

PHYSICAL & MENTAL REQUIREMENTS/WORKING CONDITIONS										
City of Virginia Beach, VA										
Job Title:		Police Officer Recruit				Position Number(PCN):		B.005654		
Div./Office:		POL 020 Operations Division		Approver's Name						
Date of Last Update:		April 01, 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:	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			Below 30 degrees		Occasional	Substantial
Lifting	Up to 50 lbs.		Occasional	Short		Extreme Wetness			Occasional	Substantial
	Over 50 lbs.		Occasional	Short		Extreme Dryness			N/A	N/A
Carrying	Weight:	Up to 50 lbs.	Occasional	Short		Exposure to Traffic	Life Threatening Exposure		Frequent	Short
	Distance:	Up to 25 ft.	Occasional	Short			High Traffic Low Speed		Frequent	Moderate
Pushing	Estimated weight-resistance equivalency					Congested Area/Workspace			N/A	N/A
	Over 50 lbs.		Occasional	Short		Confined Space- Permit REQUIRED			N/A	N/A
Pulling	Estimated weight-resistance equivalency					Working Below Ground			N/A	N/A
	Over 50 lbs.		Occasional	Short		Working at Heights (ft.)	Up to 12 ft.		Occasional	Short
Working Overhead	No tools		Occasional	Short						
	Weight:	Up to 25 lbs.	Occasional	Short		Noise Level: > 85 decibels TWA for 8 hrs.	N/A	N/A	N/A	
Climbing Stairs			Occasional	Short			N/A		N/A	N/A
Climbing Ladders			Seldom	Short		Vibrations				
Balancing			Occasional	Short			Body area(s):	Ex- Trunk, shoulders, arms, and hands.		
Stooping			Occasional	Short		Dust / Dirt / Particulate			Frequent	Substantial
Kneeling/Squatting			Occasional	Short		Radiation			N/A	N/A
Bending			Occasional	Short		Silica/Fiberglass			N/A	N/A
Crawling			Occasional	Short		Asbestos			N/A	N/A
Explosive Strength: Short bursts of muscle force to propel oneself.			Occasional	Short		Aerosols & Gases	N/A		N/A	N/A
Trunk Strength: Use of abdominal and lower back muscles.			Occasional	Short		Hazardous Materials /Chemicals			N/A	
									undefined	
									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			Ex- Repair sewer pipes; empty residence trash cans.			
						Symbols:	< 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					
	Illegal drugs	N/A	N/A		Hours Worked	Rotating shift	Constant	
						More than 40 hours/week	Occasional	
Touch	Distinguish texture	N/A	N/A				More than 8 hours/day	
	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 (no 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	Moderate
	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.	