# Job Task Analysis

| | |
|---|---|
| **Employer:** | **Stanislaus County** |
| **Occupation:** | Equipment Mechanic and Lead<br>Equipment Service Technician |
| **Company Contact:** | Risk Management<br>1010 10th Street<br>Modesto, California 95354<br>(209) 525-5770 |
| **Date:** | September 2014; Updated August 2020 |
| **Analysis Provided By:** | Lyle Andersen, PT, CWCE<br>Andersen Physical Therapy, Inc.<br>1917 Coffee Road<br>Modesto, California 95355<br>(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 division manager, the **Equipment Mechanic, Lead Equipment Mechanic, & Equipment Service Technician** performs journey level work as a mechanic and supervises mechanics and other garage employees engaged in the services, repairs and maintenance of light duty trucks, boat motors, tractors and automotive and small engine 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 ensure individual and collective safety, in addition to avoiding unnecessary risk to oneself, co-workers, customers, and property.

**Equipment**:

1. Air tools
2. Brake lathe
3. Calculator
4. Car lifts
5. Chop saw
6. Computer / printer
7. Copier
8. Drill press
9. Facsimile
10. Forklift
11. Grinder
12. Hoist
13. Hydraulic floor jack
14. Hydraulic lifts
15. Jack
16. Keyboard
17. Mobile/portable radio
18. Mouse
19. Power/hand tools/equipment
20. Printer
21. Puller
22. Routine maintenance tools
23. Steam cleaner
24. Tire balancer
25. Tire machine
26. Torch
27. Tow truck
28. Vehicle
29. Vehicle diagnostic equipment
30. Welders
31. Diagnostic equipment
32. Refrigerant recovery equipment
33. Transmission flush machine

*All employees within the **Equipment Mechanic, Lead Equipment Mechanic, & Service Technician** 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 **Equipment Mechanic, Lead Equipment Mechanic, & Service Technician** 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: ……..…….. Ladder | Seldom |
| 2. | Being around moving machinery:…..... Traffic, miscellaneous power equipment | Frequent |
| 3. | Exposure to marked changes in temperature and humidity: outside temperatures may seasonally vary between 28-110 degrees……. | Seldom |
| 4. | Exposure to dust, fumes, smoke, gases, or other irritating substances (specify):……. Exhaust | Occasional |
| 5. | Driving: …….. Vehicle | Occasional |
| 6. | Exposure to excessive noise: …….. Power equipment. *Hearing protection is available* | Seldom |
| 7. | Exposure to radiant or electrical energy: …… High voltage, hybrid vehicle. *Hand protection is available* | Seldom |
| 8. | Exposure to solvents or chemicals:……..... *Refer to MSDS document.* | Occasional |
| 9. | Exposure to slippery or uneven walking surfaces:…….. | Occasional |
| 10. | Working below ground:……... | Not Applicable |
| 11. | Unusual fatigue factors: …….. | Not Applicable |
| 12. | Working with explosives:……...…… Fuel | Seldom |
| 13. | Excessive vibration:……...…….. Power tools | Occasional |
| 14. | Working with hands in water or other substance:…… *Hand protection is available* | Seldom |
| 15. | Working proximity:……..Alone:<br>Closely with others: | Occasional<br>Constant |
| 16. | Working inside:……...…… | Constant |
| 17. | Working outside:……..…… | Occasional |

# 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

| FREQUENCY DEFINITIONS | SELDOM | OCCASIONAL | FREQUENT | CONSTANT |
|---|---|---|---|---|
| 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:** | Occasional | | |
| **26-35 pounds:** | Occasional | | |
| **36-50 pounds:** | Seldom | | |
| **51-75 pounds:** | Not Required | | |
| **76-100 pounds:** | Not Required | **Maximum Force:** | **50** Pounds |

***Assistive Devices:*** 4-Wheeled Cart, Hand Truck. Additionally, one or more person(s) assistance is available with forces greater than 50 pounds.

**Comments:** Pushing is utilized with activities such as retrieving, returning, storing, adjusting, moving, transporting, equipment, controls, repairing, inspecting, maintaining, supplies (e.g. tools, tires, carts, doors). The employee exerts up to 50 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. utilize hand and power tools; installing tires; inspection of vehicle body parts; tool cart; tire rolling; floor jack; battery and tire cart; applying torque to wrenches; open/close drawer, file).

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

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

***Assistive Devices:*** 4-Wheeled Cart, Hand Truck. Additionally, one or more person(s) assistance is available with forces greater than 50 pounds.

**Comments:** Pulling is utilized with activities such as retrieving, returning, storing, adjusting, moving, transporting, repairing, inspecting, maintaining, equipment, controls, supplies (e.g. tools, tires, carts). The employee exerts up to 50 pounds of force in a horizontal plane from waist to shoulder height of a distance up to 5-feet when performing job tasks (e.g. utilize hand and power tools; remove tires; inspection of vehicle body parts; tool cart; battery and tire cart; floor jack; applying torque to wrenches; open/close drawer, file, door). *Pushing is the preferred method of moving carts.*

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

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

***Assistive Devices:*** One or more person(s) assistance is available with weights greater than 75 pounds.

**Comments:** A stand-up lift is utilized with activities such as retrieving, returning, storing, adjusting, moving, transporting, repairing, inspecting, maintaining, equipment, controls, and/or supplies (e.g. vehicle parts, tools; miscellaneous paper documents). The employee lifts items weighing between <1 pounds and 75 pounds when performing job tasks (e.g. up to 75-pound tire; up to 50-pound miscellaneous parts; up to 50-pound battery; up to 45-pound fuel/oil containers; up to 40-pound exterior vehicle apparatus; miscellaneous brakes, rotors, drums; up to 10 pound miscellaneous hand and power tools; automotive testing equipment; up to 10-pound hand or armfuls of documents, forms, brochures, binders, reference material, catalogs, reports). *Safe lifting is performed by utilizing a posture of partial squatting and a straight back.*

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

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

***Assistive Devices:*** 4-Wheeled Cart, Hand Truck. Additionally, one or more person(s) assistance is available with weights greater than 75 pounds.

**Comments:** A level lift is utilized with activities such as retrieving, returning, storing, adjusting, moving, transporting, repairing, inspecting, maintaining, equipment, controls, and/or supplies (e.g. vehicle parts, tools). The employee lifts items weighing between <1 pounds and 75 pounds when performing job tasks (e.g. up to 75-pound tire; up to 50-pound miscellaneous parts; up to 50-pound battery; up to 45-pound fuel/oil containers; up to 40-pound exterior vehicle apparatus; miscellaneous brakes, rotors, drums; up to 10-pound miscellaneous hand and power tools; automotive testing equipment; opening vehicle hood; up to 10-pound hand or armfuls of documents, forms, brochures, binders, reference material, catalogs, reports).

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

| | MAXIMUM REQUIREMENT | | |
|---|---|---|---|
| **0-10 pounds:** | Frequent | | |
| **11-25 pounds:** | Occasional | | |
| **26-35 pounds:** | Seldom | | |
| **36-50 pounds:** | Seldom | | |
| **51-100 pounds:** | Not Required | **Maximum Force:** | **50** Pounds |

***Assistive Devices:*** 4-Wheeled Cart, Hand Truck. Additionally, one or more person(s) assistance is available with weights greater than 50 pounds.

**Comments:** Weight carry is utilized with activities such as retrieving, returning, storing, adjusting, moving, transporting, repairing, inspecting, maintaining, equipment, controls, and/or supplies (e.g. vehicle parts, tools; miscellaneous paper documents). The employee lifts items weighing between <1 pounds and 50 pounds when performing job tasks (e.g. up to 75-pound tire; up to 50-pound miscellaneous parts; up to 50-pound battery; up to 45-pound fuel/oil containers; up to 40-pound exterior vehicle apparatus; miscellaneous brakes, rotors, drums; up to 10 pound miscellaneous hand and power tools; automotive testing equipment; opening vehicle hood; up to 10-pound hand or armfuls of documents, forms, brochures, binders, reference material, catalogs, reports).

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

| | MAXIMUM REQUIREMENT | | |
|---|---|---|---|
| **0-10 pounds:** | Occasional | | |
| **11-25 pounds:** | Seldom | | |
| **26-100 pounds:** | Not Required | **Maximum Force:** | **20** 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 20 pounds.

**Comments:** Overhead lift/pull down is utilized with activities such as retrieving, returning, storing, adjusting, moving, transporting, equipment, controls, and/or supplies (e.g. tools, external vehicle apparatus, parts; miscellaneous paper documents). The employee lifts items weighing between <1 pounds and 20 pounds to a maximum height of 84 inches when performing job tasks (e.g. lift hand and power tools; patrol light bar apparatus; vehicle parts; retractable reeled hose nozzle; up to 10-pound hand or armfuls of documents, forms, brochures, binders, reference material, catalogs, reports). *Variables to overhead reaching will be the employee's height and anthropometric reach.*

7.) **OVERHEAD REACH**:

| | |
|---|---|
| **MAXIMUM FREQUENCY:** | Occasional |

***Comments:*** Overhead reach is performed to a maximum height of 84 inches when retrieving, returning, storing, adjusting, repairing, maintaining, inspecting equipment, supplies (e.g. retractable reeled hose nozzle; under carriage work under hoist; elevated vehicle apparatus; miscellaneous vehicle components, parts, miscellaneous paper documents; hand or armfuls of documents, forms, brochures, binders, reference material, catalogs, reports; maintaining inventory). *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 32-inches when retrieving, returning, storing, adjusting, moving, transporting, inspecting, repairing, maintaining, equipment, controls, and/or supplies (e.g. maintenance or repair of brakes, tires, engine, apparatus components, water pump, electrical system, fuel pump, fuel tank, pulleys; service transmission, cooling system, air conditioning system; counter or desktop work, maintaining inventory; miscellaneous hand/power tools; worksite analysis and inspection). *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 retrieving, returning, storing, adjusting, moving, transporting, inspecting, repairing, maintaining, equipment, controls, and/or supplies (e.g. maintenance or repair of brakes, tires, engine, apparatus components, water pump, electrical system, fuel pump, fuel tank, pulleys; service transmission, cooling system, air conditioning system; worksite analysis and inspection). *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 inspecting equipment (e.g. preventative maintenance; inspection of under carriage; climb to/from creeper cart). *Squatting may be minimized or avoided by substituting alternate positions of bending, stooping, half kneeling or kneeling. Partial squatting is a preferred lifting posture.*

11.) **FORWARD BEND:**

**MAXIMUM FREQUENCY:** Frequent

***Comments:*** Bending forward at the waist is performed when retrieving, returning, adjusting , moving, transporting, equipment, controls, and/or supplies (e.g. maintenance and repair of brakes, tires, engine, apparatus components, water pump, electrical system, fuel pump, fuel tank, pulleys; service transmission, cooling system, air conditioning system; worksite analysis and inspection). *Maximum forward trunk flexion required is 80 degrees. Employee may avoid, at times, 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:** Occasional

***Comments:*** Twisting at the waist is performed when retrieving, returning, adjusting, moving, transporting, equipment, controls, and/or supplies (e.g. performing work under vehicle dashboard; miscellaneous maintenance and repair job assignments; operate/utilize miscellaneous hand and power tools). *Twisting at the waist may be minimized by turning the whole body, including the feet and working from a swivel chair during office work.*

13.) **TURN:**

**MAXIMUM FREQUENCY:** Occasional

***Comments:*** Turning is performed when retrieving, returning, adjusting, moving, transporting, equipment, controls, and/or supplies (e.g. maintenance and repair of brakes, tires, engine, apparatus components, water pump, electrical system, fuel pump, fuel tank, pulleys; service transmission, cooling system, air conditioning system; advising mechanics of repair; instruct in proper use of tools and equipment; diagnosis and/or appraisal of equipment; repair and maintenance analysis; operate/utilize miscellaneous hand/power tools).

14.) **KNEEL:**

**MAXIMUM FREQUENCY:** Seldom

***Comments:*** Kneeling is performed when inspecting, repairing, maintaining equipment (e.g. checking vehicle fuses; electrical and other light driveway repairs; trouble shooting; operating testing equipment; worksite analysis and inspection). *Kneeling may be minimized or avoided by substituting alternate positions of bending, squatting, or half kneeling.*

15.) **CRAWL:**

**MAXIMUM FREQUENCY:** Seldom

***Comments:*** Crawling is performed when inspecting equipment (e.g. vehicle under carriage inspection for leaks, rattle noise, damage, breaks, wear and tear; worksite analysis and inspection).

16.) **STAIR CLIMB:**

**MAXIMUM FREQUENCY:** Not Required

***Comments:*** Stair climb is not required to perform job tasks.

17.) **LADDER CLIMB:**

**MAXIMUM FREQUENCY:** Seldom

***Comments:*** Ladder climbing is performed onto/off of safety ladders or steps to access equipment and supplies located 8 feet above floor level (e.g. maintenance and repair; vehicle inspection; miscellaneous elevated equipment; worksite analysis). *Variables to overhead climbing will vary according to the employee's height and anthropometric reach.*

18.) **WALK:**

**MAXIMUM FREQUENCY:** Frequent

***Comments:*** Walking is performed when retrieving, returning, storing, adjusting, moving, transporting, equipment, controls, and/or supplies (e.g. to/from tool box, work bench, vehicles, parts department, office; performing repair, maintenance and inspection of vehicles; to/from main office/shop, storage yard; off-site field visit, meeting site). Walking length varies between 3 feet and 200+ feet depending on job task.

19.) **SIT:**

| | |
|---|---|
| **MAXIMUM FREQUENCY:** | Occasional |

***Comments:*** Sitting is performed for a maximum of 30-minute intervals when inspecting, repairing, maintaining equipment (e.g. performing dash or steering column work; vehicle road testing; interior wiring; meetings; off-site service).

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

| | |
|---|---|
| **MAXIMUM FREQUENCY:** | Frequent |

***Comments:*** Static standing is performed for a maximum of 30-minute intervals when retrieving, returning, storing, adjusting, moving, transporting, inspecting, repairing, maintaining, equipment, controls, and/or supplies (e.g. maintenance or repair of brakes, tires, engine, apparatus components, water pump, electrical system, fuel pump, fuel tank, pulleys; service transmission, cooling system, air conditioning system; meetings; operating hand/power equipment).

21.) **BALANCE:**

| | |
|---|---|
| **MAXIMUM FREQUENCY:** | Constant |

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

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

| | **MAXIMUM REQUIREMENT** |
|---|---|
| **HAND:** | |
| **Right:** | Frequent |
| **Left:** | Frequent |
| **Both:** | Frequent |
| **Either:** | Frequent |
| **FOOT:** | |
| **Right:** | Occasional |
| **Left:** | Seldom |
| **Both:** | Not Required |
| **Either:** | Occasional |

***Comments:*** Hand controls are utilized to operate equipment (e.g. hand and power tool; vehicle, shop machinery) when adjusting equipment and/or controls (e.g. operate shop tools and machinery; vehicle road testing). Foot controls are utilized to operate equipment (e.g. vehicle, forklift, tire machine).

## 23.) UPPER AND LOWER EXTREMITY COORDINATION:

| | MAXIMUM REQUIREMENT |
|---|---|
| **Simple Grasp:** | Frequent |
| **Firm Grasp:** | Frequent |
| **Fine Manipulation:** | Frequent |
| **Eye/Hand Coordination:** | Frequent |
| **Hand/Foot Coordination:** | Occasional |

***Comments:*** Grasping and coordination activities are performed when retrieving, returning, storing, adjusting, moving, and/or transporting, equipment, controls, and supplies (e.g. vehicle, miscellaneous paper documents, tools).
**Simple grasping** is utilized to perform job tasks (e.g. lift and handle objects weighing 5 pounds or greater; operate hand and power tools; driving vehicle).
**Firm grasping** is utilized to perform job tasks (e.g. lift and handle objects weighing 5 pounds or greater; operate hand and power tools; operate vehicle; applying torque to wrench).
**Fine manipulation** is utilized to perform job tasks (e.g. keyboard, mouse, handwrite, wire, solder, adjust control; utilize small wire, nut, bolt).
**Eye/hand coordination** is utilized to perform job tasks (e.g. keyboard, mouse, handwrite, wire, solder, adjust control; utilize small wire, nut, bolt; drive vehicle; inspection).
**Hand/foot coordination** is utilized to perform job tasks (e.g. operate and drive forklift, tow truck, vehicle).
*Depending on individual hand dominance, one hand may be used more frequently than the other when performing job tasks.*

## 24.) CERVICAL (NECK) MOVEMENT:

| | MAXIMUM REQUIREMENT |
|---|---|
| **Static Neutral Position:** | Frequent |
| **Flexing:** | Frequent |
| **Rotating:** | Frequent |
| **Extending:** | Occasional |

***Comments:*** Neck movement is required when performing job tasks (e.g. housekeeping; inspecting, repairing, maintaining vehicles; desktop work; use of tools and equipment; diagnosis and/or appraisal of vehicle; drive vehicle, forklift). *Participating in observation of work environment allowing for safe working conditions. Full cervical range of motion is required to safely perform the job tasks.*

# Stanislaus County

## JOB TASK ANALYSIS SUMMARY

| FREQUENCY DEFINITIONS | SELDOM | OCCASIONAL | FREQUENT | CONSTANT |
|---|---|---|---|---|
| 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:

**EQUIPMENT MECHANIC, LEAD EQUIPMENT MECHANIC & SERVICE TECHNICIAN**

| Functional Activities | Maximum Requirements | Functional Activities | Maximum Requirements |
|---|---|---|---|
| ***Push** (Force)*[1] | 50 pounds | ***Stair Climb*** | Not Required |
| ***Pull** (Force)*[1] | 50 pounds | ***Ladder Climb***[1] | Seldom |
| ***Stand Up Lift***[1] | 75 pounds | ***Walk***[1] | Frequent |
| ***Level Lift***[1] | 75 pounds | ***Sit***[1] | Occasional |
| ***Weight Carry***[1] | 50 pounds | ***Stand** (Static)*[1] | Frequent |
| ***Overhead Lift/Pull Down*** | 20 pounds | ***Balance***[1] | Constant |
| ***Overhead Reach***[1] | Occasional | ***Hand Control***[1] | Frequent |
| ***Forward Reach***[1] | Frequent | ***Foot Control***[1] | Occasional |
| ***Stoop***[1] | Occasional | ***Simple Grasp***[1] | Frequent |
| ***Squat** (Unloaded)* | Seldom | ***Firm Grasp***[1] | Frequent |
| ***Forward Bend***[1] | Frequent | ***Fine Manipulation***[1] | Frequent |
| ***Twist***[1] | Occasional | ***Eye/Hand Coordination***[1] | Frequent |
| ***Turn***[1] | Occasional | ***Hand/Foot Coordination***[1] | Occasional |
| ***Kneel***[1] | Seldom | ***Cervical (neck) Movement***[1] | Frequent |
| ***Crawl*** | Seldom | | |

[1] The critical demands of the job.

Lyle Andersen, PT

Date:_____

Lyle Andersen, PT, CWCE
Preparer Signature

Richard Hull Date: 8-7-20

Contact Person – Richard Hull
Title – Lead Mechanic

Date: 8/7/2020

Contact Person – Brad Diemer
Title – Fleet Manager

Date:_____

Contact Person
Title

LA/gm