

PHYSICAL & MENTAL REQUIREMENTS/WORKING CONDITIONS City of Virginia Beach, VA									
Job Title:	Motor Equipment Operator I					Position Number:	P12920		
Sup Org:	PWD-Street Maintenance	Approver's Name							
Date of Last Update:	September 03, 2026	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:		Yes	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			Frequent	Short	Working Outside: in all weather conditions			N/A	N/A
Walking			Frequent	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		Frequent	Short	Extreme Wetness			Occasional	Substantial
Lifting	Up to 50 lbs.		N/A	N/A	Extreme Dryness			N/A	N/A
	Over 50 lbs. w/assistance		N/A	N/A					
Carrying	Weight:	Over 50 lbs. w/assistance	N/A	N/A	Exposure to Traffic	N/A		N/A	N/A
	Distance:	Up to 10 ft.	N/A	N/A					
Pushing	Estimated weight-resistance equivalency				Congested Area/Workspace			N/A	N/A
	Any w/assistance as needed		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	Using power tools		N/A	N/A					
							Yes	Frequent	Substantial
	Weight:	Any w/assistance as needed	N/A	N/A	Noise Level: > 85 decibels TWA for 8 hrs.				
Climbing Stairs			Occasional	N/A	Vibrations	N/A		N/A	N/A
Climbing Ladders			Frequent	N/A	Vibrations	N/A		N/A	N/A
Balancing			Frequent	N/A	Body area(s):		Ex- Trunk, shoulders, arms, and hands.		
Stooping			Frequent	N/A	Dust / Dirt / Particulate			Frequent	N/A
Kneeling/Squatting			Occasional	N/A	Radiation			N/A	N/A
Bending			Constant	N/A	Silica/Fiberglass			N/A	N/A
Crawling			Frequent	N/A	Asbestos			N/A	N/A
Explosive Strength: Short bursts of muscle force to propel oneself.			Constant	N/A	Aerosols & Gases	Irritant		Occasional	Short
Trunk Strength: Use of abdominal and lower back muscles.			Constant	Moderate	Hazardous Materials /Chemicals			N/A	
Dynamic Strength: Use of muscle force repeatedly or continuously & resistant to fatigue.			Occasional	N/A	Petroleum Products	N/A		N/A	N/A
Repetitive Limb Movement	Fingers/Wrist		N/A	N/A	Electrical Hazard			N/A	N/A
	Leg/Foot		N/A	N/A	Fire Hazard			N/A	N/A
Dexterity	Repetitive use of foot controls		N/A	N/A	Infectious Diseases Exposure Type(s):	N/A		N/A	N/A
	Grasping		N/A	N/A					
Repetitive Twisting	Leg/Ankle		N/A	N/A	Ex- Repair sewer pipes; empty residence trash cans.				
	Shoulder		N/A	N/A	Symbols:	< equal to or less than		< less than	
Awkward Positions & Motions	Awkward motions		N/A	N/A		> equal to or greater than		> greater than	
	Awkward 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	N/A	N/A		Hazardous Surfaces	N/A	N/A	N/A
	Depth perception	N/A	N/A			N/A	N/A	N/A
	Color vision (colors)	N/A	N/A			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			N/A	N/A	N/A
						N/A	N/A	N/A
Touch	N/A	N/A	N/A		Hours Worked	N/A	N/A	
	N/A					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	Safety glasses w/side shields	Frequent	Substantial		Motor Vehicles	Sedan/Pickup/Van	Occasional	Short
						Truck GVWR >= 26,001 lbs. (CDL)	Frequent	Substantial
					Heavy Equipment	N/A	N/A	N/A
						N/A	N/A	N/A
Respiration Protection	N/A	N/A	N/A			N/A	N/A	N/A
Hearing Protection	Ear plugs	Frequent	Substantial		Other Equipment or Machinery	N/A	N/A	N/A
						N/A	N/A	N/A
Head Protection	Hard hat (impact protection)	Frequent	Substantial					
	Rain hat	Occasional	Moderate					
Hand Protection	Leather	Frequent	Substantial		Hand-Held Power Tools	N/A	N/A	N/A
Foot Protection	Steel/composite toe-safety rated	Constant	Long		Hand Tools and Instruments	N/A	N/A	N/A
Body, Arm, and Leg Protection	Traffic vest	Frequent	Substantial		Office Machines & Equipment	N/A	N/A	N/A
	Rain gear	Occasional	Moderate					
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.	Class B:		
	CDL							
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 basic 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:	
Ability to prepare basic written information and relay it to others using a basic format such as a form or email.	
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 fully functional independent 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:	
Within the immediate work unit.	
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 short in duration requiring only limited focus. Lapses may result in operational or production delays.	
12 Attention to Detail - Thoroughness and accuracy are required to accomplish tasks	
Job tasks:	
Are primarily manual and routine. Inattention to detail could result in operational delays.	
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. 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:	
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.	