

THE PINELLAS COUNTY
UNIFIED PERSONNEL SYSTEM BOARD

IN RE:

Appeal of Termination

Derrick Clark,

Appellant,

v.

Appeal No. 20-6

Public Works – Department for Pinellas County,

Appellee.

PROPOSED ALTERNATIVE DISCIPLINE

COMES NOW, Appellee PUBLIC WORKS – DEPARTMENT FOR PINELLAS COUNTY (herein “Public Works”), pursuant to Section 10-2 of the Pinellas County Unified Personnel Board’s procedures for appeal hearings, and without waiving its right for the Board to reconsider its decision from the April 1, 2021, termination appeal hearing, submits the following proposed alternative discipline:

1. Based on the Unified Personnel Board’s findings that Appellant CLARK did commit the activities for which he was terminated and that those activities were in violation of Unified Personnel Rule 6(d)(5), Insubordination, Rule 6(d)(7), *Leaving work station without authorization*, Rule 6(d)(11), *Unauthorized use of County equipment or property*, and Rule 6(d)(29), *The employee’s conduct interferes with the proper cooperation of coworkers or impairs the efficiency, morale, good order or discipline of the workplace*, but that dismissal was not appropriate, Public Works proposes the alternative discipline be **DEMOTION**.
2. Appellant CLARK’S position at the time of his dismissal was an Automotive Equipment Operator 1, Pay Grade C13, pay rate of \$19.67.
3. The proposed new position for Appellant CLARK is a Maintenance 2, Pay Grade C12, pay rate of \$18.69. This position falls under Public Works - Stormwater Operations – Preventative Maintenance.

4. The position description and position requirement profile for the position of Maintenance 2 are attached hereto as Composite Exhibit "A".
5. Per the requirement of Public Works, Appellant will be required to maintain his Commercial Driver's License (CDL).
6. Appellant will be required to report to work on **May 10, 2021**, at **7:00 A.M.**, to the **Stormwater Division of Public Works**, located at Building 1 (ERB), 22211 U.S. Hwy 19 N, Clearwater, FL 33765. Report directly to Brian Lawton, Stormwater Operations Section Manager.

CERTIFICATE OF SERVICE

I HEREBY CERTIFY that the foregoing has been furnished via electronic delivery to **Jennifer Moore, Esq.**, counsel for the Unified Personnel Board, at Jennifer.moore@ogletree.com, **Derrick Clark, Appellant**, at regina72.re@gmail.com, and **Tammera Maloney, Employee Advocate for Appellant**, at tjmaloney@co.pinellas.fl.us this 16th day of April, 2021.

/s/ Ashley N. Donnell, Esq.

Ashley N. Donnell, Esq.

Florida Bar No. 100535

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Counsel for Public Works

COMPOSITE EXHIBIT A

Appellee's Proposed Alternative Discipline

Appeal No. 20-6

Position Description

Pinellas County Government offers an excellent benefits package. Find out [What We Offer](#)

Maintenance 1 or 2

ID **3833**

Pay Range **See Job Posting**

Close Date: **3/12/21**

Working Title: Stormwater/Drainage Maintenance Worker (3 Positions)

Location: 22211 U.S. Highway 19 North, Clearwater, FL 33765

The work performed by Maintenance 1 and 2 employees is heavy labor, and mostly outdoor work in all types of weather elements. The work is heavy labor, moderately complex, requiring general skills in construction and

maintenance of drainage systems, ditches and permitted stormwater facilities. The mission for this team is to ensure compliance with the Clean Water Act of 1972 and our yearly FDEP NPDES permit requirements.

Field work includes but is not limited to ditch and stormwater structure cleaning, stormwater structure repair; inspecting pipes, structures and ditches. Employees in this position may also complete inventory, material

requisitions, GPS location inspections, computer work, and daily maintenance of tools. Employees in this position may also be required to complete inspections and repairs within confined spaces, and in or above water. Employees on these crews are on a standby coverage rotation which may require overnight and weekend callouts. Stormwater Operations Maintenance 1 or 2 employees can be moved to a different crew performing any of the tasks previously mentioned whenever the need arises.

Maintenance 1

Pay Range Minimum: \$12.50/hr; Pay Range Maximum: \$19.57/hr.

This is unskilled and limited semi-skilled manual labor work. Employees in this class perform light to heavy manual laboring tasks in a wide variety of construction and maintenance work. Some assignments, including elementary equipment operation, may require skills which can readily be learned on the job and many tasks are routine and repetitive in nature and, once learned, can be carried on without difficulty under general supervision.

The incumbent reports to a supervisor or designee. This position requires a valid Florida Driver's License, unrestricted, Class E upon hire. Must obtain a Florida CDL B within one (1) year of appointment. Work is performed in an environment with heavy equipment and machinery that could result in bodily harm to co-workers or others.

Minimum Qualifications:

- Completion of the ninth grade; or
- 6 months laborer, groundskeeping, or field trades related work; or
- An equivalent combination of education, training and/or experience.

Additional Requirements:

- Possession and maintenance of a valid Florida Driver's License Class E at time of application.
- Must obtain a Florida CDL B within 1 year of employment or employment may be terminated.
- Attain and maintain a Florida Department of Transportation Temporary Traffic Control (TTC) Intermediate Level certification.
- Complete Illicit Discharge, Spill Prevention, and Response Training; ICS 100, 200 & 700 Training; Erosion & Sediment Control.
- Complete OSHA 10-hour Construction Industry training
- Must possess sufficient physical strength and agility to work outdoors under adverse weather conditions

- Must be able to be available for emergencies and will be on standby every 12 weeks depending on area assignment.
- Ability to work a variety of work schedules including compulsory work periods in special emergency, and/or disaster situations.

Maintenance 2

Pay Range Minimum: \$13.35/hr; Pay Range Maximum: \$21.37/hr.

This is manual, semi-skilled labor work in the construction, maintenance and repair of county projects, facilities, and public works or utilities projects. Employees in this class perform a variety of manual labor tasks required some job-acquired skills in specialized fields. Work differs from the Maintenance 1 class in that assignments include a wider variety of tasks involving more advanced skills or training and duties require the incumbent to complete tasks with less direct supervision in a more independent manner. The incumbent reports to a supervisor or designee. This position requires a valid Florida CDL, Class B. Work is performed in a dynamic environment that requires employee to be sensitive to change and responsive to changing goals, priorities, and needs.

Minimum Qualifications:

- 1 year of general construction, maintenance, repair work or park site operations; or
- An equivalent combination of education, training and/or experience.

Additional Requirements:

- Possession and maintenance of a valid Florida Commercial Driver's License Class B at time of application.
- Attain and maintain a Florida Department of Transportation Temporary Traffic Control (TTC) Intermediate Level certification.
- Complete Illicit Discharge, Spill Prevention, and Response Training; ICS 100, 200 & 700 Training; Erosion & Sediment Control.
- Complete OSHA 10-hour Construction Industry training
- Must possess sufficient physical strength and agility to work outdoors under adverse weather conditions
- Must be able to be available for emergencies and will be on standby every 12 weeks depending on area assignment.
- Ability to work a variety of work schedules including compulsory work periods in special emergency, and/or disaster situations

Highly Desirable: Maintenance 1 and 2

- Completion of ninth grade.
- Possession of a valid Florida Department of Transportation Temporary Traffic Control (TTC) certification at time of hire.
- Possession and maintenance of a valid Florida Commercial Driver's License Class B at time of hire.
- Ability to climb steep banks, stand for long periods of time, and crawl inside storm pipes.
- Ability to assist with all labor tasks: ditch cleaning, stormwater pipe repair and installation, inspection of pipes, structures and ditches.
- Ability to use small office equipment, computers, and highly technical computer applications.
- Ability to identify Florida native and exotic plants.
- Ability to work on boats over or near deep water.

Illustrative Tasks: Maintenance 1 and 2

- Since every duty associated with this position(s) may not be described in the below listing (examples, not all inclusive), employees may be required to perform duties not specifically spelled out in the job description, but which may be reasonably considered to be incidental in performing their duties just as though they were actually written out in the job description.
 - Assist with all labor tasks: ditch cleaning, stormwater pipe repair and installation, inspection of pipes, structures and ditches.
 - Perform work in confined spaces (i.e. manholes).
 - Control the movement of vehicular traffic through construction projects using sign and hand signals.
 - Perform recordkeeping duties as required.
 - Operate mechanical equipment and light construction equipment; sets up and operates pumps, compressors and generators.
 - Perform maintenance work that may include: underdrain repair/replace, stormwater pipe repair/replacement, stormwater drainage structures repair/replacement, shoulder maintenance activities, asphalt patching and overlay, concrete work, stormwater conveyance maintenance, etc.
 - Use of handheld power equipment (Concrete saws, drills, truck-mounted crane, needle guns, etc.)
 - This shall include operating, cleaning, and simple maintenance of the tools.
 - Maintenance of traffic operations and roadway hazard mitigation - flagging traffic for safety control, placing barricades, picking up dead animals, picking up trash and debris.
 - Physically able to climb, stand for long periods of time, crawl inside storm pipes, lift, and swim.
 - Respond to emergencies and standby call out duty (i.e. overtime, nights and weekend work).
 - Effectively communicate with team members and supervisors.
 - Demonstrate advanced proficiency, competency, and satisfactory completion of regularly assigned work in an independent manner.
 - Understand and adhere to County policies and procedures and embrace the department's mission, values, and goals.
 - Performs related work as assigned, or required.

Knowledge, Skills & Abilities: Maintenance 1 and 2

- Knowledge of tools, methods and materials used in general maintenance work.
- Knowledge and ability to perform storm water conveyance maintenance activities (pipe inspection, ditch or pond maintenance).
- Ability to perform basic computer skills.
- Ability to utilize a GPS asset tracking unit to locate, document, and update the County's assets.
- Ability to maintain accurate records of scheduled work projects and the status of a variety of construction, services, and maintenance projects.
- Ability to recognize safety hazards and take precautionary methods to protect self and the safety of the public.
- Knowledge and ability to operate light heavy equipment required and necessary to complete maintenance activities.

Below is a preview of the supplemental questions you will have to answer during the application process.

What is your minimum starting salary requirement?

The selected candidate will be required to work a variety of work schedules including compulsory work periods special, emergency, and/or disaster situations.

Are you willing and able to fulfill these requirements?

No

Yes

This position requires possession and maintenance of a State of Florida Driver's License or Commercial Driver's

License upon hire. Are you willing and able to fulfill these requirements?

No

Yes

Do you have the ability to climb steep banks, stand for long periods of time and crawl inside storm pipes?

No

Yes

Do you have the ability to work on boat over or near deep water?

No

Yes

Do you have the ability to work at heights greater than 6 feet?

No

Yes

How many months or years of manual labor experience do you possess?

No experience

1-11 months

1-2 years

2-3 years

3-4 years

4-5 years

5-6 years

6-7 years

7-8 years

8-9 years

9-over 10 years

Describe/explain your experience in this area. Include examples of your work, which are similar to that described

by the statements. Please indicate when (dates) and where (employer) you obtained the experience.

Otherwise,

type N/A.

How many months or years of experience do you possess flagging traffic for safety control, and placing barricades?

No experience

1-11 months

1-2 years

2-3 years

3-4 years

4-5 years

5-6 years

6-7 years

7-8 years

8-9 years

9-over 10 years

Describe/explain your experience in this area. Include examples of your work, which are similar to that described by the statements. Please indicate when (dates) and where (employer) you obtained the experience. Otherwise, type N/A.

How many months or years of work experience do you possess cleaning drain structures?

No experience

1-11 months

1-2 years

2-3 years

3-4 years

4-5 years

5-6 years

6-7 years

7-8 years

8-9 years

9-over 10 years

Describe/explain your experience in this area. Include examples of your work, which are similar to that described by the statements. Please indicate when (dates) and where (employer) you obtained the experience. Otherwise, type N/A.

How many months or years of experience do you possess repairing slopes?

No experience

1-11 months

1-2 years

2-3 years

3-4 years

4-5 years

5-6 years

6-7 years

7-8 years

8-9 years

9-over 10 years

Describe/explain your experience in this area. Include examples of your work, which are similar to that described by the statements. Please indicate when (dates) and where (employer) you obtained the experience. Otherwise, type N/A.

Which of the following equipment have you operated, if any. (To select multiple items, click the first item, hold down the CTRL key, and click each of the other items you want.).

Concrete Saws

Chainsaws

Tree Chipper

Crew Cab Truck

Crane

Tractor

Weedeaters

Other

No experience

If you selected "Other" above, please indicate the tools. Otherwise, type "N/A".

Requisition Information:

ID: 3833	Classified or Exempt: Classified
Class Specification: Maintenance 1 or 2	Supervisory?: No
Classification Job Code: 13500 or 13510	Work Schedule: Monday - Thursday; 7:00 a.m. - 5:30 p.m.
PC#: BCC/C1886 BCC/C1693	Days per Week?: 4
# of Openings: 2	Driving?: Regularly
Working Title: Maintenance 1 or 2	Drivers' License: CDL - B, After Hire
Specialized Field: Stormwater Operations/Preventive Maintenance & Response, Pipes/Structures & Ditches, Permitted Facilities	Endorsement Requirements:
Appointing Authority: BCC: County Administrator	Requires Typing?: Yes
Division: BCC:Public Works Department	Typing Speed?: Keyboard familiarity
Department: BCC:Stormwater and Vegetation Division	Post Date: 2/21/21
Location: HR-Public Works-Central	Close Date: 3/12/21
Work Site: 22211 U.S. Highway 19 North Clearwater, FL 33765	Pay Grade: C10 or C12

Stress/Non-Physical Demands

The following best describes the demands of the position over an average work week as they relate to the essential functions of the position.

1. Interact with Individuals within the organization (i.e., management, coworkers, subordinates, other department personnel, etc.)

Interact Internal: **Continuously; 80 - 100%**

Internal Example-: Immediate supervisor, co-workers, and other departments

Are the interactions ever confrontational and/or difficult?

Internal Difficult?: **Occasional; Less than 25%**

Difficult Example-: Disagreement with co-workers

2. Interact with individuals outside the organization (i.e., customers, general public, vendors, etc.)

External Interaction: **Occasionally; Less than 25%**

External Example-: General public asking questions about work, other departments when on same job

Are the interactions ever confrontational and/or difficult?

External Difficult?: **Occasionally; Less than 25%**

Explain Difficult-: Citizen confrontation on site regarding dissatisfaction of work being performed

3. Must meet deadlines

Deadlines?: **Continuously; 80 - 100%**

Deadlines Explain-: Scheduled cyclic work and additional work requests

4. Responsible for high work volume

High Volume?: **Frequently; 25 - 80%**

High Volume Explain-: Must safely meet or exceed daily production rates for assigned activities.

5. Make immediate decisions

Decisions?: **Frequently; 25 - 80%**

Decisions Explain-: Anticipating tools or materials needed for each task, PPE equipment, flagging

6. Respond to emergency and/or crisis

Emergency Response?: **Frequently; 25 - 80%**

Emergency Explain-: Designated as a first responder for hurricanes, tornadoes and flooding etc, called in for emergency work in the off hours

7. Depends on Assistance of and cooperation with coworkers

Depend on Assistance?: **Continuously; 80 - 100%**

Assistance Example-: Coordinating with crew members and supervisors to complete jobs safe and efficiently

8. Must speak in front of a group

Speak to Group?: **Occasionally; Less than 25%**

Speaking Explain-: Employee training, work groups and meetings

9. Tasks performed in accordance with specified instructions and or detailed guidelines

Specific Instructions?: **Continuously; 80 - 100%**

Instructions Example-: FDOT and SWFWMD standards, Pinellas County Standard Details, activity guidelines, construction plans, OPUS entries, county e-mail, Performance Management Program

10. Tasks performed according to broad directions

Broad Directions?: **Continuously; 80 - 100%**

Directions Example-: Determine what is required for work. Take initiative preparing the truck for daily work. Removal of debris, dumping debris in correct containers, etc.

11. Perform a few tasks or a series of related tasks within a moderate period of time

Perform Tasks?: **Continuously; 80 - 100%**

Perform Task Example-: Put up signs, get tools ready, get material off truck .

12. Perform a variety of complex tasks within a moderate period of time

Complex Tasks?: **Frequently; 25 - 80%**

Complex Task Example-: Proper heavy equipment loading, unloading, maintenance, clean-up

13. Compose original documents

Compose Documents?: **Frequently; 25 - 80%**

Compose Docs Example:- E-mail to supervisors and co-workers, performance reviews

14. Comprehend and remember information presented verbally

Verbal Comprehension?: **Continuously; 80 - 100%**

Verbal Example:- Work location, instructions on what material to load, what tools to use, stormwater informational meeting

15. Comprehend and remember information presented in writing

Written Comprehension?: **Continuously; 80 - 100%**

Written Example:- List of materials to load, read safety manuals, select PIP equipment, e-mail and meetings/training calendar

16. Perform difficult, complex work in which may include research, analysis, recommendation formulation, composition and/or presentation

Perform Complex?: **Never; 0%**

Perform Complex Example:-

Reading: Indicated below are the reading levels and frequency required by this position.

Simple Reading (examples: labels, gauges and dials, simple instructions, information on completed forms, simple sentences, etc.)

Simple Reading: **Continuously; 80 - 100%**

Example SR:- Facility location plates, gauges, street signs, basin books, work request, OPUS entries, county e-mails

Moderate Reading (examples: operating procedures, paragraphs, detailed instructions, letters, reports, etc.)

Moderate Reading: **Frequently; 20 - 80%**

Example MR:- Safety manuals, operating instructions for equipment and tools, MDS sheets

Complex Reading (examples: technical and professional reports, journals, federal and state laws, regulations, etc.)

Complex Reading: **Occasionally; Less than 25%**

Example CR:- Maps, emails, web sites, operational manuals, construction plans of facility sites

Working Conditions

Inside protected from weather, excluding motor vehicles

Inside?: **Never; 0%**

Outside (exposed to weather)

Outside?: **Great; 80 – 100%**

Wetness – contact with water (does not include rain)

Wetness?: **Great; 80 – 100%**

Explain Wetness:- Pipes, ditches, repairing pipes, ponds and flooding

Slippery walking surface

Slippery?: **Moderate; 25 – 80%**

Explain Slippery:- Metal grates, grass slopes, truck beds and concrete spillways

Bodily injury (risk of lacerations, burns, bites, sprains, fractures, amputations)

Bodily Injury?: **Moderate; 25 – 80%**

Explain Bodily Injury:- Burns, bites, bugs, snakes, motorized hand equipment, heavy equipment

Close proximity to co-workers (less than 3 feet)

Close Proximity?: **Moderate; 25 – 80%**

Explain Proximity:- Confined spaces, such as; boat, ditches, catch basins and truck cab

Confined spaces and/or cramped bodily conditions

Confined Space?: **Moderate; 25 – 80%**

Explain Confined Space:- Cab of small heavy equipment, boats and working in pipes

Heights (ladders, platforms, etc. over 3 feet)

Heights?: **Moderate; 25 – 80%**

Explain Heights:- Entering structures, cutting tree limbs from platform in back of truck

The below category(s) of equipment are operated to perform the essential duties of the job.

Office Equipment: ✓

Hand Tools: ✓

Power Tools: ✓

Large Power Tools: ✓

Jackhammer Etc.:

Fixed Machinery: ✓

Other Automotive: ✓

Other Equipment: ✓

Equipment Details:- Boats, mini excavator, crawler-loader, mowing decks, lift truck, manlift, chipper, gas detector, and GPS (I-pad)

Personal Protection Equipment (PPE) required to be worn while performing the job (for example: Safety shoes, back belts, ear plugs, etc.) and the frequency with which the equipment must be worn.

PPE #1: **Safety shoes, safety vest**

PPE #1 Frequency: **Continuous; more than 5 hours a day**

PPE #2: **Hard hat, ear plugs, safety glasses and gloves**

PPE #2 Frequency: **Frequently; more than 10 hours a week or 40 hours a month**

PPE #3: **Back belts**

PPE #3 Frequency: **Frequently; more than 10 hours a week or 40 hours a month**

Other workplace exposure:

Vibrations (arms, legs, torso)

Explain Vibrations:- Chainsaws, weed eaters and small excavation equipment

Noise (fairly loud sound – example: lawnmower)

Noise?: **Moderate; 25 – 80%**

Explain Noise-: Chainsaw, chipper, weed eaters and tree trimmer

Burns (risk due to fire or chemical)

Burns?: **Little; Less than 25%**

Explain Burns-: Fuel for equipment, spray equipment cleaners

Non-ionized radiation (welding flashes, sunburn)

Non-ionized Radiation?: **Great; 80 – 100%**

Explain Radiation-: Sunburn

Dust – fine particles of earth or matter (exclude asbestos or silica)

Dust?: **Great; 80 – 100%**

Explain Dust-: Mowing, pond restoration and chainsaws

Silica or asbestos dust

Silica or asbestos?: **Little; Less than 25%**

Explain Silica/Asbestos-: Filter sand

Allergens (insects, pollen, poison oak, animal hair)

Allergens?: **Great; 80 – 100%**

Explain Allergens-: Working outdoors; insect bites, poison ivy and poison oak, pollen from trees
Working indoors; dust, fragrances

Toxic conditions (fumes, liquids, gases, hazardous materials)

Toxic?: **Little; Less than 25%**

Explain Toxic-: Exhaust from equipment

Chemical irritants (eyes, lungs, skin)

Chemical irritants?: **Little; Less than 25%**

Explain Chemical-: Fuels, Spray Equipment Cleaner

Oil or grease (use of)

Oil or grease?: **Moderate; 25 – 80%**

Explain Oil/Grease-: Maintenance of equipment

Odors (come in contact with noxious air)

Odors?: **Moderate; 25 – 80%**

Explain Odors-: Pond sediment, vehicle exhaust, manhole and dead animals

Explosives (work with or near material which under certain conditions is apt to explode)

Explosives?: **Little; Less than 25%**

Explain Explosives-: Fuel, Spray Equipment Cleaner

Electrical hazard (contact with uninsulated or unshielded electrical equipment)

Electrical Hazard?: **Little; Less than 25%**

Explain Hazard:- Overhead or underground power lines

Ionizing radiation (x-rays, radioactive isotopes)

Ionizing Radiation?: **Never; 0%**

Explain Ionizing:-

Machinery with moving parts

Machinery?: **Great; 80 – 100%**

Explain Machinery:- Chainsaws, concrete saws, tree chipper, mini-excavator

Other (please explain)

Other Exposure #1: **Great; 80 – 100%**

Explain Exposure #1: Aquatic and vegetative areas
Ponds, lakes, ditches, creeks and bays

Other Exposure #2: **Moderate; 25 – 80%**

Explain Exposure #2: Alligators, snakes, stinging insects, wildlife

Physical Demands

In the course of a normal workday (as related to the essential duties of the position) the number of total working hours the employee is required to:

Hours Sitting: **1 Hour**

Hours Standing: **3 Hours**

Hours Walking: **4 Hours**

Hours Driving: **2 Hours**

On the job the employee must daily (Note: Squat = knees and hips flexed, back straight; Crouch = knees and hips flexed, back straight & neck bent)

Bend/stoop from waist: **4 ½ hours or greater**

Climb: **2 – 4 ½ hours**

Reach above shoulder: **2 – 4 ½ hours**

Kneel: **Less than 2 hours**

Balance/equilibrium: **4 ½ hours or greater**

Push/pull: **4 ½ hours or greater**

Squat: **2 – 4 ½ hours**

Crawl: **Less than 2 hours**

Crouch: **Less than 2 hours**

Twist/turn from Waist: **2 – 4 ½ hours**

Speech:

Requires speaking on the phone

Speak on Phone?: **Occasionally; 0 – 20%**

Explain Phone-: with co-worker or supervisor concerning work project, other departments

Requires face to face conversation with the public

Face to face with public?: **Occasionally; 0 – 20%**

Explain Face to Face-: Answering questions, To the public or other workers about job at work site

Lifting: during the course of a normal work day this employee must LIFT

Lift Less than 20#: **Daily**

Lift 20 - 40#: **Daily**

Lift 41 - 60#: **Rarely**

Lift over 60#: **Rarely**

Lifting Example-: Barricades, chainsaws, tree limbs, concrete saws, sandbags, carrying concrete bags

Maximum Lift (pounds): **90**

Carrying: during the course of a normal work day this employee must CARRY

Carry less than 20#: **Daily**

Carry 20 - 40#: **Rarely**

Carry 41 - 60#: **Rarely**

Carry over 60#: **Rarely**

Carrying Example-: Barricades, chainsaws, tree limbs, concrete saws, sandbags, carrying concrete bags

Maximum Carry (pounds): **90**

Carry over a *usual* distance of how many feet?

Distance (Feet): **20**

Example Distance-: Material to/from work vehicles and job sites

Carry over a *maximum* distance of how many feet?

Max Distance-: **500**

Explain Max Distance-: Material to/from work vehicles and job sites

On the job the employee uses his/her feet for frequent repetitive movements (excludes walking) as in operating a clutch or foot controls

Right foot?: **Yes**

Explain Right Foot-: Operating Foot controls on truck / vehicles equipment

Left foot?: **Yes**

Explain Left Foot-: Operating Foot controls on truck / vehicles equipment

On the job the employee uses his/her hands for frequent repetitive actions such as:

Right Hand-: **Simple Grasp (Hold pencil), Firm Grasp (Use hammer or saw), Fine Manipulation (Type, drafting, intricate writing)**

Explain Right Hand-: Day reports, typing, writing, use and repair of tools, hitching/unhitching equipment

Left Hand-: **Simple Grasp (Hold pencil), Firm Grasp (Use hammer or saw), Fine Manipulation (Type, drafting, intricate writing)**

Explain Left Hand-: Day reports, typing, writing, use and repair of tools, hitching/unhitching equipment

The sections below deal with the Vision and Hearing as they relate to the essential job duties of the position.

Near (working with fine or small objects at near distance)

Vision Near: **Very**

Explain Near-: Repairing equipment, operating equipment, vegetation identification, nuts, bolts and reading

Far (ability to see objects or surroundings at a far distance)

Vision Far: **Very**

Explain Far-: Signs, hazards, addresses while driving vehicle

Color (identifies colors and/or determines how bright or pure the color is)

Vision Color: **Very**

Explain Color-: Utility markings on job site, vegetation identification

In quiet surroundings

Hear Quiet: **Very**

Explain Quiet-: Instructions, phone and radios and meetings

In noisy surroundings

Hear Noisy: **Very**

Explain Noisy-: Instructions while working in and around traffic and equipment

Ability to tell where sound is coming from

Hear sound source: **Very**

Explain Sound Source-: Working in and around traffic and equipment, back-up horn

Ability to identify sound

Hear & identify sound: **Very**

Explain Hear & Identify-: Backup horns on heavy equipment, identify mechanical problem with equipment