

COUNTY OF SONOMA - JOB DEMANDS ANALYSIS

**JOB CLASSIFICATION:** Deputy Sheriff I/II  
**DEPARTMENT:** Sheriff  
**PHYSICAL DEMAND STRENGTH RATING:** Heavy per Job Analysis

**DATE COMPLETED:** March 2022  
**DIVISION:** Law Enforcement

**INSTRUCTIONS TO MEDICAL PROVIDERS COMPLETING THIS FORM:**

Please use the "Medical Provider Use Only" columns to the right of each section and the "Medical Provider's Comments & Signature" Section on the signature page to provide work restrictions by indicating whether there is some portion of each function that the employee can perform; designating whether each restriction is temporary or permanent; and, if restriction is temporary, stipulating the expected duration of work restriction(s). To finalize the form, please provide the name of the employee evaluated and additional comments, as appropriate, then sign and date where indicated.

**FREQUENCY RATING:**

Frequency	Percentage of time per shift	Repetition (# times per shift)	8 Hr Shift	9 Hr Shift	10 Hr Shift	12 Hr Shift
Never/Not Required (N)	n/a	n/a	n/a	n/a	n/a	n/a
Occasionally (O)	1 - 33%	1 – 100	0 - 2.5	0 - 3	0 - 3.5	0 – 4
Frequently (F)	34 - 66%	100 – 500	2.5 - 5.5	3 - 6	3.5 - 7	4 – 8
Continuously (C)	67 - 100%	500+	5.5 – 8	6 - 9	7 - 10	8 - 12

**PART 1 - JOB DUTIES/FUNCTIONS:**

A. Job Duty/Function	B. Job Duty #	C. Freq Rating	D. Equipment or tools used to perform (Describe)	E. Specialized Expertise, License, Certification Required? (Describe)	F. Essential or Non- Essential	Medical Provider Use Only: For each job duty/function, indicate in this column "Can Perform", is "Temporarily Restricted" from performing, or is "Permanently Restricted" from performing.
While performing the following duties, employees in this position spend long periods of time sitting in a patrol vehicle and must be able to immediately shift from a sedentary position to an intense, physically demanding activity such as running/sprinting, restraining combative individuals, etc.; wears duty equipment at all times weighing up to twenty pounds; work outdoors in all types of terrain, vegetation, and weather conditions, performing duties in both daylight and dark/dim conditions.			PPE, computer			
Works a fixed post position, requiring all shifts including nights, weekends, and holidays; works long and irregular hours; subject to hold-over and call back, routinely working overtime to meet mandatory staffing requirements.	1	C			E	

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Patrols assigned areas for the protection of life and property, using discretion and good judgment while enforcing all criminal and traffic laws; assesses and evaluates vehicles, persons, and situations to determine appropriate course of action and need for back-up; responds to calls for service and independently identifies need for service; responds to calls which involve mental health issues; proactively initiates conversations with the public; makes determination to issue citations for criminal, traffic and civil violations, or to take individual to jail; conducts welfare and security checks.	2	C	Patrol Vehicle, Duty Belt/Vest, Ballistic Vest	POST Basic Certification; Driver's License	E	
Operates a patrol vehicle: transmits, receives, monitors, and responds to radio communications while driving and while stopped; sits for long periods of time; utilizes patrol car computer to enter and retrieve information; enters and exits vehicle frequently; inspects patrol vehicle for damage, contraband, etc.	3	C	Patrol Vehicle, Radio, Computer, Spike Strip, Duty Belt/Vest, Ballistic Vest	CA Driver's License	E	
Analyzes emergency situations to determine if pursuit is appropriate; operates vehicle at high speeds during stressful situations such as emergency response or pursuit throughout County; determines courses of action while in pursuit; calls for back up as necessary.	4	O	Patrol Vehicle, Radio, Computer, Spike Strip, Duty Belt/Vest, Ballistic Vest	CA Driver's License	E	
Arrests, apprehends, restrains, and transports passive or combative detainees: runs, jumps, hurdles, vaults, climbs over obstacles or crawls through confined/tight spaces in pursuit of fleeing suspects; utilizes impact or other non-lethal weapons to subdue or obtain compliance; uses physical force to defend against attack; lifts (assisted), carries, drags and pulls objects or persons weighing more than 100 pounds; carries tools and equipment weighing up to 25 pounds.	5	O	Hand Cuffs, Taser, Baton, Flashlight, Knife, Pepper Spray, Handcuffs, Gloves, Gas Mask, Helmet, Duty Belt/Vest, Ballistic Vest, radio, body-worn camera, handgun	POST Basic Certification; PC 832 Certification; Defensive Tactics Training	E	
Draws, aims, and fires tasers, handguns and rifles in high stress, life threatening situations; lifts and holds weapon weighing up to 9 pounds; practices use of firearms and maintains firearms qualification; secures, cleans and maintains firearms.	6	O	Pistol, Shotgun, Rifle, Taser, Weapon Magazines, Duty Belt/Vest, Ballistic Vest	PC 832 certification; Firearm qualification	E	

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Conducts Investigations: identifies, locates and interviews victims, witnesses and suspects; hikes through all terrain including slippery and uneven areas; responds to search location via helicopter; conducts searches of persons, vehicles, residences, etc.; collects physical evidence, takes photographs, lifts latent fingerprints; conducts research, analyzes and interprets data including medical, legal, and financial reports; establishes facts and draws valid conclusions.	7	F	Computer, Camera, Recording device, Gloves, Evidence Bags, Duty Belt/Vest, Ballistic Vest		E	
Transports and guards inmates requiring medical services to and from hospital, or other treatment locations; delivers individuals with mental health issues to appropriate service locations;	8	O	Patrol Vehicle, Duty Belt/Vest, Ballistic Vest	Driver's License	E	
Testifies in court to make persuasive and critical presentations of facts, arguments and rebuttals, and to defend actions; gives depositions for civil trials.	9	O			E	
Performs emergency response first aide within scope of certification and training, including CPR and use of Automated External Defibrillator (AED).	10	O	AED, Duty Belt/Vest, Ballistic Vest, NARCAN	First Aide, CPR, AED Certification	E	
Serves warrants and other legal papers, such as subpoenas, summons, complaints and writs of attachment in high and low risk situations; in a variety of locations, including residential and business; maintains awareness of surroundings for safety issues.	11	O	Patrol Vehicle, Duty Belt/Vest, Ballistic Vest	Driver's License	E	
Prepares a variety of reports; logs daily activities; transfers electronic data from body cameras/tasers to electronic files; enters data and writes narrative into Law Enforcement database, creates Emergency Protective orders, Search Warrants and other legal documents.	12	F	Computer, Body Camera, Taser		E	
Escorts inmates into and from courtroom; maintains order in courtroom: enforces rules of behavior, checks for security issues, escorts and guards jury; actively monitors all areas of the courtroom; physically restrains inmates when necessary to maintain control; uses taser to gain compliance when necessary; analyzes situation and takes appropriate action; stands for long periods of time.	13	F	Duty Belt/Vest, Ballistic Vest, Handcuffs, taser		E	

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Communicates with the public verbally or in writing; by phone, email, and in person including use of bullhorns or other amplifying device; administers Miranda warnings to detainees; calms emotionally upset individuals, mediates disputes, persuades individuals to obtain compliance, provides information; attends community meetings and participates in school presentations or trainings; maintains a professional manner while dealing with hostile, verbally abusive, or mentally ill individuals.	14	F	Phone, Computer, Bullhorn, Duty Belt/Vest, Ballistic Vest		E	
Participates in continuous training to maintain required certifications and licenses, and to maintain and enhance knowledge and skills necessary to perform assigned duties, including defensive tactics and other physical abilities.	15	O			E	
<b>SPECIALITY ASSIGNMENTS:</b> In addition to the duties listed above, the Deputy Sheriff I/II and Trainee in specialty assignments also perform the following duties:						
<b>Agricultural Crime Unit:</b>						
Responsible for helping investigate crimes associated with Agriculture industry; Engage members within the Ag Industry/Farm Bureau; Attend public meetings; Install OAN numbers on farm equipment	16	C	Hilti power gun, metal engraving tools, branding iron	40-hour Rural Crimes School, encouraged to attend quarterly CRCPTF meetings and annual conference	E	
<b>Coroner Detective:</b>						
On call 24/7 to respond to death scenes. Exposure to biohazards.	17	C	Forklift, pallet jack, lift truck	POST Coroner's Death Investigations, Officer Involved Shoot Investigations, Homicide Investigations, Interview & Interrogation, Forklift Operations, Hazardous Communications	E	

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<b>Court Training Officer:</b>						
Ensures appropriate staffing of courtrooms, including criminal, civil, and juvenile, located at various sites; assigns staff; works with computerized system to manage sick calls; acts as liaison with court staff; tracks trials held in each courtroom, to ensure additional staff is assigned depending on circumstances of trial.	18	C	Duty Equipment, Computer, phone		E	
<b>Crime Scene Investigation (CSI) Unit:</b>						
On call 24/7 to respond to crime scenes; processes crime scenes; exposure to biohazards; use power tools (to include landscaping tools) to clear and process scenes; attend autopsies for evidence collection; latent fingerprint comparison; finger print pattern recognition; blood spatter interpretation; conduct ICAC (Internet Crimes Against Children) investigations.	19	C	Power hand tools, chemicals, Tyvek suits, CSI vehicles, CSI investigations truck, ballistic armor, computer	NCIT/POST approved Basic Crime Scene & Investigations; Advanced Crime Scene & Investigations; Officer Involved Shooting Investigations; Homicide Investigations; Interview & Interrogation	E	
<b>Defensive Tactics Instructor:</b>						
Monitors, coordinates, and ensures compliance with defensive tactics qualifications requirements; provides quarterly and remediation training; performs all defensive tactics techniques; demonstrates and practices take down techniques, ground fighting techniques, control holds, grappling, baton striking, and 4 point restraint; runs 200 yards at full speed; reviews all Use of Force reports.	20	C	Batons, heavy bags, handcuffs, restraints, Red Man Suit	POST Defensive Tactics Instructor; POST Taser Instructor; Special Agilities Testing	E	
Maintains physical fitness level in order to pass physical fitness test, including ability to drag up to 100 pounds.	21	C				

<b>Domestic Violence &amp; Sexual Assault (DVSA) Unit:</b>						
On call 24/7 to respond to and investigate sex related crimes, child abuse crime, domestic violence cases, and some crimes against the elderly. DVSA Detectives conduct interviews and interrogations, author and serve search warrants, conduct stakeouts, take suspects into custody, observe forensic interviews, ensure 290 PC sex registrants are in compliance, conduct in field 290 PC compliance checks, and provide court testimony.	22	C	Detective vehicle; detective ballistic vest carrier, computer	POST Sexual Assault Investigations; POST Child Abuse Investigations; Officer Involved Shootings Investigations; Homicide Investigations; Interview & Interrogations; Office Involved Domestic Violence	E	
<b>Drone Unit:</b>						
Patrol deputies, performing patrol deputy functions, deploy drones for search operations and/or scene documentation.	23	C	Drones: DJI Phantom 4; DJI Mavic Enterprise Dual; DJI Mavic Air; Parrot Anafi; Parrot Anafi Thermal. Patrol vehicle, Duty Belt/Vest, Ballistic Vest.	Part 107 Certification – update every two years; POST Basic Certification; CDL	E	
<b>Emergency Vehicles Operation Course (EVOC) Instructor:</b>						
Instructs Sheriff staff on defensive and offensive driving tactics, including performing PIT maneuver, and other emergency maneuvers; rides in vehicle during high speed impacts from other vehicles; participates in pursuit and other hazardous driving scenarios; provides classroom training.	24	C	Vehicle	EVOC Instructor, 4WD Instructor, ATV Instructor, Drive Awareness, and Instructor PIT Training	E	

<b>Explosive Ordnance Devices (EOD) Unit:</b>						
On call 24/7 to respond to reports of suspicious devices and packages; deactivates and analyse explosives including: locates potential explosive devices using remote control robots, metal detectors, and specially trained dogs; disassembles explosives using hand tools, power tools, and materials handling equipment; coordinates closely with team to ensure maximum safety in high risk environments; keeps records of all explosives found and deactivated; wears special protective gear, weighing up to 100 pounds, in all types of weather.	25	C	Hand tools, Power tools, Materials handling equipment, Remote controlled robot, Metal Detector, K-9, detention trailer, SCBA equipment	WMD Emergency Responder Haz Mat Tech, Advance Explosive Destruction, Explosive Breaching, Haz Mat Refresher/Continuing Challenge, and Explosive Breaching Qualification Training, FBI physical exam, Annual Bomb Squad Fitness Test; Annual medical physical – EOD technicians; 16 hours monthly of documented K-9 team training	E	
Participates in regular training on bomb squad assignment, including eight week DOT Exploding Ordnance training.	26	O			E	
Provides full-time care for assigned dog – See duties for K-9 Dog Handler – Duty Function #29	27	F			E	
<b>Firearms Instructor:</b>						
Leads quarterly training on firearms range; trains students on how to effectively use a variety of firearms, including shotguns, hand guns, and long guns; develops and oversees courses of fires, using situational scenarios; provides immediate feedback; completes evaluation forms.	28	F	Hand guns, shotguns, rifles	P.O.S.T. Reg 1070 Training	E	
<b>Hostage Negotiator:</b>						
From a central location; communicates with a hostage taker; in collaboration with a PhD and the SWAT team, negotiates for compliance, and release of any hostages; coordinates response to hostage situation.	29	O	Phone, Bullhorn	POST -Certified Basic Hostage Negotiators Training	E	

<b>K-9 Deputy:</b>						
Transports and manages dog while performing regular patrol officer and narcotic detection duties; provides full-time care for assigned dog, including ongoing training, feeding, grooming, and exercising; lifts and carries injured dogs weighing up to 100 pounds; schedules frequent training with dog.	30	C	Duty Equipment, Leash, Dog Feeding Bowls, 2-way Radio, collar	CNCA – Patrol Dog certification, CNCA Narcotic Certification	E	
Responds to calls for service from SWAT; assists in searches for suspects; participates in narcotics searches; commands dog to perform duties; pulls and lifts dog weighing up to 100 pounds from detained suspect; uses remote to release dog from patrol vehicle in emergency situations; wears heavy duty protective equipment.	31	F	Duty Equipment, Rifle Plate Carrier, Rifle Rated Plates, gloves, ballistic helmet, harness		E	
Maintains physical fitness level in order to pass physical fitness test, including ability to lift up to 100 pounds overhead.	32	C			E	
<b>Marine Unit:</b>						
Performs patrol duties from a marine vehicle/personal watercraft, on lakes, oceans, and other waterways; collaborates with Sheriff Helicopter Unit and Coast Guard, participates in water rescues.	33	C	Boat, Personal Watercraft, PFD	California Boating Safety and Enforcement, Boating Under the Influence, Basic Accident Investigation, Navigation, Boating Marine Fires, Rescue Boat Operations, and Vessel Theft Training	E	
<b>Motor Unit – Off Road:</b>						
Motor Unit – Off Road: Operates motorcycle/dirt bike in rugged, off road conditions in pursuit of suspects, during search and rescue operations, and during special events; quickly responds to call for duty; maintains readiness for response.	34	O	Off Road Motor Bike, Riding Gear, Helmet	CA Motorcycle License	E	
Performs patrol duties on motorcycles at public events.	35	O	Motorcycle	CA Motorcycle License	E	



<b>Motor Unit – Traffic – Contract Cities:</b>						
Uses good judgment and discretion to perform traffic enforcement activities: operates a patrol vehicle or motorcycle, sitting for long periods of time; conducts traffic stops; operates hand held speed detection devices, holding device at shoulder level for long periods of time; directs traffic using hands or hand held devices; administers field sobriety and alcohol screening tests; issues citations and makes arrests; visually inspects vehicles for compliance with vehicle codes; uses radio or computer to check status of licenses, registrations, outstanding warrants, etc.	36	C	Motorcycle, Patrol Unit, RADAR, LIDAR, Alcohol Testing (PAS, EPAS) Hand Held Devices	Motorcycle License; POST Basic Motorcycle Course	E	
Conducts investigations of fatal and near fatal traffic accidents; secures site, coordinates response, and investigates traffic accidents; takes detailed photos of incident; uses LIDAR to calculate impact, speed, and location; diagrams incident; completes comprehensive written reports.	37	F	Motorcycle, Patrol Unit, RADAR, LIDAR, Alcohol Testing (PAS, EPAS) Hand Held Devices	Motorcycle License; POST Basic Motorcycle Course	E	
<b>Personnel Background Unit:</b>						
Conducts POST approved background investigations for new employees; advises applicant on information required; reviews information; researches computer databases for information; interviews applicant associates; provides information and participates in hiring decision making; accurately documents all information related to background investigation; maintain confidentiality. Complete thorough and intensive background investigations, including in-home investigations, into prospective sworn and non-sworn Sheriff's Office employees and less intrusive background investigations into potential periphery employees and volunteers. Maintain a working knowledge of POST hiring dimensions.	38	C	Computer, Phone, Vehicle	CDL, POST Background Investigations	E	
Makes presentations on duties and career opportunities within the Sheriff's Office; attends job fairs, community events and recruitment events; maintains a professional demeanor.	39	O			E	
<b>Property Crimes Investigation (PCI) Unit:</b>						
On call 24/7 to respond to major property crimes to include thefts, burglaries, fraud, as well as, narcotics related crimes and weapons trafficking crimes. Potential exposure to narcotics and bio-hazards. Property Crimes Detectives conduct interviews and interrogations, author and serve search warrants, conduct stakeouts, take suspects into custody, complete forensic investigations into fiduciary crimes and provide court testimony.	40	C	Detective vehicle; detective ballistic vest carrier	Officer Involved Shooting Investigations; Homicide Investigations; Interview & Interrogation.	E	

<b>Resident Deputy:</b>						
Stationed and lives full-time in rural/coastal areas to provide 24/7 response in performing all Deputy Sheriff duties above (#1 – 15); K-9 is partner; performs K-9 Deputy duties (see K-9 Deputy duties #24 – 26 above); coordinates with Helicopter Crew and coordinates with and performs River Officer duties.	41	C	Duty Equipment, Leash, Dog Feeding Bowls, 2-way Radio, harness	CNCA – Patrol Dog certification, CNCA Narcotic Certification	E	
<b>SWAT:</b>						
Performs rapid response – within one hour of call out, on a 24/7 basis to critical incidents which present significant risk to law enforcement officers or the public including: sniper/active shooters, hostage situations, barricaded suspects, suicide intervention, warrant service in high risk or hazardous situations, crowd and riot control including: uses Bear Cat armored vehicle, battering ram or other breaching equipment to force entry; maintains readiness for response without any warning; prepared to and takes lethal actions as necessary, continuously monitors situation; remains on duty for lengthy periods of time.	42	O	Bear Cat armored vehicle, Radios, Long rifles, Ballistic shields and helmets, Armored Vehicles, Tear gas Concussion grenades, Night vision systems, Battering ram	POST SWAT Basic; POST Long Rifle (if assigned to Long Rifle) Driver’s license	E	
Maintains physical fitness level in order to pass physical fitness test, including ability to lift up to 100 pounds.	43	C			E	
<b>Tactical Team Assignment:</b>						
Tactical Team Assignment: Utilizes advances training and skills to deploy for public assemblies/demonstrations and crowd control; maintains order while protecting the rights granted to all under the US Constitution; continuously monitors site for potential safety concerns; stands for long periods of time; exposure to hot, cold, or inclement weather; makes mass arrests; tags arrestees for identification purposes; wears Personal Protective gear weighing up to 50 pounds.	44	O	Riot helmet, Riot Baton, Body Shield, Less lethal weaponry, drones, body worn camera		E	
<b>Transportation:</b>						
Drives up to 12 passenger van or up to 48 passenger bus to transport inmates; inspects vehicles and reports any damage, safety, or other issues. Flies out-of-state or out-of-country to extradite inmates; transports inmates to medical appointments	45	F	Passenger van, Bus, Radio	CA Commercial Driver’s License, Class B; DOT Medical; Bi-Annual Physicals; Subject to County Random Drug Testing	E	

<b>Violent Crimes Investigation (VCI) Detective:</b>						
On call 24/7 to respond to violent crimes to include homicide, assault with a deadly weapon, serious assaults and suspicious deaths. Violent Crimes Detectives conduct interviews and interrogations, author and serve search warrants, conduct stakeouts, take suspects into custody and provide court testimony.	46	C	Detective vehicle; detective ballistic carrier	Officer Involved Shooting Investigation; Homicide Investigation; Interview & Interrogation	E	

**PART 2: PHYSICAL DEMANDS**

Activity	Examples of Duties/Functions Requiring Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY: Permanently Restricted
1 Sitting (i.e., while driving patrol vehicle or transport vehicle; writing reports)	2,3,4,7,8,9,11,12,14,18,22,23,24,33,36,38,40,45	F			
2 Walking (i.e., conducting investigations; transporting arrestees)	2,3,5,6,7,8,11,13,16,17,19,20,22,23,25,28,30,31,36,37,38,39,40,41,42,44,45,46	F			
3 Running (i.e., pursuit of fleeing suspects; responding to an emergency)	2,4,5,20,32,43	O			
4 Standing (i.e., while interviewing witnesses, victims and suspects; serving as a bailiff, responding to crime/death scenes)	2,6,7,13,14,17,19,22,23,25,28,29,40,41,42,44,46	C			
5 Bending (neck) (i.e., looking down at computer, investigating crime scenes)	2-15; 16-20; 22-31; 33-42; 44-46	F			
6 Bending (waist) (i.e., while apprehending a suspect; performing CPR; participating in training activities)	2,3,5,6,7,10,13,15,16,17,19,20,22,24,25,27,30,31,33,34,36,37,40,41,42,44,46	O			
7 Squatting (i.e., while apprehending a suspect; performing CPR; while conducting an investigation; participating in training activities)	2,3,5,6,7,10,15,16,17,19,20,22,25,27,30,31,33,36,37,40,41,42,46	O			
8 Climbing – stairs, ladders, curbs, over 6-foot wall per P.O.S.T standard (i.e., while conducting an investigation; while apprehending a suspect; participating in training activities)	2,5,7,11,15,17,19,20,22,31,33,38,40,41,42,44,45,46	O			
9 Kneeling (i.e., while apprehending a suspect; performing CPR; participating in training activities)	2,3,5,6,7,10,15,16,17,19,20,22,25,27,30,31,33,36,37,40,41,42,46	O			
10 Crawling (i.e., while conducting an investigation, responding to an emergency; while apprehending a suspect; participating in training activities)	2,3,5,7,10,15,17,20,25,42,44	O			
11 Twisting (neck) (i.e., scanning environment while on patrol, either on foot in duty vehicle, looking at computer monitors)	2 through 46	C			
12 Twisting (waist) (i.e., while apprehending a suspect; performing CPR; responding to an emergency; while conducting an investigation; participating in training activities)	2,3,5,7,10,13,15,17,19,20,25,30,31,33,34,36,37,40,41,42,44	O			
13 Repetitive Hand Use (typing, gripping, etc.)	2 through 46	F			
14 Simple grasping (right hand) (i.e., using two-way radio; holding flashlight; holding weapon; holding warrants and other legal papers)	2,3,5,6,7,8,10,11,12,13,14,18,23,36,37,38,39,45	F			
15 Simple Grasping (left hand) (i.e., using two-way radio; holding flashlight; holding weapon; holding warrants and other legal papers)	2,3,5,6,7,8,10,11,12,13,14,18,23,36,37,38,39,45	F			
16 Power Grasping (right hand) (i.e., apprehending and restraining a suspect;	4,5,6,10,13,19,20,24,25,28,30,31,33	O			

Activity	Examples of Duties/Functions Requiring Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY: Permanently Restricted
responding to an emergency)	,34,41,42,44				
17 Power Grasping (left hand) (i.e., apprehending and restraining a suspect; responding to an emergency)	4,5,6,10,13,19,20,24,25,28,30,31,33,34,41,42,44	O			
18 Fine Manipulation (right hand) (i.e., loading a weapon or a magazine for a weapon; cleaning and securing firearm)	3,6,7,10,12,14,16,17,18,23,25,28,36,37,38	O			
19 Fine Manipulation (left hand) (i.e., loading a weapon or a magazine for a weapon; cleaning and securing firearm)	3,6,7,10,12,14,16,17,18,23,25,28,36,37,38	O			
20 Pushing and Pulling (right hand) – (i.e., moving disabled vehicles off the road; moving a person weighing 165+ pounds to safety; participating in training activities)	2,5,10,13,15,19,20,25,30,31,33,36,37,41,42,44	O			
21 Pushing and Pulling (left hand) – (i.e., moving disabled vehicles off the road; moving a person weighing 165+ pounds to safety; participating in training activities)	2,5,10,13,15,19,20,25,30,31,33,36,37,41,42,44	O			
22 Reaching (above shoulder level) (i.e., utilizing spotlight; apprehending or restraining a suspect; conducting an investigation; responding to an emergency; participating in training activities)	2,4,5,7,15,19,20,30,31,41,42	O			
23 Reaching (below shoulder level) (i.e., conducting an investigation; apprehending or restraining a suspect; responding to an emergency; participating in training activities)	2,3,5-7,10-20,22-25, 28-31,33-42,33-42,44-46	F			
24 Lifting-up to 10 lbs. (i.e., Duty Belt; Ballistic Vest; Firearm; Evidence)	2-8,10-14,16-20,22,23,25,28-31,33-38,40-42,44-46	F			
25 Lifting-11-25 lbs. (i.e., Evidence; Spike Strip tire deflation Device)	2,5,7,10,16,17,19,20,25,30,31,33,41,42,44	F			
26 Lifting-26-50 lbs. (i.e., Evidence)	5,7,15,16,20,21,25,30,31,32,33,41,42,43,44	O			
27 Lifting 51-75 lbs. (i.e., Evidence; team lift of a suspect or victim)	5,7,20,21,25,30,31,32,33,41,42,43	O			
28 Lifting 76-100 lbs. (i.e., lift of a suspect or victim by self or with a team)	5,7,20,21,25,30,31,32,33,41,42,43	O			
29 Lifting 100 + lbs. (i.e., lift of a suspect or victim by self or with a team)	5	O			
30 Carrying 0-10 lbs. (i.e., Duty Belt; Ballistic Vest; Firearm; Evidence)	2,3,5-8,10,11,13-16,19-23,25,28,30-34,36,37,38,40-46	F			
31 Carrying 11-25 lbs. (i.e., Evidence; Spike Strip tire deflation Device)	2,5,7,16,19,20,21,25,30,31,32,33,41,42,43,44,	F			
32 Carrying 26-50 lbs. (i.e., Evidence; team carry of a suspect or victim)	5,7,15,20,21,25,30,31,32,33,41,42,43,44	O			
33 Carrying 51-75 lbs. (i.e., Evidence; team carry of a suspect or victim)	5,7,20,21,25,30,	O			

Activity	Examples of Duties/Functions Requiring Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY: Permanently Restricted
	31,32,33,41,42				
34 Carrying 76-100 lbs. (i.e., carry of a suspect or victim by self or with a team)	5, 7,20,21,25,30, 31,32,33,41,42,43	O			

**PART 3: SENSORY REQUIREMENTS**

Activity	Examples of Duties/Functions Requiring Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY Permanently Restricted
1 Functional vision, normal or corrected	2-46	C			
2 Functional color vision, normal or corrected (i.e., to properly identify suspect descriptions, color of vehicles)	2-15, 16,17,19,22-25,28-31,33-37,40-42,44,46	C			
3 Functional night vision, normal or corrected (i.e., when working a shift after sundown or before sunrise)	2-8, 10,11,14,16, 17,19,22,23,25, 29,30,31,33,34, 36,37,40,41,42 44,45,46	C			
4 Functional hearing, normal or corrected (i.e., to hear radio or someone calling for help; to communicate with suspects, witnesses and victims; participating in training activities)	2-14, 16-20, 22-25, 28-31, 33-42, 44-46	C			
5 A sense of smell or taste (i.e., to smell illegal substances; smell of alcohol on suspects; smell smoke or gas leak)	2-11, 13,14,16,17,19, 22,23,24,25,28, 29,30,31,33,34, 35,36,37,38,40, 41,42,44,45,46	C			

**PART 4: COMPREHENSION LEVEL**

Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY Permanently Restricted
1 Follow Oral Instructions	F			
2 Follow Written Instructions	F			
3 Required to sustain concentration	C			

**PART 5: NATURE OF TASKS**

Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY Permanently Restricted
1 Follow set procedures	C			
2 Organize own work	F			
3 Able to ask questions or request assistance when needed	C			
4 Required to make decisions independently	C			
5 Required to train and/or lead other staff	O			
6 Required to direct other staff (e.g., planning, goal setting, performance)	O			

**PART 6: WORK PACE**

Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY Permanently Restricted
1 Tightly scheduled and rapid pace of work activities at high volume	F			
2 Meet time sensitive deadlines	O			
3 Long and/or irregular hours	F			
4 Limited/unpredictable opportunity for breaks	C			
5 Required to perform on-call or emergency work	F			

**PART 7: COMPLEXITY/VARIABILITY**

Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY Permanently Restricted
1 Variable and unpredictable workflow	F			
2 Attention divided by issues requiring multi-tasking	C			
3 Work requires precise attention to detail	C			
4 Use of judgment in routine matters	C			
5 Requires use of judgment in adapting procedures from one task to another	F			
6 Possible legal ramifications associated with work activities or work product	C			

**PART 8: INTERACTIONS WITH OTHERS**

Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY Permanently Restricted
1 Works with others (e.g., co-workers, other departments/agencies, public)	C			
2 Interactions limited to giving/receiving information	F			
3 Interactions exceed giving/receiving information (e.g., advises, persuades, justifies)	O			
4 Interactions occur under circumstances of emotional stress	F			
5 Risk of confrontation with violent or assaultive clients or customers	C			

**PART 9: ENVIRONMENTAL FACTORS/WORKING CONDITIONS:**

Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY Permanently Restricted
1 Work Inside	F			
2 Work Outside	F			
3 Extreme Heat (above 100 degrees)	O			
4 Extreme Cold (below 32 degrees)	O			
5 Excessive Noise (must raise voice to be heard- i.e., radio traffic, bullhorn, sirens)	O			
6 Vibration (e.g., trains, heavy equipment, etc.)	O			
7 Dust, Vapors, Fumes, Smoke	O			
8 Silica, asbestos, etc.	O			
9 Solvents (e.g., gas, turpentine, etc.)	O			
10 Grease, oils	O			
11 Acidic, Caustic Solutions (i.e., O.C. or Pepper Spray)	O			
12 Pesticides	O			
13 Explosives (e.g., dynamite, bomb, etc.)	O			
14 Cleaning supplies, abrasives	O			
15 Other Chemicals (e.g., drugs and other contraband)	O			
16 Human Blood, Body Tissues, or Fluids	O			
17 Human Wastes	O			
18 Animal Blood, Body Tissues, or Fluids	O			
19 Animal Wastes	O			
20 Biological Toxins (e.g., poison ivy, poison oak, anthrax, etc.)	O			
21 Insect Bites (e.g., ticks, mosquitos, spiders, etc.)	O			
22 Biomedical Waste	O			
23 Ionizing Radiation (i.e., guarding an arrestee or inmate during medical diagnostic procedure)	O			
24 Non-Ionizing Radiation	N			
25 Electrical Energy	O			
26 Walking on uneven, slippery, or rough surfaces (e.g., gravel, rocks, hills, etc.)	O			
27 Proximity to moving mechanical parts (e.g., equipment, machinery)	F			
28 Proximity to moving vehicles or objects	F			
29 Heights (e.g., rooftop, ladders, scaffolding, etc.)	O			
30 Contact with water, other liquids, humid conditions - not weather related	O			
31 Work Below Ground: (e.g., excavation, trench, etc.)	O			
32 Potential exposure to airborne infectious diseases (e.g., clinics, labs, corrections)	F			
33 Operates non-commercial motor vehicles (cars, trucks)	C			
34 Operates commercial vehicles – CDL Class B Endorsements Bus	O			
35 Operates passenger van to transport clients, inmates, etc.	O			
36 Pulls non-commercial trailers or equipment	O			
37 Operates heavy equipment	N			
38 Other: Bear Cat armored vehicle – SWAT assignment only	O			



**PART 10: MEDICAL SCREENING, SURVEILLANCE AND VACCINATION REQUIREMENTS:**

Please check each of the medical screening, surveillance, and vaccination requirements that apply to the position, and indicate if the requirement applies pre-employment/pre-placement only, or whether there are additional requirements after hire.

Medical Screening, Surveillance or Vaccination	Pre-Hire	Post-Hire	Frequency (one time, annual, etc.)
1 Audiometric Testing	X	X	Annual
2 DOT Commercial Driver Drug and Alcohol Screening			
3 DOT Commercial Driver Physical Exam			
4 Respirator Physical Exam	X		
5 Respirator Questionnaire – Short			
6 Respirator Questionnaire – Standard	X	X	Annual
7 Blood lead level			
8 Hazardous Waste/Emergency Worker physical			
9 Heavy metal screen (mercury, lead, arsenic)			
10 HINT Hearing Noise Sensitivity Testing			
11 Tuberculosis skin test			Recommended
12 Vaccine: MMR			
13 Vaccine: Hepatitis B		X	Series 1 time or waived
14 Vaccine: Influenza		X	Annual or waived
15 Vaccine: Meningococcal			
16 Vaccine: Pneumococcal			
17 Vaccine: Rabies			
18 Vaccine: Rabies Titer			
19 Vaccine: Tdap			
20 Vaccine: Chickenpox			

**PART 11: ADDITIONAL INFORMATION, PICTURES, ETC.**



**Spotlight handle (can use right hand only)**



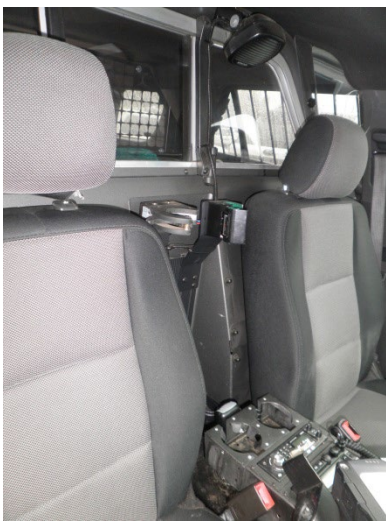
**Patrol Vehicle- Driver's Side**



**Back Seat of Patrol Vehicle**



**Back Storage of Patrol Vehicle**



**Shot Gun Mount- between seats**



**Patrol Car- Passenger's side**