



JOB TASK ANALYSIS

Employer:	Stanislaus County
Occupation:	Therapist Aide
Company Contact:	CEO-Recruitment Unit
Date:	July 2001

Analysis Provided By: Lyle Andersen, PT, CWCE
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INTRODUCTION:

The job description for this document was provided by Stanislaus County. The environmental factors, physical and functional demands for this Job Task Analysis were documented by Andersen & Baim 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 are 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 and specific duties; safety requirements; uniform/equipment; required job-related knowledge, education, ability, and experience; union; environmental factors; and physical/functional demands.

Chief Executive Office – Recruitment Unit
P.O. Box 3404, Modesto, CA 95354 Phone (209) 525-6341 Fax (209) 525-4056

Chief Executive Office – Risk Management Division

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 Registered Physical Therapist, the Therapist Aide assists in providing therapy treatments to assigned patients as well as performing related work of a non-patient care nature.

SPECIFIC DUTIES:

- 1.) Records and relays telephone messages, schedules patients for therapy appointments.
- 2.) Assists with or administers routine treatments such as range of motion, muscle strengthening, edema reduction, balance, coordination, hand dexterity skills, mobility training, self-care activities and home exercises.
- 3.) Assists patients with daily living activities such as self-care skills, child care and homemaking.
- 4.) May administer treatments using heat/electric therapy and mechanical devices such as hot packs, ultrasound, whirlpool, paraffin, cervical/pelvic traction.
- 5.) Observes the patient's response to therapy and intervenes at sign of pain, fatigue, frustration, or distress.
- 6.) Provides clerical support in assembling, maintaining and filing patient charts, performs patient billing and charting procedures.
- 7.) Cleans and prepares treatment areas and equipment before and after use including whirlpool, treatment booths, and therapy kitchen, records temperatures in whirlpools and hydrocollator tanks, prepares whirlpool cultures.
- 8.) Transports patients to and from therapy via wheelchair or gurney, assists patients into and out of therapy tubs.
- 9.) Constructs adaptive equipment such as transfer belts or twister girdles, makes simple repairs or reinforcements to therapy equipment, informs supervisor of supply or repair needs, prepares supply requisitions where appropriate.
- 10.) Attends or participates in staff meetings, weekly and monthly team conferences and family conferences.
- 11.) At California Children's Services Therapy Unit, also assists in woodworking, art work, ceramic, clay modeling and other play activities which promote the physical rehabilitation and development of children.

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.

UNIFORM:

Not Required

EQUIPMENT:

- | | |
|----------------------|-------------------------------|
| 1.) Stairs | 6.) Walkers |
| 2.) Casting material | 7.) Isotonic exercise machine |
| 3.) Scooter | 8.) Free weights |
| 4.) Skates | 9.) Theraband |
| 5.) Parallel bars | |

Required Job-Related Knowledge, Education, Ability or Experience:

KNOWLEDGE:

- 1.) General body structure and functions.
- 2.) Common procedures and equipments used in physical or occupational therapy.
- 3.) Body mechanics and techniques of lifting and transporting patients.
- 4.) Common physical illnesses, disease and symptom precautions.

ABILITY/QUALIFICATIONS:

- 1.) Work under close supervision.
- 2.) Follow simple to technical oral and written instructions exactly and carefully.
- 3.) Keep accurate treatment and/or billing records.
- 4.) Maintain an empathetic attitude towards physically or neurologically handicapped adults and children and their families.
- 5.) Use good judgment to determine an effective course of action while observing a patient's response to therapy.
- 6.) Position, transfer, and transport patients into and out of gurneys, beds, wheelchairs, tubs or mats.
- 7.) Translate Spanish to English and English to Spanish may be required of some position.

EXPERIENCE/QUALIFICATIONS:

- 1.) Six months of work experience in: 1) a physical or occupational therapy setting; 2) as a nursing attendant or aide; 3) in another setting involving the direct care of disabled, ill or elderly adults or children.
- 2.) Successful completion of a post-offer, pre-placement physical abilities test.

All employees within the Therapist Aide position 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 Therapist Aide position.

WORK HOURS:

Monday through Friday
8:00 a.m. to 5:00 p.m.

UNION:

SCIU, Local 535, (Optional)

ENVIRONMENTAL FACTORS

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

Seldom = Less than 1%
Occasional = 1% - 33%

Frequent = 34% - 66%
Continuous = 67% - 100%

ENVIRONMENTAL FACTORS		MAXIMUM FREQUENCY
1.	Unprotected heights:	Not Applicable
2.	Being around moving machinery:	Not Applicable
3.	Exposure to marked changes in temperature and humidity: outside temperatures vary between 28-110 degrees.	Not Applicable
4.	Exposure to dust, fumes, smoke, gases, or other irritating substances (specify):	Not Applicable
5.	Driving material handling and cleaning equipment:	Not Applicable
6.	Exposure to excessive noise: Hearing protection is required. Sound levels produced up to 85dB.	Not Applicable
7.	Exposure to radiant or electrical energy:	Not Applicable
8.	Exposure to solvents or chemicals: casting and splinting material, paint	Seldom
9.	Exposure to slippery or uneven walking surfaces:	Seldom
10.	Working below ground:	Not Applicable
11.	Unusual fatigue factors:	Not Applicable
12.	Working with explosives:	Not Applicable
13.	Excessive vibration:	Not Applicable
14.	Working with hands in water or other substance:	Not Applicable
15.	Working proximity: Alone - Closely with others -	Seldom Continuous
16.	Working inside:	Continuous
17.	Working outside:	Seldom

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.

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

Seldom = Less than 1%	Frequent = 34% - 66%
Occasional = 1% - 33%	Continuous = 67% - 100%

1) **PUSH**: *Pushing activities may require use of the back flexors and extensors in conjunction with bicep/tricep musculature.*

MAXIMUM REQUIREMENT	
0-10 Pounds:	Occasional
11-25 Pounds:	Occasional
26-35 Pounds:	Seldom
36-50 Pounds:	Not Required
51-75 Pounds:	Not Required
76-100 Pounds:	Not Required

MAXIMUM FORCE:	30 Pounds
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Assistive Devices: Wheelchair, walker, 4-wheeled cart/chair. Additionally, one person assistance is available with forces greater than 30 pounds.

Comments: Pushing is utilized with activities such as retrieving, returning, storing, adjusting moving and/or transporting patients, equipment and supplies (e.g. mobile equipment). The employee exerts up to 30 pounds of force in a horizontal plane from waist to shoulder height of a distance up to 30 feet when performing job tasks (e.g. push patients in standing frame, wheelchair, mobile desk top, bolster, hoist lift, mobile cabinet; bicycles, scooters; assisting with patient transfers to/from chair/mat/table or floor).

2) **PULL**: *Pulling activities may require use of the back flexors and extensors in conjunction with bicep/tricep musculature.*

MAXIMUM REQUIREMENT	
0-10 Pounds:	Occasional
11-25 Pounds:	Occasional
26-35 Pounds:	Seldom
36-50 Pounds:	Not Required
51-75 Pounds:	Not Required
76-100 Pounds:	Not Required

MAXIMUM FORCE:	30 Pounds
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Assistive Devices: Wheelchair, walker, 4-wheeled cart/chair. Additionally, one person assistance is available with forces greater than 30 pounds.

Comments: Pulling is utilized with activities such as retrieving, returning, storing, adjusting moving and/or transporting patients, equipment and supplies (e.g. mobile equipment). The employee exerts up to 30 pounds of force in a horizontal plane from waist to shoulder height of a distance up to 30 feet when performing job tasks (e.g. pull patients in standing frame, wheelchair, mobile desk top, bolster, hoist lift, mobile cabinet; bicycles, scooters; assisting with patient transfers to/from chair/mat/table or floor). *Pushing is the preferred method of moving carts.*

3) STAND-UP LIFT: *Lifting from/to floor and waist height level.*

MAXIMUM REQUIREMENT	
0-10 Pounds:	Occasional
11-25 Pounds:	Occasional
26-35 Pounds:	Seldom
36-50 Pounds:	Seldom
51-75 Pounds:	Not Required
76-100 Pounds:	Not Required

MAXIMUM FORCE: 40 Pounds

Assistive Devices: One or more person(s) assistance is available with weights greater than 40 pounds.

Comments: A stand-up lift is utilized with activities such as retrieving, returning, storing, adjusting, moving and/or transporting patients, equipment and supplies (e.g. infant, child, young adult, miscellaneous exercise and training equipment, toys, activity trays). The employee lifts items weighing between less than 1 pound and 150 pounds from/to 24 inches off the floor when performing job tasks (e.g. lift up to 150-pound patient from/to chair/floor mat; wheelchair and/or components; miscellaneous therapy equipment; floor mats, bolster, shower chair; miscellaneous activity of daily living equipment; chairs, benches, adaptive furniture, weighted bean bags). *Variable to lifting from/to the floor height is the availability of the elevating mat table from 18 inches in height.*

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

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

MAXIMUM FORCE: 40 Pounds

Assistive Devices: One or more person(s) assistance is available with weights greater than 40 pounds.

Comments: A level lift is utilized with activities such as retrieving, returning, storing, adjusting, moving and/or transporting patients, equipment and supplies (e.g. infant, child, young adult, miscellaneous exercise and training equipment, toys, activity trays). The employee lifts items weighing between less than 1 pound and 150 pounds from/to 24 inches off the floor when performing job tasks (e.g. lift up to 150-pound patient from/to chair/floor mat; wheelchair and/or components; miscellaneous therapy equipment; floor mats, bolster, shower chair; miscellaneous activity of daily living equipment; chairs, benches, adaptive furniture, weighted bean bags; range of motion exercises; assist patients with transfers and gait training; lift individual extremity).

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

MAXIMUM REQUIREMENT	
0-10 Pounds:	Frequent
11-25 Pounds:	Occasional
26-35 Pounds:	Occasional
36-50 Pounds:	Occasional
51-75 Pounds:	Not Required

76-100 Pounds: Not Required

MAXIMUM FORCE: 40 Pounds

Assistive Devices: 4-wheeled cart/chair. Additionally, one person assistance is available with weights greater than 40 pounds.

Comments: Weight carry is utilized with activities such as retrieving, returning, storing, moving and/or transporting patient, equipment and supplies (e.g. therapy equipment, furniture). The employee carries items weighing between less than 1 pound and 40 pounds between 5 feet and 100 feet when performing job tasks (e.g. carry up to one end of mat or bolster and drag; miscellaneous activity trays, miscellaneous wheelchair part; adaptive furniture; exercise and/or evaluation paraphernalia; gait training). *Variable to carrying equipment may be lifting one end and dragging equipment.*

6) OVERHEAD LIFT/PULL DOWN: Lifting weight from/to chest and overhead height level

MAXIMUM REQUIREMENT

0-10 Pounds: Occasional
11-25 Pounds: Not Required
26-35 Pounds: Not Required
36-50 Pounds: Not Required
51-75 Pounds: Not Required
76-100 Pounds: Not Required

MAXIMUM FORCE: 10 Pounds

Assistive Devices: A vertical ladder/step ladder/or step stool is available to bring items to eye or shoulder level. Additionally, one person assistance is available with weights greater than 10 pounds.

Comments: Overhead lift/pull down is utilized with activities such as retrieving, returning, storing, adjusting, moving and/or transporting equipment and supplies (e.g. miscellaneous patient treatment items). The employee lifts items weighing between less than 1 pound and 10 pounds to a maximum height of 84 inches when performing job tasks (e.g. lift up to 84 inches in height for bolster, fine manipulation devices, balls, towels, wheelchair cushions; overhead sensory motor swings, rolls, rope ladder). *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, moving, transporting and/or treating equipment and supplies (e.g. reach up to 84 inches in height for bolster, fine manipulation devices, balls, towels, wheelchair cushions; overhead sensory motor swings, rolls, rope ladder). *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 28 inches when retrieving, returning, storing, adjusting, moving, transporting and/or equipment and supplies (e.g. reaching for patients during therapy; activity of daily living training, manual and/or power mobility training, developmental training; fabrication of lower extremity splints; range of motion; patient transfers; gait training; balance and coordination exercises; housekeeping; therapeutic

positioning; manufacturing, modification and/or repair of adaptive and durable medical equipment). *The degree of elbow extension required for reaching will vary according to the employee's anthropometric reach.*

9) **STOOPING:**

MAXIMUM FREQUENCY: Occasional

Comments: Stooping is performed to a maximum distance of 32 inches when retrieving, returning, storing, adjusting, moving, transporting and/or equipment and supplies (e.g. stoop to reach below waist height for patients during therapy; activity of daily living training, manual and/or power mobility training, developmental training; fabrication of lower extremity splints; range of motion; patient transfers; gait training; balance and coordination exercises; housekeeping; therapeutic positioning; manufacturing, modification and/or repair of adaptive and durable medical equipment). *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) **SQUATTING:** (Unloaded)

MAXIMUM FREQUENCY: Seldom

Comments: Squatting is performed to a maximum distance of 32 inches when retrieving, returning, storing, adjusting, moving, transporting and/or equipment and supplies (e.g. squat to reach below waist height for patients during therapy; activity of daily living training, manual and/or power mobility training, developmental training; fabrication of lower extremity splints; range of motion; patient transfers; gait training; balance and coordination exercises; housekeeping; therapeutic positioning; manufacturing, modification and/or repair of adaptive and durable medical equipment). *Squatting may be minimized or avoided by substituting alternate positions of bending or kneeling. Partial squatting is a preferred lifting posture.*

11) **REPETITIVE BENDING:**

MAXIMUM FREQUENCY: Occasional

Comments: Bending is performed to a maximum distance of 32 inches when retrieving, returning, storing, adjusting, moving, transporting and/or equipment and supplies (e.g. bend to reach below waist height for patients during therapy; activity of daily living training, manual and/or power mobility training, developmental training; fabrication of lower extremity splints; range of motion; patient transfers; gait training; balance and coordination exercises; housekeeping; therapeutic positioning; manufacturing, modification and/or repair of adaptive and durable medical equipment). Maximum forward trunk flexion required is 60 degrees. *Employee may 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) **TWISTING:**

MAXIMUM FREQUENCY: Occasional

Comments: Twisting is performed when retrieving, returning, storing, adjusting, moving, transporting and/or treating equipment and supplies (e.g. twist to reach below waist height for patients during therapy; activity of daily living training, manual and/or power mobility training, developmental training; fabrication of lower extremity splints; range of motion; patient transfers; gait training; balance and coordination exercises; housekeeping; therapeutic positioning;

manufacturing, modification and/or repair of adaptive and durable medical equipment). *Twisting at the waist may be minimized by turning the whole body, including the feet and working from a swivel chair.*

13) **TURNING:**

MAXIMUM FREQUENCY: Occasional

Comments: Turning is performed when retrieving, returning, storing, adjusting, moving, transporting and/or treating equipment and supplies (e.g. turn to reach below waist height for patients during therapy; activity of daily living training, manual and/or power mobility training, developmental training; fabrication of lower extremity splints; range of motion; patient transfers; gait training; balance and coordination exercises; housekeeping; therapeutic positioning; manufacturing, modification and/or repair of adaptive and durable medical equipment).

14) **KNEELING:**

MAXIMUM FREQUENCY: Occasional

Comments: Kneeling is performed when retrieving, returning, storing, adjusting, moving, transporting and/or treating equipment and supplies (e.g. kneeling for patients during therapy; activity of daily living training, manual and/or power mobility training, developmental training; fabrication of lower extremity splints; range of motion; patient transfers; gait training; balance and coordination exercises; housekeeping; therapeutic positioning; manufacturing, modification and/or repair of adaptive and durable medical equipment). *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 retrieving, returning, storing, adjusting, moving, transporting and/or treating equipment and supplies (e.g. crawl for patients during therapy; activity of daily living training, manual and/or power mobility training, developmental training; fabrication of lower extremity splints; range of motion; patient transfers; gait training; balance and coordination exercises; housekeeping; therapeutic positioning; manufacturing, modification and/or repair of adaptive and durable medical equipment).

16) **STAIR CLIMB:**

MAXIMUM FREQUENCY: Occasional

Comments: Stair climb is required in order to go to/from the training stair during activity of daily living and gross motor training. Maximum number of 8 steps is climbed.

17) **LADDER CLIMB:**

MAXIMUM FREQUENCY: Seldom

Comments: Ladder climbing is required to perform job tasks (e.g. stimulation, education, strengthening, balance and coordination training). *Variables to overhead climbing will vary according to the employee's height and anthropometric reach.*

18) WALKING:

MAXIMUM FREQUENCY: Frequent

Comments: Walking is performed when retrieving, returning, storing, adjusting, moving, transporting and/or patient, equipment and supplies (e.g. walk to/from treatment sites, classroom, school yard; manual or power training; travel to off-site therapy unit; conference room, home visit). Walking length varies between 3 feet and 600 feet depending on job task.

19) SITTING:

MAXIMUM FREQUENCY: Frequent

Comments: Sitting is performed for a maximum of 60 minute intervals when treating patients (e.g. sitting during desk top work; therapy treatment; telephone consultation; splinting; family or teacher education).

20) STANDING: (Static)

MAXIMUM FREQUENCY: Occasional

Comments: Static standing is performed for a maximum of 30 minute intervals when treating patients (e.g. standing during gross motor activity, transfer to/from chair equipment; monitoring and training with mobility devices; activity of daily living training; observation of patient(s); mobility and gait training).

21) BALANCE:

MAXIMUM FREQUENCY: Frequent

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

22) OPERATING HAND/FOOT CONTROLS:

	MAXIMUM REQUIREMENT
HAND:	
Right:	Occasional
Left:	Occasional
Both:	Occasional
Either:	Occasional
FOOT:	
Right:	Occasional
Left:	Seldom

Both:	Not Required
Either:	Occasional

Comments: Hand controls are utilized to operate equipment (e.g. vehicle, wheelchair) when moving between treatment sites (e.g. driving vehicle to satellite therapy units, school sites, patient residence, physician office; wheelchair control lever; hoier lift; miscellaneous mobility devices). Foot controls are utilized to operate equipment (e.g. driving vehicle; mobility device brakes).

23) UPPER AND LOWER EXTREMITY COORDINATION:

	MAXIMUM REQUIREMENT
Simple Grasping:	Frequent
Firm Grasping:	Occasional
Fine Manipulation:	Frequent
Eye/Hand Coordination:	Frequent
Hand/Foot Coordination:	Seldom

Comments: Grasping and coordination activities are performed when treating, retrieving, returning, storing, adjusting, moving, transporting and/or treating patients, equipment, controls and supplies (e.g. providing therapy treatments, training and education).

Simple grasping is utilized to perform job tasks (e.g. lifting and manipulating objects weighing less than 5 pounds; lightweight lifting, oral motor training/stimulation; splint making; casting for orthotics; patient evaluation; manual exercises).

Firm grasping is utilized to perform job tasks (e.g. lifting and handling objects weighing 5 pounds or greater; heavyweight lifting, stabilize patient, operate exercise equipment; release/tie-down pulley from stored equipment; operating hoier lift/treatment tables; wheelchair controls; balance and coordination exercises; gait training; patient transfers).

Fine manipulation is utilized to perform job tasks (e.g. sensory and motor stimulation and exercise, handwriting, page turning, keyboard; orthotic and splint making; manufacturing, modification and/or repair of adaptive and durable medical equipment).

Eye/hand coordination is utilized to perform job tasks (e.g. stabilizing patients; sensory and motor stimulation and exercise, handwriting, page turning, keyboard; orthotic and splint making).

Hand/foot coordination is utilized to perform job tasks (e.g. driving vehicle).

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

24) NECK RANGE OF MOTION:

	MAXIMUM REQUIREMENT
Static neutral position:	Frequent
Flexing:	Frequent
Rotating:	Frequent
Extending:	Seldom

Comments: Neck movement is required when performing job tasks (e.g. providing patient treatment, training and education; monitoring patients). *Participating in observation of work environment allowing 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

Enclosed are the results of the Essential and Marginal Functions of the Job Task Analysis that were obtained for the position of **Therapist Aide**.

Please note the specific summary of maximum weight and frequency requirements of the definitions as follows:

Stanislaus County	
<i>Job Task Analysis Summary</i>	
Therapist Aide	
<i>Functional Activities</i>	<i>Maximum Requirements</i>
<i>Push (Force)¹</i>	30 pounds
<i>Pull (Force)¹</i>	30 pounds
<i>Stand Up Lift¹</i>	40 pounds
<i>Level Lift¹</i>	40 pounds
<i>Weight Carry¹</i>	40 pounds
<i>Overhead Lift/Pull Down¹</i>	10 pounds
<i>Overhead Reach¹</i>	Occasional
<i>Forward Reach¹</i>	Frequent
<i>Stooping¹</i>	Occasional
<i>Squatting (Unloaded)¹</i>	Seldom
<i>Repetitive Bending¹</i>	Occasional
<i>Twisting¹</i>	Occasional
<i>Turning¹</i>	Occasional
<i>Kneeling¹</i>	Occasional
<i>Crawl¹</i>	Seldom
<i>Stair Climb¹</i>	Occasional

¹ Essential functions required while performing the critical demands of the job.

<i>Job Task Analysis Summary (Continued)</i>	
Therapist Aide	
<i>Functional Activities</i>	<i>Maximum Requirements</i>
<i>Ladder Climb</i> ¹	Seldom
<i>Walking</i> ¹	Frequent
<i>Sitting</i> ¹	Frequent
<i>Standing (Static)</i> ¹	Occasional
<i>Balance</i> ¹	Frequent
<i>Operation of Hand Controls</i> ¹	Occasional
<i>Operation of Foot Controls</i> ¹	Occasional
<i>Simple Grasping</i> ¹	Frequent
<i>Firm Grasping</i> ¹	Occasional
<i>Fine Manipulation</i> ¹	Frequent
<i>Eye/Hand Coordination</i> ¹	Frequent
<i>Neck Range of Motion</i> ¹	Frequent

It is agreed that this document is correct.

Lyle Andersen, PT

Date:
Lyle Andersen, PT, CWCE
Preparer Signature

MB _____ Date: *5/11/04*
Contact Person
Title

Mary _____ Date: *7/21/04 (Therapy Aid)*
Contact Person
Title

Paul Sallan OTR _____ Date: *7-21-04 (Senior OT)*
Contact Person
Title

Christina _____ PT 7-21-04

David H. Robear 8/25/04

¹ Essential functions required while performing the critical demands of the job.

LA/cm