			PHYSIC		REQUIREMENTS/		IDITIONS				
				City	of Virginia Beac	:n, vA	Position Numb	ar(DCNI)·	B.005532.2		
Job Title: Family Services Specialist III							1 OSICIOTI TUTTIO	er (r Crv).	B.003332.2		
Div./Office: HSD 401 Child Services Approx			Approver's Na	me							
Date of Last Up		May 09, 2023	Approver's Title								
			1		<u> </u>						
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: PREA Certification:		Yes	VCIN Background:		No	
			CJIS Certification:	No			No	Subject to Barr Provisions:	ier Crime	Yes	
					REQUIREMENTS	S					
FR	EQUENCY: Seld	om = Infrequent,	. < 5%; Occasion a	al = 5% to 25% of	time on job; Freq	uent = 25% to 75	5% of time on job	; Constant = Ove	er 75% of time on	job.	
Тур	ical DURATION:	Short = < 1 hr pe	er occurrence; N	loderate = 1-2 hi	rs per occurrence	e; Substantial = 2	2-6 hrs per occur	rence; Long = >	6 hrs per occurr	ence.	
Physical Deman			ds				w	orking Conditi	ons		
Element	Element Condition/Level/Value			Duration		Element	Condition	Level/Value	Frequency	Duration	
Standing	•		Frequent	Short		Working Outs	ide: in all weath	er conditions	N/A	N/A	
Walking			Frequent	Short		Working Alon w/others	e: out of commu	nication	N/A	N/A	
Sitting			Frequent	Substantial		Extreme	N/A		N/A	N/A	
Reaching	N/A		N/A	N/A		Temperatures	;				
	N/A		N/A	N/A		Extreme Wetn	ness		N/A	N/A	
Lifting				1		Extreme Dryn			N/A	N/A	
	Weight:	N/A	N/A	N/A		Exposure to	N/A		N/A	N/A	
Carrying	Distance:	N/A	N/A	N/A		Traffic					
	Estir	nated weight-re	esistance equiv	alency		Congested Are	ea/Workspace		N/A	N/A	
Pushing	N/A		N/A	N/A		Confined Space	e- Permit REQU	RED	D N/A N/A N/A		
	Estir	nated weight-re	esistance equiv	alency		Working Belov			N/A	N/A	
Pulling	N/A		N/A	N/A		Working at	N/A		N/A	N/A	
	N/A		N/A	N/A		Heights (ft.)					
Working Overhead						Noise Level: > 85 decibels TWA N/A		N/A	N/A		
Overneau	Weight:	N/A	N/A	N/A		for 8 hrs.					
Climbing Stair	rs		Frequent	Short			N/A	-	N/A	N/A	
Climbing Ladders			N/A	N/A		Vibrations					
Balancing			N/A	N/A			Body area(s):	Ex- Trunk, sho	ulders, arms, and	d hands.	
Stooping			N/A	N/A		Dust / Dirt / Pa	ıst / Dirt / Particulate		N/A	N/A	
Kneeling/Squatting			N/A	N/A		Radiation		N/A	N/A		
Bending			N/A	N/A		Silica/Fiberglass		N/A	N/A		
Crawling			N/A	N/A		Asbestos			N/A	N/A	
Explosive Strength: Short bursts of muscle			N/A	N/A		Aerosols &	N/A		N/A	N/A	
force to propel oneself.					Gases						
Towns of State and the United		N/A	N/A		I I amazzal a voa B.d.a	terials		N/A			
Trunk Strength: Use of abdominal and lower back muscles.								Hazardous Ma /Chemicals	undefined		
back mascres.						Circinicais			undefined		
	ngth: Use of mu		N/A	N/A		Petroleum	N/A		N/A	N/A	
	continuously & r	esistant to				Products					
fatigue.	1										
Repetitive Limb	Fingers/Wrist		Frequent	Substantial		Electrical Haza	nrd		N/A	N/A	
Movement						Fire Hazard			N/A	N/A	
Dantaritu	Use of comput	er keyboard	Frequent	Substantial		Infectious	N/A		N/A	N/A	
Dexterity	Handwriting		Frequent	Substantial		Diseases					
Repetitive	N/A		N/A	N/A		Exposure Type(s): Ex- Repair sewer pipes; empty		residence trash cans.			
Repetitive N/A Twisting					-) P =(=).		or less than	< less than			
Awkward	N/A		N/A	N/A		Symbols:		greater than		ter than	
Positions &	14/7		11//	14/7			- equal to of	greater triail	- gi ea	ter triair	
Motions											

	Sensory Deman	ds		Working Conditions (cont.)						
Element	Condition/Level/Value	Frequency	Duration	Element Condition/Level/Value Frequency Dur						
Vision	20/40 w/correction	N/A	N/A		N/A	N/A	N/A			
				Hazardous						
				Surfaces						
					N/A	N/A	N/A			
		21/4	21/4			IN/A	IN/A			
Hearing	Conversational level	N/A	N/A	Other Hazards						
	N/A	N/A	N/A							
imell				Hours	More than 40 hours/week	Occasional				
				Worked	More than 8 hours/day	Occasional				
Touch	N/A	N/A	N/A	TTO I KCU	More than 5 consecutive days	Seldom				
				Telework	No					
/oice	One-on-One	N/A	N/A	Eligible						
	Personal Protective Equip				Equipment Operatio	n & I Ise				
Category	Type	Frequency	Duration	Category	Туре	Frequency	Duration			
Category	N/A	-			•		Moderate			
	N/A	N/A	N/A	Motor Vehicles	Sedan/Pickup/Van	Frequent	Moderate			
ye and Face				venicies						
Protection					N/A	N/A	N/A			
		Seldom		Heavy						
Respiration	Filtering Facepiece Respirator		Short	Equipment						
Protection	(e.g. N95 style)	Scidom	Shore	240.6						
Protection										
Hearing Protection	N/A	Other			N/A	N/A	N/A			
Head	N/A	N/A	N/A	Equipment or						
	1471	14/74	1077	Machinery						
Protection					NI/A	N1/A	NI/A			
Hand Protection					N/A	N/A	N/A			
	Medical grade exam gloves	Seldom	Short	Hand-Held						
				Power Tools						
Foot Protection	N/A	N/A	N/A		N/A	N/A	N/A			
				Hand Tools						
				and Instruments						
	N/A	N/A	N/A	Instruments						
Body, Arm, and Leg Protection				Office	Computer	Frequent	Substantial			
		+		Office Machines &	Printer/Copier/Fax	Frequent	Short			
				Equipment	РТППЕТ/СОРІЕТ/РАХ	riequent	311011			
				-40.14		<u> </u>				
	Operator Licen	se		Commercial Driver's License						
NOTE: If CDL is				VA DMV require	VA DMV requires: 20/40 in each eye w/o telescopic lens & ≥140° N/A					
equired, show	Standard Driver's License									
DL Class in element to				horizontal visio	horizontal vision.					
ight.										
15111.										
Other physical demands, work	ing conditions,									
equipment, ha not indicated a										

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:

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

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

lob 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

ob requires ability to perform:

A variety of tasks at the specialist or leader level.

7 Interact and Relate to Peers, Co-Workers, or the Public - The nature and level of interaction with others required of the job

lob 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

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 be adaptable in assessing customer/client needs and tailoring a non-typical solution.

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 numerous and various details, some of which have subtle differences, that require continuous and close attention to detail to facilitate accuracy of outcome. 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 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

Job requires:

No supervision or management of staff.

15 Influence Others - Obtain cooperation from others to accomplish tasks and objectives

Job requires:

 ${\tt Obtaining \, support \, and \, cooperation \, from \, citizens \, and \, outside \, groups \, to \, accomplish \, objectives.}$

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:

Handle stress associated with having to work with other people who are in distress.