

PHYSICAL & MENTAL REQUIREMENTS/WORKING CONDITIONS											
City of Virginia Beach, VA											
Job Title:		Waste Management Operator II					Position Number:		P3505		
Sup Org:		PWD-Residential Trash Collection		Approver's Name		Jeanne Decant					
Date of Last Update:			May 23, 2022		Approver's Title		Human Resources Analyst II				
				Reviewer's Name		Jeanne M. Decant					
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					
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			Constant	Long	
Walking			Occasional	Moderate		Working Alone: out of communication w/others			Constant	Long	
Sitting			Constant	Long		Extreme Temperatures	At/above 90 degrees		Occasional	Long	
Reaching	Lower than shoulder level		Constant	Moderate			Below 30 degrees		Occasional	Long	
Lifting	Up to 25 lbs.		Occasional	Short		Extreme Wetness			Occasional	Long	
	Over 50 lbs.		Occasional	Short		Extreme Dryness			N/A	N/A	
Carrying	Weight:	Over 50 lbs.	Occasional	Short		Exposure to Traffic	High Traffic Low Speed		Occasional	Long	
	Distance:	Up to 10 ft.	Occasional	Short			High Traffic High Speed		Seldom	Short	
Pushing	Estimated weight-resistance equivalency					Congested Area/Workspace			N/A	N/A	
	Up to 25 lbs.		Occasional	Short		Confined Space- Permit REQUIRED			N/A	N/A	
Pulling	Estimated weight-resistance equivalency					Working Below Ground			N/A	N/A	
	Over 50 lbs.		Occasional	Short		Working at Heights (ft.)	Up to 12 ft.		Occasional	Short	
Working Overhead	N/A		N/A	N/A							
						Noise Level: > 85 decibels TWA for 8 hrs.	Yes	Frequent	Substantial		
	Weight:	N/A	N/A	N/A							
Climbing Stairs			Occasional	Short			Heavy equipment		Constant	Long	
Climbing Ladders			N/A	N/A		Vibrations					
Balancing			Occasional	Short			Body area(s):	Ex- Trunk, shoulders, arms, and hands.			
Stooping			Occasional	Short		Dust / Dirt / Particulate			Constant	Long	
Kneeling/Squatting			Occasional	Short		Radiation			N/A	N/A	
Bending			Frequent	Short		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.			Occasional	Short		Aerosols & Gases	N/A		N/A	N/A	
Trunk Strength: Use of abdominal and lower back muscles.			Frequent	Substantial		Hazardous Materials /Chemicals			Hazardous Household Wastes		
									undefined		
									undefined		
Dynamic Strength: Use of muscle force repeatedly or continuously & resistant to fatigue.			Frequent	Substantial		Petroleum Products	N/A		N/A	N/A	
Repetitive Limb Movement	Arm/Shoulder		Constant	Short		Electrical Hazard			N/A	N/A	
	Leg/Foot		Constant	Short		Fire Hazard			Constant	Constant	
Dexterity	Grasping		Constant	Short		Infectious Diseases Exposure Type(s):	Sewer-like work spaces		Constant	Long	
	Repetitive use of foot controls		Constant	Short							
Repetitive Twisting	Wrist/Elbow		Constant	Short			Ex- Repair sewer pipes; empty residence trash cans.				
	Shoulder		Constant	Short		Symbols:	< equal to or less than		< less than		
Awkward Positions & Motions	Awkward motions		Constant	Short				> 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	Constant	Long		Hazardous Surfaces	Icy surfaces	Seldom	Substantial
	Depth perception	Frequent	Long					
	Color vision (colors)	Constant	Long					
Hearing	Conversational level	Occasional	Substantial		Other Hazards	Animal/Insect bites/stings	Constant	Long
Smell	Burning odor	Seldom	Moderate			Trees (storm clean-up)	Seldom	Short
Touch	Distinguish texture	Constant	Long		Hours Worked	Four 10-hour days	Constant	
	Distinguish temperature					More than 40 hours/week	Occasional	
Voice	Limited Verbal	Occasional	Moderate					
Personal Protective Equipment (PPE)					Equipment Operation & Use			
Category	Type	Frequency	Duration		Category	Type	Frequency	Duration
Eye and Face Protection	Safety glasses w/side shields	Constant	Long		Motor Vehicles	Truck GVWR >= 26,001 lbs. (CDL)	Constant	Long
					Heavy Equipment	N/A	N/A	N/A
Respiration Protection	N/A	N/A	N/A					
Hearing Protection	Ear plugs	Constant	Long		Other Equipment or Machinery	N/A	N/A	N/A
Head Protection	Hard hat (impact protection)	Occasional	Substantial					
Hand Protection	Cloth/General Duty	Constant	Long		Hand-Held Power Tools	N/A	N/A	N/A
Foot Protection	Steel/composite toe-safety rated	Constant	Long		Hand Tools and Instruments	Lawn care tools	Occasional	Short
Body, Arm, and Leg Protection	Traffic vest	Constant	Long		Office Machines & Equipment	N/A	N/A	N/A
	Rain gear	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.		Class B:	
	CDL							
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.:		05/23/22-Imported from approved template for career progression-JDecant						

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	Level
Job requires the ability to understand and follow:	
Basic, step by step verbal instructions from a supervisor who is usually present at the workplace.	1
2 Communicate Orally - Verbally express thoughts and directions	Level
Job requires:	
Communicating basic information to co-workers, supervisors, or customers.	1
3 Comprehend and Follow Written Material or Instructions - Understand written material, interpret appropriately, and adhere to the procedures stated.	Level
Job requires ability to comprehend:	
Step by step written instructions where guidance and clarification are typically available.	1
4 Written Communication Skills - Express thoughts and directions in writing	Level
Job requires:	
Ability to prepare basic written information and relay it to others using a basic format such as a form or email.	1
5 Maintain an Appropriate Work Pace - The flow or rate of incoming work assignments and the expectations for completion of tasks	Level
Job requires ability to adhere to work schedule:	
In a fast paced environment where the work is predictable.	3
6 Perform Complex or Varied Tasks - The variety of tasks and assignments and the level of complexity of those tasks/assignments	Level
Job requires ability to perform:	
A variety of tasks at the fully functional independent level.	3
7 Interact and Relate to Peers, Co-Workers, or the Public - The nature and level of interaction with others required of the job	Level
Job requires interaction:	
Within the immediate work unit.	1
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	Level
Job requires:	
Little independent decision making. Established methods and procedures are followed and close supervision is present.	1
9 Memory and Recall - The body of stored knowledge required and the retrieval of that information to accomplish duties	Level
Job requires the ability to:	
Remember basic procedures or steps and recall them to carry out routine, repetitive tasks.	1
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	Level
Job requires flexibility and willingness:	
To adjust routine procedures to accommodate simple changes.	1
11 Attention Span - Sustained attention or the time spent continuously on task without becoming distracted to successfully perform duties	Level
Job tasks are:	
Repetitive and of short duration requiring only limited focus.	1
12 Attention to Detail - Thoroughness and accuracy are required to accomplish tasks	Level
Job tasks:	
Are primarily manual and routine. Inattention to detail could result in operational delays.	1
13 Reaction Time - Describes work that requires an immediate response or decision	Level
Job requires the ability to:	
Maintain production standards but work is steady and predictable and rarely requires an immediate response or decision.	1
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	Level
Job requires:	
No supervision or management of projects or staff.	1
15 Influence Others - Obtain cooperation from others to accomplish tasks and objectives	Level
Job requires:	
Little to no cooperation from co-workers or citizens to accomplish assigned tasks.	1
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	Level
Job requires the ability to:	
Tolerate long or irregular work shifts.	2