

EMPLOYEE:

CLAIM #



Job Analysis Form

ALTERNATE FORMAT AVAILABLE

JOB TITLE Equipment Operator (Compactor)

JOB CLASSIFICATION Equipment Operator

DOT TITLE Heavy Equipment Operator

DOT NUMBER 859.683-014

DEPARTMENT Transportation

DIVISION Power and Facilities

OF POSITIONS IN THE DEPARTMENT WITH THIS JOB TITLE 7

CONTACT'S NAME & TITLE Erik Martinson, Facilities Chief

CONTACT'S PHONE 206-684-1832

ADDRESS OF WORKSITE

1602 Northlake Place North
Seattle, WA 98103

VRC NAME Kyle Pletz

DATE COMPLETED 7/29/04

VRC NAME Jeff Casem

DATE REVISED 6/3/09

WORK HOURS

8 or 10 hour shifts day, swing or graveyard shifts.

OVERTIME (Note: Overtime requirements may change at the employer's discretion)
Optional in accordance with business demand. Overtime may vary depending on the season.

JOB DESCRIPTION

Operates motorized equipment to maintain King County facilities and structures. The employees in this position pick their assignments in accordance with seniority. This particular employee primarily drives a compactor and collects garbage, but could be required to drive other equipment based upon business demand. Job analyses for other equipment will be completed upon request.

ESSENTIAL ABILITIES FOR ALL KING COUNTY JOB CLASSIFICATIONS

1. Ability to demonstrate predictable, reliable, and timely attendance.
2. Ability to follow written and verbal directions and to complete assigned tasks on schedule.
3. Ability to read, write & communicate in English and understand basic math.
4. Ability to learn from directions, observations, and mistakes, and apply procedures using good judgment.
5. Ability to work independently or part of a team; ability to interact appropriately with others.
6. Ability to work with supervision, receiving instructions/feedback, coaching/counseling and/or action/discipline.

JOB SPECIFIC REQUIREMENTS

Knowledge of driving laws, traffic control methods, automotive systems, Seattle/King County roadways and surrounding street system, operational manuals, road conditions and routes. Must possess skills in communications (oral and written), customer service, defensive driving and skill in heavy equipment operations as well as skill and mechanical aptitude in use and care of tools and equipment. Must have familiarity with and skill in using small hand tools as well as skill in operating equipment in high-density traffic under adverse weather conditions. Must have a Washington State Driver's License, Commercial Driver's License class B with air-brake endorsement and a Washington State Department of Transportation medical card. The employee must also possess a valid flagging certification.

ESSENTIAL FUNCTIONS

1. Operates motorized equipment such as backhoe, loader, evactor, compactor, sanding truck, forklift and sweeper. Operate equipment to grade, sweep, remove, dig, ditch, build, cut, load, clean or lift.
2. Responds to on-site accidents, emergencies and hazardous spills to assess immediate concerns and respond to them with equipment.
3. Performs visual safety inspection of vehicle, checks and corrects fluid levels and tire pressure, refuels vehicles, maintains vehicle cleanliness and performs pre-trip inspections.
4. Identifies potentially hazardous or unacceptable materials at job site and coordinates proper disposal.
5. Informs, directs, monitors and control public customers and vendors.

PERSONAL PROTECTIVE EQUIPMENT USED

Ear protection, eye protection, respirator, vest, boots and gloves.

OTHER TOOLS & EQUIPMENT USED

Two-way radio/cellular telephone, telephone, various hand tools, grease gun, cleaning equipment, shovel, County vehicle (pickup truck), backhoe, loader, evactor, compactor, forklift, and sweeper.

PHYSICAL DEMANDS AS JOB IS TYPICALLY PERFORMED

Continuously = occurs 66-100% of the time

Frequently = occurs 33-66% of the time

Occasionally = occurs 1-33% of the time

Rarely = may occur less than 1% of the time

Never = does not ever occur (such demands are not listed)

Highly Repetitive = Repeating the same motion every few seconds with little or no variation for more than two hours total per day.

This job is classified as

Heavy—exerting 50-100 pounds of force occasionally, and/or 25-50 pounds of force frequently, and/or 10-20 pounds of force constantly to move objects.

Standing

Health Care Provider initials if restricted _____

Frequently on metal, dirt, gravel, cement, mud and uneven surfaces for up to 15 minutes at a time for up to 6 hours total in a work shift. Most commonly occurs while conversing with co-workers and supervisors as well as when performing vehicle maintenance and fueling equipment. When driving the compactor the employee can either sit or stand.

Walking

Health Care Provider initials if restricted _____

Continuously on metal, dirt, gravel, cement and uneven surfaces for distances of up to 50 feet for up to 5 minutes at a time for up to 8 hours total in a work shift. Most commonly occurs while traversing between the compactor, shelters and garbage cans. The employee empties approximately 40-60 garbage cans and 15-30 dumpsters per shift.

Sitting

Health Care Provider initials if restricted _____

Frequently on an automobile or machinery seat for up to 2 hours at a time for up to 9 hours total in a work shift. Most commonly occurs while operating a compactor. The employee can stand up or sit down when operating the compactor. Sitting will also occur while operating a backhoe, loader, sweeper, sanding truck, forklift and sweeper.

Climbing stairs

Health Care Provider initials if restricted _____

Occasionally for up to 5 seconds at a time while climbing up to 3 steps for up to 30 minutes total in a work shift. Most commonly occurs while entering and exiting equipment (1-4 steps) as well as traversing over curbs.

Climbing

Health Care Provider initials if restricted _____

Occasionally for up to 5 seconds at a time while climbing up to 3 steps for up to 20 minutes total in a work shift. Most commonly occurs while entering and exiting equipment (1-4 steps).

Balancing

Health Care Provider initials if restricted _____

Frequently to continuously on uneven ground, wet leaves, loading docs, garbage and heavy machinery at heights of up to 4 feet for up to 1 hour at a time for up to 6 hours total in a work shift. Most commonly occurs while driving the compactor while standing up as well as traversing uneven ground such as curbs, garbage and slick surfaces.

Bending neck up

Health Care Provider initials if restricted _____

Occasionally for up to 1 minute at a time for up to 30 minutes total in a work shift. Most commonly occurs while inspecting equipment and stooping over to look up at stop lights while driving standing up.

Bending neck down

Health Care Provider initials if restricted _____

Frequently for up to 1 hour at a time for up to 3-4 hours total in a work shift. Most commonly occurs while emptying garbage cans and replacing liners. Will also occur while operating a backhoe, loader, sweeper, backpack blower, sanding truck and forklift.

Bending/Stooping

Health Care Provider initials if restricted _____

Occasionally on cement and asphalt surfaces for up to 1 minute at a time for up to 3 hours total in a work shift. Most commonly occurs while inspecting engine compartment and greasing

equipment as well as when emptying garbage cans and replacing liners. The employee might be able to reduce bending/stooping by alternating with squatting or kneeling.

Kneeling

Health Care Provider initials if restricted _____

Occasionally on cement and asphalt surfaces for up to 1 minute at a time for up to 3 hours total in a work shift. Most commonly occurs while inspecting engine compartment and greasing equipment as well as when emptying garbage cans and replacing liners. The employee might be able to reduce kneeling by alternating with squatting or bending/stooping.

Squatting

Health Care Provider initials if restricted _____

Occasionally on cement and asphalt surfaces for up to 1 minute at a time for up to 3 hours total in a work shift. Most commonly occurs while inspecting engine compartment and greasing equipment as well as when emptying garbage cans and replacing liners. The employee might be able to reduce squatting by alternating with bending/stooping or kneeling.

Operating Controls with Feet

Health Care Provider initials if restricted _____

Continuously and highly repetitive for up to 2 hours at a time for up to 9 hours total in a work shift. Most commonly occurs while operating the compactor. Will also occur if operating a backhoe, loader, sweeper, sanding truck and forklift.

Reaching above shoulder height

Health Care Provider initials if restricted _____

Occasionally for up to 1 minute at a time for up to 2 hours total in a work shift while greasing, fueling and opening windows in machinery as well as when removing liners out of top loading garbage cans.

Reaching at waist to shoulder height

Health Care Provider initials if restricted _____

Continuously and highly repetitive for up to 2 hours at a time for up to 9 hours total in a work shift while operating the compactor. Will also occur if operating a backhoe, loader, sweeper, backpack blower, sanding truck or forklift.

Reaching at knee to waist height

Health Care Provider initials if restricted _____

Occasionally for up to 1 hour at a time for up to 2 hours total in a work shift while emptying side loading garbage cans as well as when operating hand controls and levers on the sweeper and backhoe.

Reaching at floor to knee height

Health Care Provider initials if restricted _____

Occasionally on cement and asphalt surfaces for up to 1 minute at a time for up to 30 minutes total in a work shift. Most commonly occurs while inspecting and greasing equipment as well as when picking garbage up off of the ground.

Lifting 1-10 pounds

Health Care Provider initials if restricted _____

Occasionally for up to 1 minute at a time for up to 10 minutes total in a work shift while manipulating various hand tools, bags of garbage, shovel and equipment parts.

Carrying 1-10 pounds

Health Care Provider initials if restricted _____

Occasionally for distances of up to 100 feet for up to 3 minutes at a time for up to 15 minutes total in a work shift. Most commonly occurs with weights of 1-4 pounds while transporting hand tools, shovel and equipment parts to and from equipment.

Lifting 11-20 pounds

Health Care Provider initials if restricted _____

Occasionally for up to 5 minutes at a time for up to 3 hours total in a work shift. Most commonly occurs with weights of 15-20 pounds while emptying garbage cans.

Carrying 11-20 pounds

Health Care Provider initials if restricted _____

Occasionally to frequently for distances of up to 20 feet for up to 20 seconds at a time for up to 2 hours total in a work shift. Most commonly occurs with weights of 15-20 pounds while emptying garbage cans in to the compactor.

Lifting 21-50 pounds

Health Care Provider initials if restricted _____

Occasionally for up to 5 minutes at a time for up to 3 hours total in a work shift. Most commonly occurs with weights of 30-50 pounds while emptying garbage cans.

Carrying 21-50 pounds

Health Care Provider initials if restricted _____

Occasionally for distances of up to 20 feet for up to 20 seconds at a time for up to 2 hours total in a work shift. Most commonly occurs with weights of 30-50 pounds while emptying garbage cans in to the compactor.

Lifting 51-100 pounds

Health Care Provider initials if restricted _____

Occasionally for up to 5 minutes at a time for up to 2 hours total in a work shift. Most commonly occurs with weights of 51-80 pounds while emptying garbage cans.

Carrying 51-100 pounds

Health Care Provider initials if restricted _____

Occasionally to frequently for distances of up to 20 feet for up to 20 seconds at a time for up to 2 hours total in a work shift. Most commonly occurs with weights of 51-80 pounds while emptying garbage cans in to the compactor.

Pushing and Pulling

Health Care Provider initials if restricted _____

Continuously and highly repetitive for up to 2 hours at a time with 10-50 pounds of force for up to 9 hours total in a work shift while operating hand controls (up to 15 pounds for hydraulic levers) and steering wheel (10 pounds) on machinery as well as when removing garbage bags from side load cans and manipulating rolling dumpsters (50-100+ pounds).

Handling

Health Care Provider initials if restricted _____

Continuously and highly repetitive on an automobile or machinery seat for up to 2 hours at a time for up to 9 hours total in a work shift. Most commonly occurs while operating the sweeper. Will also occur if operating a backhoe, loader, compactor, sanding truck or forklift.

Operating Controls with Hands

Health Care Provider initials if restricted _____

Continuously and highly repetitive on an automobile or machinery seat for up to 2 hours at a time for up to 9 hours total in a work shift. Most commonly occurs while driving the compactor as well as using the hydraulic levers. Will also occur if operating a backhoe, loader, sweeper, sanding truck or forklift.

Fingering

Health Care Provider initials if restricted _____

Continuously and highly repetitive for up to 2 hours at a time for up to 9 hours total in a work shift while operating controls and levers on the compactor as well as when unlocking garbage cans. Will also occur if operating a backhoe, loader, sweeper, sanding truck and forklift. Finger controls consist of keys, various small levers, buttons and switches.

Feeling

Health Care Provider initials if restricted _____

Continuously for up to 2 hours at a time for up to 11 hours total in a work shift while identifying equipment failure through unusual vibrations.

Talking

Health Care Provider initials if restricted _____

Continuously for up to 5 minutes at a time with for up to 1 hour in a work shift while using a radio, communicating with supervisors, base chief and co-workers.

Hearing

Health Care Provider initials if restricted _____

Continuously for up to 2 hours at a time for up to 11 hours total in a work shift while identifying equipment failure and potential hazards.

Seeing

Health Care Provider initials if restricted _____

Continuously for up to 2.5 hours at a time for up to 11 hours total in a work shift. Most commonly occurs while operating the compactor. Will also occur if operating a backhoe, loader, compactor, sanding truck, forklift and sweeper. The employee is continuously exposed to the general public, so the employee uses vision to identify potential hazards.

Working with Heightened Awareness

Health Care Provider initials if restricted _____

Continuously for up to 2.5 hours at a time for up to 11 hours total in a work shift. The employee is continuously exposed to the general public during night hours, in at risk areas and at time unpleasant areas thought King County, so the employee must be able identify potential hazards. Garbage receptacles can also contain potentially harmful objects such as broken glass, contaminated needles and biohazard waste.

ENVIRONMENTAL FACTORS

Work is performed at various transportation settings with direct exposure to the elements while operating the backpack blower. The employee is continuously exposed to the general public at night, which may include potentially hostile persons. The employee is also exposed to garbage which can contain potentially harmful objects such as broken glass, contaminated needles and biohazard waste. The employee is continuously exposed to moving machinery, which includes bouncing and vibration. Equipment operation is performed during adverse weather conditions, which may

include driving a sanding truck in snow and ice conditions. The employee may also work in enclosed cab machines that have limited ventilation.

The noise level is

Approximately 60-90 decibels. The noise is caused by backpack blower and machinery.

HCP Initials if Restricted

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Work environment may include the following exposure(s):

- Outside weather: Occasionally
- Wet: Occasionally
- Fumes: Rare
- Odors: Occasionally
- Dusts: Continuously
- Mists: Rare
- Moving mechanical parts: Continuously
- Vibration: Continuously
- Working in high, exposed places

HCP Initials if Restricted

POTENTIAL MODIFICATIONS TO JOB

Air seats in some equipment to increase comfort and lumbar support when sitting for extended durations.
Pending scheduling, union preference and business demand the employee might be able to work with particular machines to increase or decrease physical demands.
Some compactor trucks have sit and stand driving stations so that the employee can alternate as needed.

SIGNATURES

Signatures on this page are obtained before the document becomes available for use and are not required each time the document is reused. Obtained signatures are kept on file at King County Safety & Claims. The Health Care Provider signature section is separate and appears on the following page.

Printed name & title of VRC evaluator

Signature of VRC evaluator

Date

Printed name & title of contact

Signature of contact

Date

Printed name & title of employee

Signature of employee

Date

HEALTH CARE PROVIDER SECTION
Check all that apply

- The employee is released to perform the described duties without restrictions on performance or work hours as of _____.

- The employee is released to perform the described duties on a reduced schedule as of _____. The recommended schedule is:

 Temporary until _____ Permanent as of _____

- The employee is released to perform the described job with the following modifications:

 Temporary until _____ Permanent as of _____

- The employee is not released to perform the described duties due to the following job functions:

 Temporary until _____ Permanent effective _____

- The employee is unable to work in any capacity.
A release to work is: anticipated by _____ Not expected

The limitations are due to the following objective medical findings:

Printed or typed name and phone number of Health Care Provider

Signature of Health Care Provider

Date