stressors such as deadlines or conflict and maintain composure.	1