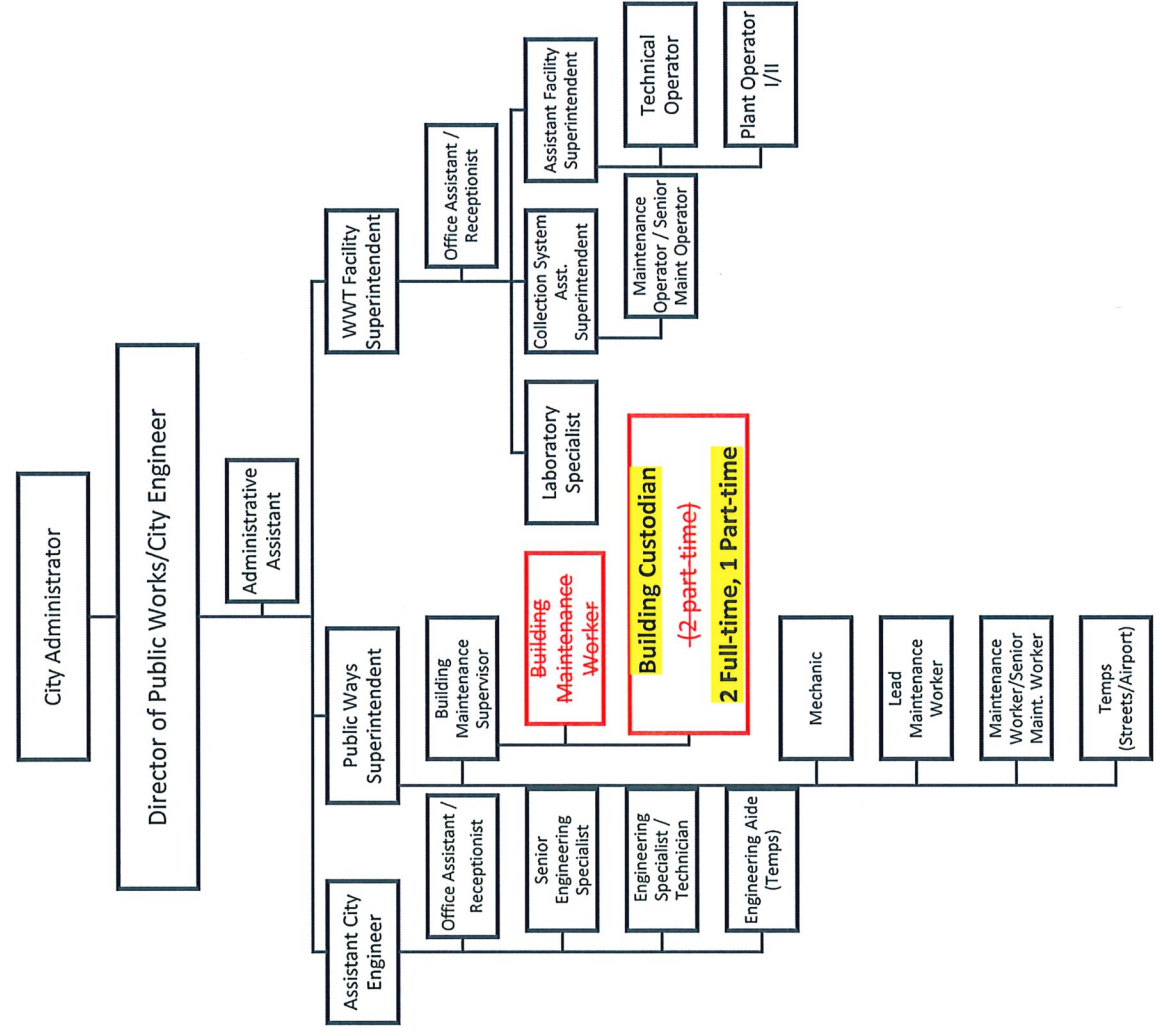


Organizational Chart—PUBLIC WORKS **PROPOSED**



- Proposal:
- Eliminate the Building Maintenance Worker position, which is currently vacant.
 - Hire two full-time Building Custodians and retain 1 part-time employee in this position.

CITY OF MARSHALL WAGE SCHEDULE

2021 Wage Schedule PROPOSED

FULL-TIME EMPLOYEES

JOB CLASSIFICATION	Points	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
City Administrator	1142	55.22	58.90	62.59	66.27	69.95	73.63
Dir. of Public Works/City Engineer	920	45.95	49.01	52.07	55.13	58.20	61.26
Director of Community Services	654	44.98	47.98	50.97	53.97	56.97	59.97
Director of Public Safety	864	43.49	46.39	49.29	52.19	55.09	57.99
Director of Administrative Services	830	43.49	46.39	49.29	52.19	55.09	57.99
WWT Facility Superintendent	611	36.72	39.17	41.62	44.06	46.51	48.96
City Assessor	588	36.72	39.17	41.62	44.06	46.51	48.96
Finance Director	588	36.72	39.17	41.62	44.06	46.51	48.96
Police Captain	588	36.72	39.17	41.62	44.06	46.51	48.96
Economic Development Director	568	35.96	38.36	40.76	43.16	45.55	47.95
Liquor Store Manager	551	34.16	36.44	38.72	41.00	43.27	45.55
Assistant City Engineer	496	34.16	36.44	38.72	41.00	43.27	45.55
Public Ways Superintendent	496	34.16	36.44	38.72	41.00	43.27	45.55
Human Resource Manager	464	32.24	34.38	36.53	38.68	40.83	42.98
Police Sergeant (C)	421	31.01	33.03	35.04	37.07	39.09	41.11
Parks Superintendent	421	30.35	32.38	34.40	36.42	38.45	40.47
WWT Facility Asst. Superintendent	388	28.78	30.70	32.61	34.53	36.45	38.37
Training Facility Coordinator (MERIT)	382	28.78	30.70	32.61	34.53	36.45	38.37
Senior Engineering Specialist (A)	382	28.78	30.70	32.61	34.53	36.45	38.37
Plans Examiner/Asst Zoning Adm (A)	382	28.78	30.70	32.61	34.53	36.45	38.37
Building Services Coordinator (A)	382	28.78	30.70	32.61	34.53	36.45	38.37
Police Corporal (B)	382	29.20	31.12	33.04	34.96	36.87	38.79
Police Detective (B)	382	29.20	31.12	33.04	34.96	36.87	38.79
Facility Maintenance Supervisor	342	27.40	29.22	31.05	32.88	34.70	36.53
WWT Collection Sys. Asst. Superintendent	329	26.54	28.31	30.08	31.85	33.62	35.39
Lead Maintenance Worker (A)	327	26.54	28.31	30.08	31.85	33.62	35.39
Police Officer (B)	317	26.70	28.46	30.20	31.95	33.71	35.46
Appraiser	310	25.51	27.21	28.91	30.61	32.31	34.01
Media Communications Specialist	308	25.51	27.21	28.91	30.61	32.31	34.01
Adult Community Center Coordinator	298	25.51	27.21	28.91	30.61	32.31	34.01
Executive Assistant	291	25.51	27.21	28.91	30.61	32.31	34.01
Engineering Specialist (A)	289	25.51	27.21	28.91	30.61	32.31	34.01
City Clerk	289	25.51	27.21	28.91	30.61	32.31	34.01
Community Education Coordinator	282	23.99	25.59	27.19	28.79	30.39	31.99
Accounting Specialist	275	23.99	25.59	27.19	28.79	30.39	31.99
Payroll/Benefits Specialist	275	23.99	25.59	27.19	28.79	30.39	31.99
Building Maintenance Supervisor	261	23.99	25.59	27.19	28.79	30.39	31.99
Recreation Coordinator	261	23.99	25.59	27.19	28.79	30.39	31.99
Building Inspector II (A)	257	26.54	28.31	30.08	31.85	33.62	35.39
Assessing Technician	252	23.35	24.90	26.46	28.02	29.57	31.13
WWT Technical Operator (A)	251	23.99	25.59	27.19	28.79	30.39	31.99
Administrative Assistant	247	23.35	24.90	26.46	28.02	29.57	31.13
WWT Plant Operator II (A)	239	23.35	24.90	26.46	28.02	29.57	31.13
WWT Laboratory Specialist (A)	238	23.35	24.90	26.46	28.02	29.57	31.13
WWT Senior Maintenance Operator (A)	238	23.35	24.90	26.46	28.02	29.57	31.13
Mechanic (A)	237	23.35	24.90	26.46	28.02	29.57	31.13
Engineering Technician (A)	215	22.23	23.71	25.19	26.68	28.16	29.64
Building Inspector I (A)	206	23.35	24.90	26.46	28.02	29.57	31.13
Police Records Clerk	203	22.23	23.71	25.19	26.68	28.16	29.64
Senior Maintenance Worker (A)	200	22.23	23.71	25.19	26.68	28.16	29.64
WWT Maintenance Operator (A)	200	22.23	23.71	25.19	26.68	28.16	29.64
Media Production Technician	199	22.23	23.71	25.19	26.68	28.16	29.64
WWT Plant Operator I (A)	192	22.23	23.71	25.19	26.68	28.16	29.64
Maintenance Technician (A)	181	22.23	23.71	25.19	26.68	28.16	29.64
Maintenance Worker (A)	172	20.56	21.93	23.30	24.67	26.04	27.41
Office Assistant/Receptionist	171	20.56	21.93	23.30	24.67	26.04	27.41
Community Service Officer	153	19.60	20.90	22.21	23.52	24.82	26.13
Liquor Sales Associate	149	19.60	20.90	22.21	23.52	24.82	26.13
Building Maintenance Worker	132	19.21	20.49	21.77	23.05	24.33	25.61
Building Custodian	119	11.29	12.04	12.79	13.55	14.30	15.05
Building Custodian (Arena) (A)	119	11.29	12.04	12.79	13.55	14.30	15.05

Union Contract Positions
 (A) AFSCME
 (B) LELS 190 Patrol
 (C) LELS 245 Police Supervisors

2021 Wage Rates
 2021 Wage Rates
 2021 Wage Rates

Approved 11/24/2020

CITY OF MARSHALL WAGE SCHEDULE

2021 Schedule

PART-TIME EMPLOYEES

JOB CLASSIFICATION	Points	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Police Officer (part-time non-union)	317	26.27	28.02	29.78	31.53	33.28	35.03
Police Officer (part-time union)	317	26.70	28.46	30.20	31.95	33.71	35.46
Program Specialist	203	22.23	23.71	25.19	26.68	28.16	29.64
Community Services Officer	153	19.60	20.90	22.21	23.52	24.82	26.13
Office Specialist	148	19.60	20.90	22.21	23.52	24.82	26.13
Liquor Checkout Clerk	126	11.29	12.04	12.79	13.55	14.30	15.05
Building Custodian	108	11.29	12.04	12.79	13.55	14.30	15.05

PAID ON-CALL EMPLOYEES

JOB CLASSIFICATION	Hourly Rate	Annual Rate
Firefighter	17.77	
HazMat Technician/Firefighter	20.00	
Fire Chief (annual salary plus call-outs)	17.77	10,327.35
Assistant Fire Chief (annual salary plus call-outs)	17.77	3,997.16
Fire Captain (annual salary plus call-outs)	17.77	1,701.93
Fire Lieutenant (annual salary plus call-outs)	17.77	1,140.52
Janitor (Marshall Fire Hall--annual salary)		2,931.99
Hazardous Materials Technician (CAT) In-jurisdiction Responses	24.79	
Hazardous Materials Technician (CAT) State Responses	62.50	

Note: The CAT maximum compensation rates are established via contract with the State of MN.

CITY OF MARSHALL

Job Description

POSITION TITLE: Building Custodian	DATE: September 2021
DIVISION: Public Works	FLSA STATUS: Non-exempt
ACCOUNTABLE TO: Building Maintenance Supervisor	

SUMMARY OF POSITION

Perform a variety of routine cleaning and janitorial duties in various municipal buildings.

ESSENTIAL DUTIES AND RESPONSIBILITIES

1. Sweep, mop, scrub, or vacuum floors, hallways, and stairways.
2. Spot clean carpets as needed. Shampoo or steam-cleans carpets, as directed.
3. Gather and empty trash and recyclables.
4. Scrub and sanitize restroom facilities; supply restroom facilities with paper products as needed (e.g., paper towels, hand soap, bathroom tissue).
5. Clean and sanitize the employee breakroom. This includes but is not limited to sweeping/mopping the floor and sanitizing the sink, fixtures, counters, table, refrigerator, and microwave.
6. Clean and sanitize the sinks/counters.
7. Dust furniture, shelves, walls, hanging artwork, and equipment.
8. Clean and polish fixtures and furniture.
9. Clean windows, glass, mirrors, and partitions with soap and other cleansers.
10. Mix cleaning solutions and chemicals in containers in preparation for cleaning, according to instructions.
11. Room and equipment set-ups/tear down and cleaning after use.
12. Follow procedures for the use of chemical cleaners to prevent damage to floors and fixtures.
13. Keep custodial closets/rooms clean, organized, and stocked.
14. Notify Supervisor when inventory of cleaning supplies is low.
15. Notify Supervisor regarding the need for repairs.
16. Perform snow removal from sidewalks, walkways, and entry/exit doors.
17. Attendance is an essential function of this position.
18. Perform other related duties as assigned.

The duties listed above are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position.

MINIMUM QUALIFICATIONS

- A. Must be at least 18 years of age.
- B. Must have a valid driver's license.
- C. Must be able to work weekdays (Monday-Friday).

DESIRABLE QUALIFICATIONS

NA

ESSENTIAL KNOWLEDGE, SKILLS, AND ABILITIES

- Knowledge of standard cleaning methods and procedures.
- Knowledge of proper cleaning/removal procedures when in contact with blood borne pathogens and caustic/toxic chemicals.

- Knowledge and use of proper personal protective safety equipment and the use of safety equipment (i.e., pylons) throughout the building to maintain the safety of the general public in work areas.
- Ability to safely utilize a variety of chemical products for general cleaning and janitorial duties.
- Ability to stand, walk, and bend for many hours.
- Ability to lift up to 50 lbs.
- Ability to climb ladders.
- Ability to demonstrate courtesy and professionalism while performing job duties.
- Ability to work under minimal supervision.
- Must be prompt and reliable.

SUPERVISION EXERCISED

None.

SUPERVISION RECEIVED

General supervision by the Building Maintenance Supervisor.

PUBLIC CONTACTS

Frequent contact with City employees. Occasional contact with visitors and the general public.

PHYSICAL REQUIREMENTS AND WORK ENVIRONMENT

The physical demands and work environment characteristics described here are representative of those an employee encounters and must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Performing the duties of this job require the use of equipment including but not limited to: vacuum cleaner, brooms, shovels, cleaning tools/equipment, and cleaning chemicals.

See attached Physical Requirements and Working Conditions form.

NON-DISCRIMINATION POLICY

The City of Marshall provides equal employment opportunity in accordance with applicable state and federal laws, directives, and regulations. The City will not discriminate against any employee or applicant for employment on the basis of any class protected by state or federal law.

Physical Requirements and Working Conditions
Supplemental Job Description Information

Position Title: Building Custodian **Department:** Public Works—Bldg Maint.

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of the position. The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Weight to be Lifted Or force to be Exerted

	None	up to 1/3	1/3 to 2/3	2/3 & up
Up to 10 pounds of force	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Up to 25 pounds of force	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Up to 50 pounds of force	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Up to 100 pounds of force	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In excess of 100 pounds of force	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Physical Activities

	None	up to 1/3	1/3 to 2/3	2/3 & up
Stand	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Walk	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sit	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Speak or hear	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Use hands to finger, handle or feel	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Climb or balance	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stoop, kneel, crouch or crawl	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Reach with hands and arms	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Taste or smell	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Push or pull	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Lifting	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Repetitive Motions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Exposure to Environmental Conditions

	None	up to 1/3	1/3 to 2/3	2/3 & up
Wet, humid conditions (non-weather)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work near moving mechanical parts	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work in high, precarious places	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fumes or airborne particles	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Toxic or caustic chemicals	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Outdoor weather conditions	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Extreme cold (non-weather)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Extreme heat (non-weather)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Risk of electrical shock	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work with explosives	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vibration	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Breathing apparatus	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Exposure to blood borne pathogens	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Visual Acuity

No special vision requirements	<input type="checkbox"/>
Close vision	<input checked="" type="checkbox"/>
Distance vision	<input checked="" type="checkbox"/>
Ability to adjust focus	<input checked="" type="checkbox"/>
Depth perception.....	<input checked="" type="checkbox"/>
Color perception	<input checked="" type="checkbox"/>
Night vision.....	<input checked="" type="checkbox"/>
Peripheral vision	<input checked="" type="checkbox"/>

Vocal Communication

Expressing or exchanging ideas by means of the spoken word.....	<input checked="" type="checkbox"/>
Detailed or loud talking to convey detailed or important spoken instructions to others accurately, loudly or quickly.....	<input type="checkbox"/>

Hearing Perception

Ability to recognize information at normal spoken word levels.....	<input checked="" type="checkbox"/>
Ability to receive detailed information through oral communications and/or to make fine distinctions in sound.....	<input checked="" type="checkbox"/>

Sensory Utilization

Preparing and analyzing written or computer data.....	<input type="checkbox"/>
Visual inspection involving small defects and/or small parts	<input checked="" type="checkbox"/>
Use of measuring devices	<input checked="" type="checkbox"/>
Assembly or fabrication of parts within arms length.....	<input checked="" type="checkbox"/>
Operating machines.....	<input checked="" type="checkbox"/>
Operating motor vehicles or equipment.....	<input checked="" type="checkbox"/>
Observing general surroundings and activities.....	<input checked="" type="checkbox"/>

Typical Noise Level

Very Quiet (e.g. park trail, storage or file room)	<input type="checkbox"/>
Quiet (e.g. library, private offices)	<input type="checkbox"/>
Moderate Noise (e.g. business office with typewriters and/or computer printers, light traffic).....	<input checked="" type="checkbox"/>
Loud Noise (e.g. heavy traffic, large earth-moving equipment)	<input type="checkbox"/>
Very Loud Noise (e.g. jack hammer work, garbage recycle plant)	<input type="checkbox"/>

CITY OF MARSHALL
Job Description

POSITION TITLE: Building Maintenance Worker	DATE: May 2010
DIVISION: Public Works	FLSA STATUS: Non-exempt
ACCOUNTABLE TO: Building Maintenance Supervisor	UNION STATUS: NA
	HAY POINTS: 132

SUMMARY OF POSITION

Perform a variety of routine cleaning, janitorial, general maintenance and preventive maintenance in various City buildings.

ESSENTIAL DUTIES AND RESPONSIBILITIES

1. Perform a variety of cleaning and janitorial duties such as sweeping, dry mopping, wet mopping, stripping, waxing, polishing and vacuuming floors, hallways and stairways, and spot clean carpets.
2. Clean restrooms and fixtures, spot-clean desks, countertops, door glass, windows, dust shelves and wall hanging artwork, and maintain supplies (e.g., paper towels, hand soap, and bathroom tissue).
3. Remove trash, recyclable papers and empty containers.
4. Shampoo carpets.
5. Maintain HVAC in the absence of the Maintenance Supervisor.
6. Perform a variety of maintenance duties involving carpentry, painting, and minor plumbing.
7. Perform preventive maintenance and minor repair on equipment.
8. Remove snow utilizing shovels, motorized snow throwers, mechanical brooms, and /or skidsteer with attachments around municipally owned buildings and sidewalks and around city owned parking lots.
9. Conduct daily boiler and facility inspections on a weekend (Saturday / Sunday) rotational basis and on City designated holidays, as directed.
10. Assist other departments, as needed.
11. Attendance is an essential function of this position.
12. Perform other duties as assigned.

The duties listed above are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position.

MINIMUM QUALIFICATIONS

- A. High School Diploma or General Education Degree (GED).
- B. Valid MN Boiler Inspection Special Class Engineer Licensure or ability to obtain licensure within 12-months of hire.
- C. Maintain a valid MN Class D Drivers License.

DESIRABLE QUALIFICATIONS

One (1) year experience in commercial building maintenance.

ESSENTIAL KNOWLEDGE, SKILLS, AND ABILITIES

- Knowledge of chemical products, building supplies, and mechanical tools utilized in floor care and general building maintenance.
- Knowledge of mechanical and preventative maintenance of HVAC systems and low pressure boilers.
- Knowledge of proper cleaning/removal procedures when in contact with blood borne pathogens and caustic/toxic chemicals.
- Knowledge and use of proper personal protective safety equipment and the use of safety equipment (i.e., pylons) throughout the building to maintain the safety of the general public in work areas.
- Skill in the operation and use of machinery and tools commonly used in building cleaning and general maintenance activities.
- Ability to troubleshoot and perform general building maintenance including, but not limited to: painting, repair, plumbing, and mechanical systems.
- Ability to demonstrate courtesy and professionalism while performing job duties.

- Ability to work under minimal supervision.

SUPERVISION EXERCISED

NA

SUPERVISION RECEIVED

Limited to close supervision by the Building Maintenance Supervisor.

PUBLIC CONTACTS

Frequent contact with City personnel. Occasional contact with the general public.

PHYSICAL REQUIREMENTS AND WORK ENVIRONMENT

The physical demands and work environment characteristics described here are representative of those an employee encounters and must be met by an employee to successfully perform the essential functions of this job.

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Performing the duties of this job require the use of equipment including but not limited to: vacuum cleaner, floor polisher, floor scrubber, carpet shampooer, small hand and power tools, snow blower, and skidsteer.

Conduct daily boiler and facility inspections on a weekend (Saturday / Sunday) rotational basis and on City designated holidays, as directed.

See attached Physical Requirements and Working Conditions form.

NON-DISCRIMINATION POLICY

The City of Marshall does not discriminate on the basis of disability status in the admission or access to or treatment or employment in its programs and activities.

Physical Requirements and Working Conditions
Supplemental Job Description Information

Position Title: Building Maintenance Worker

Department: Public Works—Bldg Maint.

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of the position. The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Weight to be Lifted Or force to be Exerted

	None	up to 1/3	1/3 to 2/3	2/3 & up
Up to 10 pounds of force	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Up to 25 pounds of force	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Up to 50 pounds of force	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Up to 100 pounds of force	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In excess of 100 pounds of force	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Physical Activities

	None	up to 1/3	1/3 to 2/3	2/3 & up
Stand	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Walk	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sit	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Speak or hear	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Use hands to finger, handle or feel	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Climb or balance	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stoop, kneel, crouch or crawl	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Reach with hands and arms	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Taste or smell	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Push or pull	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Lifting	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Repetitive Motions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Exposure to Environmental Conditions

	None	up to 1/3	1/3 to 2/3	2/3 & up
Wet, humid conditions (non-weather)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work near moving mechanical parts	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work in high, precarious places	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fumes or airborne particles	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Toxic or caustic chemicals	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Outdoor weather conditions	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Extreme cold (non-weather)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Extreme heat (non-weather)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Risk of electrical shock	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work with explosives	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vibration	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Breathing apparatus	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Exposure to blood borne pathogens	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Visual Acuity

No special vision requirements	<input type="checkbox"/>
Close vision	<input checked="" type="checkbox"/>
Distance vision	<input checked="" type="checkbox"/>
Ability to adjust focus	<input checked="" type="checkbox"/>
Depth perception.....	<input checked="" type="checkbox"/>
Color perception	<input checked="" type="checkbox"/>
Night vision.....	<input checked="" type="checkbox"/>
Peripheral vision	<input checked="" type="checkbox"/>

Vocal Communication

Expressing or exchanging ideas by means of the spoken word.	<input checked="" type="checkbox"/>
Detailed or loud talking to convey detailed or important spoken instructions to others accurately, loudly or quickly.....	<input type="checkbox"/>

Hearing Perception

Ability to recognize information at normal spoken word levels.	<input checked="" type="checkbox"/>
Ability to receive detailed information through oral communications and/or to make fine distinctions in sound.....	<input checked="" type="checkbox"/>

Sensory Utilization

Preparing and analyzing written or computer data.....	<input type="checkbox"/>
Visual inspection involving small defects and/or small parts	<input checked="" type="checkbox"/>
Use of measuring devices	<input checked="" type="checkbox"/>
Assembly or fabrication of parts within arms length.....	<input checked="" type="checkbox"/>
Operating machines.....	<input checked="" type="checkbox"/>
Operating motor vehicles or equipment.....	<input checked="" type="checkbox"/>
Observing general surroundings and activities.....	<input checked="" type="checkbox"/>

Typical Noise Level

Very Quiet (e.g. park trail, storage or file room)	<input type="checkbox"/>
Quiet (e.g. library, private offices)	<input type="checkbox"/>
Moderate Noise (e.g. business office with typewriters and/or computer printers, light traffic).....	<input checked="" type="checkbox"/>
Loud Noise (e.g. heavy traffic, large earth-moving equipment)	<input type="checkbox"/>
Very Loud Noise (e.g. jack hammer work, garbage recycle plant)	<input type="checkbox"/>