



Job Task Analysis

Employer:	Stanislaus County
Occupation:	Sergeant
Company Contact:	Risk Management 1010 10 th Street Modesto, California 95354 (209) 525-5710
Date:	April 2011; July 2016
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.

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

1010 10th St., Ste 5900, Modesto, CA 95354 Phone (209) 525-5710 Fax (209) 525-5779

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

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, the Sergeant will supervise and command the work of deputies in an assigned division of the Sheriff's Department. The Sergeant is expected to train, instruct and recommend discipline for personnel as well as assume duties of higher ranking officers as necessary.

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.

The Following Reflects the Essential Job Task Functions:	Essential/Marginal Task(s)
Task 1: Patrol with vehicle or on foot designated area of the city to preserve law and order, discover and prevent the commission of crimes, enforce traffic and other laws and ordinances, surveillance.	Essential
Task 2: Respond to calls for service involving automobile accidents, robberies and other misdemeanors and felonies. Render first aid as required. Assist stranded motorist.	Essential
Task 3: Respond to general public service calls including animal service, domestic disturbances, civil service, property control and other incidents.	Essential
Task 4: Collect, process, photograph evidence using scientific techniques including finger prints, fibers, blood and other physical evidence.	Essential
Task 5: Check buildings for physical security.	Essential
Task 6: Provide inter-departmental training and public education.	Essential
Task 7: Provide traffic control, conduct investigations, analysis and/or surveys.	Essential
Task 8: Provide written reports, interviews and/or interrogations.	Essential
Task 9: Participate in pursuits with patrol car, motorcycle, horse, aircraft or on foot.	Essential
Task 10: Verbally or physically apprehend and/or restrain suspects, perform suspect arrests, utilize defense tactics (e.g. firearm, taser, chemical spray, arms, legs, body).	Essential

Equipment:

- | | |
|---------------------|----------------------------|
| 1. Ammunition | 12. Flashlight |
| 2. Baton | 13. Handcuffs |
| 3. Belt | 14. Keys |
| 4. Cellular Phone | 15. Knife |
| 5. Chemical agents | 16. Protective body armour |
| 6. Computer | 17. Radio |
| 7. Crime scene tape | 18. Resuscitation mask |
| 8. Digital recorder | 19. Stop Stick |
| 9. Firearm | 20. Tape measure |
| 10. First aid kits | 21. Taser |
| 11. Flares | 22. Vehicle |

All employees within the **Sergeant** 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 **Sergeant** 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: Ladder, roof top, unsecured stairs, wall, fence	Seldom
2.	Being around moving machinery: Vehicle traffic	Frequent
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): Accident scenes, spills, exhaust, meth lab, OC spray, decomposition	Occasional
5.	Driving: Vehicle, motorcycle, horse, aircraft, all-terrain vehicle	Frequent
6.	Exposure to excessive noise:..... Sound levels produced up to 85dB+. traffic, firearms, civil disturbance, security alarm. <i>Hearing protection is available</i>	Seldom
7.	Exposure to radiant or electrical energy:.....	Not Applicable
8.	Exposure to solvents or chemicals: clandestine drug lab..... <i>Hand wear protection is available. Refer to MSDS document.</i>	Seldom
9.	Exposure to slippery or uneven walking surfaces:..... Water, ice, embankments, undeveloped ground, hillside	Occasional
10.	Working below ground: Building search, canal, ditch, pipe	Seldom
11.	Unusual fatigue factors: overtime, foot pursuit.....	Occasional
12.	Working with explosives: firearm, flash-bang, bomb, illegal destructive device..... <i>Range masters frequently participate with exposures</i>	Seldom
13.	Excessive vibration: Firearm	Seldom
14.	Working with hands in water or other substance:..... <i>Hand protection is available</i>	Seldom
15.	Working proximity:..... Alone: Closely with others:	Frequent Constant
16.	Working inside: Office, vehicle, public building <i>Special event participation requires up to constant outside job tasks</i>	Constant
17.	Working outside:.....	Frequent

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.

<u>MAXIMUM REQUIREMENT</u>	
0-10 pounds:	Occasional
11-25 pounds:	Occasional
26-35 pounds:	Seldom
36-50 pounds:	Seldom
51-75 pounds:	Seldom
76-100 pounds:	Seldom
Maximum Force: <u>100</u> Pounds	

Assistive Devices: One or more person(s) assistance is available with forces greater than 100 pounds.

Comments: Push up to 100 pounds of force (e.g. road debris, traffic barricade, animal, drawer, door, gate, evidence; suspect apprehension, first aid). Patrol with vehicle or on foot designated area of the County to preserve law and order, discover and prevent the commission of crimes, enforce traffic and other laws and ordinances, surveillance. Respond to calls for service involving automobile accidents, robberies and other misdemeanors and felonies. Render first aid as required. Assist stranded motorist. Checks buildings for physical security. Verbally or physically apprehend and/or restrain suspects, perform suspect arrests, utilize defense tactics (e.g. firearm, taser, chemical spray, arms, legs, body). Open/close door, drawer, file, patrol car and/or van door, roller and/or hinged gate.

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

<u>MAXIMUM REQUIREMENT</u>	
0-10 pounds:	Occasional
11-25 pounds:	Occasional
26-35 pounds:	Seldom
36-50 pounds:	Seldom
51-75 pounds:	Seldom
76-100 pounds:	Seldom
Maximum Force: <u>100</u> Pounds	

Assistive Devices: One or more person(s) assistance is available with forces greater than 100 pounds.

Comments: Pull up to 100 pounds of force (e.g. road debris, traffic barricade, animal, drawer, door, gate, evidence; suspect apprehension, first aid). Patrol with vehicle or on foot designated area of the County to preserve law and order, discover and prevent the commission of crimes, enforce traffic and other laws and ordinances, surveillance. Respond to calls for service involving automobile accidents, robberies and other misdemeanors and felonies. Render first aid as required. Assist stranded motorist. Checks buildings for physical security. Verbally or physically apprehend and/or restrain suspects, perform suspect arrests, utilize defense tactics (e.g. firearm, taser, chemical spray, arms, legs, body). Open/close door, drawer, file, patrol car and/or van door, roller and/or hinged gate.

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

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

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

Comments: A stand-up lift is utilized when performing job tasks (e.g. road debris, traffic barricade, animal, evidence; suspect apprehension, first aid). Patrol with vehicle or on foot designated area of the County to preserve law and order, discover and prevent the commission of crimes, enforce traffic and other laws and ordinances, surveillance. Respond to calls for service involving automobile accidents, robberies and other misdemeanors and felonies. Render first aid as required. Assist stranded motorist. Responds to general public service calls including animal service, domestic disturbances, civil service, property control and other incidents. Collect, process, photograph evidence using scientific techniques including finger prints, fibers, blood and other physical evidence. Provide traffic control, conduct investigations, analysis and/or surveys. Verbally or physically apprehend and/or restrain suspects, perform suspect arrests, utilize defense tactics (e.g. firearm, taser, chemical spray, arms, legs, body). The employee lifts items (e.g. files, documents; briefcase, camera case, boxes of flares, bicycle; road hazards which may consist of automobile parts, tires, tree limbs, traffic barricade, traffic sign, traffic cone; citizen's property which may consists of furniture, audio-visual equipment, guns, tools, automobile parts, apparel; collectively lifting up to 200+-pound human body lift during suspect arrest or first aid; up to 10+-pound duty belt, miscellaneous portable and protective paraphernalia equipment).

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

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

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

Comments: A level lift is utilized when performing job tasks (e.g. road debris, traffic barricade, animal, evidence; suspect apprehension, first aid). Patrol with vehicle or on foot designated area of the County to preserve law and order, discover and prevent the commission of crimes, enforce traffic and other laws and ordinances, surveillance. Respond to calls for service involving automobile accidents, robberies and other misdemeanors and felonies. Render first aid as required. Assist stranded motorist. Respond to general public service calls including animal service, domestic disturbances, civil service, property control and other incidents. Collect, process, photograph evidence using scientific techniques including finger prints, fibers, blood and other physical evidence. Provide traffic control, conduct investigations, analysis and/or surveys. Verbally or physically apprehend and/or restrain suspects, perform suspect arrests, utilize defense tactics (e.g. firearm, taser, chemical spray, arms, legs, body). The employee lifts items (e.g. files, documents; briefcase, camera case, boxes of flares, bicycle; road hazards which may consist of automobile parts, tires, tree limbs, traffic barricade, traffic signs, traffic cone; citizen's property which may consists of furniture, audio-visual equipment, guns, tools, automobile parts, apparel; collectively lifting up to 200+-pound human body lift during suspect arrest or first aid; up to 10+-pound duty belt, miscellaneous portable and protective paraphernalia equipment).

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

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

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

Comments: Weight carry is utilized when performing job tasks (e.g. road debris, traffic barricade, animal, evidence; suspect apprehension, first aid). Patrol with vehicle or on foot designated area of the County to preserve law and order, discover and prevent the commission of crimes, enforce traffic and other laws and ordinances, surveillance. Respond to calls for service involving automobile accidents, robberies and other misdemeanors and felonies. Render first aid as required. Assist stranded motorist. Respond to general public service calls including animal service, domestic disturbances, civil service, property control and other incidents. Collect, process, photograph evidence using scientific techniques including finger prints, fibers, blood and other physical evidence. Provide traffic control, conduct investigations, analysis and/or surveys. Verbally or physically apprehend and/or restrain suspects, perform suspect arrests, utilize defense tactics (e.g. firearm, taser, chemical spray, arms, legs, body). Desktop work. The employee carries items (e.g. ballistic vest, 25-pound briefcase, road hazards which may consist of automobile parts, road debris, traffic barricades, traffic signs, collectively carrying up to 200+-pound human body lifting and/or carry during suspect arrest or first aid; up to 10+-pound duty belt, miscellaneous portable and protective paraphernalia equipment).

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

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

Assistive Devices: A vertical ladder, step ladder or step stool may be available to bring items to eye or shoulder level. Additionally, one or more person(s) assistance is available with weights greater than 50 pounds.

Comments: Overhead lift/pull down is utilized with activities such as respond to calls for service involving automobile accidents, robberies and other misdemeanors and felonies. Render first aid as required. Assist stranded motorist. Collect, process, photograph evidence using scientific techniques including finger prints, fibers, blood and other physical evidence. The employee lifts items when performing job tasks (e.g. retrieving or returning objects to/from shelves or cabinets; evidence collection). Items lifted may include citizen property and evidence involving search. Lifting may also be required with retrieving or returning objects from/to evidence locker. *Variables to overhead reaching will be the employee's height and anthropometric reach.*

7.) OVERHEAD REACH:

**MAXIMUM
FREQUENCY:** Seldom

Comments: Overhead reach is performed when responding to calls for service involving automobile accidents, robberies and other misdemeanors and felonies. Render first aid as required. Assist stranded motorist. Respond to general public service calls including animal service, domestic disturbances, civil service, property control and other incidents. Collect, process, photograph evidence using scientific techniques including finger prints, fibers, blood and other physical evidence. Provide traffic control, conduct investigations, analysis and/or surveys. Verbally or physically apprehend and/or restrain suspects, perform suspect arrests, utilize defense tactics (e.g. firearm, taser, chemical spray, arms, legs, body). Employee reaches overhead when retrieving and returning personal objects from personal lockers and mailbox. Search for evidence in the field. Weapons search. *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 when patrolling with a vehicle or on foot a designated area of the County to preserve law and order, discover and prevents the commission of crimes, enforce traffic and other laws and ordinances, surveillance. Responds to calls for service involving automobile accidents, robberies and other misdemeanors and felonies. Render first aid as required. Assist stranded motorist. Provide traffic control, conduct investigations, analysis and/or surveys. Collect, process, photograph evidence using scientific techniques including finger prints, fibers, blood and related physical evidence. Participate in pursuits with patrol car, motorcycle, horse, aircraft or on foot. Check building for physical security. Provide inter-departmental training and public education. Verbally or physically apprehend and/or restrain suspects, perform suspect arrests, utilize defense tactics (e.g. firearm, taser, chemical spray, arms, legs, body). An employee reaches forward when retrieving and returning personal objects from lockers and mailbox, searching for evidence in the field, patting down subjects, weapons search, traffic control, driving, reaching for objects within the patrol car, keyboard, radio controls, operate firearm; defensive tactics; weapon pat-down; drive vehicle; desktop work). *The degree of elbow extension required for reaching will vary according to the employee's anthropometric reach.*

9.) STOOP:

**MAXIMUM
FREQUENCY:** Seldom

Comments: Stooping is performed when patrolling on foot a designated area of the County to preserve law and order, discover and prevents the commission of crimes, enforce traffic and other laws and ordinances, surveillance. Responds to calls for service involving automobile accidents, robberies and other misdemeanors and felonies. Render first aid as required. Assist stranded motorist. Responds to general public service calls including animal service, domestic disturbances, civil service, property control and other incidents. Verbally or physically apprehend and/or restrain suspects, perform suspect arrests, utilize defense tactics (e.g. firearm, taser, chemical spray, arms, legs, body). Collect, process, photograph evidence using scientific techniques including finger prints, fibers, blood and other physical evidence. Entry and exit from the vehicle. Evidence search. Retrieving and returning objects from the vehicle and/or trunk. Weapon pat-down. Hand cuffing. Suspect restraining. Tactical position for safety. *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 providing surveillance to a designated area of the County to preserve law and order, discover and prevents the commission of crimes, enforce traffic and other laws and ordinances. Render first aid as required. Responds to general public service calls including animal service, domestic disturbances, civil service, property control and related incidents. Collect, process, photographs evidence using scientific techniques including finger prints, fibers, blood and related physical evidence. Perform suspect arrests, evidence search, weapon pat-down, hand cuffing, suspect restraining, tactical position for safety. *Squatting may be minimized or avoided by substituting alternate positions of 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 on foot at a designated area of the County to preserve law and order, discovers and prevent the commission of crimes, enforce traffic and other laws and ordinances, surveillance. Respond to calls for service involving automobile accidents, robberies and other misdemeanors and felonies. Render first aid as required. Assist stranded motorist. Responds to general public service calls including animal service, domestic disturbances, civil service, property control and related incidents. Collect, process, photograph evidence using scientific techniques including finger prints, fibers, blood and other physical evidence. Provide written reports, interviews and/or interrogations. Verbally or physically apprehend and/or restrain suspects, perform suspect arrests, utilize defense tactics (e.g. firearm, taser, chemical spray, arms, legs, body). The employee bends when performing evidence search, retrieving and returning objects from the vehicle and/or trunk, weapons pat-down, hand cuffing, suspect restraint, tactical position for safety. *Employee may minimize or avoid excessive forward bending of the trunk 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 patrolling with a vehicle or on foot a designated area of the County to preserve law and order, discover and prevents the commission of crimes, enforce traffic and other laws and ordinances, surveillance. Assists stranded motorists. Provide traffic control, conduct investigations, analysis and/or surveys. Employee may twist and turn when reaching for electronic and personal equipment within the vehicle. Surveillance and observation while sitting or standing, evidence search, entry and exit of patrol cars, drive vehicle. *Twisting at the waist may be minimized by turning the whole body, including the feet.*

13.) **TURN:**

**MAXIMUM
FREQUENCY:** Occasional

Comments: Turning is performed when on foot at a designated area of the County to preserve law and order, discovers and prevent the commission of crimes, enforce traffic and other laws and ordinances, surveillance. Assist stranded motorists. Provide traffic control, conduct investigations, analysis and/or surveys. Surveillance and observation while standing. Evidence search.

14.) **KNEEL:**

**MAXIMUM
FREQUENCY:** Seldom

Comments: Kneeling is performed to collect, process, photograph evidence using scientific techniques including finger prints, fibers, blood and related physical evidence. Physically apprehend and/or restrain suspects, perform suspect arrests, utilize defense tactics (e.g. firearm, taser, chemical spray, arms, legs, body). Evidence search, security checks, suspect restraint and/or arrest, accident scene evaluations and providing first aid. *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 to collect, process, photograph, evidence using scientific techniques including finger prints, fibers, blood and other physical evidence. Evidence search, tactical position for safety, first aid and surveillance.

16.) **STAIR CLIMB:**

**MAXIMUM
FREQUENCY:** Seldom

Comments: Stair climb is required in response to calls for service involving robberies and other misdemeanors and felonies. Render first aid as required. Respond to general public service calls including animal service, domestic disturbances, civil service, property control and other incidents. Collect, process, photograph evidence using scientific techniques including finger prints, fibers, blood and other physical evidence. Provide written reports, interviews and/or interrogations. Participate in pursuits on foot. Verbally or physically apprehend and/or restrain suspects, perform suspect arrests, utilize defense tactics (e.g. firearm, taser, chemical spray, arms, legs, body). Security checks. Evidence search. Suspect pursuits. Responding to calls for services. Surveillance.

17.) **LADDER CLIMB:**

**MAXIMUM
FREQUENCY:** Seldom

Comments: Ladder or fence climbing is performed in response to calls for service involving robberies and other misdemeanors and felonies. Respond to general public service calls including animal service, domestic disturbances, civil service, property control and other incidents. Collect, process, photograph evidence using scientific techniques including finger prints, fibers, blood and other physical evidence. Check buildings for physical security. Security checks. Evidence search. Suspect pursuits. Surveillance. *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 responding to general public service calls including animal complaints, domestic disturbances, civil complaints, property control and related incidents. Collect, process, photograph evidence using scientific techniques including finger prints, fibers, blood and other physical evidence. Check buildings for physical security. Provide inter-departmental training and public education. Provide traffic control, investigations and conduct analysis and surveys. Provide interviews, interrogations and perform suspect arrests. Participate in pursuits on foot. Verbally or physically apprehend and/or restrain suspects, perform suspect arrests, utilize defense tactics (e.g. firearm, taser, chemical spray, arms, legs, body). A task requiring walking may be up to a distance of ½ mile at a speed of 2 to 4+ miles per hour when investigating an accident scene, evidence search, providing for law enforcement services, responding to service calls (e.g. walk for accident investigation; traffic stops; security checks, arrests; investigation, intervention; to/from meetings with collaborating agencies and/or colleagues). Cumulative walking up to 5+ miles in a workday may be required (e.g. investigation, security at special events). Running is required (e.g. responding to urgent calls for service, suspect pursuit, accident scene).

19.) **SIT:**

**MAXIMUM
FREQUENCY:** Constant

Comments: Sitting is performed when patrolling with a vehicle designated areas of the County to preserve law and order, discover and prevent the commission of crimes, enforces traffic and other laws and ordinances. Interviews; meetings with collaborating agencies and/or colleagues. Desktop work. Surveillance. Sitting is required while driving the patrol car, van, motorcycle, horse, bicycle, aircraft.

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

**MAXIMUM
FREQUENCY:** Frequent

Comments: Static standing is performed responding to calls for service involving automobile accidents, robberies and other misdemeanors and felonies. Render first aid as required. Assist stranded motorist. Respond to general public service calls including animal service, domestic disturbances, civil service, property control and other incidents. Collect, process, photograph evidence using scientific techniques including finger prints, fibers, blood and other physical evidence. Provide traffic control, conduct investigations, analysis and/or surveys. The employee is required to stand for periods of time for traffic patrol, interviews, crime scene investigation; meetings with collaborating agencies and/or colleagues; security for special events.

21.) **BALANCE:**

**MAXIMUM
FREQUENCY:** Constant

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

22.) HAND/FOOT CONTROL:

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

Comments: Hand controls are utilized when patrolling with vehicle designated area of the County to preserve law and order, discover and prevents the commission of crimes, enforces traffic and other laws and ordinances, surveillance (e.g. patrol car, van, horse, motorcycle, bicycle, aircraft). Responds to calls for service involving automobile accidents, robberies and other misdemeanors and felonies. Responds to general public service calls including animal service, domestic disturbances, civil service, property control and other incidents. Participate in pursuits with vehicle. Foot controls are utilized to operate equipment (e.g. patrol car, van, motorcycle, horse, bicycle, aircraft).

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:	Frequent

Comments: Grasping and coordination activities are performed when officer patrols with vehicle a designated area of the County to preserve law and order, discovers and prevents the commission of crimes, enforces traffic and other laws and ordinances, surveillance. Responds to calls for service involving automobile accidents, robberies and other misdemeanors and felonies. Render first aid as required. Assist stranded motorist. Respond to general public service calls including animal service, domestic disturbances, civil service, property control and other incidents. Collect, process, photograph evidence using scientific techniques including finger prints, fibers, blood and other physical evidence. Check buildings for physical security. Provide inter-departmental training and public education. Provide traffic control, conduct investigations, analysis and/or surveys. Provide written reports, interviews and/or interrogations. Participates in pursuits with patrol car, motorcycle, horse, aircraft or on foot Verbally or physically apprehend and/or restrain suspects, perform suspect arrests, utilize defense tactics (e.g. firearm, taser, chemical spray, arms, legs, body). Upper and lower extremity coordination is necessary when driving. Desktop work, keyboard, portable radio, emergency control panel, mobile data terminal, spotlight, pepper spray, ASP, first aid, firearm, baton, handcuffs, pat-down suspect, suspect restraint; instrument control, telephone, door handles, keys and locks; defensive tactics; up to 5-pound finger trigger pull on dominant hand; hand and foot controls are utilized to operate equipment (e.g. patrol car, van, motorcycle, horse, bicycle, aircraft). *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 patrolling a designated area of the County to preserve law and order, discovers and prevents the commission of crimes, enforces traffic and other laws and ordinances. Assists stranded motorists. Responds to calls for complaints involving robberies and related misdemeanors and felonies. Render first aid as required. Responds to general public service calls including animal complaints, domestic disturbances, civil complaints, property control and related incidents. Collect, processes, photographs evidence using scientific techniques including fingerprints, fibers, blood and related physical evidence. Check buildings for physical security. Provide inter-departmental training and public education. Provides traffic control, investigations and conducts analysis and surveys. Provide written reports, interviews and/or interrogations. Participate in pursuits with vehicle and/or on foot. Physically apprehend and/or restrain suspect. Search for evidence. Surveillance. Desktop work. *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 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:

SERGEANT

Functional Activities	Maximum Requirements	Functional Activities	Maximum Requirements
<i>Push (Force)</i> ¹	100 pounds	<i>Stair Climb</i> ¹	Seldom
<i>Pull (Force)</i> ¹	100 pounds	<i>Ladder Climb</i> ¹	Seldom
<i>Stand Up Lift</i> ¹	75 pounds	<i>Walk</i> ¹	Frequent
<i>Level Lift</i> ¹	75 pounds	<i>Sit</i> ¹	Constant
<i>Weight Carry</i> ¹	75 pounds	<i>Stand (Static)</i> ¹	Frequent
<i>Overhead Lift/Pull Down</i>	50 pounds	<i>Balance</i> ¹	Constant
<i>Overhead Reach</i> ¹	Seldom	<i>Hand Control</i> ¹	Frequent
<i>Forward Reach</i> ¹	Frequent	<i>Foot Control</i> ¹	Frequent
<i>Stoop</i> ¹	Seldom	<i>Simple Grasp</i> ¹	Frequent
<i>Squat (Unloaded)</i> ¹	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	Frequent
<i>Kneel</i> ¹	Seldom	<i>Cervical (neck) Movement</i> ¹	Frequent
<i>Crawl</i> ¹	Seldom		

¹ The critical demands of the job.

Lyle Andersen, PT

Date: _____

Lyle Andersen, PT, CWCE
Preparer Signature

Rob. H. L.T. Date: *11-10-16*

Contact Person
Title

Date: _____

Contact Person
Title

Date: _____

Contact Person
Title

LA/gm