



FUNCTIONAL JOB ANALYSIS

DEPARTMENT: Solid Waste

POSTION TITLE: Certified Attendant Lead
 Certified Attendant I
 Certified Attendant
 Mechanic
 Non-Certified Attendant
 Solid Waste Supervisor
 Solid Waste Worker

Key:

Never (0%)	Rarely (1-5%)	Occasionally (6-33%)	Frequently (34-66%)	Continuously (67-100%)
Not at all	1-24 minutes in an 8 hour work day	.5 hours-2.5 hours in an 8 hour work day	2.75- 5.25 hours in an 8 hour work day	5.5 – 8hours in an 8 hour work day

Functional job demands:

- 1. Standing/Walking:** **Continuously: 67-100%**
 Outside on variable/ uneven surfaces.
- 2. Sitting:** **Occasionally: 6-33%**
 Sitting while operating heavy machinery.
- 3. Floor lift: (6 inches) to 46 inch** **Occasionally: 6-33%**
 Up to 65#, mechanical or co-worker assistance is available for all lifts greater than 50#.
- 4. Single hand Carry:** **Occasionally: 6-33%**
 Weights up to 45# (bucket) 20 feet, task can be adapted to lift bucket onto a cart 33 inches tall.
 Weights up to 75# (battery) 3-5 feet, to put into a cart 36 inches tall. Battery handle is available to assist with lift and carry. If no battery handle is used, this is a two handed carry.
- 5. Two handed carry:** **Occasionally: 6-33%**
 Carry items up to 75# (battery), propane tank (100 pound assisted lift and carry), TV, monitor, small appliances. May require carry 20 feet. A cart is available for transport.
- 6. Push/pull:** **Rarely: 1-5%**
 Push/pull a refrigerator at a 68 inches height to tip, requiring up to 46 force pounds to push, 28 force pounds to pull. Push a cart 36 inches tall, 15 feet using 45.6 pounds of force. A fork lift is available to move cart.

Close and open oil lid container: Push container lid up 11.8 force pounds from height of 37 inches.
Pull lid closed: 22.6 force pounds from an upward reach of 74 inches.
Crank to lower/raise semi jack 38.4 pounds. Two hands could be used for this task.

- 7. Low level work:** **Rarely: 1-5%**
Bend, kneel, and squat for yard clean up. A Reacher is available to minimize bending.
Bending: Bulk Packing cans of paint: bending over a 46 inch container edge to place cans of paint weighing up to 9#, lowering can by hook grip into container to 31 inches.
- 8. Climbing:** **Rarely: 1-5 %**
22 inch step up with a rail to grasp and support onto machinery. Vertical Ladder (semi) 8 rungs.
- 9. Overhead tasks:** **Rarely: 1-5%**
Tarping/un-tarping semi-trailer twice daily, requiring cranking and repetitive circular shoulder action.
Packing of 8 foot fluorescent light tubes into shipping container.
- 10. Elevated work:** **Rarely: 1-5%**
Employee may have to work on the top of semi to tarp the load. Occurs approximately 2 times a week.
- 11. Repetitive arm motion:** **Rarely: 1-5%**
Raise/lower semi-jack: 35 shoulder circular movement 35-40 times with a force of 38.4 pounds. Use of a crank to tarp/untarp a semi.

Assessment completed by: Denise Ristinen, OTR/L, Rob Hendrickson, OTD 7-20-2017

Verified by: Jed Nordin, Solid Waste Administrator, 08/2017