



**Disability Services
Safety and Claims Management**
Department of Executive Services
Human Resources Management Division
P.O. Box 80283
Seattle, WA 98108
(206) 205-8575
(206) 296-0514 FAX

Employee Name

Job Title: Noxious Weed Specialist I
DOT # 408.381-014
Claim #

Job of Injury Light Duty Position Direct/Transferable Skills Position Training Goal

JOB ANALYSIS

Job Title: Noxious Weed Specialist I	DOT Title: Weed Inspector
SVP: 5	DOT #: 408.381-014
SOC: 37-3012	Type of Industry: 116- Agriculture

Analyst: Jennifer Kabacy, CDMS	Source: Metro/King County PO Box 80283 Seattle, WA 98108
Assigned VRC: Jennifer Kabacy, CDMS	Contact: Michael Strutynski, HR Analyst; Steven Burke, Program Manager
Date: 8/21/2013	Phone: 206-296-7818
<input checked="" type="checkbox"/> On-Site <input type="checkbox"/> Interview <input type="checkbox"/> Representative	

Essential Functions:

Inspects for noxious weeds on private and public lands, contacting landowners regarding noxious weed infestations, providing land owners with educational and technical information. Contacts landowners to notify them of weed infestations, the legal requirements to control them, and provide them with educational and technical assistance. Conduct field surveys to inspect for, identify, document, and map noxious weed infestations. Collect, map, analyze, and maintain data on noxious weed infestations, property ownership, and legal narratives. Prepare written reports, correspondence, and enforcement notices to landowners. Participate in weed control activities and community events. Respond to requests for information from the public. Performs related duties as required.

Job Qualifications and Skills:

EXPERIENCE, QUALIFICATIONS, KNOWLEDGE, SKILLS:

- At least 2 years of college-level training in plant biology, natural sciences, natural resource management, weed identification and/or related field (experience may be substituted for education on a year-for-year basis).
- Ability to identify noxious weeds found in Washington. Knowledge of noxious weed taxonomy, biology, and impacts.
- Familiarity with integrated pest management and weed control methods.
- Demonstrated field experience and expertise in managing noxious weed infestations and their impacts to natural resources (including the use of herbicides where appropriate).
- Demonstrated ability to effectively communicate with the public on difficult, sensitive and technical issues, both verbally and in writing.
- Knowledge of Washington State Noxious Weed Control Law and other relevant local, state and federal laws.
- Knowledge of regulatory compliance and enforcement procedures.
- Ability to work independently and as part of a team, coordinating with others to facilitate teamwork.
- Ability to perform multiple tasks simultaneously under tight deadlines, prioritizing work and managing own time.
- Proficiency with Microsoft Access databases, ArcGIS, Global Positioning Systems (GPS), and Microsoft Office applications.

NECESSARY SPECIAL REQUIREMENT(S):

- A final offer of employment will be contingent upon successfully passing a pre-employment physical.
- Possession of a valid Washington State Driver's license prior to employment.
- Ability to conduct noxious weed surveys from a car, and on foot over terrain of varying difficulty, including steep areas and dense vegetation.
- Ability to control noxious weeds using Integrated Pest Management methods. Exposure to inclement weather



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conditions expected.

- Must be able to travel and work occasional evenings and weekends.
- Must be able to obtain a Washington State Public Pesticide Operator license within 30 days of hire.

Machines, Tools, Special Equipment, Personal Protective Equipment Used:

Gloves, clippers/small gardening tools, hand-held or backpack spray canister, chemical sprays, computer, telephone, and county vehicle.

PHYSICAL REQUIREMENTS

Frequency Scale	Strength	Work Pattern
N = Never	<input type="checkbox"/> Sedentary	<input checked="" type="checkbox"/> Full-time
S = Seldom (1-10 %, up to 48 min)	<input checked="" type="checkbox"/> Light	<input type="checkbox"/> Part-time
O = Occasional (11-33%, 48 min. – 2 hr 25 min)	<input type="checkbox"/> Medium	<input checked="" type="checkbox"/> Seasonal
F = Frequent (34-66%, 2 hr 26 min – 5 hr 35 min)	<input type="checkbox"/> Heavy	<u>8</u> Hours Per Day
C = Constant (67-100%, more than 5 hr 35 min)	<input type="checkbox"/> Very Heavy	<u>5</u> Days Per Week

PHYSICAL DEMANDS	Hours per shift	FREQUENCY					ACTIVITY DESCRIPTION
		N	S	O	F	C	
Sitting	2-6 hours			X	X		Depending on the shift, worker will sit when working in the office, and when driving around assigned region. Some days are heavier in the office, and others are heavier in the field.
Standing	10-30 minutes		X				To inspect/remove weeds, speak with landowners, etc.
Walking	2-6 hours			X	X		Depending on the shift, worker will walk when inspecting and removing weeds.

Lifting/Carrying floor – waist	N	S	O	F	C	Up to 10 lbs.	Approximately 2-4 hours per day, to remove weeds, handle small gardening tools, etc. Occurs for up to 200 feet at a time.
				X			
Lifting/Carrying Floor - waist	N	S	O	F	C	Up to 25 lbs.	Up to 30 minutes per day, to lift/carry full spray canister/backpack of chemicals to remove weeds, for up to 200 feet at a time.
			X				
Lifting above shoulder	N	S	O	F	C	lbs.	
	X						
Pushing/Pulling	N	S	O	F	C	Minimal to Moderate force	With minimal force occasionally, to open/close doors of county vehicle. With minimal push force to operate spray canister. With moderate force occasionally, to pull weeds by hand (either hand can be used, and worker can choose to spray weeds instead of removing them).
			X				

	N	S	O	F	C	
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Climbing			X		Occasionally, to climb stairs at landowner sites, or to climb inclines at various locations.
Balancing			X		Within normal limits, to stand/walk, etc.
Stooping / Bending			X		Up to one hour per shift, to remove weeds by hand.
Twisting			X		Up to one hour per shift, to remove weeds in difficult-to-reach places by hand.
Squatting / Kneeling			X		Can substitute squatting/kneeling for bending/stooping to remove weeds by hand.
Crawling	X				Not required.
Hand or Foot Controls				X	Up to four hours per shift, to drive county vehicle in assigned region.

Reaching (Level)	Forward			X	Up to 6 hours per shift when driving, and to perform clerical duties.
	Below Waist			X	To spray or remove weeds.
	Above Shoulder	X			To obtain supplies from high levels.
Handle/Grasp				X	With minimal force to grasp steering wheel when driving, and to handle paperwork and small gardening tools. With moderate force to grasp and remove weeds by hand (either hand can be used, or worker can choose to spray weeds instead of removing them).
Fine Finger Manipulation			X		To write or perform computer work.
Vibratory Tasks			X		Minimal vibration when driving county vehicle.

Talking			X		To communicate with landowners or other staff.			
Hearing			X		To communicate with landowners or other staff.			
Visual:	Near Acuity	X	Far Acuity	X	Depth Perception	X	Accommodation	X
To drive, and to inspect weeds.					Color Discrimination	X	Field of Vision	X

ENVIRONMENTAL CONDITIONS	FREQUENCY					ENVIRONMENTAL CONDITIONS	FREQUENCY				
	N	S	O	F	C		N	S	O	F	C

Exposure to Weather	F	Noise Intensity	O
Extreme Cold	S	Atmospheric Conditions	N
Extreme Hot	S	Exposed Heights	N
Wet and / or Humidity	O	Exposure to Electricity	N
Proximity to Moving Mechanical Parts	O	Exposure to Toxic / Caustic Chemicals	O
Exposure to Explosives	N	Exposure to Radiation	N
Other			



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Analyst's Comments: Weeds can be removed by employee either by hand, or by spraying with chemicals, at employee's discretion.

Possible Employer Modifications:

Note: The information for this job analysis was gathered directly from the employer, and verified for accuracy. Additional data may have been obtained from standardized industry resources such as the DOT, GOE, COJ, OOH, WOIS and O-NET. On occasion, practicality and feasibility prevent the direct observation and/or gathering of objective, quantifiable data. For this reason, a "best estimate" may have been used.

Analyst:

Presenting VRC:

Jennifer A. Kabacy

8/21/2013

Jennifer Kabacy, CDMS

Vocational Consultant

Date

Vocational Consultant

Date

Employer Verification:

Michael Strutynski *

8/22/13

Michael Strutynski, HR Analyst

Date

Name

* Information contained verified by Steven Burke, Project/Program Mgr IV



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MEDICAL PROVIDER:

I agree that the above named injured worker can perform the physical activities described in this job analysis and can return to work. State date worker is released to return to work if different from today's date_____.

I agree the injured worker can perform the described job but only with modifications (describe in comments section). Modifications are needed on a permanent or temporary basis.

The above-named injured worker temporarily cannot perform this job based on the following physical limitations:

Anticipated release date: _____

Treatment plan: _____

The above named injured worker is permanently restricted from performing the physical activities described in this job analysis based on the following physical limitations (state objective medical findings):

Comments:

Signature

Date

Print Name

- | | | |
|---|---|---|
| <input type="checkbox"/> Attending Provider | <input type="checkbox"/> Consulting Physician | <input type="checkbox"/> Pain Program Physician |
| <input type="checkbox"/> IME Physican | <input type="checkbox"/> PCE Therapist | <input type="checkbox"/> OT / PT Therapist |