



## JOB TASK ANALYSIS

<b>Employer:</b>	Stanislaus County
<b>Occupation:</b>	Building Services Supervisor
<b>Company Contact:</b>	CEO-Recruitment Unit
<b>Date:</b>	May 2000: Updated June 2014

**Analysis Provided By:** Lyle Andersen, PT, CWCE  
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### 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.

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**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, **Building Services Supervisor** is required to proactively manage all aspects of building maintenance and custodial services; act as the chief contact for building occupants; and supervise maintenance and custodial staff in the performance of duties as applicable to the general operation, repair, maintenance, remodel of buildings, structures and equipment, with emphasis on customer service, project management and facility inspections.

**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. 12-inch planer
2. Air compressor
3. Air lift
4. Airless spray equipment
5. Airless sprayer
6. Allen wrench set
7. AMP meters
8. AMP probes
9. Back saw
10. Back wrench
11. Band saw
12. Bar clamps
13. Barrel dolly
14. Belt sander
15. Bench grinder
16. Biscuit jointer
17. Block plane
18. Bolt cutters
19. Center punch
20. Chalkline and reel
21. Charging cylinder
22. Chemical transfer pump
23. Circular saw
24. Cold chisel
25. Combination square
26. Conduit benders
27. Continuous clamps capacitor checker
28. Conventional spray painting equipment
29. Cordless drill
30. Cut off saw
31. Dolly
32. Drain snake
33. Drill (hand held)
34. Drill motor
35. Drill press
36. Drywall screwdriver
37. Electric hammer
38. Electronic Freon leak detector
39. Extension cord
40. Extension ladder
41. Face shield
42. Floor mounted sander
43. Framing square
44. Furniture dolly
45. Grinders
46. Grinding wheel dresser
47. Hacksaw
48. Halide leak detector
49. Hammer
50. Hand saw
51. Hand truck
52. Heat gun
53. Hoist
54. Hydraulic lift
55. Hydraulic pump
56. Impact wrench
57. Jig saw
58. Jointer
59. Key hole saw
60. Ladders
61. Lathe
62. Level
63. Mapp-gas torch
64. Metal punch
65. Miter box
66. Nail gun
67. Nibbler
68. Pain conditioner (1 and 5 gallon)
69. Paint booth
70. Paint brush, roller, sprayer
71. Paint mixer
72. Pick-up truck
73. Pipe threading equipment
74. Pneumatic screw gun
75. Portable scaffold
76. Power stud driver
77. Power washer
78. Pressure washer
79. Propane torch
80. Putty knife
81. Radial arm saw
82. Rae
83. Rasp pile
84. Razor blade scraper
85. Refrigeration gauges and hoses
86. Respirator
87. Rotary hammer drills
88. Router
89. Sander palm
90. Sanders (portable/stationary)
91. Saws
92. Sawzall
93. Scaffold
94. Screw driver
95. Shovel
96. Side cutter
97. Sledge hammer
98. Sliding T bevel
99. Socket set wrench
100. Soldering guns
101. Stapler
102. Step ladder
103. Table saw
104. Tape measure
105. Tin snip
106. Uni-shear
107. Utility knives
108. Vacuum pumps
109. Vehicle
110. Velometer
111. Vise grip
112. Vises
113. Volt OHM meters
114. Welders (arc, gas, cutting, torch, TIG, helic arc)
115. Wet and dry vacuums
116. Wire brush
117. Wood chisel
118. Wood planer
119. Wrecking bar

*All employees within the **Building Services Supervisor** 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 **Building Services Supervisor** position.*

**ENVIRONMENTAL FACTORS**

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

**Seldom** = 1% - 2%  
**Occasional** = 3% - 33%

**Frequent** = 34% - 66%  
**Constant** = 67% - 100%

ENVIRONMENTAL FACTORS		MAXIMUM FREQUENCY
1.	Unprotected heights..... <i>Rooftops, ladders</i>	Occasional
2.	Being around moving machinery:..... <i>Traffic, fans, belts, gears</i>	Occasional
3.	Exposure to marked changes in temperature and humidity: outside temperatures may seasonally vary between 28-110 degrees.	Occasional
4.	Exposure to dust, fumes, smoke, gases, or other irritating substances (specify): <i>Air filters, welding gases, steam, miscellaneous dust</i>	Occasional
5.	Driving: ..... <i>Vehicle</i>	Occasional
6.	Exposure to excessive noise:..... <i>Hearing protection is available</i>	Occasional
7.	Exposure to radiant or electrical energy:..... <i>High energy control panels offering higher amperage/voltage</i>	Occasional
8.	Exposure to solvents or chemicals:..... <i>Refer to MSDS document.</i>	Occasional
9.	Exposure to slippery or uneven walking surfaces:..... <i>Underdeveloped ground banks, construction sites</i>	Occasional
10.	Working below ground:..... <i>basement</i>	Occasional
11.	Unusual fatigue factors: .....	Not Applicable
12.	Working with explosives:.....	Not Applicable
13.	Excessive vibration: ..... <i>Sander, jackhammer</i>	Seldom
14.	Working with hands in water or other substance:..... <i>Hand protection is available; plumbing projects, flooding</i>	Occasional
15.	Working proximity:..... Alone: ..... Closely with others: .....	Constant Constant
16.	Working inside:.....	Occasional
17.	Working outside:.....	Constant

## 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

<b>0-10 pounds:</b>	Occasional	
<b>11-25 pounds:</b>	Seldom	
<b>26-35 pounds:</b>	Seldom	
<b>36-50 pounds:</b>	Seldom	
<b>51-75 pounds:</b>	Seldom	
<b>76-100 pounds:</b>	Not Required	<b>Maximum Force: 75 Pounds</b>

**Assistive Devices:** 4-Wheel Cart, Hand Truck. Additionally, one person's assistance is available with forces greater than 15 pounds.

**Comments:** Pushing is utilized with activities such as retrieving, returning, storing, adjusting, moving, and/or transporting equipment and supplies (e.g. miscellaneous machinery; cart, plumbing and electrical components, door). The employee exerts up to 75 pounds of force in a horizontal plane from waist to shoulder height of a distance up to 600 feet when performing job tasks (e.g. place or insert equipment components with construction/demolition, repair; winch operation; up to 40-pound cart; slide miscellaneous equipment on components; open/close door, drawer, hatch, gate).

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

#### MAXIMUM REQUIREMENT

<b>0-10 pounds:</b>	Occasional	
<b>11-25 pounds:</b>	Seldom	
<b>26-35 pounds:</b>	Seldom	
<b>36-50 pounds:</b>	Seldom	
<b>51-75 pounds:</b>	Seldom	
<b>76-100 pounds:</b>	Not Required	<b>Maximum Force: 75 Pounds</b>

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

**Comments:** Pulling is utilized with activities such as retrieving, returning, storing, adjusting, moving and/or transporting equipment and supplies (e.g. miscellaneous machinery; cart; plumbing and electrical component; door). The employee exerts up to 75 pounds of force in a horizontal plane between waist and shoulder height of a distance up to 5 feet when performing job tasks (e.g. pull to place or insert equipment components with construction/demolition, repair; winch operation; up to 40-pound pull on cart; push to slide miscellaneous equipment on components; open/close door, drawer, hatch, gate).

*Pushing is the preferred method of moving carts.*

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

**MAXIMUM REQUIREMENT**

<b>0-10 pounds:</b>	Occasional	
<b>11-25 pounds:</b>	Occasional	
<b>26-35 pounds:</b>	Seldom	
<b>36-50 pounds:</b>	Seldom	
<b>51-75 pounds:</b>	Not Required	
<b>76-100 pounds:</b>	Not Required	<b>Maximum Force: 50 Pounds</b>

**Assistive Devices:** One or more person(s) assistance is available with weights greater than 50 pounds.

**Comments:** A stand-up lift is utilized with activities such as retrieving, returning, storing, adjusting, moving and/or transporting equipment and supplies (e.g. hand or power tools; machinery, pipe, wire; wood, metal, bucket; miscellaneous components, parts, debris).

The employee lifts items weighing between <1 pound and 50 pounds from/to 36 inches off the floor when performing job tasks (e.g. repair, maintenance, inspection, construction and demolition of County owned property).

*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**

<b>0-10 pounds:</b>	Frequent	
<b>11-25 pounds:</b>	Occasional	
<b>26-35 pounds:</b>	Occasional	
<b>36-50 pounds:</b>	Seldom	
<b>51-75 pounds:</b>	Not Required	
<b>76-100 pounds:</b>	Not Required	<b>Maximum Force: 50 Pounds</b>

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

**Comments:** A level lift is utilized with activities such as retrieving, returning, storing, adjusting, moving and/or transporting equipment and supplies (e.g. hand or power tools; machinery, pipe, wire; wood, metal, bucket; miscellaneous components, parts, debris). The employee lifts items weighing between <1 pound and 50 pounds when performing job tasks (e.g. repair, maintenance, inspection, construction and demolition of County owned property).

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

**MAXIMUM REQUIREMENT**

<b>0-10 pounds:</b>	Frequent	
<b>11-25 pounds:</b>	Occasional	
<b>26-35 pounds:</b>	Seldom	
<b>36-50 pounds:</b>	Seldom	
<b>51-75 pounds:</b>	Not Required	
<b>76-100 pounds:</b>	Not Required	<b>Maximum Force: 50 Pounds</b>

**Assistive Devices:** 4-Wheel 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 and/or transporting equipment and supplies (e.g. hand or power tools; machinery, pipe, wire; wood, metal, bucket; miscellaneous components, parts, debris). The employee carries items weighing between <1 pound and 50 pounds between 5 feet and 100+ feet when performing job tasks (e.g. repair, maintenance, inspection, construction and demolition of County owned property).

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

<b>MAXIMUM REQUIREMENT</b>	
<b>0-10 pounds:</b>	Seldom
<b>11-25 pounds:</b>	Seldom
<b>26-35 pounds:</b>	Seldom
<b>36-50 pounds:</b>	Not Required
<b>51-75 pounds:</b>	Not Required
<b>76-100 pounds:</b>	Not Required
<b>Maximum Force:</b> <u>30</u> 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 30 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. hand or power tools; machinery, pipe, wire; wood, metal, bucket; miscellaneous components, parts, debris). The employee lifts items weighing between <1 pound and 30 pounds to a maximum height of 84 inches when performing job tasks (e.g. repair, maintenance, inspection, construction and demolition of County owned property).

*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.*

7.) **OVERHEAD REACH:**

**MAXIMUM FREQUENCY:** Seldom

**Comments:** Overhead reach is performed to a maximum height of 84 inches when retrieving, returning, storing, adjusting, moving and/or transporting equipment and supplies (e.g. stored parts; hand or power tool operation; loading/unloading truck racks).

*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:** Occasional

**Comments:** Forward reach is performed up to a distance of 32 inches when manipulating, handling, retrieving, returning, storing, adjusting, moving and/or transporting equipment and supplies (e.g. repair, maintenance, inspection, construction and demolition of County owned property).

*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 and/or transporting equipment and supplies (e.g. repair, maintenance, inspection, construction and demolition of County owned property).

*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 retrieving, returning, storing, adjusting, moving and/or transporting equipment supplies (e.g. repair, maintenance, inspection, construction and demolition of County owned property).  
*Squatting may be minimized or avoided by substituting alternate positions of bending, kneeling, or half 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 and/or transporting equipment and supplies (e.g. repair, maintenance, inspection, construction and demolition of County owned property). Maximum forward trunk flexion required is 60 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 and/or transporting equipment and supplies (e.g. repair, maintenance, inspection, construction and demolition of County owned property; worksite inspection).  
*Twisting at the waist may be minimized by turning the whole body, including the feet and working from a swivel office chair.*

13.) **TURN:**

**MAXIMUM  
FREQUENCY:** Occasional

**Comments:** Turning is performed when retrieving, returning, storing, adjusting, moving and/or transporting equipment and supplies (e.g. repair, maintenance, inspection, construction and demolition of County owned property; worksite inspection).

14.) **KNEEL:**

**MAXIMUM  
FREQUENCY:** Seldom

**Comments:** Kneeling is performed when performing job tasks such as retrieving, returning, storing, adjusting, moving and/or transporting equipment and supplies (e.g. repair, maintenance, inspection, construction and demolition of County owned property).  
*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 and/or transporting equipment and supplies (e.g. repair, maintenance, inspection, construction and demolition of County owned property).

16.) **STAIR CLIMB:**

**MAXIMUM  
FREQUENCY:** Seldom

*Comments:* Stair climb is required in order to go to/from the rooftop, elevated equipment room, basement, and multistory buildings. Maximum number of 42 steps is climbed.  
*Elevator is available at most facilities.*

17.) **LADDER CLIMB:**

**MAXIMUM  
FREQUENCY:** Seldom

*Comments:* Ladder climbing is performed onto/off of safety ladders or steps to access equipment and supplies (e.g. 3 to 12-foot safety ladder, up to 32-foot extension ladder) located up to 20 feet above floor level (e.g. to/from rooftops, cooling towers, boiler, lights, filters, electrical and plumbing components; worksite inspection).  
*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 and/or transporting equipment and supplies (e.g. inspection and supervision of individual work sites; customer service; repair, maintenance, construction, demolition of County owned property). Walking length varies between 3 feet and 1,200 feet depending on job task.

19.) **SIT:**

**MAXIMUM  
FREQUENCY:** Frequent

*Comments:* Sitting is performed for a maximum of 120-minute intervals when retrieving, returning, storing, adjusting, moving and/or transporting equipment and supplies (e.g. maintenance of logs and records; desktop work; employee work orders and review; drive vehicle).

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

**MAXIMUM  
FREQUENCY:** Frequent

*Comments:* Static standing is performed for a maximum of 30-minute intervals when retrieving, returning, storing, adjusting, moving and/or transporting equipment and supplies (e.g. customer service; communication with contractors, vendors, public, employees, allied County department personnel).

21.) **BALANCE:**

**MAXIMUM  
FREQUENCY:** Frequent

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

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

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

*Comments:* Hand controls are utilized to operate equipment (e.g. vehicle, valve, lever) when retrieving, returning, storing, adjusting, moving and/or transporting equipment and supplies (e.g. drive vehicle; open/close valve; off/on lever; hand and power tool operation). Foot controls are utilized to operate equipment (e.g. drive vehicle).

**23.) UPPER AND LOWER EXTREMITY COORDINATION:****MAXIMUM REQUIREMENT**

<b>Simple Grasp:</b>	Frequent
<b>Firm Grasp:</b>	Occasional
<b>Fine Manipulation:</b>	Occasional
<b>Eye/Hand Coordination:</b>	Occasional
<b>Hand/Foot Coordination:</b>	Occasional

**Comments:** Grasping and coordination activities are performed when retrieving, returning, storing, adjusting, moving and/or transporting equipment and supplies (e.g. hand and power tools, vehicle).

**Simple grasping** is utilized to perform job tasks (e.g. lift and manipulate objects weighing less than 5 pounds; drive vehicle, operate equipment).

**Firm grasping** is utilized to perform job tasks (e.g. lift and handle objects weighing 5 pounds or greater; drive vehicle; operate equipment).

**Fine manipulation** is utilized to perform job tasks (e.g. handwrite; computer mouse, keyboard; electrical components, measurement, wiring, nuts/bolts, screws, nails).

**Eye/hand coordination** is utilized to perform job tasks (e.g. handwrite; computer mouse, keyboard; electrical components; wiring; nuts/bolts, screws, nails).

**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:****MAXIMUM REQUIREMENT**

<b>Static Neutral Position:</b>	Frequent
<b>Flexing:</b>	Occasional
<b>Rotating:</b>	Occasional
<b>Extending:</b>	Occasional

**Comments:** Neck movement is required when performing job tasks (e.g. desktop work; repair, maintain, inspect, construct and/or demolish County owned property; 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:  
**Building Services Supervisor**

Functional Activities	Maximum Requirements	Functional Activities	Maximum Requirements
<i>Push (Force)<sup>1</sup></i>	75	<i>Stair Climb<sup>1</sup></i>	Seldom
<i>Pull (Force)<sup>1</sup></i>	75	<i>Ladder Climb<sup>1</sup></i>	Seldom
<i>Stand Up Lift<sup>1</sup></i>	50	<i>Walk<sup>1</sup></i>	Frequent
<i>Level Lift<sup>1</sup></i>	50	<i>Sit<sup>1</sup></i>	Frequent
<i>Weight Carry<sup>1</sup></i>	50	<i>Stand (Static)<sup>1</sup></i>	Frequent
<i>Overhead Lift/Pull Down</i>	30	<i>Balance<sup>1</sup></i>	Frequent
<i>Overhead Reach<sup>1</sup></i>	Seldom	<i>Hand Control<sup>1</sup></i>	Occasional
<i>Forward Reach<sup>1</sup></i>	Occasional	<i>Foot Control<sup>1</sup></i>	Occasional
<i>Stoop<sup>1</sup></i>	Occasional	<i>Simple Grasp<sup>1</sup></i>	Frequent
<i>Squat (Unloaded)</i>	Seldom	<i>Firm Grasp<sup>1</sup></i>	Occasional
<i>Forward Bend<sup>1</sup></i>	Occasional	<i>Fine Manipulation<sup>1</sup></i>	Occasional
<i>Twist<sup>1</sup></i>	Occasional	<i>Eye/Hand Coordination<sup>1</sup></i>	Occasional
<i>Turn<sup>1</sup></i>	Occasional	<i>Hand/Foot Coordination<sup>1</sup></i>	Occasional
<i>Kneel</i>	Seldom	<i>Cervical (neck) Movement<sup>1</sup></i>	Frequent
<i>Crawl</i>	Seldom		

<sup>1</sup> The critical demands of the job.

*Lyle Andersen, PT*

Lyle Andersen, PT, CWCE  
Preparer Signature

Date: \_\_\_\_\_

*Caleb Cox*

Contact Person  
Title

*Maint. Supervisor  
Stan County*

Date: *10-14-14*

Contact Person  
Title

Date: \_\_\_\_\_

Contact Person  
Title

Date: \_\_\_\_\_

LA/yr