

Job Task Analysis

Employer:	Stanislaus County
Occupation:	Parks Maintenance Worker
Classification:	I, II, III
Company Contact:	Risk Management 1010 10 th Street Modesto, California 95354 (209) 525-5710
Date:	February 2010; Updated September 2019
Analysis Provided By:	Lyle Andersen, PT, CWCE Andersen Physical Therapy, Inc. 1917 Coffee Road Modesto, California 95355 (209) 549-4626

INTRODUCTION:

A complete job description is available through Stanislaus County Human Resources. The environmental factors, physical and functional demands for this Job Task Analysis were documented by Andersen Physical Therapy, Inc. The methodology for documentation consisted of on-site visits, using various measuring devices such as dynamometers and scales, as well as observation and interviews with employees and managers. A detailed record was made of the physical and functional demands of the job in terms of force pounds, weight, frequency, height, distance, anthropometric measurements, stamina, and degrees of range of motion. The determination of the frequencies of functional activities is based on standards provided by the National Institute for Occupational Safety and Health (NIOSH) and the Work Practice Guide for Manual Lifting (U.S. Department of Commerce, National Technical Information Service).

The Job Task Analysis is organized as follows: General work description; safety requirements; equipment; environmental factors; and physical/functional demands.

GENERAL WORK DESCRIPTION:

The frequency of the following activities may vary according to the physical requirements of the specific job tasks that the employee may be required to perform at random intervals.

Under the general supervision of the department manager, Parks Maintenance Worker collects fees and assists visitors at County parks and performs routine park and grounds maintenance tasks. related grounds and structures cleanup and operates light grounds maintenance equipment.

SPECIFIC DUTIES: Available through the Human Resources Department at the County of Stanislaus.

<https://www.governmentjobs.com/careers/stanislaus/classspecs>

Safety Requirements: All employees are required to observe company safety procedures and standards to insure individual and collective safety, in addition to avoiding unnecessary risk to oneself, co-workers, customers, and property.

Equipment:

- | | |
|-------------------------|---------------------------------|
| 1. 2-way radio. | 20. Grinders and sander. |
| 2. Aerator. | 21. High pressure washer. |
| 3. Air tools. | 22. High ranger lift truck. |
| 4. Arch welder. | 23. Jackhammer. |
| 5. Backhoe. | 24. Miscellaneous garden tools. |
| 6. Backpack blower. | 25. Plumbers power snake. |
| 7. Barricade. | 26. Power hedge trimmers. |
| 8. Cash register. | 27. Power pole pruner. |
| 9. Chain saw. | 28. Power saw. |
| 10. Chopsaw (or metal). | 29. Push mower. |
| 11. Computer. | 30. Riding lawn mower. |
| 12. Cone. | 31. Sign machine. |
| 13. Copy machine. | 32. Spray rig. |
| 14. Dozer. | 33. Table saw. |
| 15. Drill press. | 34. Tractors. |
| 16. Dump truck. | 35. Various cement tools. |
| 17. Forklift. | 36. Various hand tools. |
| 18. Gas cutting torch. | 37. Weed eater. |
| 19. Gas edger. | |

*All employees within the **Parks Maintenance Worker** positions are required to provide physical assistance for all weight and frequency requirement needs of all job tasks in order to maintain a safe work environment. Employees must be physically capable of working in any of the job tasks within the **Parks Maintenance Worker** positions.*

ENVIRONMENTAL FACTORS



The following percentages are given in terms of an eight-hour workday:

Seldom = 1% - 2%	Frequent = 34% - 66%
Occasional = 3% - 33%	Constant = 67% - 100%

	ENVIRONMENTAL FACTORS	MAXIMUM FREQUENCY
1.	Unprotected heights:..... Loading dock, ladder, cliff, embankment, roof, scaffold	Occasional
2.	Being around moving machinery: Traffic, gardening equipment, saw	Constant
3.	Exposure to marked changes in temperature and humidity: outside temperatures may seasonally vary between 28-110 degrees.....	Occasional
4.	Exposure to dust, fumes, smoke, gases, or other irritating substances (specify): Leaf blower. <i>Respiratory protection is available.</i>	Frequent
5.	Driving: Truck, tractor, mower, earth moving equipment	Constant
6.	Exposure to excessive noise: Sound levels produced up to 85dB. Chain saw, leaf blower, compressor, jackhammer. <i>Hearing protection is available</i>	Frequent
7.	Exposure to radiant or electrical energy:.....	Not Applicable
8.	Exposure to solvents or chemicals: <i>Refer to MSDS document. Protective clothing available</i>	Occasional
9.	Exposure to slippery or uneven walking surfaces: Water, mud, ice, algae, embankments	Constant
10.	Working below ground:.....	Not Applicable
11.	Unusual fatigue factors:	Not Applicable
12.	Working with explosives:.....	Not Applicable
13.	Excessive vibration: Weedeater, chainsaw	Frequent
14.	Working with hands in water or other substance:..... Plumbing, river or lake cleanup, irrigation repair. <i>Hand protection is available.</i>	Occasional
15.	Working proximity:..... Alone: Closely with others:	Frequent Constant
16.	Working inside:..... Shop, entrance station	Constant
17.	Working outside:..... Park, campground, streetscape or other outdoor setting	Constant

FUNCTIONAL ACTIVITIES



The frequency of the following activities may vary according to the physical requirements of the specific job tasks the employee may be required to perform at random intervals.

PHYSICAL AND FUNCTIONAL REQUIREMENTS

<u>FREQUENCY DEFINITIONS</u>	<u>SELDOM</u>	<u>OCCASIONAL</u>	<u>FREQUENT</u>	<u>CONSTANT</u>
Percent of the Day	1-2%	3-33%	34-66%	67-100%
Material Handling	1-4 Reps	5-32 Reps	33-250 Reps	251-2,000 Reps
Non Material Handling	1-4 Reps	5-32 Reps	33-250 Reps	251-2,000 Reps
Repetitive & Static Work	1-50 Reps	51-250 Reps	251-1,000 Reps	1,001-20,000 Reps

1.) **PUSH**: *Pushing activities may require use of the back in conjunction with leg and arm musculature.*

MAXIMUM REQUIREMENT

0-10 pounds:	Frequent	
11-25 pounds:	Frequent	
26-35 pounds:	Occasional	
36-50 pounds:	Occasional	
51-75 pounds:	Seldom	
76-100 pounds:	Not Required	Maximum Force: 60 Pounds

Assistive Devices: Wheelbarrow, 4-Wheel Cart, Hand Truck, Tractor. Additionally, one or more person(s) assistance is available with forces greater than 60 pounds.

Comments: Pushing is utilized with activities such as retrieving, returning, storing, adjusting, moving and/or transporting equipment and supplies (e.g. dolly, cart, lawn tools, wheelbarrow, concrete, saw). The employee exerts up to 60 pounds of force in a horizontal plane from waist to shoulder height of a distance up to 50+ feet when performing job tasks (e.g. saw and other hand and power equipment; repair, maintain equipment; construct, demolish, maintain grounds and structures; push wheeled container requiring up to 60+ pounds of force).

2.) **PULL**: *Pulling activities may require use of the back in conjunction with leg and arm musculature.*

MAXIMUM REQUIREMENT

0-10 pounds:	Occasional	
11-25 pounds:	Occasional	
26-35 pounds:	Seldom	
36-50 pounds:	Seldom	
51-75 pounds:	Seldom	
76-100 pounds:	Not Required	Maximum Force: 60 Pounds

Assistive Devices: 4-Wheel Cart, Hand Truck, Tractor. Additionally, one or more person(s) assistance is available with forces greater than 60 pounds.

Comments: Pulling is utilized with activities such as retrieving, returning, storing, adjusting, moving and/or transporting equipment and supplies (e.g. dolly, cart, lawn tools, wheelbarrow, concrete, saw). The employee exerts up to 60 pounds of force in a horizontal plane from waist to shoulder height of a distance up to 10+ feet when performing job tasks (e.g. saw and other hand and power equipment; repair, maintain equipment; construct, demolish, maintain grounds and structures; pull wheeled container requiring up to 60+ pounds of force; pull trap, straps). *Pushing is the preferred method of moving carts.*

3.) **STAND-UP LIFT:** *Lifting weighted objects between floor and waist height.*

<u>MAXIMUM REQUIREMENT</u>	
0-10 pounds:	Frequent
11-25 pounds:	Occasional
26-35 pounds:	Occasional
36-50 pounds:	Occasional
51-75 pounds:	Occasional
76-100 pounds:	Not Required
Maximum Force: 60 Pounds	

Assistive Devices: Hydraulic Tractor, Forklift, Lift Gate. One or more person(s) assistance is available with weights greater than 60 pounds.

Comments: A stand-up lift is utilized with activities such as retrieving, returning, storing, adjusting, moving, operating and/or transporting waste, equipment and supplies (e.g. repair and maintain equipment, grounds and structures; construction and demolition with pipe, wire, paint, wood, concrete, metal block, plastic; nuts, bolts, nails, staples; pruning/trimming/cutting; dumping trash). The employee lifts items weighing between less than 1 pound and 60 pounds off the floor when performing job tasks (e.g. hand and power tools; shovel loads; up to 60+-pound sacks of cement/sand; trailer tongue; branches/limbs/weeds/lawn clippings, rocks, concrete, lumber, sheetrock, shingles, metal siding, miscellaneous disposed items; up to 50-pound 35-gallon trash cans located in parks, lakes and camp grounds). *County work assignments are on occasion assisted by non-paid outside labor sources including honor farm inmates, alternative work programs, general assistant recipients, summer youth, juvenile hall workers.*

4.) **LEVEL LIFT:** *Lifting weighted objects from between waist and chest height level for a maximum horizontal distance of up to four feet.*

<u>MAXIMUM REQUIREMENT</u>	
0-10 pounds:	Frequent
11-25 pounds:	Frequent
26-35 pounds:	Occasional
36-50 pounds:	Occasional
51-75 pounds:	Occasional
76-100 pounds:	Not Required
Maximum Force: 60 Pounds	

Assistive Devices: Hydraulic Tractor, Forklift, 4-Wheel Cart, Hand Truck. Additionally, one or more person(s) assistance is available with weights greater than 60 pounds.

Comments: A level lift is utilized with activities such as retrieving, returning, storing, adjusting, moving, operating and/or transporting waste, equipment and supplies (e.g. repair and maintain equipment, grounds and structures; construction and demolition with pipe, wire, paint, wood, concrete, metal block, plastic; nuts, bolts, nails, staples; pruning/trimming/cutting; dumping trash). The employee lifts items weighing between less than 1 pound and 60 pounds when performing job tasks (e.g. hand and power tools; shovel loads; up to 60+-pound sack of cement/sand; branches/limbs/weeds/lawn clippings, rocks, concrete, lumber, sheetrock, shingles, metal siding, miscellaneous disposed items; up to 50-pound 35-gallon trash cans located in parks, lakes and camp grounds). *County work assignments are on occasion assisted by non-paid outside labor sources including honor farm inmates, alternative work programs, general assistant recipients, summer youth, and juvenile hall workers.*

5.) **WEIGHT CARRY:** *Carrying weighted objects between waist and chest height beyond a distance of four feet.*

<u>MAXIMUM REQUIREMENT</u>	
0-10 pounds:	Constant
11-25 pounds:	Frequent
26-35 pounds:	Occasional
36-50 pounds:	Seldom
51-75 pounds:	Seldom
76-100 pounds:	Not Required
Maximum Force: 60 Pounds	

Assistive Devices: Tractor, Dolly, Forklift, 4-Wheel Cart, Hand Truck. Additionally, one or more person(s) assistance is available with weights greater than 60 pounds.

Comments: Weight carry is utilized with activities such as retrieving, returning, storing, adjusting, dragging, moving, operating and/or transporting waste, equipment and supplies (e.g. repair and maintain equipment, grounds and structures; construction and demolition with pipe, wire, paint, wood, concrete, metal block, plastic; nuts, bolts, nails, staples; pruning/trimming/cutting; dumping trash). The employee carries items weighing between less than 1 pound and 60 pounds between 5 feet and 50+ feet when performing job tasks (e.g. hand and power tools; shovel loads; up to 60+-pound sack of cement/sand; branches/limbs/weeds/lawn clippings, rocks, concrete, lumber, sheetrock, shingles, metal siding, miscellaneous disposed items; up to 50-pound 35-gallon trash cans located in parks, lakes and camp grounds). *County work assignments are on occasion assisted by non-paid outside labor sources including honor farm inmates, alternative work programs, general assistant recipients, summer youth, and juvenile hall workers.*

6.) **OVERHEAD LIFT/PULL DOWN:** *Lifting weighted object from/to chest and overhead height level.*

<u>MAXIMUM REQUIREMENT</u>	
0-10 pounds:	Occasional
11-25 pounds:	Seldom
26-35 pounds:	Not Required
36-50 pounds:	Not Required
51-75 pounds:	Not Required
76-100 pounds:	Not Required
Maximum Force: 25 Pounds	

Assistive Devices: A vertical ladder, step ladder or step stool is available to bring items to eye or shoulder level. Additionally, one or more person(s) assistance is available with weights greater than 25 pounds.

Comments: Overhead lift/pull down is utilized with activities such as retrieving, returning, adjusting and/or transporting equipment and supplies (e.g. tools, paint roller/brush, wood, plumbing and electrical parts, shrubs, trees, branches, metal, wall material, light bulbs, air filters). The employee lifts items weighing between less than 1 pound and 25 pounds to a maximum height of 72 inches when performing job tasks (e.g. overhead shelves, taping sheet rock, operating manual and power tools; repairing and maintenance of overhead equipment/fixtures; removal or assembly of hardware; painting above head, replacing of light bulbs; repair and construction, lumber, paint, wire, saw or prune overhead branches and limbs). *Variables to overhead reaching will be the employee's height and anthropometric reach.*

7.) OVERHEAD REACH:

**MAXIMUM
FREQUENCY:** Occasional

Comments: Comments: Overhead reach is performed to a maximum height of 84 inches when operating, retrieving, returning, storing, adjusting, moving and/or transporting equipment and supplies (e.g. repair, and maintain equipment, grounds and structures; construction and demolition with pipe, wire, paint, wood, metal, plastic; nuts, bolts, nails, staples; prune, trim, cut shrubs/trees, prune overhead landscape; dump trash; graffiti abatement). *A ladder (appropriate height) or step stool may be utilized to bring items to eye or shoulder level. Variables to overhead reaching will be the employee's height and anthropometric reach.*

8.) FORWARD REACH:

**MAXIMUM
FREQUENCY:** Frequent

Comments: Forward reach is performed to a maximum distance of 36 inches when operating, retrieving, returning, storing, adjusting, moving and/or transporting equipment and supplies (e.g. repair, and maintain equipment, grounds and structures; construction and demolition with pipe, wire, paint, wood, concrete, metal, plastic; nuts, bolts, nails, staples; prune, trim, cut shrubs trees, grounds and landscape; dump trash; graffiti abatement; shovel and rake; collect money and make toll fee change at park entrance stations; drive vehicle; mow, edge). *The degree of elbow extension required for reaching will vary according to the employee's anthropometric reach.*

9.) STOOP:

**MAXIMUM
FREQUENCY:** Occasional

Comments: Stooping is performed when operating, retrieving, returning, storing, adjusting, moving and/or transporting equipment and supplies (e.g. repair, and maintain equipment, grounds and structures; construction and demolition with pipe, wire, paint, wood, concrete, metal, block, plastic; nuts, bolts, nails, staples; prune, trim, cut shrubs trees, landscape; dump trash; graffiti abatement; shovel and rake; weed). *Variable to stooping will be the employee's height. Stooping of the head, trunk and knees can be minimized or avoided by substituting alternate positions of squatting, kneeling or bending when performing job tasks.*

10.) SQUAT: (Unloaded)

**MAXIMUM
FREQUENCY:** Seldom

Comments: Squatting is performed when operating, retrieving, returning, storing, adjusting, moving and/or transporting equipment and supplies (e.g. repair, and maintain equipment, grounds and structures; construction and demolition with pipe, wire, paint, wood, concrete, metal, block, plastic; nuts, bolts, nails, staples; prune, trim, cut shrubs trees, landscape; graffiti abatement; rake; weed). *Squatting may be minimized or avoided by substituting alternate positions of bending or kneeling. Partial squatting is a preferred lifting posture.*

11.) FORWARD BEND:**MAXIMUM
FREQUENCY:** Frequent

Comments: Bending forward at the waist is performed when operating, manipulating, handling retrieving, returning, storing, adjusting, moving and/or transporting equipment and supplies (e.g. repair, and maintain equipment, grounds and structures; construction and demolition with pipe, wire, paint, wood, concrete, metal, block, plastic; nuts, bolts, nails, staples; prune, trim, weed, plant, cut shrubs/trees, mow/edge, leaf blow landscape; dump trash; graffiti abatement; collect money and make toll fee change at park entrance station; shovel and rake). Maximum forward trunk flexion required is 60 degrees. *Employee may minimize or avoid excessive forward bending of the trunk up to 80 degrees by using alternate positions of bending at the hips, kneeling, half kneeling, stooping, sitting or squatting.*

12.) TWIST:**MAXIMUM
FREQUENCY:** Frequent

Comments: Twisting at the waist is performed when operating, retrieving, returning, storing, adjusting, moving and/or transporting equipment and supplies (e.g. repair, and maintain equipment, grounds and structures; construction and demolition with pipe, wire, paint, wood, concrete, metal, plastic; nuts, bolts, nails, staples; prune, trim, weed, plant, cut shrubs/trees, mow/edge/leaf blow landscape; dump trash; graffiti abatement; drive vehicle). *Twisting at the waist may be minimized by turning the whole body, including the feet and working from a swivel office chair.*

13.) TURN:**MAXIMUM
FREQUENCY:** Frequent

Comments: Turning is performed when operating, retrieving, returning, storing, adjusting, moving and/or transporting equipment and supplies (e.g. repair, and maintain equipment, grounds and structures; construction and demolition with pipe, wire, paint, wood, concrete, metal, plastic; nuts, bolts, nails, staples; prune, trim, weed, plant, cut shrubs/trees, mow/edge, leaf blow landscape; dump trash; graffiti abatement; make change at park entrance station).

14.) KNEEL:**MAXIMUM
FREQUENCY:** Occasional

Comments: Kneeling is performed when operating, retrieving, returning, storing, adjusting, moving and/or transporting equipment and supplies (e.g. repair and maintain equipment, grounds and structures; construction and demolition with pipe, wire, paint, wood, concrete, metal, block, plastic; nuts, bolts, nails, staples; prune, trim, weed, plant, cut shrubs/trees, graffiti abatement; irrigation maintenance). *Kneeling may be minimized or avoided by substituting alternate positions of bending, squatting, or half kneeling.*

15.) CRAWL:**MAXIMUM
FREQUENCY:** Not Required

Comments: Crawling is not required to perform job tasks.

16.) **STAIR CLIMB:**

**MAXIMUM
FREQUENCY:** Seldom

Comments: Stair climb is required to perform job tasks (e.g. playground equipment, swimming pool, water treatment plant).

17.) **LADDER CLIMB:**

**MAXIMUM
FREQUENCY:** Occasional

Comments: Ladder climbing is performed onto/off of safety ladders or steps to access equipment, structures and supplies (e.g. repair and maintain overhead equipment, grounds and structures; construction and demolition with pipe, wire, paint, wood, concrete, metal, plastic; nuts, bolts, nails, staples; prune, trim, cut shrubs/trees; graffiti abatement; miscellaneous work projects located up to 10+ feet above floor level). *Variables to overhead climbing will vary according to the employee's height and anthropometric reach.*

18.) **WALK:**

**MAXIMUM
FREQUENCY:** Constant

Comments: Walking is performed when retrieving, returning, storing, adjusting, moving and/or transporting equipment and supplies (e.g. to/from job sites; litter control; lawn care, hose and sprinkler irrigation; site inspection; construction, demolition, repair and maintenance; trash collection; weed control; fee collection at most park camp sites. Walking length varies between 5 feet and 1/2 mile depending on job task.

19.) **SIT:**

**MAXIMUM
FREQUENCY:** Frequent

Comments: Sitting is performed for a maximum of 120-minute intervals when operating equipment (e.g. drive or ride to/from work site; operate light and heavy equipment; observation and/or surveillance for inspection of County property).

20.) **STAND:** *(Static)*

**MAXIMUM
FREQUENCY:** Occasional

Comments: Static standing is performed for a maximum of 15-minute intervals when operating, retrieving, returning, storing, adjusting, moving and/or transporting equipment and supplies (e.g. repair and maintain equipment, grounds and structures; construction and demolition with pipe, wire, paint, wood, concrete, metal, plastic; nuts, bolts, nails, staples; prune, trim, cut shrubs/trees, landscape; trash collection; graffiti abatement; collect fee and make change at park toll entrance; operate park entrance station). *Specific work tasks may require up to frequent standing.*

21.) **BALANCE:**

**MAXIMUM
FREQUENCY:** Constant

Comments: Adequate balance is required for safe walking, standing, climbing, reaching and lifting.

22.) **HAND/FOOT CONTROL:**

<u>MAXIMUM REQUIREMENT</u>	
HAND:	
Right:	Frequent
Left:	Frequent
Both:	Frequent
Either:	Frequent
FOOT:	
Right:	Frequent
Left:	Occasional
Both:	Occasional
Either:	Seldom

Comments: Hand controls are utilized to operate equipment (e.g. vehicle; power tools; miscellaneous levers and valves; heavy equipment) when performing job tasks (e.g. drive vehicle, control hand-held and/or power tool; weed control, mower, switch). Foot controls are utilized to operate equipment (e.g. drive vehicle). *D-3 Dozer requires both feet to operate, frequently.*

23.) **UPPER AND LOWER EXTREMITY COORDINATION:**

<u>MAXIMUM REQUIREMENT</u>	
Simple Grasp:	Frequent
Firm Grasp:	Frequent
Fine Manipulation:	Frequent
Eye/Hand Coordination:	Occasional
Hand/Foot Coordination:	Frequent

Comments: Grasping and coordination activities are performed when retrieving, returning and/or adjusting equipment and supplies (e.g. drive and operate equipment; desk work at entrance station; repair and maintenance of County owned equipment, structures and grounds).

Simple grasping is utilized to perform job tasks (e.g. lift and manipulate objects weighing less than 5 pounds; drive vehicle; maintenance, repair or construction).

Firm grasping is utilized to perform job tasks (e.g. lift and handle objects weighing 5 pounds or greater; operate hand or power tools, operate light mobile equipment; construction, repair and maintenance of County equipment property and structures).

Fine manipulation is utilized to perform job tasks (e.g. handwrite, cash register, money change; miscellaneous switches and buttons; lock and key).

Eye/hand coordination is utilized to perform job tasks (e.g. drive equipment and vehicle, operate hand and power tools; money change).

Hand/foot coordination is utilized to perform job tasks (e.g. drive vehicle, operate equipment).

Depending on individual hand dominance, one hand may be used more frequently than the other when performing job tasks.

24.) **CERVICAL (NECK) MOVEMENT:**

	<u>MAXIMUM REQUIREMENT</u>
Static Neutral Position:	Frequent
Flexing:	Frequent
Rotating:	Frequent
Extending:	Occasional

Comments: Neck movement is required when performing job tasks (e.g. drive and operate equipment; construction, repair and maintenance of County equipment, property, structures and grounds). *Participation in the observation of the work environment allows for safe working conditions. Full cervical range of motion is required to safely perform the job tasks.*

{End of Report}



Stanislaus County

JOB TASK ANALYSIS SUMMARY

<u>FREQUENCY DEFINITIONS</u>	<u>SELDOM</u>	<u>OCCASIONAL</u>	<u>FREQUENT</u>	<u>CONSTANT</u>
Percent of the Day	1-2%	3-33%	34-66%	67-100%
Material Handling	1-4 Reps	5-32 Reps	33-250 Reps	251-2,000 Reps
Non Material Handling	1-4 Reps	5-32 Reps	33-250 Reps	251-2,000 Reps
Repetitive & Static Work	1-50 Reps	51-250 Reps	251-1,000 Reps	1,001-20,000 Reps

The following is a summary of the physical demands of the Job Task Analysis that were obtained for the position of:

PARKS MAINTENANCE WORKER

Functional Activities	Maximum Requirements	Functional Activities	Maximum Requirements
<i>Push (Force)</i> ¹	60 pounds	<i>Stair Climb</i> ¹	Seldom
<i>Pull (Force)</i> ¹	60 pounds	<i>Ladder Climb</i> ¹	Occasional
<i>Stand Up Lift</i> ¹	60 pounds	<i>Walk</i> ¹	Constant
<i>Level Lift</i> ¹	60 pounds	<i>Sit</i> ¹	Frequent
<i>Weight Carry</i> ¹	60 pounds	<i>Stand (Static)</i> ¹	Occasional
<i>Overhead Lift/Pull Down</i>	25 pounds	<i>Balance</i> ¹	Constant
<i>Overhead Reach</i> ¹	Occasional	<i>Hand Control</i> ¹	Frequent
<i>Forward Reach</i> ¹	Frequent	<i>Foot Control</i> ¹	Occasional
<i>Stoop</i> ¹	Occasional	<i>Simple Grasp</i> ¹	Frequent
<i>Squat (Unloaded)</i> ¹	Seldom	<i>Firm Grasp</i> ¹	Frequent
<i>Forward Bend</i> ¹	Frequent	<i>Fine Manipulation</i> ¹	Frequent
<i>Twist</i> ¹	Frequent	<i>Eye/Hand Coordination</i> ¹	Occasional
<i>Turn</i> ¹	Frequent	<i>Hand/Foot Coordination</i> ¹	Frequent
<i>Kneel</i> ¹	Occasional	<i>Cervical (neck) Movement</i> ¹	Frequent
<i>Crawl</i>	Not Required		

¹ The critical demands of the job.

Lyle Andersen, PT

 Lyle Andersen, PT, CWCE
 Preparer Signature

Date: _____

James Parsley

 Contact Person James Parsley
 Title Manager II

Date: 4/15/20

 Contact Person
 Title

Date: _____

 Contact Person
 Title

Date: _____

LA/gm