

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

Job Title:	Parks and Recreation Supervisor	Position Number(PCN):	B.006382.1
------------	---------------------------------	-----------------------	------------

Div./Office:	PAR 054 Sports Management	Approver's Name	
Date of Last Update:	October 10, 2025	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:	No
	CJS Certification:	No	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	Occasional	Moderate
Walking		Frequent	Moderate	Working Alone:	out of communication w/others	N/A	N/A
Sitting		Frequent	Moderate	Extreme Temperatures	At/above 90 degrees	Occasional	Short
Reaching	Shoulder level or higher	Occasional	Short	Extreme Wetness	Below 30 degrees	Seldom	Short
Lifting	Up to 10 lbs.	Occasional	Short	Extreme Dryness		Occasional	Short
	Over 50 lbs. w/assistance	Occasional	Short	Exposure to Traffic		N/A	N/A
Carrying	Weight: Up to 10 lbs.	Occasional	Short	Congested Area/Workspace		N/A	N/A
	Distance: Up to 25 ft.	Occasional	Short	Confined Space-	Permit REQUIRED	N/A	N/A
Pushing	Estimated weight-resistance equivalency			Working Below Ground		N/A	N/A
	Over 50 lbs.	Occasional	Short	Working at Heights (ft.)	N/A	N/A	N/A
Pulling	Estimated weight-resistance equivalency			Noise Level:	> 85 decibels TWA for 8 hrs.	N/A	N/A
	Over 50 lbs.	Occasional	Short	Vibrations		N/A	N/A
Working Overhead	N/A	N/A	N/A	Body area(s):	Ex- Trunk, shoulders, arms, and hands.		
	Weight: N/A	N/A	N/A	Dust / Dirt / Particulate		Occasional	Moderate
Climbing Stairs	N/A	N/A	N/A	Radiation		N/A	N/A
Climbing Ladders	N/A	N/A	N/A	Silica/Fiberglass		N/A	N/A
Balancing	N/A	N/A	N/A	Asbestos		N/A	N/A
Stooping		Occasional	Short	Aerosols & Gases	N/A	N/A	N/A
Kneeling/Squatting		Occasional	Short	Hazardous Materials /Chemicals		N/A	undefined
Bending		Occasional	Short	Petroleum Products	N/A	N/A	N/A
Crawling		N/A	N/A	Electrical Hazard		N/A	N/A
Explosive Strength: Short bursts of muscle force to propel oneself.		N/A	N/A	Fire Hazard		N/A	N/A
Trunk Strength: Use of abdominal and lower back muscles.		Occasional	Short	Infectious Diseases Exposure Type(s):	Ex- Repair sewer pipes; empty residence trash cans.		
Dynamic Strength: Use of muscle force repeatedly or continuously & resistant to fatigue.		N/A	N/A	Symbols:	< equal to or less than	< less than	
Repetitive Limb Movement	Fingers/Wrist	Frequent	Substantial		> equal to or greater than	> greater than	
	Arm/Shoulder	Occasional	Short				
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	
					Irregular work schedule	Frequent	
					Rotating shift	Constant	
Voice	Speaks to groups	Frequent	Short	Telework Eligible	No		
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
				Heavy Equipment	N/A	N/A	N/A
Respiration Protection	N/A	N/A	N/A				
Hearing Protection	N/A	N/A	N/A	Other Equipment or Machinery	All-Terrain Vehicle (ATV)	Frequent	Moderate
Head Protection	N/A	N/A	N/A				
				Hand-Held Power Tools	Lawn care tools	Occasional	Short
Hand Protection	N/A	N/A	N/A				
Foot Protection	Closed-toe street shoes	Constant	Long	Hand Tools and Instruments	Lawn care tools	Occasional	Moderate
					Office Machines & Equipment	Computer	Frequent
Body, Arm, and Leg Protection	N/A	N/A	N/A	Printer/Copier/Fax		Occasional	Short
				Digital conferencing		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:	Equipment Operation and Use- Handheld Radio- Frequent/Short Sensory Demands- Presentations- Seldom/Short						

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: 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
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
Job 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
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
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.
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 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 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 confusion and delays.
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: Planning and supervision of multiple groups of employees.
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: Handle stress associated with having to work with other people who are in distress.