

PHYSICAL & MENTAL REQUIREMENTS/WORKING CONDITIONS									
City of Virginia Beach, VA									
Job Title:	Human Resources Analyst III					Position Number(PCN):	B.004375		
Div./Office:	HRD 003 Staffing and Compensation		Approver's Name						
Date of Last Update:	March 16, 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:		No		Child Protective Services (CPS) Background:		No		VCIN Background:	
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		N/A
Walking			Occasional	Short	Working Alone:		out of communication w/others		N/A
Sitting			Frequent	Substantial	Extreme Temperatures	N/A		N/A	N/A
Reaching	N/A		N/A	N/A	Extreme Wetness		N/A		N/A
Lifting	N/A		N/A	N/A	Extreme Dryness		N/A		N/A
Carrying	Weight:	N/A	N/A	N/A	Exposure to Traffic	N/A		N/A	N/A
	Distance:	N/A	N/A	N/A	Congested Area/Workspace		N/A		N/A
Pushing	Estimated weight-resistance equivalency				Confined Space- Permit REQUIRED		N/A		N/A
Pulling	Estimated weight-resistance equivalency				Working Below Ground		N/A		N/A
	N/A		N/A	N/A	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.	N/A		N/A	N/A
	Weight:	N/A	N/A	N/A	Vibrations		N/A		N/A
Climbing Stairs			N/A	N/A	Body area(s):		Ex- Trunk, shoulders, arms, and hands.		
Climbing Ladders			N/A	N/A	Dust / Dirt / Particulate		N/A		N/A
Balancing			N/A	N/A	Radiation		N/A		N/A
Stooping			N/A	N/A	Silica/Fiberglass		N/A		N/A
Kneeling/Squatting			N/A	N/A	Asbestos		N/A		N/A
Bending			N/A	N/A	Aerosols & Gases	N/A		N/A	N/A
Crawling			N/A	N/A	Hazardous Materials /Chemicals		N/A		N/A
Explosive Strength: Short bursts of muscle force to propel oneself.			N/A	N/A	Petroleum Products		N/A		N/A
Trunk Strength: Use of abdominal and lower back muscles.			N/A	N/A	Electrical Hazard		N/A		N/A
					Fire Hazard		N/A		N/A
					Infectious Diseases Exposure Type(s):		N/A		N/A
Dynamic Strength: Use of muscle force repeatedly or continuously & resistant to fatigue.			N/A	N/A	Symbols:		< equal to or less than		< less than
					> equal to or greater than		> greater than		
Repetitive Limb Movement	Fingers/Wrist		Frequent	Substantial	Ex- Repair sewer pipes; empty residence trash cans.				
Dexterity	Use of computer keyboard		Frequent	Substantial					
	Handwriting		Frequent	Substantial					
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	N/A	N/A	N/A	
Hearing	Conversational level	N/A	N/A		Other Hazards	N/A	N/A	N/A	
Smell	N/A	N/A	N/A						
Touch	N/A	N/A	N/A		Hours Worked	More than 40 hours/week	Occasional		
						More than 8 hours/day	Occasional		
Voice	One-on-One	N/A	N/A				More than 5 consecutive days		Seldom
Personal Protective Equipment (PPE)					Equipment Operation & Use				
Category	Type	Frequency	Duration		Category	Type	Frequency	Duration	
Eye and Face Protection	N/A	N/A	N/A		Motor Vehicles	Sedan/Pickup/Van	Occasional	Short	
	Respiration Protection	N/A	N/A	N/A		Heavy Equipment	N/A	N/A	N/A
Hearing Protection	N/A	N/A	N/A		Other Equipment or Machinery	N/A	N/A	N/A	
Head Protection	N/A	N/A	N/A						
Hand Protection	N/A	N/A	N/A		Hand-Held Power Tools	N/A	N/A	N/A	
Foot Protection	N/A	N/A	N/A		Hand Tools and Instruments	N/A	N/A	N/A	
Body, Arm, and Leg Protection	N/A	N/A	N/A		Office Machines & Equipment	Computer	Frequent	Substantial	
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	Level
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.	4
2 Communicate Orally - Verbally express thoughts and directions	Level
Job requires:	
Explaining and interpreting specialized, and sometimes sensitive, information to co-workers, customers, citizen groups or higher officials.	3
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 such as analytical, statistical, or status reports where information will be interpreted and applied to course of action.	3
4 Written Communication Skills - Express thoughts and directions in writing	Level
Job requires:	
Written explanation and interpretation of specialized information to other City agencies, customers, higher officials and authorities.	3
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 moderately paced environment with some unexpected assignments.	2
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 specialist or leader level.	4
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 a variety of individuals or groups outside the immediate unit/agency to collaborate on issues or projects.	3
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:	
Considerable reasoning and decision making. Issues and/or data are interpreted and evaluated, alternatives are evaluated, and recommendations are made for resolution of issues.	3
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 information from broad bodies of knowledge (engineering, psychology, biology, law, etc.) and apply it to projects and assignments.	4
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.	3
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.	4
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 confusion and delays.	3
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.	3
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:	
No supervision or management of projects or staff.	1
15 Influence Others - Obtain cooperation from others to accomplish tasks and objectives	Level
Job requires:	
Obtaining support and cooperation from citizens and outside groups to accomplish objectives.	3
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