

PHYSICAL & MENTAL REQUIREMENTS/WORKING CONDITIONS City of Virginia Beach, VA									
Job Title:	Human Resource Business Partner II					Position Number:	P11128		
Sup Org:	HRD-Admin	Approver's Name	Caroline Finley						
Date of Last Update:	March 14, 2025	Approver's Title	Human Resource Business Partner II						
		Reviewer's Name	Caroline F. Finley						
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	
Standing		Occasional	Short		Working Outside: in all weather conditions		N/A	N/A	
Walking		Occasional	Short		Working Alone: out of communication w/others		N/A	N/A	
Sitting		Frequent	Substantial		Extreme Temperatures	N/A	N/A	N/A	
Reaching	Lower than shoulder level	Occasional	Short		Extreme Wetness		N/A	N/A	
Lifting	Up to 10 lbs.	Occasional	Short		Extreme Dryness		N/A	N/A	
Carrying	Weight: Up to 10 lbs.	Occasional	Short		Exposure to Traffic	N/A	N/A	N/A	
	Distance: Up to 25 ft.	Occasional	Short		Congested Area/Workspace		N/A	N/A	
Pushing	Estimated weight-resistance equivalency				Confined Space- Permit REQUIRED		N/A	N/A	
Pulling	Estimated weight-resistance equivalency				Working Below Ground		N/A	N/A	
		N/A	N/A		Working at Heights (ft.)	N/A	N/A	N/A	
Working Overhead		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		Vibrations		N/A	N/A	
Climbing Stairs		N/A	N/A		Body area(s): Ex- Trunk, shoulders, arms, and hands.				
Climbing Ladders		N/A	N/A		Dust / Dirt / Particulate		N/A	N/A	
Balancing		N/A	N/A		Radiation		N/A	N/A	
Stooping		N/A	N/A		Silica/Fiberglass		N/A	N/A	
Kneeling/Squatting		N/A	N/A		Asbestos		N/A	N/A	
Bending		N/A	N/A		Aerosols & Gases	N/A	N/A	N/A	
Crawling		N/A	N/A		Hazardous Materials /Chemicals		N/A	N/A	
Explosive Strength: Short bursts of muscle force to propel oneself.		N/A	N/A		Petroleum Products	N/A	N/A	N/A	
Trunk Strength: Use of abdominal and lower back muscles.		N/A	N/A		Electrical Hazard		N/A	N/A	
					Fire Hazard		N/A	N/A	
Dynamic Strength: Use of muscle force repeatedly or continuously & resistant to fatigue.		N/A	N/A		Infected Diseases Exposure Type(s):	N/A	N/A	N/A	
					Ex- Repair sewer pipes; empty residence trash cans.				
Repetitive Limb Movement	Fingers/Wrist	Frequent	Substantial		Symbols:	< equal to or less than	< less than		
						> equal to or greater than	> greater than		
Dexterity	Use of computer keyboard	Frequent	Substantial						
Repetitive Twisting	Handwriting	Frequent	Short						
		N/A	N/A						
Awkward Positions & Motions		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	Constant	Moderate		Hazardous Surfaces	N/A	N/A	N/A
Hearing	Conversational level	Constant	Moderate		Other Hazards	N/A	N/A	N/A
Smell	N/A	N/A	N/A					
					Hours Worked	More than 40 hours/week	Occasional	
						More than 8 hours/day	Occasional	
Touch	N/A	N/A	N/A			More than 5 consecutive days	Seldom	
					Telework Eligible	Yes		
Voice	Speaks to groups	Frequent	Moderate					
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	N/A	N/A	N/A
Head Protection	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	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	Frequent	Substantial
						Printer/Copier/Fax	Seldom	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:								
Use this area to log the changes you have made to the Working Condition Summary in the following format: Date - Section & changes made - Your Name.:		03/12/2025 - Annual Review; no changes - Dominique McKinnon						

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 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:	
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.	