

**CITY OF DULUTH**  
**PHYSICAL DEMANDS DOCUMENTATION CHECKLIST**

Job Title: Water Plant Maintenance Operator

Date: 4/28/25

**Required:** Documentation in a job description to accurately reflect the essential duties of the job and physical demands.

**Specify Significant PHYSICAL DEMANDS for the Job Requirements:** Clarify how much on-the-job time is spent on the physical activities required to perform the job effectively. Use the chart below to develop your description of physical demands by checking the appropriate boxes; this will be used to determine necessary pre-employment medical appointment(s) for the job classification.

1. How much daily/weekly on-the-job time is spent on the following physical activities? (Use blank rows to fill in other physical demands not listed in this document.)

	<u>Amount of Time</u>				
	None	Under ¼	Up to ½	Up to ¾	Over ¾
Stand	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Walk	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sit	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Use hands to finger, handle, or feel	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reach with hands and arms	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A. Typical height req. of reach: <u>2-5 ft</u> in. / B. Typical weight of object(s) used while reaching: <u>1/2 to 2</u> lbs.					
Climb or balance	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stoop, kneel, crouch, or crawl	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Talk or hear	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Taste or smell (Ex: gas leak, equipment malfunction)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other: _____	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other: _____	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other: _____	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2. Does this job require that weight be lifted or force be exerted? If so, how much and how often?

	<u>Amount of Time</u>				
	None	Under ¼	Up to ½	Up to ¾	Over ¾
Up to 10 pounds	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Up to 25 pounds	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Up to 50 pounds	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
More than 50 pounds with assistance	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. Does this job have any special vision/hearing requirements? Check the top section only if no Special Requirements apply.

- ☐ No special vision requirements. (Example: only daily computer use, reading documents, etc.)  
☐ No special hearing requirements.

**Special Requirements:**

- ☐ Close vision (clear vision at 20 inches or less). Example: handle extremely small components to repair electronic equipment  
☒ Distance vision (clear vision at 20 feet or more). Example: identify license plates; observe equipment function, etc.  
☒ Color vision (ability to identify and distinguish colors). Example: identify color-coded wires; match paint colors/shades, etc.  
☐ Peripheral vision (ability to observe an area that can be seen up and down or to the left and right while eyes are fixed on a given point). Example: forestry, directing traffic, firefighting, police patrol, carpentry, plumbing, etc.  
☒ Depth perception (three-dimensional vision, ability to judge distances and spatial relationships). Example: Lift Bridge employees, Water Plant employees, etc.  
☐ Ability to adjust focus (ability to adjust the eye to bring an object into sharp focus). Example: repairing electronics  
☐ No hearing loss. (Example: Lift Bridge employees)  
☐ Minimal hearing loss. (Example: Police Officer, Fire operation employees, radio operators, etc.)

4. Specify the essential job duties in the job description that require the physical demands indicated above.

6. Perform basic PM on the HVAC system - inspections, filters, and settings.  
12. Assist in maintaining and repairing water treatment equipment as assigned.

**CITY OF DULUTH**  
**WORK ENVIRONMENT DOCUMENTATION CHECKLIST**

Job Title: Water Plant Maintenance Operator

Date: 4/28/25

**Required:**

Documentation in a job description to accurately reflect the essential duties of the job and work environment.

**Specify Significant WORK ENVIRONMENT for the Job Requirements:**

Clarify how much on-the-job time work environment conditions are required to perform the job effectively. Use the chart below to develop your description of work environment by checking the appropriate boxes.

**1. How much daily/weekly exposure to the following environmental conditions does this job require?**

	None	Under ¼	Amount of Time			Over ¾
			Up to ¼	Up to ¾		
Wet or humid conditions (non-weather)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>
Work near moving mechanical parts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		<input type="checkbox"/>
Work in high, precarious places	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>
Fumes or airborne particles	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>
Toxic or caustic chemicals	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>
Outdoor weather conditions	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>
Extreme cold (non-weather)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>
Extreme heat (non-weather)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>
Risk of electrical shock	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>
Risk of radiation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>
Vibration	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>

**2. How much noise is typical for the work environment of this job?**

- ☐ Very quiet conditions (*example: forest trail, isolation booth for hearing test*)
- ☐ Quiet conditions (*example: library, private office*)
- ☒ Moderate noise (*example: business office with computers and printers, light traffic*)
- ☐ Loud noise (*example: metal can manufacturing department, large earth-moving equipment*)
- ☐ Very loud noise (*example: jack hammer work, front row at rock concert*)

**3. Specify the essential job duties in the job description that require the work environment conditions indicated above.**

13. Plow and shovel as needed (winter) mow and trim grass (summer)
1. Perform routine inspections of Treatment Plant, Pump House, and Stations
11. Assist in maintaining and repairing water treatment equipment as assigned.