

PHYSICAL & MENTAL REQUIREMENTS/WORKING CONDITIONS										
City of Virginia Beach, VA										
Job Title:	Engineer I				Position Number(PCN):	B.007210				
Div./Office:	PWD 707 SWU - Surface Water Regulatory Compliance	Approver's Name								
Date of Last Update:	September 01, 2023	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	Condition/Level/Value	
Standing		Occasional	Short	Working Outside:	in all weather conditions	Occasional	Moderate			
Walking		Occasional	Short	Working Alone:	out of communication w/others	N/A	N/A			
Sitting		Frequent	Substantial	Extreme Temperatures	At/above 90 degrees	Seldom	Short			
Reaching	Lower than shoulder level	Occasional	Moderate		Below 30 degrees	Seldom	Short			
Lifting	Up to 50 lbs.	Occasional	Short	Extreme Wetness		Seldom	Short			
				Extreme Dryness		Seldom	Short			
Carrying	Weight: Up to 25 lbs.	Occasional	Short	Exposure to Traffic	High Traffic Low Speed	Seldom	Short			
	Distance: Up to 10 ft.	Occasional	Short							
Pushing	Estimated weight-resistance equivalency			Congested Area/Workspace			Seldom	Short		
	N/A	N/A	N/A	Confined Space- Permit REQUIRED			N/A	N/A		
Pulling	Estimated weight-resistance equivalency			Working Below Ground			N/A	N/A		
	N/A	N/A	N/A	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.	N/A	N/A	N/A			
	Weight: N/A	N/A	N/A							
Climbing Stairs		Frequent	Short	Vibrations	N/A	N/A	N/A			
Climbing Ladders		N/A	N/A							
Balancing		N/A	N/A	Body area(s):	Ex- Trunk, shoulders, arms, and hands.					
Stooping		N/A	N/A	Dust / Dirt / Particulate		Occasional	Short			
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 force to propel oneself.		N/A	N/A	Aerosols & Gases	N/A	N/A	N/A			
Trunk Strength: Use of abdominal and lower back muscles.		N/A	N/A	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		N/A	
Repetitive Limb Movement	Fingers/Wrist	Frequent	Substantial	Electrical Hazard		N/A	N/A		N/A	
				Fire Hazard		N/A	N/A		N/A	
Dexterity	Use of computer keyboard	Frequent	Substantial	Infectious Diseases	N/A	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							
Awkward Positions & Motions	N/A	N/A	N/A	Symbols:	< equal to or less than	< less than				
					> 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
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	Seldom	
					More than 8 hours/day	Seldom	
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
					Truck GVWR <= 26,000 lbs.	Occasional	Short
				Heavy Equipment	N/A	N/A	N/A
Respiration Protection	N/A	N/A	N/A				
Hearing Protection	Ear plugs	Seldom	Short				
Head Protection	Hard hat (impact protection)	Occasional	Moderate	Other Equipment or Machinery	N/A	N/A	N/A
Hand Protection	Leather	Seldom	Short	Hand-Held Power Tools	N/A	N/A	N/A
	Medical grade exam gloves	Seldom	Short				
Foot Protection	Steel/composite toe-safety rated	Occasional	Moderate	Hand Tools and Instruments	Survey tools	Seldom	Short
	Waterproof	Seldom	Moderate				
Body, Arm, and Leg Protection	Traffic vest	Occasional	Moderate	Office Machines & Equipment	Computer	Constant	Substantial
	Rain gear	Seldom	Moderate		Digital conferencing	Frequent	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: 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 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 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 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 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: 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: Tolerate typical work stressors such as deadlines or conflict and maintain composure.