

PHYSICAL & MENTAL REQUIREMENTS/WORKING CONDITIONS										
City of Virginia Beach, VA										
Job Title:	Engineer II					Position Number(PCN):	B.007204			
Div./Office:	PWD 701 SWU - Project Management		Approver's Name							
Date of Last Update:	September 30, 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
CJIS 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	Element	Duration	
Standing		Occasional	Short	Working Outside:	in all weather conditions	Occasional	Moderate			
Walking		Occasional	Short	Working Alone:	out of communication w/others	Frequent	Moderate			
Sitting		Frequent	Substantial	Extreme Temperatures	At/above 90 degrees	Seldom	Short			
Reaching	Shoulder level or higher	Occasional	Short		Below 30 degrees	Seldom	Short			
Lifting	Up to 25 lbs.	Occasional	Short	Extreme Wetness		Occasional	Substantial			
				Extreme Dryness		Occasional	Substantial			
Carrying	Weight: Up to 25 lbs.	Occasional	Short	Exposure to Traffic	High Traffic High Speed	Occasional	Short			
	Distance: Up to 25 ft.	Occasional	Short		High Traffic Low Speed	Occasional	Short			
Pushing	Estimated weight-resistance equivalency			Congested Area/Workspace			Occasional	Moderate		
	Up to 25 lbs.	Occasional	Short	Confined Space- Permit REQUIRED			N/A	N/A		
Pulling	Estimated weight-resistance equivalency			Working Below Ground			Occasional	Moderate		
	Up to 25 lbs.	Occasional	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.	Yes	Occasional	Moderate			
	Weight: N/A	N/A	N/A							
Climbing Stairs		Occasional	Short	Vibrations	Heavy equipment	Occasional	Moderate			
Climbing Ladders		Occasional	Short							
Balancing		Occasional	Short		Body area(s):	Ex- Trunk, shoulders, arms, and hands.				
Stooping		Occasional	Short	Dust / Dirt / Particulate			Seldom	Short		
Kneeling/Squatting		Occasional	Short	Radiation			N/A	N/A		
Bending		Occasional	Short	Silica/Fiberglass			N/A	N/A		
Crawling		Seldom	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.		N/A	N/A	Petroleum Products	N/A	N/A	N/A			
Repetitive Limb Movement	Fingers/Wrist	Frequent	Substantial	Electrical Hazard			N/A	N/A		
				Fire Hazard			N/A	N/A		
Dexterity	Use of computer keyboard	Frequent	Substantial	Infectious Diseases	N/A	N/A	N/A			
	Handwriting	Frequent	Substantial	Exposure Type(s):	Ex- Repair sewer pipes; empty residence trash cans.					
Repetitive Twisting	N/A	N/A	N/A		< equal to or less than	< less than				
Awkward Positions & Motions	N/A	N/A	N/A	Symbols:	> 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	Occasional	Short	Hazardous Surfaces	Icy surfaces	Seldom	Short
					Swamp/Marsh	Seldom	Short
Hearing	Conversational level	Occasional	Moderate	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	
					More than 8 hours/day	Occasional	
Voice	Speaks to groups	Occasional	Moderate		More than 5 consecutive days	Seldom	
				Telework Eligible	Yes		
Personal Protective Equipment (PPE)				Equipment Operation & Use			
Category	Type	Frequency	Duration	Category	Type	Frequency	Duration
Eye and Face Protection	Safety glasses w/side shields	Occasional	Moderate	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				
Head Protection	Hard hat (impact protection)	Occasional	Moderate	Other Equipment or Machinery	N/A	N/A	N/A
Hand Protection	N/A	N/A	N/A	Hand-Held Power Tools	N/A	N/A	N/A
Foot Protection	Steel/composite toe-safety rated	Occasional	Moderate	Hand Tools and Instruments	Survey tools	Seldom	Short
Body, Arm, and Leg Protection	Traffic vest	Occasional	Moderate	Office Machines & Equipment	Computer	Frequent	Substantial
	Rain gear	Occasional	Moderate		Digital conferencing	Occasional	Moderate
					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: 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: Complex written material in the form of formal reports of a highly specialized or technical nature. Guidance and clarification are typically available.
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 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 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 individuals or groups to collaborate on detailed, sensitive, or highly technical 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 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, 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 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. 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: 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: Handle stress associated with having to work with other people who are in distress.