

COUNTY OF SONOMA - JOB DEMANDS ANALYSIS

JOB CLASSIFICATION: Supervising Animal Control Officer– Shelter
DEPARTMENT: Health Services
DOT OCCUPATION CODE: 410.134-018; 410.674-010

DATE COMPLETED: January 26, 2021
DIVISION: Animal Services
PHYSICAL DEMAND STRENGTH RATING: Heavy per JobAnalysis

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.
While performing the following duties, employees in this position work at the County animal shelter, spending time in the kennel and other outdoor areas which can be loud (dogs barking, etc.) and subject to hot and cold weather conditions, in the medical suites assisting veterinarians with medical procedures, and in the office performing various administrative tasks and overseeing adoptions, licensing, impounds, and redemptions.							
Works long and irregular hours, including nights, weekends, and holidays to respond to after hour calls and during response and recovery phases of rescue operations and emergency situations (floods, fires, etc.).	1	O			Y	Essential	
Directly supervises staff engaged in animal care and shelter services: plans, organizes, and assigns work; orients and trains staff; monitors and facilitates staff required continuing education requirements and other training; evaluates, reviews, and monitors activity of staff, both formally and informally, in writing and in person; takes appropriate disciplinary action in conjunction with Human Resources staff; participates in hiring interviews and decisions; utilizes appropriate discretion and assures compliance with County policy and federal and state laws in matters of employee relations, EEO, and ADA; ensures all assignments and shifts are staffed, and may cover assignments personally as needed.	2	C	Computer, Phone, Two-way Radio		Y	Essential	
Uses good judgment and discretion to develop shelter management goals, objectives and performance measures that support the implementation of best practices related to animal welfare, adoption, and retention; identifies the need, recommends, and develops policies and procedures for the care and management of animals; researches and analyzes issues, reviews relevant laws, regulations, and policies, and interprets and applies best practice research, ordinances, and regulations relating to animal care and control; writes policies and procedures using approved format and professional level writing skills; implements and trains staff on best practices, policies, and procedures.	3	F	Computer, Phone		Y	Essential	

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.
Performs various administrative activities including writing reports, providing input and assisting with shelter budget planning and monitoring, and researching, analyzing, compiling and presenting information.	4	O	Computer, Phone		Y	Essential	
Directs and assists staff in the assessment and recognition of illnesses, habits, behaviors, and common diseases of animals using sight, sound, and smell; identify and quarantine diseased animals according to established protocols; conduct animal behavior evaluations to assess temperament and determine adoptability; observation, monitoring, and recording/reporting of animal health or behavior.	5	F	Clipboard, computer, pen/pencil, Toys, Food		Y	Essential	
Directs and assists staff in providing care for animals including behavior modification, disease control, bathing, grooming, feeding; handles animals, including dogs, cats, wildlife, and livestock, by carrying, leading on leash/tether or other control methods; restrains and manages injured, frightened, or fractious animals; lifts and carries cages and animals (including decomposing animals) weighing up to 100 pounds; 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.	6	O	Leashes, Tethers, Catch poles, Restraints, Nets, Cages, Cart, Scoops, Bowls, Buckets		Y	Essential	
Directs and assists staff in providing assistance to veterinarians in the performance of medical procedures including surgeries, emergency treatments, examinations, dental cleaning and extractions, brain removal for rabies testing, inducing and monitoring anesthesia, taking vitals, collecting and labeling specimens (blood, urine, feces) for culture or microscopic analysis, calculating dosage and administering medications and vaccines, injecting animals for purposes of euthanasia and disposal; restraining animals during treatment; set up and maintenance of surgery suite and equipment including oxygen tank/Isoflurane maintenance, ensuring heating pads, surgery tables, and lights are in working order, setting out surgery packs and appropriate sized suture material and scalpel blades; cleans and sterilizes surgical equipment; stands for long periods of time.	7	O	Syringes, Specimen bottles, restraints, Surgical supplies, sutures	Veterinarian Tech License/ Animal Health Tech Cert OR Euthanasia Certificate, Veterinary Assistant Controlled Substance Permit	Y	Essential	
Directs, coordinates, and supports shelter volunteers.	8	O	Computer, Two-way radio		Y	Essential	

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.
Directs and assists staff with processing impounds, adoptions, redemptions, and licensing.	9	O	Phone, Computer		Y	Essential	
Uses computer to enter and retrieve information; prepares reports, and other correspondence; maintains electronic and paper files.	10	F	Computer, Files		Y	Essential	
Directs and assists staff with cleaning and disinfecting kennels and cat cages, public and staff areas, corrals and other outdoor spaces for animals; loads, and unloads washing machine, dryer, dishwasher; cleans various surfaces using a broom, mop, hose, rake, etc.	11	O	Cart, Brooms, Hoses, Mops, Shovel, Rakes, Washing machine, Dish Washer		Y	Essential	
Directs and assists staff with ordering and stocking supplies: receives deliveries of supplies and inspects orders to ensure accuracy; compares items received with requisition; rotates and replenishes stock as needed; accounts for controlled drugs and rectifies count discrepancies by end of shift; orders/re-orders medications stock; reaches forward, above shoulders and below waist, pushes, pulls, lifts, and carries items weighing up to 50 pounds.	12	O	Cart, Hand Truck		Y	Essential	
Communicates with the public, in person and by phone or email, to elicit and provide information and investigate and respond to complaints; maintains a calm, courteous demeanor when dealing with angry, upset, and emotional pet owners or other members of the public; collaborates with veterinary staff, rescue partners, and other shelters to evaluate options and identify the best outcome for shelter animals.	13	F	Phone, Computer		Y	Essential	
Conducts regular safety meetings and continuously enforces safety practices and procedures; observes work being performed for compliance with safety practices and procedures and corrects unsafe behavior; actively utilizes and implements established safety practices; proposes and implements new safety practices as needed.	14	C	PPE (Personal Protective Equipment)		Y	Essential	
Drives to various locations to transport animals for off-site specialty care and to remove animals during emergency situations.	15	O	Vehicle	CA Class C Driver's License	Y	Essential	

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.
Directs and assists staff with special events including driving to various locations, setting up and staffing information booths, and presenting information to the public regarding animal care and control activities.	16	O	Laptop, Table, Table, Chairs, Mobile Van, Boxes of Brochures	CA Class C Driver's License	N	Essential	
Testifies in court to make persuasive and critical presentations of facts, arguments and rebuttals.	17	O			N	Essential	
Participates in continuous training to maintain and enhance required knowledge and skills.	18	O			Y	Essential	

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; driving; performing administrative activities)	2,3,4,8,9,10,13,15,16	F			
Walking (i.e., directing, supervising, coordinating staff and volunteers; conducting animal behavior evaluations; providing care for animals; setting up and maintaining surgical suite and equipment; cleaning and disinfecting kennels, cat cages, public areas, staff areas, corrals, outdoor spaces for animals; rotating and replenishing stock and supplies; transporting animals for off-site care; removing animals during emergency situations; setting up information booths)	2,5,6,7,11,12,13,15,16	F			
Running	N/A	N			
Standing (i.e., orienting and training staff; conducting animal behavior evaluations; providing care for animals; assisting veterinarian in medical procedures, surgeries, emergency treatment, examinations, dental cleaning and extraction, administering medications; injecting animals for euthanasia; restraining animals during treatment; cleaning and sterilizing surgical equipment; cleaning and disinfecting kennels, cat cages, public areas, staff areas, corrals, outdoor spaces for animals; rotating and replenishing stock and supplies; staffing information booths)	2,5,6,7,11,12,13,16	F			
Bending-Neck (i.e., using computer, phone; driving; performing administrative duties; conducting animal behavior evaluations; providing care for animals; setting up and maintaining surgical supplies and equipment; assisting veterinarian in medical procedures, surgeries, emergency treatment, examinations, dental cleaning and extraction, administering medications; injecting animals for euthanasia; restraining animals during treatment; cleaning and sterilizing surgical equipment; cleaning and disinfecting kennels, cat cages, public areas, staff areas, corrals, outdoor spaces for animals; rotating and replenishing stock and supplies)	2,3,4,5,6,7,8,9,10,11,12,13,15,16	F			
Bending-Waist (i.e., conducting animal behavior evaluations; providing care for animals; setting up and maintaining surgical supplies and equipment; assisting veterinarian in medical procedures, surgeries, emergency treatment, examinations, dental cleaning and extraction, administering medications; injecting animals for euthanasia; restraining animals during treatment; cleaning and sterilizing surgical equipment; cleaning and disinfecting kennels, cat cages, public areas, staff areas, corrals, outdoor spaces for animals; rotating and replenishing stock and supplies; transporting animals for off-site care; removing animals during emergency situations; setting up information booths)	5,6,7,11,12,15,16	O			
Squatting (i.e., conducting animal behavior evaluations; providing care for animals; feeding; animals; assisting veterinarian performing medical	5,6,7,11,12,16	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
procedures; cleaning and disinfecting kennels, cages, corrals, public and staff areas; taking inventory, receiving, rotating, replenishing stock and supplies; attending special events)					
Climbing (i.e., taking inventory, receiving, rotating, replenishing stock and supplies)	12	O			
Kneeling (i.e., conducting animal behavior evaluations; providing care for animals; assisting veterinarian performing medical procedures; cleaning and disinfecting kennels, cages, corrals, public and staff areas; taking inventory)	5,6,7,11,12	O			
Crawling	N/A	N			
Twisting-Neck (i.e., supervising staff and volunteers; using computer, phone, two-way radio; assisting veterinarian performing medical procedures; cleaning and disinfecting kennels, cages, corrals, public and staff areas; taking inventory, receiving, rotating, replenishing stock and supplies)	2,3,4,5,6,7,8,9,10, 11,12,13,15,16	F			
Twisting-Waist (i.e., conducting animal behavior evaluations; providing care for animals; feeding animals; assisting veterinarian performing medical procedures; cleaning and disinfecting kennels, cages, corrals, public and staff areas; taking inventory, receiving, rotating, replenishing stock and supplies)	5,6,7,11,12,15,16	O			
Repetitive Hand Use	2,3,4,5,6,7,8,9,10, 11,12,13,15,16	F			
Simple Grasping-Right (i.e., assisting veterinarian performing medical procedures; collecting and labeling specimens; grooming animals; leading animals on leash/tether; holding clipboard, pens, files; using scoops, broom, mop; grabbing bowls, buckets)	2,3,4,5,6,7,9,10, 11,12,13,15,16	O			
Simple Grasping-Left Hand (i.e., assisting veterinarian performing medical procedures; collecting and labeling specimens; grooming animals; leading animals on leash/tether; holding clipboard, pens, files; using scoops, broom, mop; grabbing bowls, buckets)	2,3,4,5,6,7,9,10, 11,12,13,15,16	O			
Power Grasping-Right Hand (i.e., restraining animals during treatment; removing brains for rabies testing; restraining and managing injured, frightened or fractious animals; feeding animals; pulling hose; cleaning corrals; setting up and breaking down for special events)	6,7,11,12,15,16	O			
Power Grasping-Left Hand (i.e., restraining animals during treatment; removing brains for rabies testing; restraining and managing injured, frightened or fractious animals; feeding animals; pulling hose; cleaning corrals; setting up and breaking down for special events)	6,7,11,12,15,16	O			
Fine Manipulation-Right Hand (i.e., ; collecting and labeling specimens; administering medications and vaccines; giving animals injections; preparing correspondence and files)	5,7,10	O			
Fine Manipulation-Left Hand (i.e., ; collecting and	5,7,10	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
labeling specimens; administering medications and vaccines; giving animals injections; preparing correspondence and files)					
Pushing and Pulling-Right Hand (i.e., assisting veterinarian performing medical procedures; restraining and managing injured, frightened or fractious animals; pushing food cart to feed animals; pushing cleaning cart for cleaning and disinfecting kennels, cages, corrals; taking inventory, receiving, rotating, replenishing stock; loading/unloading items for special events; opening kennel doors)	6,7,11,12,15,16	O			
Pushing and Pulling-Left Hand (i.e., assisting veterinarian performing medical procedures; restraining and managing injured, frightened or fractious animals; pushing food cart to feed animals; pushing cleaning cart for cleaning and disinfecting kennels, cages, corrals; taking inventory, receiving, rotating, replenishing stock; loading/unloading items for special events; opening kennels doors)	6,7,11,12,15,16	O			
Reaching-Above shoulder level (i.e., restraining and managing injured, frightened or fractious animals; conducting animal behavior evaluations; ensuring lights are in working order in surgery suite; feeding animals; pulling hose; cleaning and disinfecting kennels, cages, corrals; setting up and breaking down for special events; opening kennel doors)	6,11,12,15	O			
Reaching-Below shoulder level (i.e., assisting veterinarian performing medical procedures; restraining animals during treatment; restraining and managing injured, frightened or fractious animals; feeding animals; cleaning and disinfecting kennels, cages, corrals; taking inventory, receiving, rotating, replenishing stock and supplies; setting up and breaking down for special events)	5,6,7,11,12,15,16	F			
Lifting up to 10 lbs. (i.e., syringes; specimen bottles; leashes/tethers; animal control pole; bowls; scoops; laptop; animals, living, deceased or decomposing)	5,6,7,11,12,15,16	F			
Lifting 11-25 lbs. (i.e., cages; animals, living, deceased or decomposing; bags of food)	6,7,11,12,15,16	O			
Lifting 26-50 lbs. (i.e., bags of food, litter; cages; animals, living, deceased, or decomposing)	6,7,12,15,16	O			
Lifting 51-75 lbs. (i.e., animals, living, deceased or decomposing)	6,7,12,15	O			
Lifting 76-100 lbs. (i.e., animals, living, deceased or decomposing)	6,7,12,15	O			
Lifting 100 + lbs.	N/A	N			
Carrying 0-10 lbs. (i.e., syringes; specimen bottles; leashes/tethers; animal control pole; bowls; scoops; laptop; animals, living, deceased or decomposing)	5,6,7,11,12,15,16	F			
Carrying 11-25 lbs. (i.e., cages; animals, living, deceased or decomposing; bags of food)	6,7,11,12,15,16	O			
Carrying 26-50 lbs. (i.e., bags of food, litter; cages; animals, living, deceased, or decomposing)	6,7,12,15,	O			
Carrying 51-75 lbs. (i.e., animals, living, deceased or decomposing)	6,7,12,15	O			
Carrying 76-100 lbs.	6,7,12,15	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., supervising staff and volunteers; assisting veterinarian performing medical procedures; providing care for animals; assessing, recognizing, identifying diseased animals; conducting animal behavior evaluations; setting up and maintaining surgery suite and equipment; feeding animals; cleaning and disinfecting kennels, cages, corrals; using computer; driving; observing safety practices and procedures)	2,3,4,5,6,7,8,9,10, 11,12,13,14,15, 16,17,18	C			
Functional color vision, normal or corrected (i.e., properly identifying medications)	7,12	O			
Functional night vision, normal or corrected (i.e., working nights and after hours during response and recovery phase of rescue operations, emergency situations, natural disasters)	1,15	O			
Functional hearing, normal or corrected (i.e., supervising staff and volunteers; assisting veterinarian performing medical procedures; providing care for animals; conducting animal behavior evaluations; directing, coordinating, supporting volunteers; communicating with public, co-workers, supervisor, volunteers)	2,3,4,5,6,7,8,9,11, 12,13,15,16	C			
A sense of smell or taste (i.e., ensuring that Isoflurane is not leaking; identifying infections and disease)	5,6,7,11,12,15	O			

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	F			
Required to make decisions independently	F			
Required to train and/or lead others	F			
Required to direct others (e.g. planning, goal setting, performance)	F			

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	F			
Meet time sensitive deadlines	O			

Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY Permanently Restricted
Long and/or irregular hours	O			
Limited/unpredictable opportunity for breaks	O			
Required to perform on-call or emergency work (i.e., during response and recovery phase of rescue operations, emergency situations, natural disasters)	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	F			
Use of judgment in routine matters	F			
Requires use of judgment in adapting procedures from one task to another	F			
Possible legal ramifications associated with work activities or work product	F			

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)	C			
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	F			
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	O			
Extreme Heat (above 100 degrees) (i.e., seasonal weather exposure)	O			
Extreme Cold (below 32 degrees) (i.e., seasonal weather exposure)	O			
Excessive Noise (must raise voice to be heard) (i.e., working in the kennel)	O			
Vibration (e.g., jack hammer, hammer drill, chainsaw, etc.)	N			
Dust, Vapors, Fumes, Smoke	O			
Silica, asbestos, etc.	N			
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 (i.e., cleaning and disinfecting kennels, cages, corrals)	O			
Other Chemicals (e.g. drugs and other contraband) (i.e., medications in veterinary clinic)	O			

Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY Permanently Restricted
Human Blood, Body Tissues, or Fluids	N			
Human Wastes	N			
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	N			
Walking on uneven, slippery, or rough surfaces	F			
Proximity to moving mechanical parts (e.g., equipment, machinery) (i.e., kennel doors)	O			
Proximity to moving vehicles or objects	O			
Heights (e.g., rooftop, ladders, scaffolding, etc.)	N			
Contact with water, other liquids, humid conditions - not weather related (i.e., bathing and grooming animals)	O			
Work Below Ground: (e.g., excavation, trench, etc.)	N			
Potential exposure to airborne infectious diseases (e.g. clinics, labs, corrections) (i.e., removing brain from animals for Rabies testing)	O			
Operates non-commercial motor vehicles (cars, trucks)	O			
Operates commercial vehicles – CDL Class Endorsements	N			
Operates passenger van to transport clients, inmates, etc.	N			
Pulls non-commercial trailers or equipment	N			
Operates heavy equipment	N			
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			
DOT Drug and Alcohol Screening			
DOT Physical Exam			
Respirator Physical Exam	X	X	Annual
Respirator Questionnaire – Short			
Respirator Questionnaire – Standard	X	X	Annual
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			
Vaccine: Influenza	X	X	Annual
Vaccine: Meningococcal			
Vaccine: Pneumococcal			
Vaccine: Rabies		X	3 shots, 1x
Vaccine: Rabies Titer		X	Every 2 years
Vaccine: Tdap			
Vaccine: Chickenpox			

PART 11: ADDITIONAL INFORMATION, PICTURES, ETC.



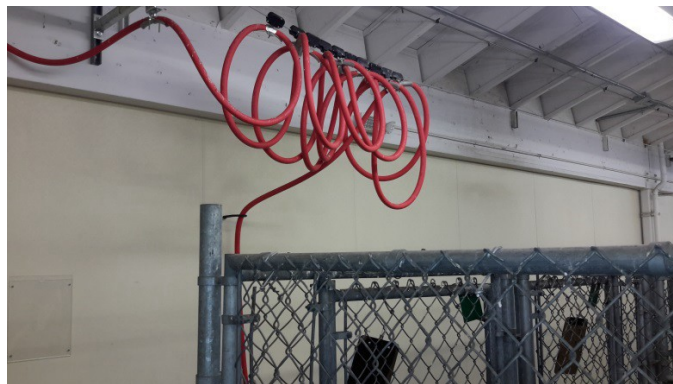
Kitty Litter- 38 lbs. from 6" to 36" high



Bags of Puppy Food- weighing up to 30 lbs.; stored from 6" to 68" high



Food and Litter Storage



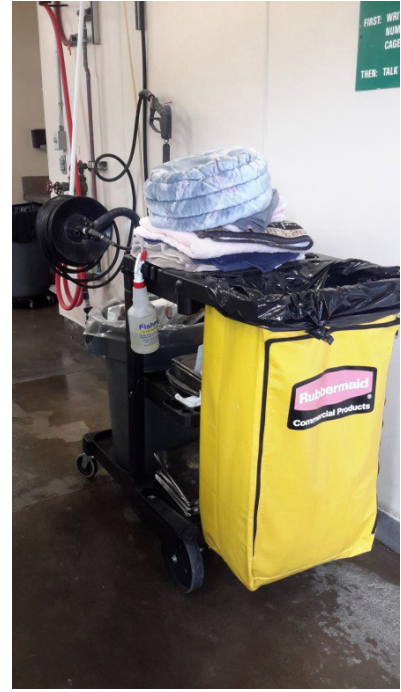
Overhead Hose Pulley System



Overhead Hose Pulley System



Kennel/Cage Cleaning Cart



Kennel/Cage Cleaning Cart



Exam Room- Table Height at 39"



Surgery Suite-adjustable height Operating Table



Veterinary Clinic Storage-up to 80"



Veterinarian Clinic Medication Storage



Operating Table- Adjustable Height



Laundry Area- Washer and Dryer



Sanitizer for Food and Water Bowls (Dishwasher)



Storage of Carrying Crates/Cages



Feeding Cart



Sanitation/Chemical Closet



Dog Kennel



Row of Dog Kennels



Guillotine Door Pull-40 lbs. pull force
Dog Kennel



Guillotine Door Pull-40 lbs. pull force
Dog Kennel



Rabbit Room/Storage



Rabbit Room/Storage



Supply Storage Room



Supply Storage Room



Community Room for Cats



Community Cat Room



Adoptable Cat Hallway



Cat Cages



Livestock Pens/Corrals



Exercise Yard for Dogs



**Example of Adoptable Dog at Sonoma County Animal Shelter:
(Animal information obtained from Sonoma County Website)**

**I am described as a neutered male, tan and black German shepherd dog mix.
I am estimated to be about 2 years and 6 months old.
I weigh approximately 81 pounds.**