

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

Job Title:	Firefighter Recruit	Position Number(PCN):	B.008141
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Div./Office:	FIR 020 Fire Operations	Approver's Name	
Date of Last Update:	August 12, 2025	Approver's Title	

<b>Fields to the right (Y/N): The position's status AND if the background check must be passed by the incumbent</b>	Safety Sensitive:	Yes	Child Protective Services (CPS) Background:	Yes	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	Long	Working Outside:	in all weather conditions	Frequent	Long
Walking		Frequent	Long	Working Alone:	out of communication w/others	Frequent	Long
Sitting		Frequent	Moderate	Extreme Temperatures	At/above 90 degrees	Occasional	Long
Reaching	Shoulder level or higher	Frequent	Substantial	Extreme Wetness	Below 30 degrees	Occasional	Long
Lifting	Over 50 lbs.	Occasional	Substantial	Extreme Dryness		Occasional	Long
	Over 50 lbs. w/assistance	Occasional	Substantial	Exposure to Traffic	N/A	N/A	N/A
Carrying	Weight: Over 50 lbs.	Occasional	Long	Exposure to Life Threatening Exposure	High Traffic Low Speed	Occasional	Long
	Distance: Over 25 ft.	Occasional	Long	Congested Area/Workspace		Occasional	Substantial
Pushing	Estimated weight-resistance equivalency			Confined Space- Permit REQUIRED		Occasional	Substantial
	Over 50 lbs.	Occasional	Long	Working Below Ground		Occasional	Substantial
Pulling	Estimated weight-resistance equivalency			Working at Heights (ft.)	25 to 40 ft.	Frequent	Substantial
	Over 50 lbs.	Occasional	Long	Working at Heights (ft.)	Over 40 ft.	Occasional	Substantial
Working Overhead	Using hand tools	Occasional	Substantial	Noise Level: > 85 decibels TWA for 8 hrs.	Yes	Occasional	Long
	Using power tools	Occasional	Substantial				
Climbing Stairs	Weight: Over 50 lbs.	Occasional	Substantial	Vibrations	Chain/Pole saw	Occasional	Long
		Frequent	Moderate	Vibrations	Heavy equipment	Occasional	Long
Climbing Ladders		Occasional	Moderate	Vibrations	Body area(s): Ex- Trunk, shoulders, arms, and hands.		
Balancing		Occasional	Long	Dust / Dirt / Particulate		Frequent	Long
Stooping		Occasional	Substantial	Radiation		Seldom	Short
Kneeling/Squatting		Occasional	Substantial	Silica/Fiberglass		Occasional	Short
Bending		Occasional	Substantial	Asbestos		Occasional	Short
Crawling		Occasional	Moderate	Aerosols & Gases	Toxic/Poisonous	Occasional	Short
Explosive Strength: Short bursts of muscle force to propel oneself.		Occasional	Substantial	Aerosols & Gases	Irritant	Occasional	Short
		Occasional	Substantial	Hazardous Materials /Chemicals	Cleaning Products		
Trunk Strength: Use of abdominal and lower back muscles.				Hazardous Materials /Chemicals	Hazardous Household Wastes		
				Hazardous Materials /Chemicals	Other		
Dynamic Strength: Use of muscle force repeatedly or continuously & resistant to fatigue.		Occasional	Substantial	Petroleum Products	Gaseous	Occasional	Short
				Petroleum Products	Liquid	Occasional	Short
Repetitive Limb Movement	Fingers/Wrist	Frequent	Long	Electrical Hazard		Occasional	Substantial
	Arm/Shoulder	Frequent	Long	Fire Hazard		Occasional	Occasional
Dexterity	Grasping	Occasional	Substantial	Infectious Diseases Exposure Type(s):	Communicable diseases	Occasional	Short
	Use of computer keyboard	Frequent	Moderate	Infectious Diseases Exposure Type(s):	Air/Blood-borne pathogens	Occasional	Short
Repetitive Twisting	Wrist/Elbow	Occasional	Substantial	Infectious Diseases Exposure Type(s):	Ex- Repair sewer pipes; empty residence trash cans.		
	Shoulder	Occasional	Substantial	Symbols:	< equal to or less than	< less than	
Awkward Positions & Motions	Awkward positions	Occasional	Substantial	Symbols:	> equal to or greater than	> greater than	
	Awkward motions	Occasional	Substantial				

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	Substantial
	Color vision (shades)	N/A	N/A		Unstable ground	Occasional	Substantial
	Depth perception	N/A	N/A		Extremely dark areas	Occasional	Substantial
	Night vision	N/A	N/A		Animal/Insect bites/stings	Occasional	Short
Hearing	Conversational level	N/A	N/A	Other Hazards	Cryogens (liquid gases)	Occasional	Substantial
Smell	Burning odor	N/A	N/A		Sharp edges/objects	Occasional	Substantial
	Natural gas	N/A	N/A		Rotating shift	Constant	
	Petroleum	N/A	N/A				
Touch	Distinguish texture	N/A	N/A	Hours Worked			
	Distinguish temperature	N/A	N/A				
Voice	Speaks to groups	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	Face shield	Occasional	Long	Motor Vehicles	Sedan/Pickup/Van	Frequent	Moderate
	Safety glasses w/side shields	Occasional	Long		Truck GVWR >= 26,001 lbs. (CDL)	Seldom	Short
	Goggles (dry)	Occasional	Long		N/A	N/A	N/A
	Goggles (liquid/splash proof)	Occasional	Long				
Respiration Protection	SCBA (Self-contained breathing apparatus)	Occasional	Long	Heavy Equipment			
	Filtering Facepiece Respirator (e.g. N95 style)	Occasional	Long				
Hearing Protection	Ear muffs	Occasional	Long	Other Equipment or Machinery	Overhead hoist	Seldom	Short
	Both ear plugs and muffs	Occasional	Long				
Head Protection	Fire/heat resistant balaclava/hood	Occasional	Long				
	Hard hat (impact protection)	Occasional	Long				
Hand Protection	Heat resistant	Occasional	Substantial	Hand-Held Power Tools	Impact drill/wrench	Occasional	Substantial
	Medical (rubber-type)	Frequent	Long		Cutoff saw	Occasional	Substantial
	Chemical resistant	Occasional	Long		Chain/Pole saw	Occasional	Substantial
					Cordless drill	Occasional	Substantial
Foot Protection	Fire retardant	Occasional	Long	Hand Tools and Instruments	Mechanic tools	Occasional	Substantial
	Closed-toe street shoes	Constant	Long		Electrical tools	Occasional	Substantial
	Oil resistant/Non-slip	Occasional	Long		Plumbing tools	Occasional	Substantial
Body, Arm, and Leg Protection	Flame resistant	Occasional	Long		Carpentry tools	Occasional	Substantial
	Body armor	Occasional	Long	Office Machines & Equipment	Computer	Frequent	Substantial
	Fall arrest/Body harness	Occasional	Long				
	Tyvek coveralls	Occasional	Long				
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:	Must meet NFPA 1582. This is the standard on Comprehensive Occupational Medical Programs for Fire Departments. It defines the essential job tasks for Firefighters. - Employees work 24-hour shift with little to no sleep and are required to work 144 hours and 96 hours in a two-week work cycle. Employees work holidays and leave is not guaranteed. This position is an Alpha One employee and requires employees to work special events, days the city is closed and on emergency incidents.						

### 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.**

<b>1 Comprehend Verbal Communication - Understand information and directions which are provided verbally</b>
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.
<b>2 Communicate Orally - Verbally express thoughts and directions</b>
Job requires: Communicating basic information to co-workers, supervisors, or customers.
<b>3 Comprehend and Follow Written Material or Instructions - Understand written material, interpret appropriately, and adhere to the procedures stated.</b>
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.
<b>4 Written Communication Skills - Express thoughts and directions in writing</b>
Job requires: Ability to prepare basic written information and relay it to others using a basic format such as a form or email.
<b>5 Maintain an Appropriate Work Pace - The flow or rate of incoming work assignments and the expectations for completion of tasks</b>
Job requires ability to adhere to work schedule: In a fast paced environment where the issues involve the lives and safety of citizens.
<b>6 Perform Complex or Varied Tasks - The variety of tasks and assignments and the level of complexity of those tasks/assignments</b>
Job requires ability to perform: A variety of entry or learning level tasks on a daily basis.
<b>7 Interact and Relate to Peers, Co-Workers, or the Public - The nature and level of interaction with others required of the job</b>
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.
<b>8 Decision Making &amp; Reasoning Ability - The extent to which the job requires logic to analyze information, draw conclusions/ generalizations, and make decisions based on facts</b>
Job requires: Little independent decision making. Established methods and procedures are followed and close supervision is present.
<b>9 Memory and Recall - The body of stored knowledge required and the retrieval of that information to accomplish duties</b>
Job requires the ability to: Remember laws, codes, policies, procedures, etc., which are somewhat repetitive from day to day.
<b>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</b>
Job requires flexibility and willingness: To adjust normal schedule or assume responsibility for tasks outside the normal set of duties.
<b>11 Attention Span - Sustained attention or the time spent continuously on task without becoming distracted to successfully perform duties</b>
Job tasks are: Varied and typically of moderate duration requiring sustained focus. Lapses may result in injury or legal or financial liability.
<b>12 Attention to Detail - Thoroughness and accuracy are required to accomplish tasks</b>
Job tasks: Involve investigation, inspection, auditing, or observation. Inattention to detail could result in confusion and delays.
<b>13 Reaction Time - Describes work that requires an immediate response or decision</b>
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.
<b>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</b>
Job requires: No supervision or management of staff.
<b>15 Influence Others - Obtain cooperation from others to accomplish tasks and objectives</b>
Job requires: Obtaining support from other work groups to accomplish objectives.
<b>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</b>
Job requires the ability to: Job requires the ability to handle stress associated with situations with inherently high degrees of danger, typically emergencies.