



# Work Performance Test Ramsey County Public Works

## Job Position: Heavy Equipment Operator/Laborer Crew Leader & Highway Maintenance Laborer

Name: \_\_\_\_\_

Date: \_\_\_\_\_

Age: \_\_\_\_\_

Handedness: R L

| Essential Job Task  | Perceived Exertion (1-10) | Description of Test & Comments   | Met or Not Met?  |
|---|---------------------------|--|--|
| Expectations of proper working/lifting techniques while performing job duties.  |                           | Review and instruct lifting techniques (4 lifts), body mechanics, etc.   | Met Not Met  |
| <b>Lifting/Carrying.</b> Equipment and materials weighing up to 75-100 lbs.   |                           | Horizontal carry <ul style="list-style-type: none"> <li>• 50 lbs. 5 reps</li> <li>• 75 lbs. 5 reps</li> <li>• 100 lbs. 1 rep</li> </ul> Waist to floor <ul style="list-style-type: none"> <li>• 50 lbs. 5 reps</li> <li>• 75 lbs. 5 reps</li> <li>• 100 lbs. 1 rep</li> </ul>  | Met Not Met<br>Met Not Met<br>Met Not Met<br>Met Not Met<br>Met Not Met<br>Met Not Met |
| <b>Lifting/Carrying.</b> Lift 165 lbs. (100+ lbs. items include manhole cover/lid, tree limbs), with another person to carry up to 25 ft. at one time.  |                           | With 2 people, lift 165 lbs. weighted item from floor to waist level. Carry 25 ft., lower to floor level, and return 25 ft. to original position. 1 repetition.  | Met Not Met  |
| <b>Lifting/Carrying.</b> Transfer equipment and tools to/around job site as needed:<br>Box Derry Rubber Sealant (30 lbs.)<br>Sand bags (30 & 50 lbs.)<br>Large hose ( <u>40</u> lbs.)<br>5 gallon pail (50 lbs.)<br>Jack Hammer + bit (70 lbs.)<br>6 ft. Guardrail Post (55 lbs.)<br>Cement Block (75 lbs.) |                           | Carry each item, one time, 25 ft. and lower to floor level.<br>30 lbs. Box Derry Rubber Sealant<br>30 & 50 lbs. Sand bags<br><u>40</u> lbs. Large hose<br>50 lbs. 5 gallon pail<br>70 lbs. Jack Hammer + bit<br>55 lbs. 6 ft. Guardrail Post<br>75 lbs. Cement Block<br><br>Once all items are transferred, return to original location. | Met Not Met<br><br><br><br><br><br><br>Met Not Met                                     |
| <b>Low level work.</b> Low level work of crouching/kneeling/bending when performing maintenance, laying sod, concrete work, pipe work, paver block work.  |                           | Nuts/bolts assembly/disassembly of pipe & fitting at low level for 10 minutes while crouching/kneeling and bending.  | Met Not Met  |
| <b>Jackhammer.</b> Retrieve from compressor trailer, change out bits and stand for use.   |                           | Retrieve jackhammer, carry 10 ft., place on table, remove/replace bit, stand upright, return to original location.   | Met Not Met  |
| <b>Shoveling and wheelbarrow:</b> Will shovel materials into wheelbarrow (up to 200 lbs.) and transport up to 200 ft. on the job site.  |                           | Shovel (15 lbs. attached to shovel end) to 30" height for 25 motions. Load wheelbarrow with block until 200 lbs. and transport 100 ft. Return, remove contents at original location.   | Met Not Met<br>Met Not Met   |
| <b>Climbing onto equipment.</b> Access requiring large steps and over railings.   |                           | 3 reps climbing 3 rungs (2 <sup>nd</sup> , 4 <sup>th</sup> , 5 <sup>th</sup> ). Stepping over elevated heights (climb over sided rails of wood sled) of 30" climbing into truck beds.  | Met Not Met  |
| <b>94 lbs. Portland Cement bag.</b> Lift & carry.   |                           | Lift 94 lbs. Portland Cement bag from ground level and lift to <u>shoulder</u> height to empty into hopper.  | Met Not Met  |
| <del><b>Work in Confined Spaces inspecting culverts.</b> Crawling through tunnel spaces.</del><br><del>Work not performed</del><br><b>Walking on uneven surfaces.</b> Uneven terrain throughout worksite (grass, rock,  |                           | <del>On hands and knees, crawl for 50 ft. distance at a height of _____ or less simulating through culvert height.</del><br><u>Walk 200 ft. over varied terrain.</u>   | Met Not Met<br><br><u>Met Not Met</u>  |



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|                              |  |  |  |
|------------------------------|--|--|--|
| <u>snow, inclines, etc.)</u> |  |  |  |
|                              |  |  |  |

Name: \_\_\_\_\_ Date: \_\_\_\_\_

| Essential Job Task   | Perceived Exertion (1-10)  | Description of Test & Comments  | Met or Not Met? |
|--|--|---|-----------------|
| <b>Cleaning equipment and vehicles. Will use hose and buckets to wash down equipment.</b> Other uses/types of hose as well for various work tasks. |  | Retrieve hose, unwind/rewind and return to original position. Carry 50# pail for 50 ft. | Met    Not Met  |
| <b>Check</b>   | <b>Employment Test Result</b>  |   |                 |
|  | Physical abilities <b>Do / Do Not</b> match the functional requirements of the job description.  |   |                 |
|  | Modifications of the job or changes in the applicant's physical abilities <b>Would / Would Not</b> be necessary in order to perform these tasks. |   |                 |
|  | If job modifications or changes in applicant's physical abilities are needed a MOH physician or PA should review these test results              |   |                 |
|  | Reviewed by MOH Physician or Physician Assistant:  | <b>YES</b>  | <b>NO</b>       |
|  | Name of PHYSICIAN: _____   | Date: _____   |                 |

Comments: \_\_\_\_\_

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Name of Evaluator: \_\_\_\_\_ Date: \_\_\_\_\_

**Ramsey County will make the final determination based on if they are able to provide reasonable accommodations.**

***Send these 2 sheets to employer***



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## Job Position: Heavy Equipment Operator/Laborer

## Crew Leader & Highway Maintenance Laborer

Name: \_\_\_\_\_ Date: \_\_\_\_\_ Age: \_\_\_\_\_

### Flexibility

Normal      Tight      Very Tight  
 1      2      3      4      5

### Strength

Normal      Good      Fair      Poor  
 5      4      3      2

#### NECK

|           | <u>RIGHT</u> | <u>LEFT</u> |
|-----------|--------------|-------------|
| Rotation  | _____        | _____       |
| Side Bend | _____        | _____       |
| Flexion   | _____        |             |
| Extension | _____        |             |

|  | <u>RIGHT</u> | <u>LEFT</u> |
|--|--------------|-------------|
|  | _____        | _____       |
|  | _____        | _____       |
|  | _____        |             |
|  | _____        |             |

#### SHOULDER

|                   | <u>RIGHT</u> | <u>LEFT</u> |
|-------------------|--------------|-------------|
| Abduction         | _____        | _____       |
| Adduction         | _____        | _____       |
| Flexion           | _____        | _____       |
| Extension         | _____        | _____       |
| Int. Rotation     | _____        | _____       |
| Ext. Rotation     | _____        | _____       |
| H-adduction       | _____        | _____       |
| H-abduction       | _____        | _____       |
| Scratch test – IR | _____        | _____       |
| Scratch test – ER | _____        | _____       |

|  | <u>RIGHT</u> | <u>LEFT</u> |
|--|--------------|-------------|
|  | _____        | _____       |
|  | _____        | _____       |
|  | _____        | _____       |
|  | _____        | _____       |
|  | _____        | _____       |
|  | _____        | _____       |
|  | _____        | _____       |
|  | _____        | _____       |
|  | _____        | _____       |
|  | _____        | _____       |

#### ELBOW

|            | <u>RIGHT</u> | <u>LEFT</u> |
|------------|--------------|-------------|
| Flexion    | _____        | _____       |
| Extension  | _____        | _____       |
| Pronation  | _____        | _____       |
| Supination | _____        | _____       |

|  | <u>RIGHT</u> | <u>LEFT</u> |
|--|--------------|-------------|
|  | _____        | _____       |
|  | _____        | _____       |
|  | _____        | _____       |
|  | _____        | _____       |

#### WRIST

|  | <u>RIGHT</u> | <u>LEFT</u> |
|--|--------------|-------------|
|  | _____        | _____       |
|  | _____        | _____       |

Grip strength average \_\_\_\_\_ lbs. \_\_\_\_\_ lbs.  
 Low/High range \_\_\_\_\_ lbs. \_\_\_\_\_ lbs.

#### TRUNK/BACK

|           | <u>RIGHT</u> | <u>LEFT</u> |
|-----------|--------------|-------------|
| Rotation  | _____        | _____       |
| Side Bend | _____        | _____       |
| Flexion   | _____        |             |
| Extension | _____        |             |

|  | <u>RIGHT</u> | <u>LEFT</u> |
|--|--------------|-------------|
|  | _____        | _____       |
|  | _____        | _____       |
|  | _____        |             |
|  | _____        |             |

#### LOWER EXTREMITIES

|                | <u>RIGHT</u> | <u>LEFT</u> |
|----------------|--------------|-------------|
| Quadriceps     | _____        | _____       |
| Hamstrings     | _____        | _____       |
| Hip Flexion    | _____        | _____       |
| Hip Adduction  | _____        | _____       |
| Hip Abduction  | _____        | _____       |
| Dorsiflexion   | _____        | _____       |
| Plantarflexion | _____        | _____       |

|  | <u>RIGHT</u> | <u>LEFT</u> |
|--|--------------|-------------|
|  | _____        | _____       |
|  | _____        | _____       |
|  | _____        | _____       |
|  | _____        | _____       |
|  | _____        | _____       |
|  | _____        | _____       |
|  | _____        | _____       |

Comments: \_\_\_\_\_