

COUNTY OF SONOMA - JOB DEMANDS ANALYSIS

**JOB CLASSIFICATION: Vegetation Control Advisor (5032)**

**DEPARTMENT: Sonoma County Water Agency**

**PHYSICAL DEMAND STRENGTH RATING: Medium**

**DATE COMPLETED: May 2024**

**DIVISION: Wastewater Operations & Maintenance**

**INSTRUCTIONS TO MEDICAL PROVIDERS COMPLETING THIS FORM:**

*Please use the “Medical Provider Use Only” columns to the right of each section and the “Medical Provider’s Comments & Signature” Section on the signature page to provide work restrictions by indicating whether there is some portion of each function that the employee can perform; designating whether each restriction is temporary or permanent; and, if restriction is temporary, stipulating the expected duration of work restriction(s). To finalize the form, please provide the name of the employee evaluated and additional comments, as appropriate, then sign and date where indicated.*

**FREQUENCY RATING:**

Frequency	Percentage of time per shift	Repetition (# times per shift)	8 Hr Shift	9 Hr Shift	10 Hr Shift	12 Hr Shift
Never/Not Required (N)	n/a	n/a	n/a	n/a	n/a	n/a
Occasionally (O)	1 - 33%	1 – 100	0 - 2.5	0 - 3	0 - 3.5	0 – 4
Frequently (F)	34 - 66%	100 – 500	2.5 - 5.5	3 - 6	3.5 - 7	4 – 8
Continuously (C)	67 - 100%	500+	5.5 – 8	6 - 9	7 - 10	8 - 12

**PART 1 - JOB DUTIES/FUNCTIONS:**

A. Job Duty/Function	B. Job Duty #	C. Freq Rating	D. Equipment or tools used to perform (Describe)	E. Specialized Expertise, License, Certification Required? (Describe)	F. Essential or Non- Essential	Medical Provider Use Only: For each job duty/function, indicate in this column “Can Perform”, is “Temporarily Restricted” from performing, or is “Permanently Restricted” from performing.
While performing the following duties, employees in this position work both in a typical office environment and in the field in all types of terrain and weather conditions, performing duties in both daylight and dark/dim conditions.						
Plans, organizes, coordinates, and administers the Water Agency’s herbicide application and vegetation management program; uses discretion and good judgment to interpret and apply current regulations and Integrated Pest Management practices to develop a plan for the control and eradication of weeds using chemical, mechanical, manual, or biological methods.	1	F	Computer, phone	Valid CA Qualified Applicators License Category E & Valid CA State Agricultural Pest Control Advisor License	E	
Works long and irregular hours including holidays during response and recovery phases of emergency situations such as flooding and fires to advise on tree and vegetation hazards.	2	O	Vehicle, phone	N/A	E	
Directly supervises assigned staff in the performance of	3	O	Computer, phone	N/A	E	

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vegetation management activities; plans, organizes, and assigns work; orients and trains staff; evaluates, reviews, and monitors activity of staff.						
Maintains an ongoing safety program with staff involved in the vegetation management program; actively utilizes and implements established safety practices; instructs crew members in proper safety procedures and personal protective equipment, applicable regulations, permit requirements, and public safety protections; observes work being performed for compliance; corrects unsafe behavior.	4	C	Computer, phone, PPE	Valid CA Qualified Applicators License Category E & Valid CA State Agricultural Pest Control Advisor License	E	
Writes recommendations utilized when employing economic poisons in the course of vegetation management, specifically citing criteria and mitigation measures; consults with and follows the direction of the Agricultural Commissioner in the use of weed control substances.	5	F	Computer, phone	Valid CA Qualified Applicators License Category E & Valid CA State Agricultural Pest Control Advisor License		
Evaluates weed species, crop, or other plant growth locations; evaluates wind direction and velocity to determine best method of herbicide application; prepares written and verbal recommendations regarding application procedures, including weather requirements for spraying, recommended and suitable herbicides for the specific application, signage and public notification requirements, arbor and shrub management best practices, and conditions of reentry and public safety to areas where work is or has been performed.	6	F	Computer, phone	Valid CA Qualified Applicators License Category E & Valid CA State Agricultural Pest Control Advisor License	E	
Directs and assists staff with proper mixing and application of chemicals; loads pesticides into hoppers on the spray truck; operates hose to apply pesticides; may drive weed spray truck; cleans and maintains spray truck; mixes, lifts, pours, and carries buckets and other containers weighing up to 30 pounds; occasionally wears backpack applicator and uses spray wand to apply pesticides; inspects machines, equipment and tools and reports damage, required maintenance, and need for replacement.	7	O	Spray truck, electric pump, buckets, PPE (i.e., gloves, mask)	Valid CA Qualified Applicators License Category E & Valid CA State Agricultural Pest Control Advisor License	E	
Prepares daily and monthly logs and reports of chemicals used; prepares annual inventory of vegetation within specified areas; maintains paper and electronic files and records.	8	F	Computer, phone	N/A	E	

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Assists in the preparation and review of programs and reports involving vegetation management activities; prepares budget estimates, specifications, and design input for a variety of vegetation management projects; oversees the installation of re-vegetation projects, supervises crews, and monitors follow up needs; engages in restoration projects such as collecting and planting native seeds; oversees grubbing projects; implements erosion control projects when needed.	9	F	Computer, phone	N/A	E	
Collects data from annual monitoring of stream mitigation projects; reviews sites, counts, and identifies plant species; performs wildlife, vegetation, and habitat mitigation monitoring surveys including species identification and observing threatened and endangered wildlife.	10	O	Computer, phone, PPE	N/A	E	
Drives Agency vehicles/pick-up trucks to and from agency facilities, including rugged, remote, and off-road locations; inspects vehicle and reports damage, required repairs and maintenance.	11	F	Vehicle	Valid CA Driver's License	E	
Assigns, orients, and oversees the work of probationers and general assistance workers; uses respectful communications and positive reinforcement to motivate and manage non-employee workers; reports unacceptable behavior to WA Coordinator.	12	O	Computer, phone	N/A	E	
Communicates with other agency staff, contract workers, and the general public, in person and by phone, to obtain and provide information, and respond to complaints; maintains a calm and professional manner while dealing with hostile individuals; coordinates activities with other agency staff, contract workers and other non-employee workers; acts as a liaison when projects overlap on private property.	13	F	Computer, phone	N/A	E	
Participates in continuous training to maintain required certifications and licenses, and to maintain and enhance knowledge and skills necessary to perform assigned duties.	14	O	Computer, phone	N/A	E	
Plans, organizes, and administers the tree damage program; investigates and makes recommendations related to hazards posed by trees; installs mulch and waters newly planted trees; leads WA maintenance or youth crews removing undesirable trees, shrubs, weeds, and other plant materials from flood	15	O	Computer, phone, clippers/other tree/brush removal tools	Licenses Needed: Valid CA Qualified Applicators License Category E & Valid CA State Agricultural Pest	E	

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control channels; coordinates the trimming or removal of hazardous trees by County or contract staff.				Control Advisor License		
Inspects county roadways, rights of way, and other Agency properties to ascertain the degree and extent of weed infestation; walks over all types of terrain, including steep, slippery, uneven surfaces and climbs over fences or other obstacles to visually inspect County roadways and property and to collect information regarding the condition of trees which may be hazardous to persons or public property.	16	O	PPE, phone	N/A	E	

**PART 2: PHYSICAL DEMANDS**

Activity	Examples of Duties/Functions Requiring Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY: Permanently Restricted
1 Sitting (e.g., driving, computer work)	All	F			
2 Walking	All	F			
3 Running	N/A	N			
4 Standing (e.g., field work)	All	C			
5 Bending-Neck (e.g., driving, field monitoring)	All	F			
6 Bending-Waist (e.g., lifting and loading equipment and materials, installation work, herbicide application)	All	F			
7 Squatting (e.g., when lifting, cleaning, and performing maintenance on equipment and materials, installing plant materials)	6,7,9,10,15,16	O			
8 Climbing (e.g., over fences, into truck bed)	7,10,15,16	O			
9 Kneeling (e.g., landscape maintenance work)	6,7,9,10,15,16	F			
10 Crawling	N/A	N			
11 Twisting (neck) (e.g., driving; using phone, computer)	All	F			
12 Twisting (waist) (e.g., applying herbicide, landscape maintenance)	All	F			
13 Repetitive Hand Use (e.g., computer work)	All	O			
14 Simple Grasping-Right Hand (e.g., using hand tools)	All	F			
15 Simple Grasping-Left Hand (e.g., using hand tools)	All	F			
16 Power Grasping-Right Hand (e.g., using tools for irrigation installation and landscape maintenance)	7,9,10,15	O			
17 Power Grasping-Left Hand (e.g., using tools for irrigation installation and landscape maintenance)	7,9,10,15	O			
18 Fine Manipulation-Right Hand (e.g., computer/office work)	All	F			
19 Fine Manipulation-Left Hand (e.g., computer/office work)	All	F			
20 Pushing and Pulling (right hand) (e.g., pushing wheelbarrow, operating power tools with pull string starters)	7,9,10,15	O			
21 Pushing and Pulling (left hand) (e.g., pushing wheelbarrow, operating power tools with pull string starters)	7,9,10,15	O			
22 Reaching (above shoulder level) (e.g., landscape maintenance)	6,7,9,10,15,16	F			
23 Reaching (below shoulder level) (e.g., landscape maintenance)	6,7,9,10,15,16	F			
24 Lifting-up to 10 lbs. (e.g., using herbicide application tools)	All	F			
25 Lifting-11-25 lbs. (e.g., moving plant materials; operating hand tools)	7 & 15	O			
26 Lifting-26-50 lbs. (e.g., installing potted trees, lifting boxes and materials into truck beds, pushing wheelbarrow, maneuvering mulch)	7 & 15	O			
27 Lifting 51-75 lbs.	N/A	N			
28 Lifting 76-100 lbs.	N/A	N			
29 Lifting 100 + lbs.	N/A	N			
30 Carrying 0-10 lbs. (e.g., using herbicide application tools)	All	F			
31 Carrying 11-25 lbs. (e.g., moving plant materials, carrying hand tools to and from job sites)	7 & 15	O			

Activity	Examples of Duties/Functions Requiring Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY: Permanently Restricted
32 Carrying 26-50 lbs. (e.g., carrying 30lb sacks of fertilizer and/or seed mixture)	7 & 15	O			
33 Carrying 51-75 lbs.	N/A	N			
34 Carrying 76-100 lbs.	N/A	N			

**PART 3: SENSORY REQUIREMENTS**

Activity	Examples of Duties/Functions Requiring Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY Permanently Restricted
1 Functional vision, normal or corrected (e.g., driving, using computer)	All	C			
2 Functional color vision, normal or corrected (e.g., species identification, field monitoring)	6,9,10,15,16	F			
3 Functional night vision, normal or corrected	N/A	N			
4 Functional hearing, normal or corrected	All	C			
5 A sense of smell or taste (e.g., sense of smell to detect odors, leaks, and contamination possibilities)	6,7,9,10,11,15,16	F			

**PART 4: COMPREHENSION LEVEL**

Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY Permanently Restricted
1 Follow Oral Instructions	C			
2 Follow Written Instructions	C			
3 Required to sustain concentration	F			

**PART 5: NATURE OF TASKS**

Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY Permanently Restricted
1 Follow set procedures	C			
2 Organize own work	C			
3 Able to ask questions or request assistance when needed	C			
4 Required to make decisions independently	F			
5 Required to train and/or lead other staff	F			
6 Required to direct other staff (e.g. planning, goal setting, performance)	F			

**PART 6: WORK PACE**

Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY Permanently Restricted
1 Tightly scheduled and rapid pace of work activities at high volume	O			
2 Meet time sensitive deadlines	O			
3 Long and/or irregular hours	O			
4 Limited/unpredictable opportunity for breaks	N			
5 Required to perform on-call or emergency work	O			

**PART 7: COMPLEXITY/VARIABILITY**

Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY Permanently Restricted
1 Variable and unpredictable workflow	O			
2 Attention divided by issues requiring multi-tasking	F			
3 Work requires precise attention to detail	F			
4 Use of judgment in routine matters	C			
5 Requires use of judgment in adapting procedures from one task to another	C			
6 Possible legal ramifications associated with work activities or work product	C			

**PART 8: INTERACTIONS WITH OTHERS**

Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY Permanently Restricted
1 Works with others (e.g., co-workers, other departments/agencies, public)	F			
2 Interactions limited to giving/receiving information	F			
3 Interactions exceed giving/receiving information (e.g., advises, persuades, justifies)	O			
4 Interactions occur under circumstances of emotional stress	O			
5 Risk of confrontation with violent or assaultive clients or customers	O			

**PART 9: ENVIRONMENTAL FACTORS/WORKING CONDITIONS:**

Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY Permanently Restricted
1 Work Inside (e.g., office work, meetings, data entry)	O			
2 Work Outside (e.g., field monitoring, herbicide application, landscape maintenance)	C			
3 Extreme Heat (above 100 degrees)	O			
4 Extreme Cold (below 32 degrees)	O			
5 Excessive Noise (must raise voice to be heard) (e.g., visiting/operating a tree job where chippers are running)	O			
6 Vibration (e.g., may occasionally run a chainsaw)	O			
7 Dust, Vapors, Fumes, Smoke (e.g., Fumes: herbicide application; dust from chipping)	O			
8 Silica, asbestos, etc.	N			
9 Solvents (e.g., gas, turpentine, etc.)	O			
10 Grease, oils	O			
11 Acidic, Caustic Solutions	N			
12 Pesticides	F			
13 Explosives (e.g., dynamite, bomb, etc.)	N			
14 Cleaning supplies, abrasives	O			
15 Other Chemicals (e.g. drugs and other contraband)	N			
16 Human Blood, Body Tissues, or Fluids (e.g., potential for hypodermic needles - employees should avoid)	O			
17 Human Wastes	N			
18 Animal Blood, Body Tissues, or Fluids	N			
19 Animal Wastes	N			
20 Biological Toxins (e.g., poison ivy, poison oak, anthrax, etc.)	O			
21 Insect Bites (e.g., ticks, mosquitos, spiders, etc.)	O			
22 Biomedical Waste	N			
23 Ionizing Radiation	N			
24 Non-Ionizing Radiation	N			
25 Electrical Energy	N			
26 Walking on uneven, slippery, or rough surfaces (e.g., walking on creek paths, hillsides, trails)	C			
27 Proximity to moving mechanical parts (e.g., equipment, machinery)	F			
28 Proximity to moving vehicles or objects (e.g., at job sites, operating mowers and other smaller heavy equipment)	O			
29 Heights (e.g., step ladders) (e.g., bucket truck; removing trees/vegetation on slopes)	O			
30 Contact with water, other liquids, humid conditions - not weather related (e.g., may work alongside creeks, streams, etc.)	O			
31 Work Below Ground: (e.g., excavation, trench, etc.)	N			
32 Potential exposure to airborne infectious diseases (e.g. clinics, labs, corrections)	N			
33 Operates non-commercial motor vehicles (cars, trucks)	F			
34 Operates commercial vehicles – CDL Class _____ Endorsements _____	N			
35 Operates passenger van to transport clients, inmates, etc.	N			
36 Pulls non-commercial trailers or equipment	O			
37 Operates heavy equipment (e.g., loader for wood chips)	O			
38 Other:	N/A			



**PART 10: MEDICAL SCREENING, SURVEILLANCE AND VACCINATION REQUIREMENTS:**

Please check each of the medical screening, surveillance, and vaccination requirements that apply to the position, and indicate if the requirement applies pre-employment/pre-placement only, or whether there are additional requirements after hire.

Medical Screening, Surveillance or Vaccination	Pre-Hire	Post-Hire	Frequency (one time, annual, etc.)
1 Audiometric Testing	X	X	annual
2 DOT Commercial Driver Drug and Alcohol Screening			
3 DOT Commercial Driver Physical Exam			
4 Respirator Physical Exam	X	X	Initial/as indicated by physician
5 Respirator Questionnaire – Short			
6 Respirator Questionnaire – Standard	X	X	annual
7 Blood lead level			
8 Hazardous Waste/Emergency Worker physical			
9 Heavy metal screen (mercury, lead, arsenic)			
10 HINT Hearing Noise Sensitivity Testing			
11 Tuberculosis skin test			
12 Vaccine: MMR			
13 Vaccine: Hepatitis B		X	Offered
14 Vaccine: Influenza			
15 Vaccine: Meningococcal			
16 Vaccine: Pneumococcal			
17 Vaccine: Rabies			
18 Vaccine: Rabies Titer			
19 Vaccine: Tdap			
20 Vaccine: Chickenpox			

**PART 11: ADDITIONAL INFORMATION, PICTURES, ETC.**