

Physical Requirements Specification
for the Classes:GROUNDSKEEPER I & II

Applicants must be physically able to perform, efficiently and effectively, the essential duties of the position.

A. Physical Profile Requirements:

Job analysis of positions in the class has resulted in the identification and establishment of the following requirements, and identified the following typical tasks.

Typical Physical Tasks:

Inspect leaves for insects; read labels on chemicals; drive truck, lawn mower; observe shades of leaves and plant color; listen to mower engine for problems; tighten nuts and bolts on machine; trim and prune hedges, trees, shrubs; trim edges with green machine; chop branches; rake leaves; spray poisons; saw dead wood; climb ladder to cut trees and vines; lift rocks and trash cans; push loaded wheelbarrow; plant trees; push lawnmower; work on hillsides; collect rubbish; rake large areas; dig ditches, trenches; fertilize area.

Physical Abilities and Required Level:

Near Vision	4.9
Far Vision	4.9
Visual Color Discrimination	4.5
Hearing	5.0
Finger Dexterity	4.9
Manual Dexterity	4.4
Arm Hand Steadiness	4.9
Speed of Limb Movement	5.0
Extent Flexibility	4.6

Dynamic Flexibility	4.9
Gross Body Coordination	4.9
Trunk Strength	5.6
Static Strength	5.4
Explosive Strength	4.5
Dynamic Strength	5.0
Gross Body Equilibrium	4.6
Mobility	5.2
Stamina	5.2
Effort	5.7

B. Working Condition Requirements:

Job analysis has resulted in the following profile of the working conditions of positions in the class:

WORKING CONDITIONS	RANGE OF RATINGS	MOST COMMON RATINGS	EXPLANATION OF MOST COMMON RATING
1. Exposure to Sun	2-3	3	More than 50% of the work time spent outside a building exposed to the sun.
2. Work above floor level	0-3	2	Some work done above the ground – greater than 4 feet and up to 12 feet.
3. High Temperature	0-3	1	Considerable work time spent in temperatures 80° and above performing light and moderate work.
4. Low Temperature	0-1	0	Work done in temperatures above 60 degrees.
5. Sudden Temperature Changes*	0/1/2	0	Work not subjected to sudden temperature change.
6. Confined or Cramped Body Position	0-2	0	Work not performed in confined or cramped positions.
7. Humidity*	0-1	0	Average Humidity: Work performed, inside or outside, where humidity is typical of offices or local climate.
8. Wetness	0-2	1	0-10% of work time involves getting part or all of the body and/or clothing wet.
9. Air Pressure	0	0	Work does not involve <u>unusually</u> high or low air pressure.
10. Noise	0-3	2	Frequently, there are unusually loud sounds in environment (e.g., load and unload baggage from airplanes).

11. Vibration	0-2	1	Work involves minor strain or vibration (e.g., use industrial type floor polisher).
12. Slippery Floors	0-2	1	Occasionally works on unusually slippery surfaces.
13. Oil	0-1	1	Some part of the body in contact with oil or grease occasionally (i.e., no more than 10% of work time).
14. Body Injuries	0-2	1	Work involves infrequent possibility of body injury.
15. Burns	0-2	1	Work involves possibility of superficial burns (redness, no blistering).
16. Electrical Hazards	0-1	0	Work involves very little or no possibility of electrical shock.
17. Explosives	0	0	Does not work with explosive substances (e.g., dynamite, tanks of compressed gas).
18. Radiation	0	0	Does not work in areas where radiation (e.g., radioactive isotopes, x-rays) is present.
19. Dust	0-2	1	Work area contains minor amount of dust <u>in the air</u> .
20. Silica Dust in Air/Asbestos*	0	0	Does not work in area in which the air contains free silica dust or around asbestos.
21. Toxic/Poisonous Substances	0-2	2	Exposure to toxic/poisonous substances is a regular part of the job.
22. Allergenic Substances	0-2	1	Infrequent exposure to common allergy-causing agents (e.g., bee stings, pollens, animals).
23. Irregular or Extended Work Hours	0-1	0	Works normal work hours only.

(0 = Not Applicable/None)

*Non-sequential scale: all applicable values shown.

C. General Conditions

Failure to meet the physical requirements cited above or inability to tolerate the specified working conditions or any other condition which would cause applicants to be a hazard to themselves or others is cause for disqualification.

However, handicaps in any areas will not result in disqualification unless the requirements cited above are not met. Applicants who demonstrate that they are capable of performing the essential functions of the position with reasonable accommodation will not be disqualified under this standard.

Any disqualification under this section will be made only after a review of all pertinent information including the results of the medical examination, and requires the approval of the Director.

This is the first physical requirements specification for the classes GROUNDSKEEPER I, II. Effective Date: December 7, 1984

This class is adopted from the State of Hawaii, relative to the transfer of classification and compensation jurisdiction to the Hawaii Health Systems Corporation, effective July 1, 1998, pursuant to Act 262, Session Laws of Hawaii, 1996.

APPROVED: _____
JANICE WAKATSUKI
Vice President/Chief Human Resources Officer