

PHYSICAL & MENTAL REQUIREMENTS/WORKING CONDITIONS City of Virginia Beach, VA										
Job Title:	Waste Management Operator I					Position Number(PCN):	B.003163.1			
Div./Office:	PWD 332 WM Bureau of Waste Collection	Approver's Name								
Date of Last Update:	October 21, 2024	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		
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			
Standing		Occasional	Short	Working Outside: in all weather conditions			Constant	Long		
Walking		Occasional	Short	Working Alone: out of communication w/others			Constant	Long		
Sitting		Constant	Long	Extreme Temperatures		At/above 90 degrees	Occasional	Long		
Reaching		Lower than shoulder level	Constant	Below 30 degrees		Occasional	Long			
Lifting		Up to 25 lbs.	Occasional	Extreme Wetness		Occasional	Long			
Over 50 lbs.		Occasional	Short	Extreme Dryness		N/A	N/A			
Carrying		Weight: Over 50 lbs.	Occasional	Short	Exposure to Traffic		High Traffic Low Speed		Constant	Long
Distance: Up to 25 ft.		Occasional	Short							
Pushing		Estimated weight-resistance equivalency		Congested Area/Workspace			N/A	N/A		
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.)		12 to 25 ft.	Occasional	Short	
Working Overhead		N/A	N/A		Noise Level: > 85 decibels TWA for 8 hrs.		Yes	Frequent	Substantial	
Weight: N/A		N/A	N/A							
Climbing Stairs		Occasional	Short		Vibrations		Heavy equipment		Constant	Long
Climbing Ladders		N/A	N/A							
Balancing		Occasional	Short		Body area(s):		Ex- Trunk, shoulders, arms, and hands.			
Stooping		Occasional	Short		Dust / Dirt / Particulate			Constant	Long	
Kneeling/Squatting		Occasional	Short		Radiation			N/A	N/A	
Bending		Frequent	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.		Occasional	Short		Aerosols & Gases		N/A	N/A	N/A	
Trunk Strength: Use of abdominal and lower back muscles.		Frequent	Substantial		Hazardous Materials /Chemicals			Hazardous Household Wastes		
Dynamic Strength: Use of muscle force repeatedly or continuously & resistant to fatigue.		Frequent	Substantial					undefined		
								undefined		
Repetitive Limb Movement		Arm/Shoulder	Constant	Short	Petroleum Products		N/A	N/A	N/A	
Leg/Foot		Constant	Short		Electrical Hazard		N/A			
Dexterity		Grasping	Constant	Short	Fire Hazard		Constant			
Repetitive use of foot controls		Constant	Short		Infectious Diseases Exposure Type(s):		Sewer-like work spaces			
Wrist/Elbow		Constant	Short		Ex- Repair sewer pipes; empty residence trash cans.					
Shoulder		Constant	Short		Symbols:		< equal to or less than		< less than	
Awkward Positions & Motions		Awkward motions	Constant	Short			> 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	N/A	N/A	Hazardous Surfaces	Icy surfaces	Seldom	Substantial
	Depth perception	N/A	N/A				
	Color vision (colors)	N/A	N/A				
Hearing	Conversational level	N/A	N/A	Other Hazards	Animal/Insect bites/stings	Constant	Long
Smell	Burning odor	N/A	N/A			Trees (storm clean-up)	Occasional
Touch	Distinguish texture	N/A	N/A	Hours Worked	Four 10-hour days	Constant	
	Distinguish temperature						
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	Moderate	Motor Vehicles	Truck GVWR >= 26,001 lbs. (CDL)	Constant	Long
				Heavy Equipment	N/A	N/A	N/A
Respiration Protection	N/A	N/A					
Hearing Protection	Ear plugs	Constant	Long	Other Equipment or Machinery	N/A	N/A	N/A
Head Protection	Hard hat (impact protection)	Occasional	Moderate				
				Hand-Held Power Tools	N/A	N/A	N/A
Hand Protection	Cloth/General Duty	Frequent	Long				
Foot Protection	Steel/composite toe-safety rated	Constant	Long	Hand Tools and Instruments	Lawn care tools	Occasional	Short
Body, Arm, and Leg Protection	Traffic vest	Constant	Long	Office Machines & Equipment	N/A	N/A	N/A
	Rain gear	Occasional	Long				
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						
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: Basic, step by step verbal instructions from a supervisor who is usually present at the workplace.
2 Communicate Orally - Verbally express thoughts and directions
Job requires: Communicating basic 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.
Job requires ability to comprehend: Step by step written instructions where guidance and clarification are typically available.
4 Written Communication Skills - Express thoughts and directions in writing
Job requires: Ability to prepare basic written information and relay it to others using a basic format such as a form or email.
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: Within the immediate work unit.
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: Little independent decision making. Established methods and procedures are followed and close supervision is present.
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 basic procedures or steps and recall them to carry out routine, repetitive tasks.
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 routine procedures to accommodate simple changes.
11 Attention Span - Sustained attention or the time spent continuously on task without becoming distracted to successfully perform duties
Job tasks are: Repetitive and of short duration requiring only limited focus.
12 Attention to Detail - Thoroughness and accuracy are required to accomplish tasks
Job tasks: Are primarily manual and routine. Inattention to detail could result in operational delays.
13 Reaction Time - Describes work that requires an immediate response or decision
Job requires the ability to: Maintain production standards but work is steady and predictable and rarely requires an immediate response or decision.
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: Little to no cooperation from co-workers or citizens to accomplish assigned tasks.
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.