

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

Job Title:	Laboratory Technician II	Position Number(PCN):	B.005163.1
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Div./Office:	MUS 025 Aquarium Facilities and Life Support	Approver's Name	
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Date of Last Update:	November 22, 2021	Approver's Title	
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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:	No
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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	Occasional	Moderate
Walking		Frequent	Substantial	Working Alone:	out of communication w/others	Occasional	Moderate
Sitting		Frequent	Short	Extreme Temperatures	N/A	N/A	N/A
Reaching	Lower than shoulder level	Frequent	Short	Extreme Wetness		N/A	N/A
Lifting	Up to 25 lbs.	Frequent	Short	Extreme Dryness		N/A	N/A
Carrying	Weight: Up to 25 lbs.	Occasional	Short	Exposure to Traffic	N/A	N/A	N/A
	Distance: Up to 25 ft.	Occasional	Short				
Pushing	Estimated weight-resistance equivalency			Congested Area/Workspace		N/A	N/A
	Up to 50 lbs.	Frequent	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.	Frequent	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.	N/A	N/A
	Weight: N/A	N/A	N/A				
Climbing Stairs		Occasional	Short	Vibrations	N/A	N/A	N/A
Climbing Ladders		N/A	N/A				
Balancing		N/A	N/A		Body area(s):	Ex- Trunk, shoulders, arms, and hands.	
Stooping		Frequent	Short	Dust / Dirt / Particulate		N/A	N/A
Kneeling/Squatting		Frequent	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.	N/A	N/A	Aerosols & Gases	N/A	N/A	N/A
Trunk Strength:	Use of abdominal and lower back muscles.	N/A	N/A	Hazardous Materials /Chemicals		Pool and Water Chemicals	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	Moderate	Electrical Hazard		N/A	N/A
	Arm/Shoulder	Frequent	Moderate	Fire Hazard		N/A	N/A
Dexterity	Grasping	Frequent	Moderate	Infectious Diseases	N/A	N/A	N/A
	Use of computer keyboard	Occasional	Short	Exposure Type(s):	Ex- Repair sewer pipes; empty residence trash cans.		
Repetitive Twisting	Wrist/Elbow	Frequent	Short	Symbols:	< equal to or less than	< less than	
	Shoulder	Frequent	Short		> equal to or greater than	> greater than	
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
	Color vision (colors)	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	Distinguish temperature	N/A	N/A	Hours Worked	More than 40 hours/week	Seldom	
Voice	Speaks to groups	Frequent	Short			More than 8 hours/day	Seldom
Personal Protective Equipment (PPE)				Equipment Operation & Use			
Category	Type	Frequency	Duration	Category	Type	Frequency	Duration
Eye and Face Protection	Goggles (liquid/splash proof)	Occasional	Moderate	Motor Vehicles	Sedan/Pickup/Van	Occasional	Moderate
				Heavy Equipment	N/A	N/A	N/A
Respiration Protection	N/A	N/A	N/A		N/A	N/A	
Hearing Protection	N/A	N/A	N/A		Other Equipment or Machinery	N/A	N/A
Head Protection	N/A	N/A	N/A				
Hand Protection	Medical grade exam gloves	Frequent	Moderate	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	Occasional	Short
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: 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	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 such as analytical, statistical, or status reports where information will be interpreted and applied to course of action.	
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 a variety of individuals or groups outside the immediate unit/agency to collaborate on 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	Level
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	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.	
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 confusion and delays.	
13 Reaction Time - Describes work that requires an immediate response or decision	Level
Job requires the ability to: Provide an immediate response/decision to maintain 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	Level
Job requires: Supervision of a small group of employees (5 or less).	
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.	

