

PHYSICAL & MENTAL REQUIREMENTS/WORKING CONDITIONS City of Virginia Beach, VA										
Job Title:	Motor Equipment Operator II					Position Number:	P7281			
Sup Org:	PWD-Beach Operations		Approver's Name							
Date of Last Update:	September 02, 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			Frequent	Substantial	
Walking			Frequent	Short	Working Alone: out of communication w/others			N/A	N/A	
Sitting			Frequent	Substantial	Extreme Temperatures	At/above 90 degrees		Occasional	Substantial	
Reaching	Lower than shoulder level		Frequent	Short	Extreme Wetness	Below 30 degrees		Occasional	Substantial	
Lifting	Up to 25 lbs.		Occasional	Short	Extreme Dryness			Occasional	Substantial	
	Over 50 lbs.		Occasional	Short				N/A	N/A	
Carrying	Weight:	Up to 25 lbs.	Frequent	Short	Exposure to Traffic	Life Threatening Exposure		Frequent	Substantial	
	Distance:	Up to 25 ft.	Frequent	Short	High Traffic Low Speed		Frequent	Substantial		
Pushing	Estimated weight-resistance equivalency				Congested Area/Workspace			N/A	N/A	
	Over 50 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.)	N/A		N/A	N/A	
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	Vibrations	Heavy equipment		Frequent	Substantial	
Climbing Ladders			Frequent	Short		Tractor with attachments		Frequent	Substantial	
Balancing			Occasional	Short	Body area(s):		Ex- Trunk, shoulders, arms, and hands.			
Stooping			Frequent	Short	Dust / Dirt / Particulate			Frequent	Long	
Kneeling/Squatting			Frequent	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	Irritant		Occasional	Short	
Trunk Strength: Use of abdominal and lower back muscles.			Frequent	Moderate	Hazardous Materials /Chemicals			N/A		
Dynamic Strength: Use of muscle force repeatedly or continuously & resistant to fatigue.			Frequent	Moderate	Petroleum Products			Liquid	Frequent	Short
Repetitive Limb Movement	Fingers/Wrist		Frequent	Substantial	Fire Hazard			N/A	N/A	
	Arm/Shoulder		Frequent	Substantial				N/A	N/A	
Dexterity	Grasping		Frequent	Substantial	Infectious Diseases Exposure Type(s):	N/A		N/A	N/A	
	Repetitive use of foot controls		Frequent	Substantial						
Repetitive Twisting	Wrist/Elbow		Frequent	Substantial	Ex- Repair sewer pipes; empty residence trash cans.					
	Shoulder		Frequent	Substantial	Symbols:	< equal to or less than		< less than		
Awkward Positions & Motions	Awkward positions		Occasional	Moderate		> equal to or greater than		> greater than		
	Awkward motions		Occasional	Moderate						

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	Steep incline	Frequent	Moderate
	Depth perception	N/A	N/A			Abrupt uneven surfaces	Frequent	Substantial
	Color vision (colors)	N/A	N/A			Unstable ground	Frequent	Substantial
						Animal/Insect bites/stings	Frequent	Substantial
Hearing	Conversational level	N/A	N/A		Other Hazards	Pinch points	Occasional	Short
Smell	N/A	N/A	N/A			Sharp edges/objects	Occasional	Short
					Hours Worked	More than 40 hours/week	Constant	
						More than 8 hours/day	Frequent	
Touch	Distinguish texture	N/A	N/A		Telework Eligible	No		
	Distinguish temperature							
Voice	Limited Verbal	N/A	N/A					
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	Front-end loader	Frequent
					Truck Sweeper		Occasional	Substantial
Respiration Protection	N/A	N/A	N/A				Bulldozer	Seldom
						Excavator	Seldom	Substantial
Hearing Protection	Ear plugs	Frequent	Substantial		Other Equipment or Machinery	Tractor w/attachment	Frequent	Substantial
						Bobcat	Frequent	Substantial
Head Protection	Hard hat (impact protection)	Frequent	Substantial					
	Rain hat	Occasional	Moderate					
Hand Protection	Leather	Frequent	Substantial		Hand-Held Power Tools	Lawn care tools	Occasional	Moderate
						Chain/Pole saw	Occasional	Moderate
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:		Changed CDL operator status to class B. Added lawn care tools and chain/pole saw to handheld power tools section.						

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.	