

PHYSICAL & MENTAL REQUIREMENTS/WORKING CONDITIONS
City of Virginia Beach, VA

Job Title:	Police Officer Recruit	Position Number(PCN):	B.003193
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Div./Office:	POL 020 Operations Division	Approver's Name:	
Date of Last Update:	June 17, 2025	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:	Yes
	CJIS Certification:	Yes	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		Frequent	Moderate	Working Outside:	in all weather conditions	Frequent	Substantial
Walking		Frequent	Moderate	Working Alone:	out of communication w/others	Frequent	Substantial
Sitting		Frequent	Substantial	Extreme Temperatures	At/above 90 degrees	Occasional	Substantial
Reaching	Shoulder level or higher	Occasional	Short	Extreme Wetness	Below 30 degrees	Occasional	Substantial
Lifting	Up to 50 lbs.	Occasional	Short	Extreme Dryness		N/A	N/A
	Over 50 lbs.	Occasional	Short	Exposure to Traffic	Life Threatening Exposure	Frequent	Short
Carrying	Weight: Up to 50 lbs.	Occasional	Short	Traffic	High Traffic Low Speed	Frequent	Moderate
	Distance: Up to 25 ft.	Occasional	Short	Congested Area/Workspace		N/A	N/A
Pushing	Estimated weight-resistance equivalency			Confined Space-	Permit REQUIRED	N/A	N/A
	Over 50 lbs.	Occasional	Short	Working Below Ground		N/A	N/A
Pulling	Estimated weight-resistance equivalency			Working at Heights (ft.)	Up to 12 ft.	Occasional	Short
	Over 50 lbs.	Occasional	Short	Noise Level:	> 85 decibels TWA for 8 hrs.	N/A	N/A
Working Overhead	No tools	Occasional	Short	Vibrations	N/A	N/A	N/A
Climbing Stairs		Occasional	Short	Body area(s):	Ex- Trunk, shoulders, arms, and hands.		
Climbing Ladders		Seldom	Short	Dust / Dirt / Particulate		Frequent	Substantial
Balancing		Occasional	Short	Radiation		N/A	N/A
Stooping		Occasional	Short	Silica/Fiberglass		N/A	N/A
Kneeling/Squatting		Occasional	Short	Asbestos		N/A	N/A
Bending		Occasional	Short	Aerosols & Gases	N/A	N/A	N/A
Crawling		Occasional	Short	Hazardous Materials /Chemicals		N/A	
Explosive Strength: Short bursts of muscle force to propel oneself.		Occasional	Short				undefined
Trunk Strength: Use of abdominal and lower back muscles.		Occasional	Short			undefined	
Dynamic Strength: Use of muscle force repeatedly or continuously & resistant to fatigue.		Occasional	Short	Petroleum Products	N/A	N/A	N/A
Repetitive Limb Movement	Fingers/Wrist	Frequent	Short	Electrical Hazard		N/A	N/A
	Arm/Shoulder	Frequent	Short	Fire Hazard		N/A	N/A
Dexterity	Use of computer keyboard	Frequent	Moderate	Infectious Diseases Exposure Type(s):	Communicable diseases	Occasional	Short
	Grasping	Frequent	Short		Air/Blood-borne pathogens	Occasional	Short
Repetitive Twisting	N/A	N/A	N/A	Symbols:	Ex- Repair sewer pipes; empty residence trash cans.		
					< equal to or less than	< less than	
Awkward Positions & Motions	Awkward positions	Occasional	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	Abrupt uneven surfaces	Occasional	Moderate
	Depth perception	N/A	N/A		Unstable ground	Occasional	Moderate
	Color vision (shades)	N/A	N/A		Extremely dark areas	Occasional	Moderate
	Night vision	N/A	N/A		Animal/Insect bites/stings	Occasional	Moderate
Hearing	Conversational level	N/A	N/A	Other Hazards	Ordinance/explosives use	Occasional	Short
Smell	Burning odor	N/A	N/A		Hours Worked	Rotating shift	Constant
	Illegal drugs	N/A	N/A	More than 40 hours/week		Occasional	
Touch	Distinguish texture	N/A	N/A	More than 8 hours/day		Occasional	
	Distinguish temperature	N/A	N/A	Telework Eligible	No		
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	Occasional	Moderate	Motor Vehicles	Sedan/Pickup/Van	Frequent	Long
				Heavy Equipment	N/A	N/A	N/A
Respiration Protection	N/A	N/A	N/A				
Hearing Protection	Ear plugs	Occasional	Moderate	Other Equipment or Machinery	N/A	N/A	N/A
	Ear muffs	Occasional	Moderate				
Head Protection	Rain hat	Occasional	Moderate				
	Riot Helmet	Seldom	Moderate	Hand-Held Power Tools	N/A	N/A	N/A
Hand Protection	Medical (rubber-type)	Seldom	Short				
Foot Protection	Closed-toe street shoes	Constant	Long	Hand Tools and Instruments	N/A	N/A	N/A
Body, Arm, and Leg Protection	Body armor	Constant	Long		Office Machines & Equipment	Computer	Frequent
	Traffic vest	Occasional	Moderate	Printer/Copier/Fax		Seldom	Short
	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.	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: Detailed information gained from an interview or investigation where interpretation and evaluation are required to make a judgement on the accuracy of the information and the appropriate course of action.
2 Communicate Orally - Verbally express thoughts and directions
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.
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
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
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 entry or learning level tasks on a daily basis.
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 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
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
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
Job requires flexibility and willingness: To adjust normal schedule or assume responsibility for tasks outside the normal set of duties.
11 Attention Span - Sustained attention or the time spent continuously on task without becoming distracted to successfully perform duties
Job tasks are: Varied and typically of moderate duration requiring sustained 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 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. 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: No supervision or management of staff.
15 Influence Others - Obtain cooperation from others to accomplish tasks and objectives
Job requires: Obtaining support and cooperation from citizens and outside 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: Job requires the ability to handle stress associated with situations with inherently high degrees of danger, typically emergencies.