

PHYSICAL & MENTAL REQUIREMENTS/WORKING CONDITIONS										
City of Virginia Beach, VA										
Job Title:	Engineer III				Position Number(PCN):		B.004148.6			
Div./Office:	PLN 110 Directors Office		Approver's Name							
Date of Last Update:	December 23, 2024		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	
			CJIS Certification:		No		PREA Certification:		No	
							VCIN Background:		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			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	N/A	
Lifting		Up to 25 lbs.	Seldom	Short	Extreme Dryness		N/A	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						
Balancing			Occasional	Short	Body area(s):		Ex- Trunk, shoulders, arms, and hands.			
Stooping			Occasional	Short	Dust / Dirt / Particulate			N/A	N/A	
Kneeling/Squatting			Occasional	Short	Radiation			N/A	N/A	
Bending			Occasional	Short	Silica/Fiberglass			N/A	N/A	
Crawling			Seldom	Short	Asbestos			N/A	N/A	
Explosive Strength: Short bursts of muscle force to propel oneself.			Seldom	Short	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	
									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	Substantial	Electrical Hazard			N/A	N/A	
					Fire Hazard			N/A	N/A	
Dexterity		Handwriting	Frequent	Substantial	Infectious Diseases Exposure		N/A	N/A	N/A	
		Use of computer keyboard	Frequent	Substantial						
Repetitive Twisting		N/A	N/A	N/A	Type(s):		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	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
						Animal/Insect bites/stings	Occasional	Moderate
Hearing	Conversational level	N/A	N/A		Other Hazards			
Smell	Sewage	N/A	N/A					
	Natural gas	N/A	N/A		Hours Worked	More than 40 hours/week	Occasional	
						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
					Heavy Equipment	N/A	N/A	N/A
Respiration Protection	Dust mask	Seldom	Moderate		Other Equipment or Machinery	N/A	N/A	N/A
	Air purifying respirator/Elastomeric	Seldom	Moderate					
Hearing Protection	Ear plugs	Seldom	Moderate					
Head Protection	Hard hat (impact protection)	Seldom	Moderate		Hand-Held Power Tools	N/A	N/A	N/A
	Rain hat	Seldom	Moderate					
Hand Protection	N/A	N/A	N/A		Hand Tools and Instruments	Survey tools	Occasional	Short
Foot Protection	Steel/composite toe-safety rated	Seldom	Moderate		Office Machines & Equipment	Computer	Frequent	Substantial
						Printer/Copier/Fax	Occasional	Short
Body, Arm, and Leg Protection	Traffic vest	Seldom	Moderate					
	Rain gear	Seldom	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:	
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.	