

Job Task Analysis

Employer:	Stanislaus County
Occupation:	Librarian
Classification:	I, II, & III
Company Contact:	Risk Management 1010 10 th Street Modesto, California 95354 (209) 525-5770
Date:	February 2010; Updated May 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:

Librarian I, II - Children's Librarian

- 1.) Create innovative children's programs.
- 2.) Perform story times and class visit presentations.
- 3.) Provide references and reader's advisory services to customers of all ages.
- 4.) Select children's materials based on collection needs and customer requests.
- 5.) Prepare bibliographies, reviews and book talks.
- 6.) Participate in the establishment of long-range goals, plans and objectives of the department.
- 7.) Assist customers in the use of library technologies.

Librarian I, II - Reference Librarian

- 1.) Provides reference and reader's advisory services to customers.
- 2.) Reviews book collection to determine materials needed or to select materials for repair or discard.
- 3.) Prepares bibliographies.
- 4.) Participates in the establishment of long-range goals, plans and objectives of the library.
- 5.) Responsible for updating various files and collections as assigned.
- 6.) Instructs customers in the use of library facilities.
- 7.) Assists customers in the use of library technologies.

Librarian III

- 1.) Plans and sets goals for unit.
- 2.) Supervises on both the first and secondary level.
- 3.) Participates in selection and training of new employees.
- 4.) Evaluates and disciplines subordinates.
- 5.) Organizes and assigns tasks.
- 6.) Attends department head meetings and, with other department heads, sets library policy.
- 7.) Serves as the liaison with other departments in library.
- 8.) Selects materials and reviews collection for current usefulness.
- 9.) Recommends budget for assigned department.
- 10.) Provides reference and reader's advisory services.
- 11.) Prepares and performs programs for various age levels and groups.
- 12.) Generate a strong staff commitment to public service.

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

<http://www.stancounty.com/riskmgmt/risk-dm-jta-class-sub-main.shtm>

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. 3-D printer | 20. Microfilm crank/dial |
| 2. Bar code reader | 21. Microfilm machines |
| 3. Binders | 22. Paper cutter |
| 4. Books | 23. Pens and pencils |
| 5. Box cutter | 24. Printer |
| 6. Cart | 25. Product lift jack |
| 7. Cash register | 26. Safety Ladder |
| 8. CD player | 27. Scissors |
| 9. Computer keyboard | 28. Staple remover |
| 10. Computer monitor | 29. Stapler |
| 11. Computer mouse | 30. Step stool |
| 12. Computer terminal | 31. Tape dispenser |
| 13. Copiers | 32. Telephone - desk and cell phone |
| 14. Counter stools | 33. Televisions |
| 15. Facsimile machine | 34. Three hole punch |
| 16. File cabinets | 35. Vehicle |
| 17. iPad | 36. Video player/DVD player |
| 18. Laminator. (PAT only 2) | 37. Virtual reality |
| 19. Laptop/projector | 38. Wii game system |

*All employees within the **Librarian I, II, & III** 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 **Librarian I, II, & III** 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:..... Step stool, step ladder	Seldom
2.	Being around moving machinery:..... Laminator, traffic	Occasional
3.	Exposure to marked changes in temperature and humidity:.....	Not Applicable
4.	Exposure to dust, fumes, smoke, gases, or other irritating substances (specify):.....	Not Applicable
5.	Driving:..... Vehicle	Occasional
6.	Exposure to excessive noise:	Not Applicable
7.	Exposure to radiant or electrical energy:.....	Not Applicable
8.	Exposure to solvents or chemicals:..... Goo-gone solvent	Seldom
9.	Exposure to slippery or uneven walking surfaces:	Seldom
	Ramp, water	
10.	Working below ground:	Constant
	Modesto facility only	
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:.....	Not Applicable
	Alone:	Constant
	Closely with others:	Constant
16.	Working inside:.....	Constant
17.	Working outside:..... <i>Selected employees may perform on an occasional basis</i>	Not Applicable

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:	Occasional	Maximum Force: 25 Pounds
11-25 pounds:	Seldom	
26-100 pounds:	Not Required	

Assistive Devices: 4-wheeled cart, hand truck. Additionally, one-person assistance is available with forces greater than 25 pounds.

Comments: Pushing is utilized with activities such as retrieving, returning, storing, adjusting, moving, and/or transporting equipment, and supplies (e.g. cart, door). The employee exerts up to 25 pounds of force in a horizontal plane from waist to shoulder height of a distance up to 200+ feet when performing job tasks (e.g. travel with cart to/from library barrowed inventory and/or basement; open/close door; table; chair placement). *When working with limited support staff the librarian may be required to handle barrowed and/or stored inventory occasionally.*

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

MAXIMUM REQUIREMENT

0-10 pounds:	Occasional	Maximum Force: 25 Pounds
11-25 pounds:	Seldom	
26-100 pounds:	Not Required	

Assistive Devices: 4-wheeled cart, hand truck. Additionally, one-person assistance is available with forces greater than 25 pounds.

Comments: Pulling is utilized with activities such as retrieving, returning, storing, adjusting, moving, and/or transporting equipment, and supplies (e.g. cart, door). The employee exerts up to 25 pounds of force in a horizontal plane from waist to shoulder height of a distance up to 200+ feet when performing job tasks (e.g. travel with cart to/from library barrowed inventory and/or basement; open/close door; table; chair placement). *Pushing is the preferred method of moving carts. When working with limited support staff the librarian may be required to handle barrowed and/or stored inventory occasionally.*

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

MAXIMUM REQUIREMENT

0-10 pounds:	Seldom	Maximum Force:	<u>10</u> Pounds
11-100 pounds:	Not Required		

Assistive Devices: One or more person(s) assistance is available with weights greater than 10 pounds.

Comments: A stand-up lift is utilized with activities such as retrieving, returning, storing, moving, transporting equipment and supplies (e.g. library borrowed inventory). The employee lifts items weighing between <1 pound and 10 pounds from/to the floor or lower shelf when performing job tasks (e.g. books, pamphlets, binders, DVD/video/audio). *Safe lifting is performed by utilizing a posture of partial squatting and a straight back. When working with limited support staff the librarian may be required to handle borrowed and/or stored inventory occasionally.*

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:	Occasional	Maximum Force:	<u>10</u> Pounds
11-100 pounds:	Not Required		

Assistive Devices: Hand truck/4-wheeled cart. Additionally, one or more person(s) assistance is available with weights greater than 10 pounds.

Comments: A level lift is utilized with activities such as retrieving, returning, storing, moving, transporting equipment and supplies (e.g. library borrowed inventory). The employee lifts items weighing between <1 pound and 10 pounds when performing job tasks (e.g. books, pamphlets, binders, DVD/video/audio; lift/drag chair). *When working with limited support staff the librarian may be required to handle borrowed and/or stored inventory frequently.*

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

MAXIMUM REQUIREMENT

0-10 pounds:	Occasional	Maximum Force:	<u>10</u> Pounds
11-100 pounds:	Not Required		

Assistive Devices: Hand truck/4-wheeled cart. Additionally, one or more person(s) assistance is available with weights greater than 10 pounds.

Comments: Weight carry is utilized with activities such as retrieving, returning, storing, moving, transporting equipment and supplies (e.g. library borrowed inventory). The employee carries items weighing between <1 pound and 10 pounds between 5 feet and 200+ feet when performing job tasks (e.g. books, pamphlets, binders, DVD/video/audio; lift/drag chair).

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

MAXIMUM REQUIREMENT

0-10 pounds:	Seldom	Maximum Force:	<u>10</u> Pounds
11-100 pounds:	Not Required		

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, transporting equipment and supplies (e.g. library borrowed inventory). The employee lifts items weighing between <1 pound and 10 pounds to a maximum height of 84 inches when performing job tasks (e.g. books, binders, pamphlets, DVD/audio/video). *Variables to overhead reaching will be the employee's height and anthropometric reach. When working with limited support staff the librarian may be required to handle borrowed and/or stored inventory occasionally.*

7.) OVERHEAD REACH:**MAXIMUM
FREQUENCY:** Seldom

Comments: Overhead reach is performed to a maximum height of 84 inches when retrieving, returning, storing, adjusting, transporting equipment and supplies (e.g. books, magazines, binders, DVD/videos, audio). *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

Forward reach is performed to a maximum distance of 28 inches when retrieving, returning, storing, adjusting, moving, transporting equipment and supplies (e.g. desktop work; books, magazines, binders, videos, audio s, DVD, pamphlets, forms, documents, files, drawers, cabinets, cart; open/close door; lift, push/pull). *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 equipment and supplies (e.g. books, magazines, binders, videos, audio s, DVD, pamphlets, forms, documents, files, drawers, cabinets). *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

Squatting is performed when retrieving, returning, storing, adjusting, moving, transporting, equipment and supplies (e.g. books, magazines, binders, videos, audio, DVD, pamphlets, forms, documents, files, drawers, cabinets). *Squatting may be minimized or avoided by substituting alternate positions of sitting, bending or kneeling. Partial squatting is a preferred lifting posture.*

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

Comments: Bending forward at the waist is performed when retrieving, returning, storing, adjusting, moving, transporting equipment and supplies (e.g. books, magazines, binders, videos, audio s, DVD, pamphlets, forms, documents, files, drawers, cabinets; lift). Maximum forward trunk flexion required is 45 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:** Occasional

Comments: Twisting at the waist is performed when retrieving, returning, storing, adjusting, moving, transporting, equipment and supplies (e.g. books, magazines, binders, videos, audio s, DVD, pamphlets, forms, documents, files, drawers, cabinets; drive vehicle). *Twisting at the waist may be minimized by turning the whole body, including the feet and working from a swivel chair.*

13.) **TURN:**

**MAXIMUM
FREQUENCY:** Occasional

Comments: Turning is performed when retrieving, returning, storing, adjusting, moving, transporting equipment and supplies (e.g. books, magazines, binders, videos, audio s, DVD, pamphlets, forms, documents, files, cabinets).

14.) **KNEEL:**

**MAXIMUM
FREQUENCY:** Seldom

Comments: Kneeling is performed when retrieving, returning, storing, adjusting, moving, transporting equipment and supplies (e.g. books, magazines, binders, videos, audio s, DVD, pamphlets, forms, documents, files, drawers, cabinets). *Kneeling may be minimized or avoided by substituting alternate positions of bending, sitting, squatting, or half kneeling.*

15.) **CRAWL:**

**MAXIMUM
FREQUENCY:** Not Required

Comments: Crawling is not required to perform job tasks.

16.) **STAIR CLIMB:**

**MAXIMUM
FREQUENCY:** Not Required

Comments: Stair climb is not required in order to perform job tasks. Elevators are available.

17.) **LADDER CLIMB:**

**MAXIMUM
FREQUENCY:** Seldom

Comments: Ladder climbing is required to perform job tasks (e.g. create and/or maintain bulletin board; store and retrieve book, audio, video, DVD). *Variables to overhead climbing will vary according to the employee's height and anthropometric reach. Safety ladder is available. Additionally, 2-step stool is available.*

18.) **WALK:**

**MAXIMUM
FREQUENCY:** Frequent

Comments: Walking is performed when retrieving, returning, storing, adjusting, moving, transporting, equipment and supplies (e.g. management of inventory; security check; locate miscellaneous circulation and/or reference barrowed inventory; customer assistance; push/pull carts). Walking length varies between 3 feet and 200+ feet depending on job task.

19.) **SIT:**

**MAXIMUM
FREQUENCY:** Frequent

Comments: Sitting is performed for a maximum of 120-minute intervals when performing job tasks (e.g. desktop work; research; read to children). *Travel between library sites may be required occasionally.*

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

**MAXIMUM
FREQUENCY:** Frequent

Comments: Static standing is performed for a maximum of 120-minute intervals when retrieving, returning, storing, adjusting, moving and/or handle barrowed inventory, equipment, controls, and supplies (e.g. stand to monitor reference desk operation, locate miscellaneous circulation and/or reference barrowed inventory; handle customer queries for library barrowed inventory, services and/or policies).

21.) **BALANCE:**

**MAXIMUM
FREQUENCY:** Frequent

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

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

	<u>MAXIMUM REQUIREMENT</u>
HAND:	
Right:	Occasional
Left:	Occasional
Both:	Occasional
Either:	Not Required
FOOT:	
Right:	Occasional
Left:	Seldom
Both:	Not Required
Either:	Not Required

Comments: Hand/Foot controls are required to perform job tasks (e.g. drive vehicle).

23.) UPPER AND LOWER EXTREMITY COORDINATION:

<u>MAXIMUM REQUIREMENT</u>	
Simple Grasp:	Frequent
Firm Grasp:	Occasional
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 the library collection (e.g. books, carts, magazines, pamphlets, audio-visuals).

Simple grasping is utilized to perform job tasks (e.g. lift and manipulate objects weighing less than 5 pounds; operate miscellaneous office equipment, push/pull cart, handle books, magazines, pamphlets, microfilm, videos, DVD; drive vehicle).

Firm grasping is utilized to perform job tasks (e.g. lift and handle objects weighing 5 pounds or greater; operate miscellaneous office equipment, push/pull cart, handle books, magazines, pamphlets, microfilm, video, DVD).

Fine manipulation is utilized to perform job tasks (e.g. keyboard, mouse; copier, facsimile and audio-visual machine, alarm system, door key padlock, page turn, sort, book turn/flip, handwrite; money handling).

Eye/hand coordination is utilized to perform job tasks (e.g. computer keyboard, mouse; VCR, copier, facsimile machine, alarm system, door key padlock, page turn, book turn/flip, handwrite; drive vehicle).

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

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. desktop work, collection search; operate miscellaneous office equipment, push/pull cart, handle books, magazines, pamphlets, microfilm, videos; drive vehicle).

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

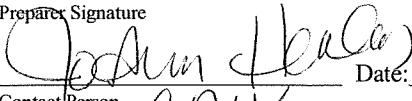
The following is a summary of the physical demands of the Job Task Analysis that were obtained for the position of:

LIBRARIAN I, II, & III

Functional Activities	Maximum Requirements	Functional Activities	Maximum Requirements
<i>Push (Force)</i> ¹	25 pounds	<i>Stair Climb</i>	Not Required
<i>Pull (Force)</i> ¹	25 pounds	<i>Ladder Climb</i> ¹	Seldom
<i>Stand Up Lift</i> ¹	10 pounds	<i>Walk</i> ¹	Frequent
<i>Level Lift</i> ¹	10 pounds	<i>Sit</i> ¹	Frequent
<i>Weight Carry</i> ¹	10 pounds	<i>Stand (Static)</i> ¹	Frequent
<i>Overhead Lift/Pull Down</i>	10 pounds	<i>Balance</i> ¹	Frequent
<i>Overhead Reach</i> ¹	Seldom	<i>Hand Control</i>	Occasional
<i>Forward Reach</i> ¹	Frequent	<i>Foot Control</i>	Occasional
<i>Stoop</i> ¹	Occasional	<i>Simple Grasp</i> ¹	Frequent
<i>Squat (Unloaded)</i>	Seldom	<i>Firm Grasp</i> ¹	Occasional
<i>Forward Bend</i> ¹	Occasional	<i>Fine Manipulation</i> ¹	Frequent
<i>Twist</i> ¹	Occasional	<i>Eye/Hand Coordination</i> ¹	Frequent
<i>Turn</i> ¹	Occasional	<i>Hand/Foot Coordination</i> ¹	Occasional
<i>Kneel</i>	Seldom	<i>Cervical (neck) Movement</i> ¹	Frequent
<i>Crawl</i>	Not Required		

¹ The critical demands of the job.

Lyle Andersen, PT

_____ Date: _____ Date: _____
 Lyle Andersen, PT, CWCE Contact Person
 Preparer Signature Title
 Date: 7/26/19
 Contact Person Title CAIV Contact Person Title

LA/gm