

PHYSICAL & MENTAL REQUIREMENTS/WORKING CONDITIONS City of Virginia Beach, VA										
Job Title:	Food Service Assistant				Position Number(PCN):		B.006628.3			
Div./Office:	HSD 214 West Neck ICF Side A		Approver's Name							
Date of Last Update:	September 26, 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:		No		Child Protective Services (CPS) Background:		Yes	
			CJIS Certification:		No		PREA Certification:		No	
							VCIN Background:		No	
							Subject to Barrier Crime Provisions:		Yes	
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			Constant	Long	Working Outside: in all weather conditions			N/A	N/A	
Walking			Constant	Long	Working Alone: out of communication w/others			N/A	N/A	
Sitting			Occasional	Short	Extreme Temperatures		N/A	N/A	N/A	
Reaching			Shoulder level or higher	Frequent	Short	Extreme Wetness			N/A	N/A
Lifting			Up to 50 lbs.	Frequent	Short	Extreme Dryness			N/A	N/A
			Over 50 lbs. w/assistance	Occasional	Short	Exposure to Traffic			N/A	N/A
Carrying			Weight: Up to 50 lbs.	Occasional	Short				N/A	N/A
			Distance: Up to 25 ft.	Occasional	Short				N/A	N/A
Pushing			Estimated weight-resistance equivalency		Congested Area/Workspace			N/A	N/A	
			Up to 50 lbs.	Occasional	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.	Occasional	Short	Working at Heights (ft.)			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				N/A	N/A
Climbing Stairs			N/A	N/A	Vibrations			N/A	N/A	
Climbing Ladders			N/A	N/A				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	
			Frequent	Substantial	Hazardous Materials /Chemicals			Cleaning Products		
Trunk Strength: Use of abdominal and lower back muscles.								undefined		
								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	N/A	
Repetitive Limb Movement			Fingers/Wrist	Frequent	Substantial	Electrical Hazard			N/A	N/A
			Arm/Shoulder	Frequent	Substantial	Fire Hazard			N/A	N/A
Dexterity			Grasping	Frequent	Substantial	Infectious Diseases Exposure			Communicable diseases	Occasional
			Handwriting	Seldom	Short				Air/Blood-borne pathogens	Occasional
Repetitive Twisting			Wrist/Elbow	Frequent	Substantial	Type(s):			Ex- Repair sewer pipes; empty residence trash cans.	
			Shoulder	Frequent	Substantial	Symbols:			< equal to or less than	< less than
Awkward Positions & Motions			N/A	N/A	N/A				> 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	N/A	N/A	N/A
	Color vision (colors)	N/A	N/A					
Hearing	Conversational level	N/A	N/A		Other Hazards	Scalding water	Frequent	Short
Smell	Natural gas	N/A	N/A			Sharp edges/objects	Frequent	Short
	Burning odor	N/A	N/A					
Touch	Distinguish temperature	N/A	N/A		Hours Worked	More than 40 hours/week	Seldom	
	Distinguish texture	N/A	N/A					
Voice	Limited Verbal	N/A	N/A			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	Seldom	Short
						Bus < 16 capacity	Seldom	Short
					Heavy Equipment	N/A	N/A	N/A
Respiration Protection	Filtering Facepiece Respirator (e.g. N95 style)	Seldom	Short					
Hearing Protection	N/A	N/A	N/A		Other Equipment or Machinery	N/A	N/A	N/A
Head Protection								
Hand Protection	Medical grade exam gloves	Frequent	Substantial		Hand-Held Power Tools	N/A	N/A	N/A
	Waterproof	Occasional	Short					
	Heat resistant	Occasional	Short					
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
						Printer/Copier/Fax	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	
Job requires the ability to understand and follow:	
Detailed information from a supervisor, a customer, or trainer/instructor which is necessary to the successful performance of job duties.	
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:	
Step by step written instructions where guidance and clarification are typically available.	
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:	
Little independent decision making. Established methods and procedures are followed and close supervision is present.	
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 detailed methods and procedures and apply them to work being performed.	
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 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:	
Little to no cooperation from co-workers or citizens to accomplish assigned tasks.	
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:	
Tolerate typical work stressors such as deadlines or conflict and maintain composure.	