

COUNTY OF SONOMA - JOB DEMANDS ANALYSIS

JOB CLASSIFICATION: Volunteer Diver – Search and Rescue

DATE COMPLETED: July 2019

DEPARTMENT: Sheriff

DIVISION: Law Enforcement

PHYSICAL DEMAND STRENGTH RATING: Heavy per Job Analysis

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.
The following duties are performed on an as needed volunteer basis and volunteers are called an average of 5 times per year, working an average of 3 continuous hours during a rescue operation, near, in, and under water.						

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.
Dives, swims, and treads water to locates bodies, vehicles, and evidence underwater including: conducts underwater searches in open, rough, choppy water in all types of weather, in low to no visibility conditions; sweeps arms across floor of water body to locate persons or evidence; uses metal detector to locate evidence; ties evidence to float bag, and inflates to pop to surface, or ties evidence to rope line; ties secure knots to ensure safety of evidence; dives to depths of 70 feet; swims up to 300 yards towing unconscious or injured persons; recognizes need and performs self-rescue in adverse water environments; wears wet or dry suit, SCUBA gear and dive equipment weighing up to 100 pounds.	1	F	Wetsuit, Drysuit, SCUBA Gear, Float bags, Sonar, Underwater Metal Detectors, Two-way Radio, Generator, Air Compressor, Hand Tools, Full Face Mask, Watch	SCUBA Diver Certification	E	
Understands and follows direction of law enforcement personnel; retrieves evidence per protocol and direction of law enforcement personnel; uses proper precautions to avoid contamination of evidence; places evidence into bag; uses GoPro camera to document retrieval of evidence; documents locations of evidence; draws and provides physical maps of locations to aid deputies in locating evidence/people; submits retrieved evidence to law enforcement personnel.	2	F	GoPro Camera, Pen, Pencil			
Directs and assists other divers including: gearing up, ensuring divers are properly equipped before entering water; exiting water, removing gear, and returning to established area; controls dive patterns and monitors divers for air consumption, dive time, and diver's physical and mental state.	3	F	Watch, two-way radio		E	
Uses good judgment and discretion to assess dive site/scene including safety considerations, mode determination (rescue or recovery), and search area; establishes dive site and controls access to site.	4	F	Barrier tape		E	
Communicates with law enforcement personnel and other search and rescue team members, in person or by radio, to coordinate activities and provide status updates; attends community events and conducts public education presentations; interviews members of the public to obtain and record information; maintains a calm and professional manner in responding to and comforting emotionally distraught family members or friends of lost, missing, and deceased persons.	5	C	Two-way Radio, Cell Phone		E	

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Drives to/from search and rescue operations; loads, unloads, secures, pulls, and sets-up trailers; transported to sites by boat; inspects equipment and trailers and reports any damage, safety, or other issues.	6	O	Vehicle, Trailer	CA Driver's License	E	
Reads maps, instructions, reference materials; writes incidents reports and other correspondence.	7	O	Maps, Reference Materials, Computer, Pen, Pencil		E	
Performs first response emergency first aid.	8	O	AED, First Aid Kit	First Aid, CPR	E	
Testifies in court to make persuasive and critical presentations of facts.	9	O			E	
Participates in training to maintain required certifications and licenses, and to maintain and enhance knowledge and skills necessary to perform assigned duties, including dive rescue techniques and other physical abilities.	10	O			E	
Lead Assignment Only: Plans the search area, assigns tasks to other volunteers, and coordinates resources with outside agency resources.	11	O	Two-way Radio, Phone		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., driving; operating Zodiac or Jon Boat; writing incident reports, correspondence)	5,6,7,10,11	O			
2 Walking (i.e., assisting and ensuring other divers are properly equipped; assessing site for safety; inspecting equipment, trailers, vehicles)	2,3,4,5,8,11	F			
3 Running	N/A	N			
4 Standing (i.e., assisting and ensuring other divers are properly equipped; monitoring dive patterns, air consumption, dive time; communicating with Law Enforcement, other Search and Rescue [SAR] team members, public, friends and family of persons; reading maps, instructions; performing emergency first aid)	1,2,3,6,8	F			
5 Bending-Neck (i.e., scanning environment while in and underwater; assisting and ensuring other divers are properly equipped; monitoring dive patterns, air consumption, dive time; assessing site for safety; communicating with Law Enforcement, other SAR team members, public, family and friends of persons; inspecting equipment, trailers, vehicles; driving; operating Zodiac or Jon Boat; reading maps, instructions; writing reports, correspondence; performing first aid)	1-11	C			
6 Bending-Waist (i.e., diving, swimming, treading water; assisting other divers to be properly equipped; assessing site for safety; inspecting equipment, trailers, vehicles; performing first aid)	1,2,5,7,9	F			
7 Squatting (i.e., assisting and ensuring other divers are properly equipped; assessing site for safety; inspecting equipment, trailers, vehicles; performing first aid)	1,2,4,6,8	O			
8 Climbing (i.e., exiting water, using dock ladder or climbing river bank assessing site for safety; loading and unloading equipment)	1,3,4,6	F			
9 Kneeling (i.e., inspecting equipment, trailers, vehicle; performing first aid)	6,8	O			
10 Crawling (i.e., entering and exiting water in SCUBA gear)	1,3	O			
11 Twisting-Neck (i.e., scanning environment with in and underwater; assisting and ensuring other divers are properly equipped; ; monitoring dive patterns, air consumption, dive time; assessing site for safety; communicating with Law Enforcement, other SAR team members, public, family and friends of persons; inspecting equipment, trailers, vehicles; driving; operating Zodiac or Jon Boat; reading maps, instructions; performing first aid)	1-11	C			
12 Twisting-Waist (i.e., diving, swimming, treading water; entering, exiting water; removing gear; inspecting equipment, trailers, vehicles; performing first aid)	1,3,6,8	C			
13 Repetitive Hand Use	1,2,3,4,5,6,7,8,11	C			
14 Simple Grasping-Right Hand (i.e., holding hand tools; placing barrier tape; reading maps, instructions; writing reports and correspondence; performing first aid; using phone, two-way radio)	1-11	C			

Activity	Examples of Duties/Functions Requiring Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY: Permanently Restricted
15 Simple Grasping-Left Hand (i.e., holding hand tools; placing barrier tape; reading maps, instructions; writing reports and correspondence; performing first aid; using phone, two-way radio)	1-11	C			
16 Power Grasping-Right Hand (i.e., towing persons; loading/unloading, securing, setting up trailers; performing first aid)	1,2,6,8,10	O			
17 Power Grasping-Left Hand (i.e., towing persons; loading/unloading, securing, setting up trailers; performing first aid)	1,2,6,8,10	O			
18 Fine Manipulation-Right Hand (i.e., adjusting dials on equipment, two-way radios; writing reports, correspondence, hand-drawn maps/written directions to evidence; performing first aid)	1,2,7	F			
19 Fine Manipulation-Left Hand (i.e., adjusting dials on equipment, two-way radios; writing reports, correspondence, hand-drawn maps/written directions to evidence; performing first aid)	1,2,7	F			
20 Pushing and Pulling-Right Hand (i.e., towing persons; loading/unloading, securing, setting up trailers)	1,6	F			
21 Pushing and Pulling-Left Hand (i.e., towing persons; loading/unloading, securing, setting up trailers)	1,6	F			
22 Reaching-Above shoulder level (i.e., diving, swimming; loading/unloading trailers)	1,6	C			
23 Reaching-Below shoulder level (i.e., assisting and ensuring other divers are equipped; placing barrier tape around site; loading/unloading, securing, setting up trailers; reading maps; performs first aid)	1,2,3,4,5,6,7,10	C			
24 Lifting up to 10 lbs. (i.e., hand tools; barrier tape; two-way radio, cell phone; maps, reference material; AED)	1-8,11	C			
25 Lifting 11-25 lbs. (i.e., First Aid Kit)	1,8	F			
26 Lifting 26-50 lbs. (i.e., plastic tables; trailer hitch)	1,6	F			
27 Lifting 51-75 lbs. (i.e., SCUBA gear; team lift of repeater, generator, persons)	1	F			
28 Lifting 76-100 lbs. (i.e., SCUBA gear; team lift of persons)	1	O			
29 Lifting 100 + lbs. (i.e., team lift of persons)	1	O			
30 Carrying 0-10 lbs. (i.e., hand tools; barrier tape; two-way radio, cell phone; maps, reference material; AED)	1-8,11	C			
31 Carrying 11-25 lbs. (i.e., First Aid Kit)	1,8	F			
32 Carrying 26-50 lbs. (i.e., plastic tables; trailer hitch)	1,6	F			
33 Carrying 51-75 lbs. (i.e., SCUBA gear; team carry of repeater, generator, persons)	1	F			
34 Carrying 76-100 lbs. (i.e., SCUBA gear; team carry of persons)	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 (i.e.,	1-11	C			

Activity	Examples of Duties/Functions Requiring Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY Permanently Restricted
locating bodies, vehicles, evidence in or underwater; monitoring divers; assessing site for safety; driving; operating Zodiac or Jon Boat; reading maps, instructions; writing reports, correspondence; performing first aid)					
2 Functional color vision, normal or corrected (i.e., locating bodies, vehicles, evidence in or underwater; reading maps, instructions; performing first aid)	1,7,8	C			
3 Functional night vision, normal or corrected (i.e., swimming, diving in low to no visibility conditions; driving before or after daylight hours)	1,6,8	F			
4 Functional hearing, normal or corrected (i.e., communicating with Law Enforcement, other SAR team members, public, family and friends of persons)	1-11	C			
5 A sense of smell or taste (i.e., identifying hazards, faulty equipment; assessing persons while performing first aid)	1,3,4,6,8	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	F			
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	F			
3 Able to ask questions or request assistance when needed	F			
4 Required to make decisions independently	C			
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	C			

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	C			
3 Work requires precise attention to detail	C			
4 Use of judgment in routine matters	C			
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)	F			
4 Interactions occur under circumstances of emotional stress	C			
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	O			
2 Work Outside	C			
3 Extreme Heat (above 100 degrees) (i.e., seasonal weather exposure)	O			
4 Extreme Cold (below 32 degrees) (i.e., seasonal weather exposure)	O			
5 Excessive Noise (must raise voice to be heard)	O			
6 Vibration (e.g., jack hammer, hammer drill, chainsaw, etc.)	N			
7 Dust, Vapors, Fumes, Smoke	O			
8 Silica, asbestos, etc.	N			
9 Solvents (e.g., gas, turpentine, etc.)	O			
10 Grease, oils	O			
11 Acidic, Caustic Solutions	N			
12 Pesticides	O			
13 Explosives (e.g., dynamite, bomb, etc.)	N			
14 Cleaning supplies, abrasives	O			
15 Other Chemicals (e.g. drugs and other contraband)	O			
16 Human Blood, Body Tissues, or Fluids	O			
17 Human Wastes	O			
18 Animal Blood, Body Tissues, or Fluids	O			
19 Animal Wastes	O			
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	F			
23 Ionizing Radiation	N			
24 Non-Ionizing Radiation	N			
25 Electrical Energy	N			
26 Walking on uneven, slippery, or rough surfaces	F			
27 Proximity to moving mechanical parts (e.g., equipment, machinery)	F			
28 Proximity to moving vehicles or objects	F			
29 Heights (e.g., rooftop, ladders, scaffolding, etc.)	O			
30 Contact with water, other liquids, humid conditions - not weather related	C			
31 Work Below Ground: (e.g., excavation, trench, etc.)	O			
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. (i.e., vans with SAR team members)	O			
36 Pulls non-commercial trailers or equipment (i.e., equipment trailers)	O			
37 Operates heavy equipment	N			
38 Other: Zodiac or Jon Boat	O			

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			
18 Vaccine: Rabies Titer			
19 Vaccine: Tdap			
20 Vaccine: Chickenpox			
21 Diving Medical Examination per Cal-OSHA 6053	X	X	Annual



Search & Rescue Command Post Trailer



Communications Room of Search & Rescue Command Post Trailer



Medical Equipment and Supplies
In Search & Rescue Command Post
Trailer
Medical Equipment - up to 23 lbs.
Store at 30 inches high



Equipment in Search & Rescue
Command Post Trailer



Portable Generators to power Search &
Rescue Command Post Trailer
Generator 134 lbs. each; 2 person lift



Search & Rescue Supply Trailer



Search & Rescue- Dive Equipment
Weight of SCUBA Gear varies by Diver's weight, preference,
Location of dive (type of water), personal preference



Rescue Litter – 31 lbs. empty; 2 to 6 person carry with patient



Trailer Hitch- 40 lbs.