

COUNTY OF SONOMA - JOB DEMANDS ANALYSIS

**JOB CLASSIFICATION:** Building Mechanic I/II

**DEPARTMENT:** Fairgrounds

**DOT OCCUPATION CODE:** 862.381-030; 899.381-010; 637.261-014

**DATE COMPLETED:** May 2024

**DIVISION:** Maintenance

**PHYSICAL DEMAND STRENGTH RATING:** Heavy

**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 outdoors in all types of terrain, vegetation, and weather conditions, performing duties in both daylight and dark/dim conditions. Follows applicable state and local codes and regulations, county policies and procedures. All work is on-site.							
Works irregular shifts, including days, evenings, nights, weekends, and holidays; responds to emergency call-backs; routinely works more than 5 hours of overtime weekly during the Fair and special events. Must work onsite.	1	O			N	E	
Installs a variety of appliances, fixtures, and equipment; works with motors and engines connected to equipment; troubleshoots equipment to ensure proper startup; reaches, stoops, bends; walks and stands for extended periods of time.	2	F	Computer, hand tools – power and manual		Y	E	
Installs? Repairs and troubleshoots HVAC equipment, ducting, and finish registers; balances system according to specifications; lifts and carries materials weighing up to 100 pounds on level	3	O	Computer, hand tools – power and manual		Y	E	

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ground and up at heights; stretches, reaches, stoops, bends; walks and stands for extended periods of time. Exposure to heights, solvents, refrigerants.							
Installs and maintains electrical equipment, devices, switches, and wires to professional standards; performs layout and installation of electrical service subpanels; reaches, stoops, bends; walks and stands for extended periods of time. Potential exposure to live current.	4	F	Hand tools – power and manual		Y	E	
Performs semi-skilled and preventative maintenance work: unplugs drains and toilets; hangs pictures and other items on walls; checks fire extinguishers and recharges as necessary; replaces lightbulbs; reaches, stoops, bends; walks and stands for extended periods of time.	5	F	Hand tools – power and manual		N	E	
Reads and interprets blue prints, plans, and other technical source documents; ensures work is done according to plans and to code.	6	O	Computer		Y	E	
Organizes and performs job duties independently and with good judgment, subject to only periodic check-ins; considers multiple solutions for completing the job; makes recommendation on best solution; provides technical guidance and advice to co-workers; ensures work is properly completed; completes all required paperwork.	7	F	Computer		Y	E	
Communicates in person, by phone, by email and via two-way radio, with co-workers, supervisors, vendors, and customers; responds to requests for services; explains work progress; receives and gives instruction; maintains a calm and professional demeanor.	8	F	Computer, phone, two-way radio		Y	E	
Drives/operates golf cart, pickup truck, or van to and from job sites; ensures that tools and materials are available in vehicle; inspects vehicle and reports any damage, safety, and maintenance issues.	9	F	Pickup truck, van, golf cart	CA Driver's License	N	E	
Following applicable state and local codes and regulations, performs skilled construction and carpentry work: repairs roofs; performs casework fabrication and setting of cabinets, countertops; cuts and installs trim; performs layout and construction of non-bearing walls with wood and steel studs; installs sheetrock; tapes and finishes walls with texture or smooth	10	F	Hand tools - power and manual, shovel, post hole digger; ladder, Sawzall, forklift, pneumatic tools,	Forklift certification	Y	E	

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coat; installs new and cut-in doors and windows; lifts, carries, and places materials and equipment weighing up to 70 pounds; works above ground at heights up to 60 feet; bends, stoops, reaches.			heavy equipment				
Prepares areas for event and restores areas after events; sets up and breaks down tables and chairs; sets up and puts away sound and theater equipment; lifts, carries, reaches, bends, and stoops	11	O	Pallet jack, forklift, hand truck	Forklift Certification	Y	E	
Performs professional plumbing work: roughs in copper, iron, and DWV piping in commercial and residential environments; sets finished plumbing fixtures; installs plumbing finishes; reaches, stoops, bends; walks and stands for extended periods of time.	12	O	Hand tools – power and manual		N	E	
Perform interior improvements: paints walls, installs carpet, and floor and ceiling tiles; installs locksets, rekeys locks; security systems, door closers, and other door hardware; lifts and carries paint buckets weighing up to 50 pounds; reaches above and below shoulder level; stoops, bends; walks, and stands for extended periods of time.	13	F	Hand tools – power and manual, paint brush; paint buckets		Y	E	
Operates tractors, forklifts, aerial lifts; and other heavy equipment; moves dirt, digs trenches, hangs banners; sits for long periods of time; climbs up and down stairs or ladder rungs to enter and exit equipment; reaches forward, down, and across to operate controls; monitors and remains alert to verbal and visual signs from other workers, and to equipment instrument and gauges to detect malfunctions and problems.	14	F	Heavy Equipment, forklift; aerial lift	CA Driver's License, aerial lift certification	Y	E	
Continuously observes safety practices and procedures; actively utilizes and implements established safety practices; ensures subordinates follow all safety and work practices; wears appropriate safety gear; operates hand and power tools in accordance with safety standards.	15	C	Personal Protective Equipment, hand tools – power and manual		N	E	
Prepares construction sites for concrete work by excavating, compacting, forming, and installing reinforcement; pours concrete; performs finishing work; lifts and carries material weighing up to 80 pounds; stands for extended periods; kneels and crawls in trenches; stoops, kneels, bends, reaches.	16	O	Ear protection, hand tools - power and manual, jack hammers, heavy equipment – tractors, trenchers, trucks	CA Driver's License	Y	E	
Performs acetylene, arc, and electric welding to fit, fabricate, or repair parts, gates, railings, etc.	17	O	Welding equipment and	Welding equipment,	Y	E	

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			tools, PPE	wire			
Determines parts needed for repairs; orders part, on-line, by phone, or in person; picks up and delivers supplies; maintains accurate electronic and paper records and file.	18	O	Computer, phone		N	E	
Participates in continuous training to maintain and enhance knowledge and skills necessary for assigned duties.	19	O			N	E	
Level II trains and serves as a technical resource for other workers; oversees and assigns work of community service and court referral workers.	20	F			N	N	

**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., using computer, phone, two-way radio; driving; operating heavy equipment)	6-9,14,18,20	O			
Walking (i.e., installing appliances, fixtures, equipment; performing semi-skilled and preventative maintenance work; inspecting vehicles)	2-5,8-14,16	C			
Running	N/A	N			
Standing (i.e. installing appliances, fixtures, equipment; performing semi-skilled and preventative maintenance work; inspecting vehicles; preparing construction sites for concrete work; performing skilled construction, carpentry work, repair roofs)	2-5,8-14,16,17	C			
Bending-Neck (i.e., using computer, phone, two-way radio; driving; operating heavy equipment; reading blue prints, plans; installing appliances, fixtures, equipment; performing semi-skilled and preventative maintenance; inspecting vehicles; preparing construction sites for concrete work; performing skilled construction, carpentry work, repair roofs)	1-20	C			
Bending-Waist (i.e., installing appliances, fixtures, equipment; performing semi-skilled and preventative maintenance; inspecting vehicles; preparing construction sites for concrete work; performing skilled construction, carpentry work, repair roofs)	2-5,9-14,16,17	F			
Squatting (i.e., installing appliances, fixtures, equipment; performing semi-skilled and preventative maintenance; inspecting vehicles; preparing construction sites for concrete work; performing skilled construction, carpentry work, repair roofs)	2-5,10-13,16	O			
Climbing (i.e., installing appliance, fixtures, equipment; performing semi-skilled and preventative maintenance; performing skilled construction, carpentry work, repair roofs)	2-5,10,11,13,14	O			
Kneeling (i.e., installing appliances, fixtures, equipment; performing semi-skilled and preventative maintenance; inspecting vehicles; preparing construction sites for concrete work; performing	2-5,10-13,16	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
professional plumbing work; performing skilled construction, carpentry work, repair roofs)					
Crawling (i.e., installing appliances, fixtures, equipment; performing semi-skilled and preventative maintenance; preparing construction sites for concrete work; performing professional plumbing work; performing skilled construction, carpentry work, repair roofs)	2,3,11,12,16	O			
Twisting -Neck - (i.e., using computer; reading blueprints; driving; operating heavy equipment; managing security of self and tools while working in detention facilities; observing safety practices and procedures)	1-20	F			
Twisting- Waist (i.e., installing a variety of appliances, fixtures, equipment; performing professional plumbing work; performing interior improvements; performing concrete work)	12,14	O			
Repetitive Hand Use (See detailed list below)	See detailed list below	C			
Simple Grasping-Right Hand (i.e., holding hand tools, two-way radio, paint brush, blue prints)	2-5,8,10-18	C			
Simple Grasping-Left Hand (i.e., holding hand tools, two-way radio, paint brush, blue prints)	2-5,8,10-18	C			
Power Grasping-Right Hand (i.e., installing appliances, fixtures, equipment; using plumbing snake; using power tools; performing concrete work)	2,3,5,10-13,16	F			
Power Grasping-Left Hand (i.e., installing appliances, fixtures, equipment; using plumbing snake; using power tools; performing concrete work)	2,3,5,10-13,16	F			
Fine Manipulation-Right Hand (i.e., electrical work, wiring; using small nails, screws, washers, nuts, bolts; detailed painting; using keys; repairing locks)	2,4,5,8,10-13,17	F			
Fine Manipulation-Left Hand (i.e., electrical work, wiring; using small nails, screws, washers, nuts, bolts; detailed painting; using keys; repairing locks)	2,4,5,8,10-13,17	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
Pushing and Pulling- Right Hand (i.e., installing appliances, fixtures, equipment; using hand truck, carts; moving equipment with wheels; loading/unloading ladders)	2,3,10-14,16	F			
Pushing and Pulling-Left Hand (i.e., installing appliances, fixtures, equipment; using hand truck, carts; moving equipment with wheels; loading/unloading ladders)	2,3,10-14,16	F			
Reaching-Above Shoulder Level (i.e., installing appliances, fixtures, equipment; loading/unloading ladders; hanging pictures; painting; installing ceiling tiles; maintaining and repairing motor and engines, electrical equipment/devices, HVAC, Plumbing; installing doors and windows; repairing roofs; replacing light bulbs)	2-5,10-13	F			
Reaching- Below Shoulder Level (i.e., installing appliances, fixtures, equipment; maintaining and repairing electrical equipment/devices, HVAC, Plumbing; using computer, phone; loading/unlading supplies; repairing roofs; installing trim; installing plumbing finishes, carpet, locksets, security systems, door closers, door hardware; pouring concrete, performs finishing work)	2-5,10-14,16	F			
Lifting-up to 10 lbs. (i.e., small tools; drill; Sawzall; two-way radio; blue prints; small fire extinguisher; light bulbs)	2-18	C			
Lifting-11-25 lbs. (i.e., step stools, ladders 5 feet and under; box of air filters; tool bag; medium fire extinguisher; locksets)	2-5,10-14,16	F			
Lifting-26-50 lbs. (i.e., ladders from 6 feet to 20 feet; refrigerant; large fire extinguisher; portable band saw; pipe freezer; bag of salt)	2,3,10-13,16	O			
Lifting 51-75 lbs. (i.e., 5-gallon buckets of paint, oxidizer; sheet of plywood; tank of compressed air; portable generator; spools of wire; portable air compressor; bag of cement)	2,3,10,16	O			
Lifting 76-100 lbs. (i.e., sheet of drywall; small plumbing snake; bag of cement)	2,3,10,16	O			
Lifting 100 + lbs.	2,3,5,12	O			

Activity	Examples of Duties/Functions Requiring Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY: Permanently Restricted
(i.e., large plumbing snake; water heater; engines, motors for pumps)					
Carrying 0-10 lbs. (i.e., small tools; drill; Sawzall; two-way radio; blue prints; small fire extinguisher; light bulbs)	2-18	C			
Carrying 11-25 lbs. (i.e., step stools, ladders 5 feet and under; box of air filters; tool bag; medium fire extinguisher; locksets)	2-5,10-14,16	F			
Carrying 26-50 lbs. (i.e., ladders from 6 feet to 20 feet; refrigerant; large fire extinguisher; portable band saw; pipe freezer; bag of salt)	2,3,10-13,16	O			
Carrying 51-75 lbs. (i.e., 5-gallon buckets of paint, oxidizer; sheet of plywood; tank of compressed air; portable generator; spools of wire; portable air compressor; bag of cement)	2,3,10,16	O			
Carrying 76-100 lbs. (i.e., sheet of drywall; small plumbing snake; bag of cement)	2,3,10,16	O			

**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 (i.e., using computer, phone, two-way radio; driving; operating heavy equipment, forklift, aerial lift; installing, maintaining, repairing appliances, fixtures, equipment; managing security of self and tools while working in detention facilities; observing safety practices and procedures; performing skilled construction, plumbing, electrical and concrete work)	2-20	C			
Functional color vision, normal or corrected (i.e., performing electrical work with colored wiring; reading blue prints, plans, technical documents; laying out and installing electrical service panels; lighting; ensuring paint is the correct color; identifying alarms lights)	2-4,6,13,17	O			
Functional night vision, normal or corrected (i.e., performing work duties before and after daylight hours; working in dim/poorly lit spaces)	2-5,9-14,16	O			
Functional hearing, normal or corrected	2,3,5,9-14,16	C			

Activity	Examples of Duties/Functions Requiring Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY Permanently Restricted
(i.e., communicating with co-workers, supervisors, vendors, customers; managing security of self and tools; identifying alarms and hazards)					
A sense of smell or taste (i.e., ensuring proper function of appliances, fixtures, equipment; ensuring proper function of duty vehicle; identifying plumbing/sewage leak; identifying hazards)	2,3,5,9,12,14, 16,17	C			

**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	F			
Able to ask questions or request assistance when needed	C			
Required to make decisions independently	F			
Required to train and/or lead others	O			
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	O			
Meet time sensitive deadlines	O			
Long and/or irregular hours	O			
Limited/unpredictable opportunity for breaks	F			
Required to perform on-call or emergency work	O			

**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	F			
Attention divided by issues requiring multi-tasking	F			
Work requires precise attention to detail	O			
Use of judgment in routine matters	C			
Requires use of judgment in adapting procedures from one task to another	O			
Possible legal ramifications associated with work activities or work product	C			

**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)	F			
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	F			
Work Outside	F			
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.)	F			
Dust, Vapors, Fumes, Smoke	O			
Silica, asbestos, etc.	O			
Solvents (e.g., gas, turpentine, etc.)	O			
Grease, oils	O			
Acidic, Caustic Solutions	O			
Pesticides	O			
Explosives (e.g., dynamite, bomb, etc.)	N			
Cleaning supplies, abrasives	F			
Other Chemicals (e.g. drugs and other contraband)	O			
Human Blood, Body Tissues, or Fluids	O			
Human Wastes	O			
Animal Blood, Body Tissues, or Fluids	O			
Animal Wastes	O			
Biological Toxins (e.g., poison ivy, poison oak, anthrax, etc.)	O			
Insect Bites (e.g., ticks, mosquitos, spiders, etc.)	O			
Biomedical Waste	O			
Ionizing Radiation	N			
Non-Ionizing Radiation	N			
Electrical Energy	O			
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	O			
Work Below Ground: (e.g., excavation, trench, etc.)	O			
Potential exposure to airborne infectious diseases (e.g. clinics, labs, corrections)	N			
Operates non-commercial motor vehicles (cars, trucks)	F			
Operates commercial vehicles – CDL Class _____ Endorsements _____	N			
Operates passenger van to transport clients, inmates, etc.	N			
Pulls non-commercial trailers or equipment	O			
Operates heavy equipment	F			
Other:	N			

**PART 10: MEDICAL SCREENING, SURVEILLANCE AND VACCINATION REQUIREMENTS:**

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	X	X	Annually
DOT Drug and Alcohol Screening			
DOT Physical Exam			
Respirator Physical Exam	X	X	Initial and as necessary by physician
Respirator Questionnaire – Short			
Respirator Questionnaire – Standard	X	X	Annually
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		X	offered
Vaccine: Influenza			
Vaccine: Meningococcal			
Vaccine: Pneumococcal			
Vaccine: Rabies			
Vaccine: Tdap			
Vaccine: Chickenpox			

**PART 11: ADDITIONAL INFORMATION, PICTURES, ETC.**



Concrete Mix – up to 80 lbs.



5-gallon bucket of paint – Range from 40-90 lbs.  
Avg. weight of 5-gal. of latex paint = 45-55 lbs.



Powder River Horse/Livestock Fence/Gates  
Up to 153 lbs. per section



Portable Livestock Fence/Gates for  
smaller animals; Moved around grounds  
on pallets with Forklift



8' x 30" tables – 61 lbs. each  
15 Table Rack/Cart with handle at 42" high  
Push Force = 46.37 lbs.  
Pull Force = 59.37 lbs.



Drives/operates golf cart to/from job sites



Sample of Forklift used to move large  
Items and equipment around grounds & facilities



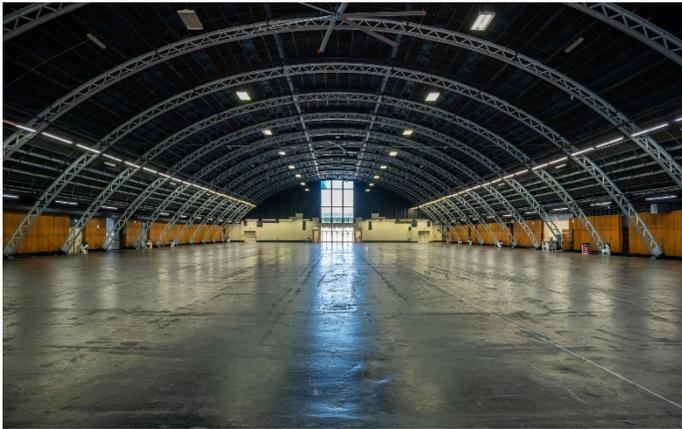
Saralee and Richard's Barn  
*Sample of Event Space*



**E.C. Kraft Building**  
*Sample of Event Space*



**Finley Hall**  
*Sample of Event Space*



**Grace Pavilion**  
*Sample of Event Space*



**Lytle Cow Palace**  
*Sample of Event Space*