

COUNTY OF SONOMA - JOB DEMANDS ANALYSIS

JOB CLASSIFICATION: Intern – Undergraduate
DEPARTMENT: Department of Agriculture/Weights and Measures
PHYSICAL DEMAND STRENGTH RATING: Medium

DATE COMPLETED: July 2025
DIVISION: Agriculture

INSTRUCTIONS TO MEDICAL PROVIDERS COMPLETING THIS FORM:

Please use the “Medical Provider Use Only” columns to the right of each section and the “Medical Provider’s Comments & Signature” Section on the signature page to provide work restrictions by indicating whether there is some portion of each function that the employee can perform; designating whether each restriction is temporary or permanent; and, if restriction is temporary, stipulating the expected duration of work restriction(s). To finalize the form, please provide the name of the employee evaluated and additional comments, as appropriate, then sign and date where indicated.

FREQUENCY RATING:

Frequency	Percentage of time per shift	Repetition (# times per shift)	8 Hr Shift	9 Hr Shift	10 Hr Shift	12 Hr Shift
Never (N)	n/a	n/a	n/a	n/a	n/a	n/a
Occasionally (O)	1 - 33%	1 – 100	0 - 2.5	0 – 3	0 - 3.5	0 – 4
Frequently (F)	34 - 66%	100 – 500	2.5 - 5.5	3 – 6	3.5 - 7	4 – 8
Continuously (C)	67 - 100%	500+	5.5 – 8	6 – 9	7 - 10	8 - 12

PART 1 - JOB DUTIES/FUNCTIONS:

A. Job Duty/Function	B. Job Duty #	C. Freq Rating	D. Equipment or tools used to perform (Describe)	E. Specialized Expertise, License, Certification Required? (Describe)	F. Reason position exists? (Y/N)	G. Essential or Non-Essential	Medical Provider Use Only: For each job duty/function, indicate in this column “Can Perform”, is “Temporarily Restricted” from performing, or is “Permanently Restricted” from performing.
Works indoors and outdoors in all types of terrain, vegetation, and weather conditions; hikes, walks, and moves over uneven, steep, and/or slippery terrain.							
Participates in a structured on-the-job training assignment; receives daily training in various inspections related to plant, pest/insect, pesticide use, and other agricultural related commodities.	1	C				E	
Attends safety training, including orientation to the department’s program’s safety plans, and daily site-specific safety-training; learns to and identifies safety hazards; learns to and interacts safely with the public; continuously observes safety practices and procedures; actively utilizes and implements established safety practices; wears appropriate safety gear; reports or corrects unsafe conditions.	2	C	Personal Protective Equipment			E	

A. Job Duty/Function	B. Job Duty #	C. Freq Rating	D. Equipment or tools used to perform (Describe)	E. Specialized Expertise, License, Certification Required? (Describe)	F. Reason position exists? (Y/N)	G. Essential or Non-Essential	Medical Provider Use Only: For each job duty/function, indicate in this column "Can Perform", is "Temporarily Restricted" from performing, or is "Permanently Restricted" from performing.
Walks continuously in a variety of locations, including nurseries, shipping terminals; vineyards, orchards, and home residences; inspects crops, plant material, and insect traps; accurately identifies trapped pests	3	F			Y	E	
Communicates by phone, email, or in person with other departmental staff and members of the public to coordinate activities, answer questions, and provide information; maintains a calm, courteous demeanor when dealing with angry and upset persons.	4	O	Computer, phone		N	E	
Walks continuously on all types of terrain conducts surveys of exotic pests; gathers statistical information	5	O			Y	E	
Learns how to document inspection events; learns to review and prepare detailed and complex reports, graphs, maps, supporting data and correspondence to determine appropriate actions; compiles raw data; calculates data values; enters and searches data from a variety of computerized systems.	6	O	Computer; report files; graphs; maps		Y	E	
Continuously observes safety practices and procedures; actively utilizes and implements established safety practices; wears appropriate safety gear.	7	C	Sturdy hiking shoes; Personal Protective Equipment (PPE)		N	E	
Observe pesticide usage inspections and records for agricultural growers; observe inspections and monitoring of pesticide applications in agricultural, structural, institutional and other settings; performs surveillance of pesticide activities.	8	F	Computer; Personal Protective Equipment (PPE)		Y	E	
Rides in county vehicle/pick-up truck to off-site locations, including rugged, remote, and off road locations; rides up to 150 miles/day; steps out of and into vehicle up to 60 times per day at different sites; opens and closes gates; uses GPS and maps to navigate directions; inspects vehicle and reports any issues or damage.	9	F	Vehicle; pickup truck; GPS; Maps		N	Y	

PART 2: PHYSICAL DEMANDS

Activity	Examples of Duties/Functions Requiring Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY: Permanently Restricted
Sitting (i.e., driving; using phone; using computer)	1,2,4,5,6,7,8,9	F			
Walking (i.e., inspecting vehicles, crops, plant materials, install and inspect insect traps; gathering statistical information; uploading geo location)	1-9	F			
Running (i.e., Running from dogs)	3	O			
Standing (i.e., inspecting vehicles, crops, plant materials, insect traps; raising and lowering traps and pesticide containers; securing traps to trees and vines)	1-9	F			
Bending-Neck (i.e., driving; using phone; using computer or tablet; using GPS; installing and inspecting traps, crops, plant material, vehicles; surveying pests; identifying trapped pests)	1-9	F			
Bending-Waist (i.e.: trapping, retrieving traps, Inspecting)	1,3,5,8	F			
Squatting (i.e.: Lifting boxes, supplies, attaching traps; Inspecting)	1	O			
Climbing (i.e.: Hills, steep and uneven terrain)	1	O			
Kneeling (i.e.: Inspecting)	1	O			
Crawling	N/A	N			
Twisting-Neck (i.e.: Driving, Inspecting, Office work)	1-9	F			
Twisting-Waist (i.e.: Driving, Inspecting, Office work)	1-9	F			
Repetitive Hand Use (i.e.: Opening and closing vehicle doors and gates; securing traps; Raising glass trap at end of pole above shoulders; tablet and computer work)	1-9	F			
Simple Grasping-Right Hand (i.e.: office equipment, trapping supplies, tablet)	1-9	F			
Simple Grasping-Left Hand (i.e.: office equipment, trapping supplies, tablet)	1-9	F			
Power Grasping-Right Hand (i.e. Holding trapping pole and glass trap to secure in trees)	1-9	O			
Power Grasping-Left Hand (i.e.: Holding trapping pole and glass trap to secure in trees)	1-9	O			
Fine Manipulation-Right Hand (i.e.: Opening traps, installing lures)	1	F			
Fine Manipulation-Left Hand (i.e.: Opening traps, installing lures)	1	F			
Pushing and Pulling-Right Hand (i.e.: carts, opening and closing vehicle door repetitively; Office drawers; Opening and closing gates)	1	F			
Pushing and Pulling-Left Hand (i.e.: (i.e.: carts, opening and closing vehicle door repetitively; Office drawers; Opening and closing gates)	1-9	F			
Reaching-Above shoulder level (i.e.: Poles with glass traps; reaching into trees to secure traps; Inspecting tall plant material, Pest detection at high levels)	1-9	F			
Reaching-Below shoulder level (i.e.: Poles with glass traps; reaching into trees to secure traps; Inspection and detection at low levels)	1-9	F			
Lifting-up to 10 lbs. (i.e.: Office equip, tablet, trapping supplies; documents and files; GPS)	1	F			

Activity	Examples of Duties/Functions Requiring Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY: Permanently Restricted
Lifting-11-25 lbs. (i.e.: Box of paper insect traps; Trapping pole with glass trap)	1	O			
Lifting-26-50 lbs. Storage misc.; Case of glass traps; Yeast Pellet Drum Yeast Barrel 50 lbs.; 5 gallon bucket of water for McPhale trap)	N/A	N			
Lifting 51-75 lbs.	N/A	N			
Lifting 76-100 lbs.	N/A	N			
Lifting 100 + lbs.	N/A	N			
Carrying 0-10 lbs. (i.e.: Supplies for trapping, Inspections)	1	F			
Carrying 11-25 lbs. (i.e.: Supplies for trapping, Inspection)	1	O			
Carrying 26-50 lbs. (i.e.: 5 gal bucket of water, Supply case storage; Case of glass traps; 5 gallon bucket of water for McPhale trap)	N/A	N			
Carrying 51-75 lbs.	N/A	N			
Carrying 76-100 lbs.	N/A	N			

PART 3: SENSORY REQUIREMENTS

Activity	Examples of Duties/Functions Requiring Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY Permanently Restricted
Functional vision, normal or corrected	1-9	C			
Functional color vision, normal or corrected (i.e.: Inspecting plants, distinguishing pests/insects)	1-9	C			
Functional night vision, normal or corrected	N/A	N			
Functional hearing, normal or corrected	1-9	C			
A sense of smell or taste	1	F			

PART 4: COMPREHENSION LEVEL

Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY Permanently Restricted
Follow Oral Instructions	F			
Follow Written Instructions	F			
Required to sustain concentration	F			

PART 5: NATURE OF TASKS

Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY Permanently Restricted
Follow set procedures	C			
Organize own work	C			
Able to ask questions or request assistance when needed	C			
Required to make decisions independently	F			
Required to train and/or lead others	N			
Required to direct others (e.g. planning, goal setting, performance)	N			

PART 6: WORK PACE

Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY Permanently Restricted
Tightly scheduled and rapid pace of work activities at high volume	F			
Meet time sensitive deadlines	F			
Long and/or irregular hours	O			
Limited/unpredictable opportunity for breaks	O			

Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY Permanently Restricted
Required to perform on-call or emergency work	N			

PART 7: COMPLEXITY/VARIABILITY

Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY Permanently Restricted
Variable and unpredictable workflow	O			
Attention divided by issues requiring multi-tasking	O			
Work requires precise attention to detail	F			
Use of judgment in routine matters	F			
Requires use of judgment in adapting procedures from one task to another	F			
Possible legal ramifications associated with work activities or work product	F			

PART 8: INTERACTIONS WITH OTHERS

Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY Permanently Restricted
Works with others (e.g., co-workers, other departments/agencies, public)	F			
Interactions limited to giving/receiving information	F			
Interactions exceed giving/receiving information (e.g., advises, persuades, justifies)	O			
Interactions occur under circumstances of emotional stress	O			
Risk of confrontation with violent or assaultive clients or customers	O			

PART 9: ENVIRONMENTAL FACTORS/WORKING CONDITIONS

Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY Permanently Restricted
Work Inside	O			
Work Outside	C			
Extreme Heat (above 100 degrees)	O			
Extreme Cold (below 32 degrees)	O			
Excessive Noise (must raise voice to be heard)	O			
Vibration (e.g., jack hammer, hammer drill, chainsaw, etc.)	N			
Dust, Vapors, Fumes, Smoke	F			
Silica, asbestos, etc.	N			
Solvents (e.g., gas, turpentine, etc.)	O			
Grease, oils	O			
Acidic, Caustic Solutions	O			
Pesticides	F			
Explosives (e.g., dynamite, bomb, etc.)	N			
Cleaning supplies, abrasives	O			
Other Chemicals (e.g. drugs and other contraband)	N			
Human Blood, Body Tissues, or Fluids	N			
Human Wastes	N			
Animal Blood, Body Tissues, or Fluids	N			
Animal Wastes	O			
Biological Toxins (e.g., poison ivy, poison oak, anthrax, etc.)	O			
Insect Bites (e.g., ticks, mosquitos, spiders, etc.)	F			

Activity	FREQUENCY RATING	MEDICAL	PROVIDER	USE ONLY
	Never, Occasional; Frequent, or Constant	Can Perform	Temporarily Restricted	Permanently Restricted
Biomedical Waste	N			
Ionizing Radiation	N			
Non-Ionizing Radiation	N			
Electrical Energy	N			
Walking on uneven, slippery, or rough surfaces	F			
Proximity to moving mechanical parts (e.g., equipment, machinery)	F			
Proximity to moving vehicles or objects	F			
Heights (e.g., rooftop, ladders, scaffolding, etc.)	O			
Contact with water, other liquids, humid conditions - not weather related	F			
Work Below Ground: (e.g., excavation, trench, etc.)	N			
Potential exposure to airborne infectious diseases (e.g. clinics, labs, corrections)	N			
Operates non-commercial motor vehicles (cars, trucks)	N			
Operates commercial vehicles – CDL Class _____ Endorsements _____	N			
Operates passenger van to transport clients, inmates, etc.	N			
Pulls non-commercial trailers or equipment	N			
Operates heavy equipment	N			
Other:	N			

PART 10: MEDICAL SCREENING, SURVEILLANCE AND VACCINATION REQUIREMENTS: Not Applicable

Please check each of the medical screening, surveillance, and vaccination requirements that apply to the position, and indicate if the requirement applies pre-employment/pre-placement only, or whether there are additional requirements after hire.

Medical Screening, Surveillance or Vaccination	Pre-Hire	Post-Hire	Frequency (one time, annual, etc.)
Audiometric Testing			
DOT Drug and Alcohol Screening			
DOT Physical Exam			
Respirator Physical Exam			
Respirator Questionnaire – Short			
Respirator Questionnaire – Standard			
Blood lead level			
Hazardous Waste/Emergency Worker physical			
Heavy metal screen (mercury, lead, arsenic)			
HINT Hearing Noise Sensitivity Testing			
Tuberculosis skin test			
Vaccine: MMR			
Vaccine: Hepatitis B			
Vaccine: Influenza			
Vaccine: Meningococcal			
Vaccine: Pneumococcal			
Vaccine: Rabies			
Vaccine: Tdap			
Vaccine: Chickenpox			

PART 11: ADDITIONAL INFORMATION, PICTURES, ETC.