



**KITSAP COUNTY**  
 614 Division St.  
 Port Orchard WA 98366

Employee Name \_\_\_\_\_

**PHYSICAL REQUIREMENTS: M&O WORKER (Utilities & Roads)**  
**Department: Public Works**

Positions in this class typically require:

- Walking (short or long distances).
- Frequent bending, stooping, climbing, and reaching (over shoulders, at waist and below waist).
- Handling/grasping documents or equipment.
- Sitting and/or standing for short or extended periods of time.
- Clear speaking and adequate hearing sufficient to communicate effectively and respond appropriately in-person and/or on the telephone.
- Vision sufficient to read source materials, gauges, and computer screen data.
- Repetitive motions for computer, tool and equipment use.
- Hazards associated with this work when exposed to exhaust fumes, loud noise, foul odors, insects, and dust.
- Exposure to all weather conditions; including inclement weather (temperature extremes, slippery surfaces).
- Exertion of force of up to 50 lbs. occasionally, and/or up to 35 pounds frequently, and/or up to 10 pounds continually to lift/carry/move objects and to operate a variety of power equipment.

**PHYSICAL AND MENTAL DEMANDS**

Activity	Never 0%	Inter. 1-10%	Occas. 11-33%	Freq. 34-66%	Cont. 67+%	Further Description
1. Walking				X		Alternates Standing and walking when completing job tasks
2. Balance			X			Ladders, stairs, and slopes
3. Lifting	-	-	-	-	-	
0-10 lbs			X			Office equipment, books, files, Waste materials
11-20 lbs			X			Lift waste materials, batteries, grounds maintenance equipment, ladders, supplies
21-35 lbs		X				Same as 11-20 lbs
36-50 lbs		X				Same as 11-20 lbs
50 + lbs	X					
4. Carry	-	-	-	-	-	
0-10 lbs			X			Office equipment, books, files, Waste materials



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11-20 lbs			X			Carry Waste materials, batteries, grounds maintenance equipment, ladders, supplies
21-35 lbs		X				Same as 11-20 lbs
36-50 lbs		X				Same as 11-20 lbs
5. Pushing/ Pulling	-	-	-	-	-	
0-10 lbs			X			Office equipment, books, files, supplies
11-20 lbs			X			Waste materials, container material leveling, operate hand winches, grounds maintenance equipment
21-35 lbs		X				Same as 11-20 lbs
36-50 lbs		X				Same as 11-20 lbs
6. Climbing		X				Stairs, ladders, and slopes
7. Twisting			X			Accessing files, books, and leveling container materials, grounds maintenance equipment, cashiering hand winches
8. Reaching			X			Same as "twisting"
9. Grasping			X			Books, files, phones, hand tools, hand winches, ground maintenance equipment
10. Stooing/ Bending			X			Cashiering, grounds maintenance
11. Sitting		X				At desk
12. See/Hear/ Speak	-	-	-	-	-	
Sees Detail					X	Monitoring refuse, measuring load estimates
Color Discrim.			X			Discriminates color-coded safety information



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Visual Displays				X		Computer screen
Audible Signals				X		Safety warning devices, phones, equipment/machines
Oral Direction					X	Supervisors, co-workers, and the public
Other						
13. Working Cond/Exp.	-	-	-	-	-	
Uneven Ground		X				Outside
Work Outside				X		Monitoring the dumping of refuse
Work Inside				X		Attendants booth
High Elevations		X				Ladders
Moving Objects			X			Vehicle, machinery, and customer traffic
Slippery Surface		X				Outside work
Wetness			X			Inclement weather
Temp. Extremes		X				
Confined Spaces	X					
Special Clothing					X	Protective Equipment-gloves, boots, safety vest, rain gear, hard hat, glasses
Vibration		X				Grounds maintenance equipment
Use of Solvents	X					
Use of Detergent		X				Facility, janitorial maintenance
Chemical Contact		X				Potential contact with batteries, lamps, antifreeze and used motor oil, gasoline
Chemical						Exhaust fumes, gasoline



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Activity	Never 0%	Inter. 1-10%	Occas. 11-33%	Freq. 34-66%	Cont. 67+%	Further Description
Vapors				X		
Dust or Particles				X		Nuisance dust related to outside work
14. Other						
15. Standing					X	Alternates standing and walking when completing job tasks
16. Squatting/ kneeling		X				Grounds maintenance
17. Crawling	X					
18. Foot Controls	X					
19. Hand Controls	X					
20. Fine Finger Manipulation			X			Cashiering
21. Repetitive motion		X				Hand winches, cashiering
22. Proximity to mechanical parts		X				Hand winches, grounds maintenance equipment
23. Noise intensity			X			Vehicles, grounds maintenance equipment
24. Explosives	X					
25. Radiation	X					
26. Electricity	X					

\*\*For CDL positions: If there are driving restrictions employee must be evaluated by a DOT approved doctor prior to returning to the job of injury.

**PHYSICIAN TO COMPLETE**

**SUMMARY DETERMINATION** (Please check appropriate item)

\_\_\_ Worker can fully perform the job with no restrictions as of the date below.

\_\_\_ Worker requires restrictions to perform the job. The restrictions are described on the Physician's Estimate of Physical Capacities.

\_\_\_\_\_  
Physician Signature

\_\_\_\_\_  
Date



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ADDITIONAL COMMENTS:

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