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

Job Title:	Welder	Position Number:	P898
Sup Org:	PAR-Landscape Services-Life Cycle	Approver's Name	
Date of Last Update:	March 02, 2023	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		

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

Element	Condition/Level/Value	Frequency	Duration
Standing		Frequent	Substantial
Walking		Frequent	Substantial
Sitting		Occasional	Short
Reaching	Shoulder level or higher	Frequent	Short
Lifting	Up to 50 lbs.	Frequent	Short
	Over 50 lbs.	Occasional	Short
Carrying	**Weight:** Over 50 lbs.	Occasional	Short
	Distance: Up to 25 ft.	Occasional	Short
Pushing	**Estimated weight-resistance equivalency**		
	Over 50 lbs.	Occasional	Short
Pulling	**Estimated weight-resistance equivalency**		
	Up to 50 lbs.	Occasional	Short
Working Overhead	Using hand tools	Occasional	Short
	Using power tools	Occasional	Short
	Weight: Up to 10 lbs.	Occasional	Short
Climbing Stairs		Occasional	Short
Climbing Ladders		Occasional	Short
Balancing		N/A	N/A
Stooping		Frequent	Moderate
Kneeling/Squatting		Frequent	Moderate
Bending		Frequent	Moderate
Crawling		N/A	N/A
Explosive Strength: Short bursts of muscle force to propel oneself.		Occasional	Short
Trunk Strength: Use of abdominal and lower back muscles.		Frequent	Substantial
Dynamic Strength: Use of muscle force repeatedly or continuously & resistant to fatigue.		Frequent	Substantial
Repetitive Limb Movement	Fingers/Wrist	Constant	Long
	Arm/Shoulder	Constant	Long
Dexterity	Grasping	Constant	Long
	Repetitive use of foot controls	Seldom	Short
Repetitive Twisting	Wrist/Elbow	Constant	Long
	Shoulder	Constant	Long
Awkward Positions & Motions	Awkward positions	Frequent	Moderate

Working Conditions

Element	Condition/Level/Value	Frequency	Duration
Working Outside: in all weather conditions		Frequent	Substantial
Working Alone: out of communication w/others		N/A	N/A
Extreme Temperatures	At/above 90 degrees	Occasional	Substantial
	Below 30 degrees	Occasional	Substantial
Extreme Wetness		N/A	N/A
Extreme Dryness		N/A	N/A
Exposure to Traffic	N/A	N/A	N/A
Congested Area/Workspace		N/A	N/A
Confined Space- Permit REQUIRED		N/A	N/A
Working Below Ground		N/A	N/A
Working at Heights (ft.)	N/A	N/A	N/A
Noise Level: > 85 decibels TWA for 8 hrs.	N/A	N/A	N/A
Vibrations	Hand-held grinder	Occasional	Moderate
	Body area(s): Ex- Trunk, shoulders, arms, and hands.		
Dust / Dirt / Particulate		Frequent	Substantial
Radiation		N/A	N/A
Silica/Fiberglass		N/A	N/A
Asbestos		N/A	N/A
Aerosols & Gases	Toxic/Poisonous	Frequent	Substantial
Hazardous Materials /Chemicals		Welding Supplies/Materials	
		undefined	
		undefined	
Petroleum Products	N/A	N/A	N/A
Electrical Hazard		N/A	N/A
Fire Hazard		Frequent	Frequent
Infectious Diseases Exposure Type(s):	N/A	N/A	N/A
	Ex- Repair sewer pipes; empty residence trash cans.		

Symbols:	< equal to or less than	< less than
	> 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	N/A	N/A		**Hazardous Surfaces**	N/A	N/A	N/A
	Depth perception	N/A	N/A					
					Other Hazards	Sharp edges/objects	Frequent	Moderate
Hearing	Conversational level	N/A	N/A					
Smell	Burning odor	N/A	N/A					
					Hours Worked	More than 40 hours/week	Seldom	
						More than 8 hours/day	Seldom	
Touch	Distinguish texture	N/A	N/A					
					Telework Eligible	No		
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	Welding mask/hood	Frequent	Substantial		**Motor Vehicles**	Sedan/Pickup/Van	Occasional	Short
					Heavy Equipment	N/A	N/A	N/A
Respiration Protection	Dust mask	Occasional	Moderate					
Hearing Protection	Ear plugs	Frequent	Substantial		**Other Equipment or Machinery**	Welding machine	Frequent	Substantial
Head Protection	Hard hat (impact protection)	Frequent	Substantial					
	Fire/heat resistant balaclava/hood	Frequent	Substantial					
					Hand-Held Power Tools	N/A	N/A	N/A
Hand Protection	Heat resistant	Frequent	Substantial					
Foot Protection	Steel/composite toe-safety rated	Constant	Long		**Hand Tools and Instruments**	Metal-working tools	Frequent	Short
Body, Arm, and Leg Protection	Arc Rated	Frequent	Substantial					
	Welding sleeves	Frequent	Substantial		**Office Machines & Equipment**	N/A	N/A	N/A
	Chaps	Frequent	Substantial					

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:	

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 specialized 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:
Detailed written material in the form of informational reports, memos, articles, plans and drawings to be used in performing duties.
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 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 others outside of the immediate work unit/agency, typically one-on-one, responding to inquiries or responding to requests for services.
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:
Some decision making in duties such as troubleshooting where observation/judgement occurs and then a selection is made from a number of possible options for resolution.
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:
Involve numerous calculations, extensive data entry, or are manual but varied and require considerable skill. Inattention to detail could result in misleading reports or 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.