

COUNTY OF SONOMA - JOB DEMANDS ANALYSIS

JOB CLASSIFICATION: Animal Care Assistant
DEPARTMENT: Health Services
PHYSICAL DEMAND STRENGTH RATING: Heavy

DATE COMPLETED: April 7, 2022
DIVISION: Public Health – Animal Services

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 duties listed below, employees in this position work at the County Animal Shelter providing care to both domestic animals and livestock.						
Provides care for animals including disease control, bathing, grooming, assisting with quarantines, euthanasia, and other medical treatment: handles animals, including dogs, cats, wildlife, and livestock, by carrying, leading on leash/tether, restraining, or other control methods; lifts and carries cages and animals (including decomposing animals) weighing up to 100 pounds.	1	F	Leashes, Tethers, Restraints, Cages, Shovel, Plastic bags		E	
Feeds animals including: pours, measures, and mixes food; loads and pushes carts; reaches forward, above shoulders, and below waist, pushes, pulls, lifts and carries hay, buckets, bags, etc. weighing up to 50 pounds.	2	F	Cart, Scoops, Bowls, Buckets		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.
Observes, monitors, and records or reports animal health or behavior; performs kennel count, matching animals and ID's.	3	O	Clipboard, Writing implement		E	
Cleans and disinfects kennels and cat cages; cleans public and staff areas; cleans and maintains corrals and other outdoor spaces for animals: loads, and unloads washing machine, dryer, dishwasher; cleans various surfaces using a broom, mop, hose, rake, etc.	4	F	Brooms, Hoses, Mops, Rakes, Cleaning tools and supplies, Washing machine, Dish Washer		E	
Takes inventory, orders, and stocks supplies: receives deliveries of supplies and inspects orders to ensure accuracy; compares items received with requisition; rotates and replenishes stock as needed; reaches forward, above shoulders and below waist, pushes, pulls, lifts, and carries items weighing up to 50 pounds.	5	O	Computer		E	
Performs clerical duties, such as processing impounds, adoptions, redemptions, and licensing: uses computer to enter and retrieve information; maintains electronic and paper files.	6	O	Computer, Phone		E	
Communicates with the public, in person and by phone, to elicit and provide information related to animal care and control services; maintains a calm and professional demeanor when dealing with emotionally distraught or hostile members of the public.	7	O	Computer, Phone		E	
Attends Special Events: makes presentations, works at education booths, and presents information to the public regarding animal care and control activities.	8	O	Laptop, Table, Chairs, Mobile Van, Boxes of Brochures		E	
Participates in continuous training to maintain and enhance required knowledge and skills.	9	O			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	5-8	O			
2 Walking	1,2,3,4,5,8	F			
3 Running	N/A	N			
4 Standing	1-8	F			
5 Bending-Neck	1-8	F			
6 Bending-Waist	1,2,3,4,5,8	O			
7 Squatting	1-5	O			
8 Climbing	1,2,4,5	O			
9 Kneeling	1-5	O			
10 Crawling	1,2,4	O			
11 Twisting (neck)	1-8	F			
12 Twisting (waist)	1,2,4,5	O			
13 Repetitive Hand Use	1-6	O			
14 Simple Grasping-Right Hand	1-8	F			
15 Simple Grasping-Left Hand	1-8	F			
16 Power Grasping-Right Hand	1,2,5	O			
17 Power Grasping-Left Hand	1,2,5	O			
18 Fine Manipulation-Right Hand	5-8	O			
19 Fine Manipulation-Left Hand	5-8	O			
20 Pushing and Pulling (right hand)	1,2,4,5	F			
21 Pushing and Pulling (left hand)	1,2,4,5	F			
22 Reaching (above shoulder level)	2,4,5	O			
23 Reaching (below shoulder level)	1-8	F			
24 Lifting-up to 10 lbs.	1,2,3,4,5,8	F			
25 Lifting-11-25 lbs.	1,2,3,4,5,8	F			
26 Lifting-26-50 lbs.	1,2,4,5	O			
27 Lifting 51-75 lbs.	1	O			
28 Lifting 76-100 lbs.	1	O			
29 Lifting 100 + lbs.	N/A	N			
30 Carrying 0-10 lbs.	1,2,3,4,5,8	F			
31 Carrying 11-25 lbs.	1,2,3,4,5,8	O			
32 Carrying 26-50 lbs.	1,2,4,5	O			
33 Carrying 51-75 lbs.	1	O			
34 Carrying 76-100 lbs.	1	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	1-8	C			
2 Functional color vision, normal or corrected	1,2,4	F			
3 Functional night vision, normal or corrected	N/A	N			
4 Functional hearing, normal or corrected	1,3,6,7,8	F			
5 A sense of smell or taste	1-4	F			

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	F			
2 Follow Written Instructions	F			
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	F			
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	N			
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	F			
2 Meet time sensitive deadlines	O			
3 Long and/or irregular hours	F			
4 Limited/unpredictable opportunity for breaks	N			
5 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
1 Variable and unpredictable workflow	O			
2 Attention divided by issues requiring multi-tasking	F			
3 Work requires precise attention to detail	F			
4 Use of judgment in routine matters	F			
5 Requires use of judgment in adapting procedures from one task to another	O			
6 Possible legal ramifications associated with work activities or work product	O			

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)	F			
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	F			

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	O			
3 Extreme Heat (above 100 degrees)	O			
4 Extreme Cold (below 32 degrees)	O			
5 Excessive Noise (must raise voice to be heard)	C			
6 Vibration (e.g., jack hammer, hammer drill, chainsaw, etc.)	N			
7 Dust, Vapors, Fumes, Smoke	F			
8 Silica, asbestos, etc.	N			
9 Solvents (e.g., gas, turpentine, etc.)	N			
10 Grease, oils	O			
11 Acidic, Caustic Solutions	O			
12 Pesticides	O			
13 Explosives (e.g., dynamite, bomb, etc.)	N			
14 Cleaning supplies, abrasives	F			
15 Other Chemicals (e.g. drugs and other contraband)	N			
16 Human Blood, Body Tissues, or Fluids	N			
17 Human Wastes	N			
18 Animal Blood, Body Tissues, or Fluids	F			
19 Animal Wastes	F			
20 Biological Toxins (e.g., poison ivy, poison oak, anthrax, etc.)	O			
21 Insect Bites (e.g., ticks, mosquitos, spiders, etc.)	F			
22 Biomedical Waste	O			
23 Ionizing Radiation	N			
24 Non-Ionizing Radiation	N			
25 Electrical Energy	N			
26 Walking on uneven, slippery, or rough surfaces	O			
27 Proximity to moving mechanical parts (e.g., equipment, machinery)	O			
28 Proximity to moving vehicles or objects	O			
29 Heights (e.g., rooftop, ladders, scaffolding, etc.)	N			
30 Contact with water, other liquids, humid conditions - not weather related	F			
31 Work Below Ground: (e.g., excavation, trench, etc.)	N			
32 Potential exposure to airborne infectious diseases (e.g. clinics, labs, corrections)	O			
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			
5 Respirator Questionnaire – Short			
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			
12 Vaccine: MMR			
13 Vaccine: Hepatitis B			
14 Vaccine: Influenza			
15 Vaccine: Meningococcal			
16 Vaccine: Pneumococcal			
17 Vaccine: Rabies		X	3 Shot series 1X
18 Vaccine: Rabies Titer		X	Bi-annually
19 Vaccine: Tdap			
20 Vaccine: Chickenpox			

PART 11: ADDITIONAL INFORMATION, PICTURES, ETC.



Sanitizer for Food and Water bowls – 4 oz. bowls
Sink Height 30-inches



Laundry Area
Towels stored at 50-inches, average weight 1.5 lbs.
Animal Beds stack up to 68-inches – various sizes and weights



Storage for carrying crates – stacked up to 30-inches
Example of crate 28" x 20.5" x 21.5" – 10 lbs.



Food/Bedding/Litter Storage a 4" to 68"
Bedding Pellets 4.5" x 13" x 19" – 50 lbs.
Kirkland Maintenance Cat Food – 25 lbs.
Canned Cat Food – 5"x1.5"x8" – 4.5 lbs.
Puppy Food – 30 lbs., stored up to 68"



Cart used for Feeding/Cleaning Kennels



Sanitation/Chemical Closet



Livestock Pens



Example of currently adoptable dog
Frodo - German Shepherd mix - 81
lbs.

