

COUNTY OF SONOMA - JOB DEMANDS ANALYSIS

JOB CLASSIFICATION: Vegetation Specialist
DEPARTMENT: Transportation and Public Works
PHYSICAL DEMAND STRENGTH RATING: Heavy

DATE COMPLETED: June 2019
DIVISION: Roads

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.		C				
Plans, organizes, coordinates, and administers the County's vegetation management and tree damage programs; uses discretion and good judgment to develop plan for the control and eradication of weeds using chemical, mechanical, manual, or biological methods; determines and coordinates the disposition of hazardous trees, including trimming or removal by County or contract staff.	1	F	Computer/ Tablet, Writing Devices	CA Qualified Applicator's Certificate – Cat. C; CA Class C Driver License	Essential	
Continuously observes safety practices and procedures; actively utilizes and implements established safety practices; wears appropriate safety gear.	2	C	Personal protective equipment		Essential	
Drives county vehicle/pick-up truck to and from job sites and other offsite locations, including rugged, remote, and off road locations; drives commercial truck at work sites.	3	F	Vehicle	CA Class C Driver's License; CA Class A Driver's License	Essential	

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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 determine the degree and extent of weed infestation and weed species and to collect information regarding the condition of trees which may be hazardous to persons or public property.	4	O	PPE, Computer/ Tablet, Writing Devices, Distance Measurement Devices		Essential	
Works independently and uses good judgment while leading others and performing weed control activities including: mixes and applies chemicals used in weed control; lifts, pours, and carries buckets and other containers weighing up to 50 pounds.	5	O	PPE, Electric Pump		Essential	
Works independently and uses good judgment while leading and performing evaluations of weed species, crop or other plant growth locations, wind direction and velocity to determine best method of application.	6	O	Computer/ Tablet, Writing Devices, Electronic Anemometer,	CA Qualified Applicator's Certificate – Cat. C	Essential	
Prepares daily and monthly logs and reports of chemicals used and vegetation management activities; prepares annual inventory of vegetation within specified areas; maintains paper and electronic files and records.	7	O	Computer/Tablet, Writing devices		Essential	
Works independently and uses good judgment while leading others and performing pesticide application including: operates spray truck, lifts and loads pesticides into hoppers of the spray truck; wears backpack applicator and uses spray wand to apply pesticides.	8	F	Spray truck, Electric Pump, PPE (gloves, ½ mask, goggles, Tyvek suit); Backpack applicator, Spray wand	CA Qualified Applicator's Certificate-Category C; CA Class C Driver License	Essential	
Inspects vehicles, machines, equipment and tools and reports damage, wear, required repairs and maintenance, and need for replacement.	9	O	Computer/Tablet, Clipboard, Pen/Pencil		Essential	
Patches, repairs, and seals potholes and cracks: lifts and carries materials weighing up to 60 pounds and hand tools weighing up to 90 pounds; shovels and rakes asphalt.	10	O	Spray Wand, Shovel, Rake, Jackhammer, Crack Sealant, Patch repair supplies, Vibro Plate, spray wand		Essential	
Prunes, trims, and cuts down trees and shrubs; clears brush; manually or by mowing; works suspended above ground at heights up to 20 feet.	11	O	Chainsaw, Pole Saw Pruning Shears, Rake, Man lift, Mower		Essential	

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Performs traffic control/safety duties including; stands for long periods of time while remaining alert and holding flag at shoulder level; sets up and removes barricades and road signs weighing approximately 15 pounds.	12	O	Sign, Barricade, Truck	Flagger Certification;	Essential	
Communicates with the public in person, by phone, and by email, to provide information and to investigate and respond to complaints and inquiries; maintains a calm and professional manner while dealing with hostile or verbally abusive members of the public.	13	O	Vehicle, Computer/Tablet, Phone		Essential	
Participates in training to maintain required certifications and licenses, and to maintain and enhance knowledge and skills necessary to perform assigned duties.	14	O			Essential	

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 (<i>i.e., driving; office and computer work</i>)	1,4,5,7,8,13	F			
2 Walking (<i>i.e., assessing trees; spraying by hand</i>)	2,4,5,6,8,9,10,11,12	F			
3 Running (<i>i.e., avoiding danger</i>)	10,11,12	O			
4 Standing (<i>i.e., assessing trees; performing traffic control</i>)	5,6,8,9,10,11,12	F			
5 Bending-Neck (<i>i.e., driving; office and computer work; assessing trees; spraying by hand; operating spray truck controls</i>)	1,2,3,4,5,6,7,8,9,10,11,12,13	F			
6 Bending-Waist (<i>i.e., repairing spray equipment; loading herbicides</i>)	4,5,6,8,9,10,11,12	O			
7 Squatting (<i>i.e., equipment inspection and repair</i>)	3,5,6,8,9,10,11	O			
8 Climbing (<i>i.e., step ladder on side of truck; up embankments to inspect trees; hand spraying weeds on slopes & uneven terrain; cutting & pulling brush up or down slopes</i>)	3,4,5,8,9,11	O			
9 Kneeling (<i>i.e., equipment inspection and repair</i>)	3,5,6,8,9,10,11	O			
10 Crawling	N/A	N			
11 Twisting-Neck (<i>i.e., driving; office and computer work; monitoring spraying either by hand or from the truck</i>)	1,2,3,4,5,6,7,8,9,10,11,12,13	F			
12 Twisting-Waist (<i>i.e., hand spraying; shoveling; raking</i>)	4,5,6,8,9,10,11,12	F			
13 Repetitive Hand Use	1,2,3,4,5,6,7,8,9,10,11,12,13	F			
14 Simple Grasping-Right Hand (<i>i.e., weed spray applicator; hand tools; distance measurement devices</i>)	1,4,5,8,12	F			
15 Simple Grasping-Left Hand (<i>i.e., weed spray applicator; hand tools; distance measurement devices</i>)	1,4,5,8,12	F			
16 Power Grasping-Right Hand (<i>i.e., opening/closing valves; pot hole repair; chain saw</i>)	5,10,11	O			
17 Power Grasping-Left Hand (<i>i.e., opening/closing valves; pot hole repair; chain saw</i>)	5,10,11	O			
18 Fine Manipulation-Right Hand (<i>i.e., manipulating controls for application of herbicide from spray truck; adjusting spray truck equipment</i>)	6,8,9	O			
19 Fine Manipulation-Left Hand (<i>i.e., manipulating controls for application of herbicide from spray truck; adjusting spray truck equipment</i>)	6,8,9	O			
20 Pushing and Pulling-Right Hand (<i>i.e., ¾" spray hose; open/close doors, drawers, tailgates; removing brush and trees</i>)	5,6,8,9,10,11	F			
21 Pushing and Pulling- Left Hand (<i>i.e., ¾" spray hose; open/close doors, drawers, tailgates; removing brush and trees</i>)	5,6,8,9,10,11	F			
22 Reaching-Above shoulder level (<i>i.e., pruning trees; adjusting spray boom; equipment repair; removing items from a high shelf</i>)	5,8,9,11	O			
23 Reaching -Below shoulder level (<i>i.e., reaching for controls on equipment; spraying; cutting brush</i>)	1,3,4,5,6,8,9,10,11,12	F			
24 Lifting-up to 10 lbs. (<i>i.e., shovel, rake, empty containers; hand tools</i>)	1,2,4,7,8,9,13	F			

Activity	Examples of Duties/Functions Requiring Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY: Permanently Restricted
25 Lifting-11-25 lbs. (i.e., barricades; chainsaw; weed whacker; pole saw; container of herbicide; electric pumps)	5,8,9,11,12	O			
26 Lifting-26-50 lbs. (i.e., case of herbicide; 5-gallon buckets of cold mix asphalt patch material from bulk supply)	5,8,10	O			
27 Lifting 51-75 lbs. (i.e., 5-gallon bucket of cold mix asphalt patch material from manufacturer)	10	O			
28 Lifting 76-100 lbs. (i.e., Jackhammer)	10	O			
29 Lifting 100 + lbs.	N/A	N			
30 Carrying 0-10 lbs. (i.e., shovel, rake, empty containers; hand tools)	1,2,7,4,8,9,13	F			
31 Carrying 11-25 lbs. (i.e., barricades; chainsaw; weed whacker; pole saw; container of herbicide; electric pumps)	5,8,9,11,12	O			
32 Carrying 26-50 lbs. (i.e., case of herbicide; 5-gallon buckets of cold mix asphalt patch material from bulk supply)	5,8,10	O			
33 Carrying 51-75 lbs. (i.e., 5-gallon bucket of cold mix asphalt patch material from manufacturer)	10	O			
34 Carrying 76-100 lbs. (i.e., Jackhammer)	10	O			

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 (i.e., driving; spraying herbicide; inspecting trees; flagging traffic)	1,2,3,4,5,6,7,8,9,10,11,12,13	C			
2 Functional color vision, normal or corrected (i.e., to determine weed species, inspecting trees)	4,5,6,9	O			
3 Functional night vision, normal or corrected	3,10,11,12	C			
4 Functional hearing, normal or corrected	1,2,3,4,5,6,7,8,9,10,11,12,13	C			
5 A sense of smell or taste (i.e., to ensure that PPE is working properly during mixing and application of herbicides)	2,9	C			

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	F			
2 Follow Written Instructions	F			
3 Required to sustain concentration	C			

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	O			
6 Required to direct other staff (e.g. planning, goal setting, performance)	N			

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	C			
2 Meet time sensitive deadlines	C			
3 Long and/or irregular hours	F			
4 Limited/unpredictable opportunity for breaks	O			
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	C			
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	O			
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)	C			
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	F			
2 Work Outside	F			
3 Extreme Heat (above 100 degrees)	O			
4 Extreme Cold (below 32 degrees)	O			
5 Excessive Noise (must raise voice to be heard)	O			
6 Vibration (e.g., jack hammer, hammer drill, chainsaw, etc.)	O			
7 Dust, Vapors, Fumes, Smoke	O			
8 Silica, asbestos, etc.	N			
9 Solvents (e.g., gas, turpentine, etc.)	O			
10 Grease, oils	O			
11 Acidic, Caustic Solutions	O			
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)	O			
16 Human Blood, Body Tissues, or Fluids	O			
17 Human Wastes	O			
18 Animal Blood, Body Tissues, or Fluids	O			
19 Animal Wastes	O			
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	O			
23 Ionizing Radiation	N			
24 Non-Ionizing Radiation	N			
25 Electrical Energy	O			
26 Walking on uneven, slippery, or rough surfaces	F			
27 Proximity to moving mechanical parts (e.g., equipment, machinery)	F			
28 Proximity to moving vehicles or objects	F			
29 Heights (e.g., rooftop, ladders, scaffolding, etc.)	O			
30 Contact with water, other liquids, humid conditions - not weather related	F			
31 Work Below Ground: (e.g., excavation, trench, etc.)	O			
32 Potential exposure to airborne infectious diseases (e.g. clinics, labs, corrections)	O			
33 Operates non-commercial motor vehicles (cars, trucks)	F			
34 Operates commercial vehicles – CDL Class _____ Endorsements _____	O			
35 Operates passenger van to transport clients, inmates, etc.	O			
36 Pulls non-commercial trailers or equipment	O			
37 Operates heavy equipment	O			
38 Other:	O			

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			
2 DOT Commercial Driver Drug and Alcohol Screening	X	X	Random
3 DOT Commercial Driver Physical Exam		X	Every 2 years (DMV required)
4 Respirator Physical Exam	X	X	Annual
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			
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.



**Cold Mix Asphalt Repair Material
Shovel and 5 Gallon Bucket for
Pot hole repair**



**Pole Saw- weighing up to 13 lbs.
Weed Whacker- 17 lbs.**



**5 Gallon Water Cooler- filled after
being placed on truck**



Barricades- 15 lbs.



**4 Gallon Spray Back Pack-
(Typically filled with ONLY 3 Gallons)
Empty- 10 lbs.; Plus 3 Gal. - 35 lbs.
; Plus 4 Gal. – 43 lbs.**



Driver's Side of Spray/Tank Truck



Controls for Spray/Tank Truck- Typically controlled by passenger



Passenger side of Spray/Tank Truck



Side of Spray/Tank Truck- Portable Ladder Steps at 12" – 24" – 36" to bed of truck



Tank of Herbicide- Top of tank At 64" from floor; 46" from step



Spray/Tank Truck Step Height- 18 inches from ground



Utility Bed on Pick-up Bottom of Storage at 55" from ground- Herbicide and Chainsaws stored here



**Full Herbicide- 15 gal. = 125.1 lbs.
Lowered from 6 in. surface to
ground**



**Case of Herbicide- 40 lbs.
Case Handle at 13 inches**



Cases stored from 6" to 52"



**Single container of Herbicide= 18lbs.
Moved from 6" pallet to 55" Utility
Storage on Pick-up truck**