

Work Performance Test Ramsey County Public Works Job Position: Heavy Equipment Operator/Labor Crew Leader & Highway Maintenance Laborer

Name:	Date:
Age:	Handedness: R L

Essential Job Task	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	
Lifting/Carrying. Equipment and materials weighing up to 75-100 lbs.	Horizontal carry	Met Met Met Met Met	Not Met Not Met Not Met Not Met Not Met Not Met	
Lifting/Carrying. 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	
Lifting/Carrying. Transfer equipment and tools to/around job site as needed: Box Derry Rubber Sealant (30 lbs.) Sand bags (30 & 50 lbs.) Large hose (30-40 lbs.) 5 gallon pail (50 lbs.) Jack Hammer + bit (70 lbs.) 6 ft. Guardrail Post (55 lbs.) Cement Block (75 lbs.)	Carry each item, one time, 25 ft. and lower to floor level. 30 lbs. Box Derry Rubber Sealant 30 & 50 lbs. Sand bags 30-40 lbs. Large hose 50 lbs. 5 gallon pail 70 lbs. Jack Hammer + bit 55 lbs. 6 ft. Guardrail Post 75 lbs. Cement Block Once all items are transferred, return to original location.	Met Met	Not Met Not Met	
Low level work. Low level work of crouching/kneeling/bending when	Nuts/bolts assembly/disassembly of pipe & fitting at low level for 10 minutes:	Met	Not Met	
performing maintenance, laying sod, concrete work, pipe work, paver block work.	Crouching – 4 min. Kneeling – 3 min. Bending – 3 min.	Met Met Met	Not Met Not Met Not Met	
Jackhammer. Retrieve from compressor trailer, change out bits and stand for use.	Retrieve 70 lbs. jackhammer, carry 10 ft., place on table, remove/replace bit, stand upright, return to original location.	Met	Not Met	
Shoveling and wheelbarrow: 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.	Met	Not Met	
Climbing onto equipment. Access requiring large steps and over railings.	Return, remove contents at original location. 3 reps climbing 3 rungs (2 nd , 4 th , 5 th). Stepping over elevated heights (climb over sided rails of wood sled) of 30" climbing into truck beds.	Met Met	Not Met Not Met	
Portland Cement bag. Lift & carry.	Lift 47 lbs. Portland Cement bag from ground level and lift to waist height to empty into hopper.	Met	Not Met	
Troweling Poured Cement. On hands & knees, reaching, using trowel.	On hands and knees, trowel for 5 min. duration.	Met	Not Met	



Work Performance Test Ramsey County Public Works Job Position: Heavy Equipment Operator/Labor Crew Leader & Highway Maintenance Laborer

Date: __

Es	ssential Job Task		Description of Test & Comments	Met or Not Met?			
Cleaning equipment and vehicles. Will use hose and buckets to wash down equipment. Other uses/types of hose as			Retrieve 30-40 lbs. hose, unwind/rewind and return to original position.	Met Not Met			
	ous work tasks.		Carry 50# pail for 50 ft.	Met Not Met			
Check			Employment Test Result				
	Physical abilities Do / Do I	Not	match the functional requirements of the job description.				
	Modifications of the job or changes in the applicant's physical abilities Would / Would Not 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 I	Physician Assistant: YES NO				
	Name of PHYSICAN:		Date:				
Comments:							
Name of Eva	aluator:		Date:				

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

Send these 2 sheets to employer



Work Performance Test Ramsey County Public Works Job Position: Heavy Equipment Operator/Labor Crew Leader & Highway Maintenance Laborer

	Name:			Date:	Age:
	Flexibi			Normal Stren	
	Normal Tight 1 2 3	4 5		5 4	Fair Poor 3 2
NECK Rotation Side Bend Flexion	<u>RIGHT</u>	<u>LEFT</u>		<u>RIGHT</u>	<u>LEFT</u>
Extension SHOULDER Abduction Adduction	RIGHT	<u>LEFT</u>		RIGHT	LEFT
Flexion Extension Int. Rotation Ext. Rotation H-adduction H-abduction Scratch test – IR					
Scratch test – ER ELBOW Flexion Extension	RIGHT	<u>LEFT</u>		RIGHT	<u>LEFT</u>
Pronation Supination WRIST HAND			Grip strength average Low/High range	lb:	slbs. slbs.
TRUNK/BACK Rotation Side Bend Flexion Extension	RIGHT	<u>LEFT</u>	20 manga 1 maga	RIGHT	<u>LEFT</u>
LOWER EXTREMITIES Quadriceps Hamstrings Hip Flexion Hip Adduction Hip Abduction Dorsiflexion Plantarflexion	RIGHT	<u>LEFT</u>		RIGHT	<u>LEFT</u>

Comments: