

COUNTY OF SONOMA - JOB DEMANDS ANALYSIS

JOB CLASSIFICATION: Sheriff's Paramedic
DEPARTMENT: Sheriff
PHYSICAL DEMAND STRENGTH RATING: Very Heavy per DOT

DATE COMPLETED: August 2019/2022
DIVISION: Patrol

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/Not Required (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. 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.
While performing the following duties, employees in this position participate in both land and aerial rescue, including longline rescues, medical transport, and emergency medical evacuations; swim in surf and swift water, and are required to meet and maintain weight limitations not to exceed 210 pounds dressed in flight suit and boots to ensure compliance with aircraft maximum weight restrictions.						
Works in an emergency response position requiring ability to work any shift including days, evening, nights, weekends, and holidays; work long or irregular hours, and be on stand-by during off-duty hours as assigned, reporting to duty within 30 minutes.	1	C			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. 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.
Participates in airborne law enforcement missions and aerial search and rescue missions, including external "live-load" operations and long line rescues, both on land and in waterways, including ocean, heavy surf, and surf line; steps up and into helicopter; walks and climbs over steep, uneven, and slippery terrain; dives, swims and treads water for periods up to 5 minutes; performs rescues while hanging from helicopter by a rope; lifts, carries, and places rescue equipment weighing up to 60 pounds; lifts and transports individuals weighing more than 100 pounds.	2	F	Gloves, Helmet, Climbing Harness, Wetsuit, Load Bearing Vest, Long Line Equipment Bag, Portable Fire Shelter		E	
Uses good judgment and discretion to assess nature and extent of illness or injury and establish and prioritize medical procedures, utilizing triage skills to provide optimal efficiency during emergency response calls, often as the sole medical provider, and in situations where additional assistance is not available.	3	O	Basic & Advanced Life Support Equipment & Supplies	EMT-Paramedic Certification	E	
Administers first aid treatment and life-support care to sick or injured persons; performs emergency diagnostic and treatment procedures, such as suction, airway management or heart monitoring; administers medications orally or by injection; performs CPR; immobilizes broken bones; performs intravenous procedures under a physician's care; provides oral report to ambulance crew when transferring patient.	4	O	Basic & Advanced Life Support Equipment & Supplies	EMT-Paramedic Certification	E	
Provides support with airborne fire suppression activities, visually inspecting areas to locate fires, advising of fire locations and siting verbally; sets up helicopter with firefighting equipment weighing 97 pounds; attaches ropes to helicopter; ensures fire shelters are on board and available for use.	5	O	Bambi Bucket®		N	
Communicates in person, by radio, email, or phone with Sheriff's personnel, other law enforcement agencies, and treatment center personnel to provide detailed information about situation, and to arrange reception of victims; receives instructions for further treatment; observes, records, and reports to physician the patient's condition or injury, the treatment provided, and reactions to medications and treatment.	6	F	Two-way, Radio, Phone, Computer	EMT-Paramedic Certification	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. 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.
Assists the pilot in charge with flight safety responsibilities of the aircraft, including refueling the aircraft, maintaining cockpit resource management (CRM) skills, landing zone safety and security, patient loading and unloading, and ensuring that helicopter equipment in the aft area of the aircraft is in good working condition; monitors airspace for proximity to other aircraft, power lines, and other obstacles; reports any unsafe conditions or issues.	7	C	Flight helmet, Nomex® Flight Suit, Boots, gloves, eye protection		E	
Immediately upon returning from a flight; assures the readiness of all rescue systems and medical equipment: assesses and maintains rescue systems and equipment; checks inventory and replaces needed for equipment, supplies, and medications.	8	O			E	
Communicates with the public in person to obtain and provide information; maintains a calm and professional manner during highly emotional situations while asking questions to determine the nature of and extent of illness or injuries; persuades and negotiates with patients to obtain compliance with medical care, and to get in helicopter; represents department at various meetings; gives presentations and demonstrations to the public.	9	F	Phone, Computer		EE	
Assists in training flight crewmembers in Technical Rescue and Paramedic operations in the helicopter.	10	F		EMT Paramedic Certification	E	
Writes detailed narratives for patient contact reports; fills out check boxes on forms; creates syllabi for trainings; performs administrative duties including: answers telephones; performs data entry and retrieval, and writes reports.	11	F	Computer, Tablet, Files		E	
Cleans and maintains hangar facilities including mops, sweeps, wipes surfaces, etc.	12	F	Cleaning equipment and supplies (Brooms, Mops, etc.), Yard cleaning equipment (chain saw, weed whacker)		N	
Continuously observes safety practices and procedures; actively utilizes and implements established safety practices; maintains awareness of proximity to helicopter blades; wears appropriate safety gear; reports or corrects unsafe conditions; assists with patient safety.	13	C	PPE (Personal Protective Equipment); wetsuits; harnesses; boots; flight helmet; patient masks		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. 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.
Participates in training to maintain required certifications and licenses, and to maintain and enhance knowledge and skills necessary to perform assigned duties, including various rescue techniques and other physical abilities.	14	F	All (ALS, BLS, Flight Gear, Longline Bag, etc.), training mannequin	EMT Paramedic Certification	E	

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
1 Sitting (i.e., using computer, phone, radio or tablet)	2,5,6,9,11	F			
2 Walking (i.e., assessing nature and extent of illness or injury; administering first aid and life support treatment; participating in search and rescue missions; setting up helicopter with firefighting equipment; refueling the aircraft; patient loading and unloading; assesses and maintains rescue systems and equipment; cleaning and maintaining hangar facilities)	2,3,5,7,8,9,12,13,14	F			
3 Running (i.e., responding to an emergency)	2,3,4,14	O			
4 Standing (i.e., triaging patients and medical procedures; administering first-aid; performing emergency diagnostic and treatment procedures; setting up helicopter with firefighting equipment; reporting to physician on the patient’s condition; refueling the aircraft; assuring the readiness of all rescue systems; cleaning and maintaining hangar facilities)	2,3,4,5,7,8,9,12,14	F			
5 Bending-Neck (i.e., triaging patients and medical procedures; administering first-aid and life-support care; performing emergency diagnostic and treatment procedures; administering medications; participating in law enforcement missions and aerial search and rescue missions; visually inspecting area to locate fires; reporting to physician of patient’s condition, treatment provided; loading and unloading patient; using computer; answering phone; cleaning and maintaining hangar facilities)	2 through 14	F			
6 Bending-Waist (i.e., triaging patients and medical procedures; administering first-aid and life support care to patients; performing emergency diagnostic tests and procedures; participating in airborne law enforcement and search and rescue missions; performing airborne fire suppression activities; assisting pilot with flight safety responsibilities; assuring readiness of all rescue systems and medical equipment; cleaning and maintaining hangar facilities)	2,3,4,5,7,8,9,12,14	F			
7 Squatting (i.e., triaging patients and medical procedures; administering first-aid and life support care to patients; performing emergency diagnostic tests and procedures; assisting pilot with flight safety responsibilities; assuring readiness of all rescue systems and medical equipment)	2,3,4,5,7,8,9,12,14	O			
8 Climbing (i.e., participating in law enforcement and search and rescue missions; loading and unloading patients; assuring the readiness of all rescue systems and medical equipment; hike up and down hill)	2	O			
9 Kneeling (i.e., triaging patients and medical procedures; administering first-aid and life support care to patients; performing emergency diagnostic tests and procedures; assisting pilot with flight safety responsibilities; assuring readiness of all rescue systems and medical	2,3,4,5,9	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
equipment)					
10 Crawling (i.e., participating in law enforcement and search and rescue missions; crawl under aircraft to attached equipment)	2,5	O			
11 Twisting-Neck (i.e., triaging patients and medical procedures; administering first-aid and life support care to patients; performing emergency diagnostic and treatment procedures; participating in airborne law enforcement, search and rescue missions; visually inspecting areas to locate fires; using computer; assuring readiness of all rescues systems and medical equipment; cleaning and maintaining hangar facilities)	2 though 14	F			
12 Twisting-Waist (i.e., triaging patients and medical procedures; administering first-aid and life support care to patients; performing emergency diagnostic and treatment procedures; participating in airborne law enforcement, search and rescue missions; visually inspecting areas to locate fires; assuring readiness of all rescues systems and medical equipment; cleaning and maintaining hangar facilities)	2,3,4,5,7,8,12	F			
13 Repetitive Hand Use (i.e., tying knots, using rescue gear, buckles, splints, and IVs)	2,3,4,5,6,7,8,9,11,12	C			
14 Simple Grasping-Right Hand (i.e., assessing injury/illness; administering first-aid or life support care; performing emergency diagnostic and treatment procedures; administering medications; using computer or telephone; assuring readiness of all rescue systems and medical equipment; cleaning and maintaining hangar facilities)	2,3,4,5,6,7,8,9,11,12	F			
15 Simple Grasping-Left Hand (i.e., assessing injury/illness; administering first-aid or life support care; performing emergency diagnostic and treatment procedures; administering medications; using computer or telephone; assuring readiness of all rescue systems and medical equipment; cleaning and maintaining hangar facilities)	2,3,4,5,6,7,8,9,11,12	F			
16 Power Grasping-Right Hand (i.e., performing rescues while hanging from helicopter by rope; lifting and transporting individuals weighing more than 100 lbs.; setting up firefighting equipment; loading and unloading patients)	2,4,5,7	O			
17 Power Grasping-Left Hand (i.e., performing rescues while hanging from helicopter by rope; lifting and transporting individuals weighing more than 100 lbs.; setting up firefighting equipment; loading and unloading patients)	2,4,5,7	O			
18 Fine Manipulation-Right Hand (i.e., assessing injury/illness; administering first aid or life supports care; administering medications; training flight crew members in paramedic operations in the helicopter; tying knots in ropes)	3,4,5,10	O			
19 Fine Manipulation-Left Hand (i.e., assessing injury/illness; administering first aid or life supports care; administering medications; training flight crew members in paramedic operations in the helicopter; tying knots in ropes)	3,4,5,10	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
20 Pushing and Pulling-Right Hand (i.e., performing suction, airway management; injecting medications; pushing, pulling, and placing rescue equipment; setting up firefighting equipment; loading and unloading patients; cleaning and maintaining hangar facilities)	2,3,4,5,7,8,12	O			
21 Pushing and Pulling-Left Hand (i.e., performing suction, airway management; injecting medications; pushing, pulling, and placing rescue equipment; setting up firefighting equipment; loading and unloading patients; cleaning and maintaining hangar facilities)	2,3,4,5,7,8,12	O			
22 Reaching-Above shoulder level (i.e., assessing injury/illness; performing rescues while hanging from helicopter by a rope; attaching long line to helicopter; setting up firefighting equipment; loading and unloading patients)	2,4,5,	O			
23 Reaching-Below shoulder level (i.e., triaging patients and medical procedures; administering first-aid or life support care; performing emergency diagnostic and treatment procedures; administering medications; placing rescue equipment; setting up firefighting equipment; recording patient's conditions/injury, treatment provided, reactions to medications/treatment; refueling aircraft assuring readiness of rescue systems and medical equipment; using computer or phone; training flight crew members in technical rescue and paramedic operations in the helicopter; cleaning and maintaining hangar facilities)	2,3,4,5,7,8,9,12	F			
24 Lifting up to 10 lbs.	2 through 14	C			
25 Lifting 11-25 lbs.	2,3,4,7,12,14	F			
26 Lifting 26-50 lbs.	2,5,7,14	F			
27 Lifting 51-75 lbs. (i.e., rescue equipment)	2,5,7,14	O			
28 Lifting 76-100 lbs. (i.e., individuals weighing up to 100 lbs.; setting up firefighting equipment; loading and unloading patients – assisted lifts)	2,5,7,14	O			
29 Lifting 100 + lbs. (i.e., individuals weighing more than 100 lbs.; loading and unloading patients)	2,14	O			
30 Carrying 0-10 lbs.	2 through 14	C			
31 Carrying 11-25 lbs.	2,3,4,7,12,14	F			
32 Carrying 26-50 lbs.	2,5,7,14	F			
33 Carrying 51-75 lbs. (i.e., rescue equipment)	2,5,7,14	O			
34 Carrying 76-100 lbs. (i.e., individuals weighing up to 100 lbs.; setting up firefighting equipment; loading and unloading patients)	2,5,7,14	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
1 Functional vision, normal or corrected	2 through 14	C			
2 Functional color vision, normal or corrected (i.e., identifying medication, search and rescue, law enforcement missions)	2 through 14	F			
3 Functional night vision, normal or corrected (i.e.,	2,3,4,5,7	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
performing job duties before sun rise or after sun down)					
4 Functional hearing, normal or corrected (i.e., listening to radio and scanner while performing other tasks within the hangar; communicating with Sheriff's personnel, other agencies, treatment center personnel, public; assessing patient)	2 through 14	C			
5 A sense of smell or taste (i.e., assessing patient; locating fires; leaking fuel)	2,3,4,5,6,7,8,9,12,13	O			

PART 4: COMPREHENSION LEVEL

Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY Permanently Restricted
1 Follow Oral Instructions	C			
2 Follow Written Instructions	O			
3 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
1 Follow set procedures	C			
2 Organize own work	O			
3 Able to ask questions or request assistance when needed	C			
4 Required to make decisions independently	O			
5 Required to train and/or lead other staff	O			
6 Required to direct other staff (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
1 Tightly scheduled and rapid pace of work activities at high volume	O			
2 Meet time sensitive deadlines	O			
3 Long and/or irregular hours	O			
4 Limited/unpredictable opportunity for breaks	O			
5 Required to perform on-call or emergency work	F			

PART 7: COMPLEXITY/VARIABILITY

Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY Permanently Restricted
1 Variable and unpredictable workflow	C			
2 Attention divided by issues requiring multi-tasking	F			
3 Work requires precise attention to detail	C			
4 Use of judgment in routine matters	F			
5 Requires use of judgment in adapting procedures from one task to another	F			
6 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
1 Works with others (e.g., co-workers, other departments/agencies, public)	C			
2 Interactions limited to giving/receiving information	F			
3 Interactions exceed giving/receiving information (e.g., advises, persuades, justifies)	O			
4 Interactions occur under circumstances of emotional stress	O			
5 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
1 Work Inside	F			
2 Work Outside	F			
3 Extreme Heat (above 100 degrees) (i.e., seasonal weather exposure)	F			
4 Extreme Cold (below 32 degrees) (i.e., seasonal weather exposure)	F			
5 Excessive Noise (must raise voice to be heard) (i.e., hanging from helicopter at end of rope; flying in helicopter)	F			
6 Vibration (i.e., performing yard maintenance and minor repairs around and at hangar)	O			
7 Dust, Vapors, Fumes, Smoke (i.e., performing search and rescue missions; performing airborne fire suppression activities)	F			
8 Silica, asbestos, etc. – from packaging	O			
9 Solvents (e.g., gas, turpentine, etc.) – jet fuel	O			
10 Grease, oils	O			
11 Acidic, Caustic Solutions	O			
12 Pesticides	O			
13 Explosives (e.g., dynamite, bomb, etc.)	N			
14 Cleaning supplies, abrasives (i.e., cleaning and maintaining hangar facilities; assuring readiness of rescue systems and medical equipment)	O			
15 Other Chemicals (i.e., administering medications)	O			
16 Human Blood, Body Tissues, or Fluids (i.e., administering first-aid or life support care; performing suctioning or airway management)	O			
17 Human Wastes	O			
18 Animal Blood, Body Tissues, or Fluids	N			
19 Animal Wastes (i.e., administering first-aid or life support care)	N			
20 Biological Toxins (e.g., poison ivy, poison oak, anthrax, etc.)	O			
21 Insect Bites (e.g., ticks, mosquitos, spiders, etc.)	O			
22 Biomedical Waste (i.e., administering medication through injections, intravenous)	O			
23 Ionizing Radiation	N			
24 Non-Ionizing Radiation	N			
25 Electrical Energy	N			
26 Walking on uneven, slippery, or rough surfaces (i.e., participating in search and rescue missions)	F			
27 Proximity to moving mechanical parts) (i.e., helicopter rotor blades)	F			
28 Proximity to moving vehicles or objects (i.e., emergency vehicles at site)	O			
29 Heights (i.e., performing rescues while hanging from helicopter by rope)	F			
30 Contact with water, other liquids, humid conditions - not weather related (i.e., diving, swimming, treading water while performing search and rescue missions; cleaning hangar facilities)	O			
31 Work Below Ground: (e.g., excavation, trench, etc.)	N			
32 Potential exposure to airborne infectious diseases (i.e., triaging patients and medical procedures; administering first-aid, life support care)	O			

Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY Permanently Restricted
33 Operates non-commercial motor vehicles (cars, trucks)	O			
34 Operates commercial vehicles – CDL Class Endorsements	N			
35 Operates passenger van to transport clients, inmates, etc.	N			
36 Pulls non-commercial trailers or equipment	N			
37 Operates heavy equipment	N			
38 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.)
1 Audiometric Testing			
2 DOT Commercial Driver Drug and Alcohol Screening			
3 DOT Commercial Driver Physical Exam			
4 Respirator Physical Exam	X		
5 Respirator Questionnaire – Short	x	x	Annual
6 Respirator Questionnaire – Standard			
7 Blood lead level			
8 Hazardous Waste/Emergency Worker physical			
9 Heavy metal screen (mercury, lead, arsenic)			
10 HINT Hearing Noise Sensitivity Testing			
11 Tuberculosis skin test	X	X	Annual
12 Vaccine: MMR			
13 Vaccine: Hepatitis B	X		Series started Pre-Hire
14 Vaccine: Influenza		X	Annual
15 Vaccine: Meningococcal			
16 Vaccine: Pneumococcal			
17 Vaccine: Rabies			
18 Vaccine: Rabies Titer			
19 Vaccine: Tdap			
20 Vaccine: Chickenpox			

PART 11: ADDITIONAL INFORMATION, PICTURES, ETC.



Rope Bucket - 90 lbs.



Ropes - for various tasks



**Water Rescue Training Mannequin-
52 lbs.**



**Paramedic's Seat in rear of
Helicopter-gurney in front of
Paramedic**



**Rescue Gear/Medical Equipment
-gurney for patient in front of**



**Paramedic and Deputy Seats in rear
of helicopter**



Henry-1



Henry-1



Paramedic with patient at end of long line