

Job Task Analysis

Employer:	Stanislaus County	
Occupation:	Road Maintenance	
Classification:	Bridge Repair	
Company Contact:	CEO-Recruitment Unit	
Date:	October 2000	
Analysis Provided By: Lyle Andersen, PT Andersen & Baim Physical Therapy, Inc. 3500 Coffee Road, Suite 3 Modesto, California 95355		

(209) 549-4626

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).

Chief Executive Office – Recruitment Unit		
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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.

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, operate a variety of equipment including dump trucks, tank trucks, loaders, tractors, paving machines, rollers, tree-trimming and painting equipment, and a cariety of hand and power tools. The incumbent may be assigned to perform road and/or bridge maintenance, traffic device repair and installation, tree-trimming and weed control, and other related duties involving manual labor such as shoveling, patching, lifting and loading. In addition, may be required to train and supervise Alternative Work Program participants or other special program referrals as required.

Specific Duties:

- 1. Operates a variety of light and heavy equipment.
- 2. Operates a variety of small hand and power tools.
- 3. Performs manual labor such as shoveling, loading, lifting, patching, painting and other routine work.
- 4. Directs traffic and establishes work-zone traffic controls.
- 5. Services tools and equipment as needed.
- 6. Keeps records on work performed.
- 7. Patches, oils and seals road surfaces.
- 8. Trains lower level maintenance helpers in the operation of equipment while at various job sites.

<u>Safety Requirements</u>: 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:

- 1. Hearing protection.
- 2. Eye protection.
- 3. Hand wear protection.
- 4. Respiratory protection.

Equipment:

- 1. Logo shirt
- 2. Hard hat
- 3. Steel toed shoe
- 4. Logo jacket

1. Never received

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

Knowledge:

- 1. Motor vehicle laws relating to equipment operation.
- 2. Methods, procedures, materials and tools used in construction, maintenance and repair work.
- 3. Methods used in operating rollers, loaders, backhoes, dump trucks and truck trailer combinations.
- 4. Basic math sufficient to keep time cards and service records.

Ability/Qualifications:

- 1. Skillfully and safely operate a truck having compound transmission with skill and safety in accordance with traffic laws.
- 2. Understand and carry out oral and written directions.
- 3. Perform heavy manual work requiring good health, physical strength, and agility.
- 4. Train and supervise Alternative Work Program participants or other special program referrals as required.

Experience/Qualifications:

- 1. Must have equivalent of one year full-time working experience as a maintenance or construction laborer or truck driver which included work of the type done in Public Works related agencies.
- 2. Successful completion of a post-offer, pre-placement physical abilities test.
- 3. Must be able to obtain and maintain a valid California Class A Commercial Vehicle Driver's License within six months of date of appointment. Endorsements needed to operate all Road Division equipment, including, but not limited to, doubles/triples, tank and hazardous materials, must also be obtained.

4.

All employees within the Road Maintenance Department 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 Road Maintenance Department.

Work Hours:

40 hour work week Monday through Thursday 6:30a.m. to 5:00p.m. Overtime may be required

Union:

American Federation of State, County, Federal and Municipal Employees, Optional

Environmental Factors

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

Seldom = Less t	than 1%	Frequent	= 34% - 66%
Occasional	= 1% - 33%		

Occasio	$nal = 1\% - 33\% \qquad Continuous = 67$	% - 100%
	Environmental Factors	Frequency
1.	Unprotected heights: bridges, in/out of trenches, rooftops, ladders	Frequent
2.	Being around moving machinery: loaders, stomper, backhoe, jack hammer, dump truck, excavator	Frequent
3.	Exposure to marked changes in temperature and humidity: outside temperature varies between 28-110 degrees	Occasional
4.	Exposure to dust, fumes, smoke, gases, or other irritating substances (specify): dirt; welding, cutting torch, painting	Occasional
5.	Driving material handling and cleaning equipment: forklift, loader, flat bed, cement truck, vacuum truck, dump truck, backhoe, transport, utility truck	Continuous
6.	Exposure to excessive noise: Hearing protection is required. Sound levels produced up to 85dB. Jack hammer, vacuum truck	Frequent
7.	Exposure to radiant or electrical energy:	Not Applicable
8.	Exposure to solvents or chemicals: diesel, grease, paint, oil, plastic, gasoline	Occasional
9.	Exposure to slippery or uneven walking surfaces: trenches, embankments, water, mud, underdeveloped ground	Continuous
10.	Working below ground: trenches, pipes, covert box	Continuous
11.	Unusual fatigue factors:	Not Applicable
12.	Working with explosives: underground gas lines	Not Required
13.	Excessive vibration: powder puff, jack hammer, stomper	Occasional
14.	Working with hands in water or other substance: hand protection is available	Occasional
15.	Working proximity: Alone – emergency calls, flood control Closely with others -	Seldom Continuous
16.	Working inside:	Not Applicable
17.	Working outside:	Continuous

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
Maximum Force:	100 Pounds
0-10 Pounds:	Occasional
11-25 Pounds:	Occasional
26-35 Pounds:	Seldom
36-50 Pounds:	Seldom
51-75 Pounds:	Seldom
76-100 Pounds:	Seldom
Assistive Devices: One person assistance is available with forces greater than 100 pounds.	

Comments: Pushing is utilized with activities such as retrieving, returning, storing, adjusting, moving structure, product, equipment, supplies (e.g. miscellaneous components and tools). The employee exerts up to 100 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. push to load/unload bridge rail; installation of bridge rail; pipe, timber; paving; hand or power tool operation; wheelbarrow).

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

	Maximum Requirement
Maximum Force:	100 Pounds
0-10 Pounds:	Occasional
11-25 Pounds:	Occasional
26-35 Pounds:	Seldom
36-50 Pounds:	Seldom
51-75 Pounds:	Seldom
76-100 Pounds:	Seldom
Assistive Devices: One person assistance is available with forces greater than 100 pounds	

person assistance is available with forces greater than 100 pounds.

Comments: Pulling is utilized with activities such as retrieving, returning, storing, adjusting, moving structure, product, equipment, supplies (e.g. miscellaneous components and tools). The employee exerts up to 100 pounds of force in a horizontal plane from waist to shoulder height of a distance up to 10 feet when performing job tasks (e.g. pull to load/unload bridge rail; installation of bridge rail; pipe, timber; paving; hand or power tool operation; wheelbarrow; drag grates, timber, chain; tie down). Pushing is the preferred method of moving carts.

3. STAND-UP LIFT: Lifting from/to floor and waist height level.		
	Maximum Requirement	
Maximum Force:	94 Pounds	
0-10 Pounds:	Frequent	
11-25 Pounds:	Occasional	
26-35 Pounds:	Occasional	
36-50 Pounds:	Occasional	
51-75 Pounds:	Occasional	
76-100 Pounds:	Seldom	
Assistive Devices: Come-Along. One person assistance is available with weights greater than 100 pounds.		

Comments: A stand-up lift is utilized with activities such as retrieving, returning, storing, repairing, maintaining, adjusting structures and moving transporting equipment, parts and supplies (e.g. wood, metal, concrete, cement, tools). The employee lifts items weighing between <1 pounds and 100 pounds from/to 36 inches off the floor when performing job tasks (e.g. lift up to 94 pound bag of cement, up to 100+ pound timer; up to 60 pounds of fence post mix; 60-90 pound jack hammer; 5 gallon buckets of cement mix; 50 pound bags of cement agent; barricades; cones; up to 12 inch diameter pipe; bridge railing; posts; grate frames; miscellaneous hand or power tools; grate puller/hook; up to 300+ pound bridge timber/stringer).

4. LEVEL LIFT: Lifting weight from waist height level to waist height level for a maximum of four feet.		
	Maximum Requirement	
Maximum Force:	94 Pounds	
0-10 Pounds:	Frequent	
11-25 Pounds:	Occasional	
26-35 Pounds:	Occasional	
36-50 Pounds:	Occasional	
51-75 Pounds:	Occasional	
76-100 Pounds:	Seldom	

Assistive Devices: Forklift/hand truck. Additionally, one person assistance is available with weights greater than 100 pounds.

Comments: A level lift is utilized with activities such as retrieving, returning, storing, repairing, maintaining, adjusting structures and moving transporting equipment, parts and supplies (e.g. wood, metal, concrete, cement, tools). The employee lifts items weighing between <1 pounds and 100 pounds up to 36 inches in height when performing job tasks (e.g. lift up to 94 pound bag of cement, up to 100+ pound timer; up to 60 pounds of fence post mix; 60-90 pound jack hammer; 5 gallon buckets of cement mix; 50 pound bags of cement agent; barricades; cones; up to 12 inch diameter pipe; bridge railing; posts; grate frames; miscellaneous hand or power tools; grate puller/hook; up to 300+ pound bridge timber/stringer).

5. WEIGHT CARRY: Carrying weight at waist height level beyond a distance of four feet.		
	Maximum Requirement	
Maximum Force:	94 Pounds	
0-10 Pounds:	Frequent	
11-25 Pounds:	Occasional	
26-35 Pounds:	Occasional	
36-50 Pounds:	Occasional	
51-75 Pounds:	Occasional	
76-100 Pounds:	Seldom	

Assistive Devices: Heavy Equipment/Trucks/Forklift/hand truck. Additionally, one person assistance is available with weights greater than 100 pounds.

Comments: Weight carry is utilized with activities such as retrieving, returning, storing, repairing, maintaining, adjusting structures and moving transporting equipment, parts and supplies (e.g. wood, metal, concrete, cement, tools). The employee lifts items weighing between <1 pounds and 100 pounds up to 36 inches in height when performing job tasks (e.g. lift up to 94 pound bag of cement, up to 100+ pound timer; up to 60 pounds of fence post mix; 60-90 pound jack hammer; 5 gallon buckets of cement mix; 50 pound bags of cement agent; barricades; cones; up to 12 inch diameter pipe; bridge railing; posts; grate frames; miscellaneous hand or power tools; grate puller/hook; up to 300+ pound bridge timber/stringer).

6. OVERHEAD LIFT/PULL DOWN

	Maximum Requirement
Maximum Force:	50 Pounds
0-10 Pounds:	Occasional
11-25 Pounds:	Occasional
26-35 Pounds:	Seldom
36-50 Pounds:	Seldom
51-75 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 50 pounds.

Comments: Overhead lift/pull down is utilized with activities such as repairing, maintaining, retrieving, returning, storing, adjusting, moving, transporting equipment, structure and supplies (e.g. tools, miscellaneous bridge components). The employee lifts items weighing between <1 pounds and 50 pounds to a maximum height of 72 inches when performing job tasks (e.g. lift and reach to load/unload truck; stabilize to place or remove timber shoring; operate hand or power tools). *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, adjusting, moving, transporting, repair, maintain structure, equipment and supplies (e.g. reach while shoring up bridge with timber; ladder use; hand or power tool use; climb in/out of equipment or up/down 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 32 inches when retrieving, returning, storing, adjusting, moving, transporting, repairing, maintaining, structures, equipment and supplies (e.g. reach while shoring up bridge with timber; ladder use; hand or power tool use; climb in/out of equipment or up/down ladder; while finishing cement or concrete; jack hammering; cutting pipe; installing pipe; chain sawing; operate equipment; barricade application; fence building; nut/bolt assemble; traffic control; rigging and collaring pipe; coning worksite; loading/unloading miscellaneous worksite paraphernalia; shoveling; post hole digging; pre-trip inspections; painting; installing bridge rail). *The degree of elbow extension required for reaching will vary according to the employee's anthropometric reach.*

9. STOOPING

Maximum Frequency: Frequent

Comments: Stooping is performed when retrieving, returning, storing, adjusting, moving, transporting, repairing, maintaining, structures, equipment and supplies) (e.g. stoop to reach below waist height while shoring up bridge with timber; ladder use; hand or power tool use; climb in/out of equipment or up/down ladder; while finishing cement or concrete; jack hammering; cutting pipe; installing pipe; chain sawing; operate equipment; barricade application; fence building; nut/bolt assemble; traffic control; rigging and collaring pipe; coning worksite; loading/unloading miscellaneous worksite paraphernalia; shoveling; post hole digging; pre-trip inspections; painting; installing bridge rail). *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 when repairing and maintaining equipment (e.g. squat to reach below waist height for pre-trip inspection; working on bridge rail; concrete finishing; pipe installation; working under low ceilings; work site inspection). *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: Frequent

Comments: Bending forward at the waist is performed when retrieving, returning, storing, adjusting, moving, transporting, repairing, maintaining, structures, equipment and supplies) (e.g. bend to reach near or far below waist height while shoring up bridge with timber; ladder use; hand or power tool use; climb in/out of equipment or up/down ladder; while finishing cement or concrete; jack hammering; cutting pipe; installing pipe; chain sawing; operate equipment; barricade application; fence building; nut/bolt assemble; traffic control; rigging and collaring pipe; coning worksite; loading/unloading miscellaneous worksite paraphernalia; shoveling; post hole digging; pre-trip inspections; painting; installing bridge rail). *Maximum forward trunk flexion required is 80 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: Frequent

Comments: Twisting at the waist is performed when retrieving, returning, storing, adjusting, moving, transporting, repairing, maintaining, structures, equipment and supplies). (e.g. twist to reach near or far below waist height while shoring up bridge with timber; ladder use; hand or power tool use; climb in/out of equipment or up/down ladder; while finishing cement or concrete; jack hammering; cutting pipe; installing pipe; chain sawing; operate equipment; barricade application; fence building; nut/bolt assemble; traffic control; rigging and collaring pipe; coning worksite; loading/unloading miscellaneous worksite paraphernalia; shoveling; post hole digging; pre-trip inspections; painting; installing bridge rail). *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:

Comments: Turning is performed when retrieving, returning, storing, adjusting, moving, transporting, repairing, maintaining, structures, equipment and supplies). (e.g. turn to reach near or far below waist height while shoring up bridge with timber; ladder use; hand or power tool use; climb in/out of equipment or up/down ladder; while finishing cement or concrete; jack hammering; cutting pipe; installing pipe; chain sawing; operate equipment; barricade application; fence building; nut/bolt assemble; traffic control; rigging and collaring pipe; coning worksite; loading/unloading miscellaneous worksite paraphernalia; shoveling; post hole digging; pre-trip inspections; painting; installing bridge rail).

14. KNEELING

Maximum Frequency: Occasional

Comments: Kneeling is performed when repairing and maintaining equipment (e.g. squat to reach below waist height for pre-trip inspection; working on bridge rail; concrete finishing; pipe installation; working under low ceilings; work site 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 repairing, maintaining, structures, equipment (e.g. crawl in/out of pipe; under low worksite ceilings; worksite inspection).

16. STAIR CLIMB

Maximum Frequency: Seldom

Comments: Stair climb is required in order to go to/from the 2^{nd} story in storage building. Maximum number of 21 steps is climbed.

17. LADDER CLIMB

Maximum Frequency: Occasional

Comments: Ladder climbing is performed onto/off of safety ladders or steps to access structures and equipment supplies (e.g. earth moving equipment) located 10 feet above floor level (e.g. climb for worksite inspection; climb in/out of trench; miscellaneous construction projects; climb in/out of loaders, backhoe, miscellaneous trucks; excavator). *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, repairing, maintaining, structures, equipment and supplies (e.g. reach while shoring up bridge with timber; ladder use; hand or power tool use; climb in/out of equipment or up/down ladder; while finishing cement or concrete; jack hammering; cutting pipe; installing pipe; chain sawing; operate equipment; barricade application; fence building; nut/bolt assemble; traffic control; rigging and collaring pipe; coning worksite; loading/unloading miscellaneous worksite paraphernalia; shoveling; post hole digging; pre-trip inspections; painting; installing bridge rail; walk to/from worksite; worksite inspection; and/or job preparation). Walking length varies between 3 feet and 1500 feet depending on job task.

19. SITTING

Maximum Frequency: Occasional

Comments: Sitting is performed for a maximum of 45 minute intervals when traveling to/from worksite. Backhoe, dump truck, excavator loader and operator may sit up to continuously.

 20. STANDING (Static)

 Maximum Frequency:
 Frequent

 Comments:
 Static standing is performed for a maximum of 60 minute intervals when repairing, maintaining, structures and equipment (e.g. stand while operating jack hammer; painting; operating vacuum truck; shoveling and grading; surveying traffic control work duty may require standing up to continuously).

21. BALANCE

 Maximum Frequency: Continuous

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

22. OPERATING HAND/FOOT CONTROLS		
	Maximum Requirement	
HAND:		
Right:	Occasional	
Left:	Occasional	
Both:	Occasional	
Either:	Occasional	
FOOT:		
Right:	Occasional	
Left:	Occasional	
Both:	Not Required	
Either:	Not Required	

Comments: Hand controls are utilized to operate equipment (e.g. heavy equipment trucks) when adjusting equipment and controls (e.g. jack hammer, backhoe, transport, stomper, dump truck, bobcat, vacuum truck). Foot controls are utilized to operate equipment (e.g. backhoe, bobcat, trucks). Backhoe and truck drivers may operate hand/foot controls up to continuously.

23. UPPER AND LOWER EXTREMITY COORDINATION

	Maximum Requirement
Simple Grasping:	Occasional
Firm Grasping:	Frequent
Fine Manipulation:	Seldom
Eye/Hand Coordination:	Frequent
Hand/Foot Coordination:	Occasional

Comments: Grasping and coordination activities are performed when repairing, maintaining, structures, retrieving, returning, storing, adjusting, moving, transporting equipment, controls and supplies.

Simple grasping is utilized to perform job tasks (e.g. lifting objects weighing less than 5 pounds; nut/bolts; paint brush; traffic control paddle).

Firm grasping is utilized to perform job tasks (e.g. lifting objects weighing 5 pounds or greater; operating jack hammer; chainsaw impact, wrench, welder, tie-down, shovel, hammer, miscellaneous hand and power tools). **Fine manipulation** is utilized to perform job tasks (e.g. handwriting, keyboard).

Eye/hand coordination is utilized to perform job tasks (e.g. traffic control, operating equipment; miscellaneous hand or power tools operation).

Hand/foot coordination is utilized to perform job tasks (e.g. backhoe, loader, bobcat, forklift, vacuum truck). *Equipment operators may utilize hand/foot controls up to continuously. Depending on individual hand dominance, one hand may be used more frequently than the other when performing job tasks.*

END OF REPORT

Job Task Analysis

Enclosed are the results of the Essential Functions Job Task Analysis that were obtained for the position of **Bridge Repair**.

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

Stanislaus County		
Job Task Analysis Summary Road Maintenance		
Push	100 pounds	
Pull	100 pounds	
Stand Up Lift	94 pounds	
Level Lift	94 pounds	
Weight Carry	94 pounds	
Overhead Lift/Pull Down	50 pounds	
Overhead Reach	Occasional	
Forward Reach	Frequent	
Stooping	Frequent	
Squatting (Unloaded)	Seldom	
Repetitive Bending	Frequent	
Twisting	Frequent	
Turning	Occasional	
Kneeling	Occasional	
Crawl	Seldom	
Stair Climb	Seldom	

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Job Task Analysis Summ	Job Task Analysis Summary (Continued)		
Road Mainter	Road Maintenance		
Functional Activities	Maximum Requirements		
Ladder Climb	Occasional		
Walking	Frequent		
Sitting	Occasional		
Standing (Static)	Occasional		
Balance	Continuous		
Operation of Hand Controls	Occasional		
Operation of Foot Controls	Occasional		
Hand Grasping	Occasional		
Finger Manipulation	Seldom		

It is agreed that this document is accurate and correct.



Date: Contact Person 1<u>0 |</u>24/04 Title Contact Person Title

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Company: Stanislaus County - Road Maintenance

Andersen & Baim Physical Therapy Pre-Work Screening Test Validation.

Category I

Job Task Analysis (JTA): Physical and functional demands for this job task analysis were documented by Andersen & Baim Physical Therapy, Inc. The methodology for documentation consists 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 range of motion. The determination of the frequencies of functional activities are based on standards provided by the National Institute of Occupational Safety and Health (NIOSH) and the work practice guide for manual lifting (US Department of Commerce, National Technical Information Service).

Category II

Critical Demands of the Job are:

A. B. C. Category III

Compatibility: An actual employee participated in the Pre-Work Screening Test and agreed that the testing and critical demands of the job adequately and appropriately matched the physical requirements of the job. Employee approval statement follows:

I,, am curr	ently a full-time employee for
performing the job title of	I am in complete agreement that
the Pre-Work Screening Test that I particle compatible with the maximum physical req in the JTA.	pated in adequately portrays and simulates my actual job and was uirements that are utilized to safely perform my job as documented
Employee Participant Signature:	Date:
Employer Representative Name:	Date:
	Category IV

Test Examiner Standardization: Examiners performing the Pre-Work Screening Test are in compliance with

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Company: Stanislaus County - Road Maintenance

competency standards established by the testing center of Andersen & Baim Physical Therapy, Inc. Criteria for an examiner include:

- A. On-Site training with an Andersen & Baim physical therapy certified examiner.
- B. Quarterly on-site competency testing.
- C. Video/audio documentation of all certified examiners performing the test according to the standardized procedures found in the procedure manual.