



**Work Performance Test**  
**Ramsey County Public Works Department**  
**Positions: Heavy Equipment Operator 1&2**  
**Highway Maintenance Laborer**  
**Highway Maintenance Crew Leader**  
**Highway Sign Worker 1&2**

Name: \_\_\_\_\_ Date: \_\_\_\_\_ Age: \_\_\_\_\_ Handedness: R L

Essential Job Task	Description of Test & Comments	Met or Not Met?	
<b>Lifting/Carrying.</b> Equipment and materials weighing up to 75-80 lbs. May be loaded onto tailgate at 43" height.	Horizontal carry <ul style="list-style-type: none"> <li>• 50 lbs. 5 reps</li> <li>• 80 lbs. 1 rep</li> </ul>	Met	Not Met
	Waist to floor <ul style="list-style-type: none"> <li>• 50 lbs. 5 reps</li> <li>• 80 lbs. 1 rep</li> </ul>	Met	Not Met
	Waist to 43" height <ul style="list-style-type: none"> <li>• 50 lbs. 5 reps</li> </ul>	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: Dry Material Bag, Sand bag, 5 gallon pail, Jack Hammer + bit, 6 ft. Guardrail Post, Cement Block.	Carry each item, one time, 25 ft. and lower to floor level: 30 & 50 lbs. Sand bags 50 lbs. 5 gallon pail 70 lbs. Jack Hammer + bit 55 lbs. 6 ft. Guardrail Post 60 lbs. Cement Block 80 lb. Dry Material bag	Met	Not Met
	Once all items are transferred, return to original location.	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 at low level for 10 minutes: Crouching, Kneeling, ½ Kneeling, Bending position options.	Met	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 30-40 lbs. hose, unwind/rewind and return to original position.	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 200 lbs, block and transport 100 ft. Unload when complete.	Met	Not Met
<b>Climbing onto equipment.</b> Access requiring large steps and over railings.	3 reps climbing up to 20" elevated stepping height.	Met	Not Met
<b>Confined Space work.</b>	Working within a small space, work on hand coordination activity for 5 min.	Met	Not Met
<b>Handling/ Placing Materials At Job Site</b> <b>Use Locations:</b> Dry Material Bag	Lift 50 lbs. Dry Material Bag Pick Up from ground level and lift to waist height to empty into hopper.	Met	Not Met
	Lift 80 lbs. Dry Material Bag Pick Up from ground level and lift to waist height to empty into hopper.	Met	Not Met



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Essential Job Task	Description of Test & Comments	Met or Not Met?
<b>Troweling Poured Cement.</b> On hands & knees, reaching, using trowel.	On hands and knees, trowel for 5 min. duration.	Met Not Met
<b>Sledgehammering.</b> Break loose parts, etc.	15 overhead swings (onto tire edge) of sledgehammering.	Met Not Met
<b>Climbing Various ladders, in/out of bucket trucks, etc..</b>	Climb vertical ladder 5 rungs, 3 repetitions. Climb A-frame ladder 5 rungs, 3 repetitions.	Met Not Met Met Not Met
<b>Hand pull/lower items by rope.</b>	Hand lower/raise 20 lbs. by rope from 2 <sup>nd</sup> floor to first floor, 2 repetitions.	Met Not Met
<b>Uneven ground surface walking at job sites</b> (rocks, mud, inclines, snow, etc.).	Walking outside on sloped surfaces (up, down, across slope).	Met Not Met
<b>Education.</b> Body Mechanics Lifting Techniques Safety Issues	Education provided as needed by observation of working behaviors: Body Mechanics Lifting Techniques Safety Issues	Met Not Met Met Not Met 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 NO</b>
	<b>Name of PHYSICIAN:</b> _____	<b>Date:</b> _____

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

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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**Flexibility**

Normal      Tight      Very Tight  
 1      2      3      4      5

**NECK**

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

**Strength**

Normal      Good      Fair      Poor  
 5      4      3      2

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

**SHOULDER**

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

	<b><u>RIGHT</u></b>	<b><u>LEFT</u></b>
Abduction	_____	_____
Adduction	_____	_____
Flexion	_____	_____
Extension	_____	_____
Int. Rotation	_____	_____
Ext. Rotation	_____	_____
H-adduction	_____	_____
H-abduction	_____	_____

**ELBOW**

	<b><u>RIGHT</u></b>	<b><u>LEFT</u></b>
Flexion	_____	_____
Extension	_____	_____
Pronation	_____	_____
Supination	_____	_____

	<b><u>RIGHT</u></b>	<b><u>LEFT</u></b>
Flexion	_____	_____
Extension	_____	_____
Pronation	_____	_____
Supination	_____	_____

**WRIST**

	<b><u>RIGHT</u></b>	<b><u>LEFT</u></b>
Flexion	_____	_____
Extension	_____	_____

	<b><u>RIGHT</u></b>	<b><u>LEFT</u></b>
Flexion	_____	_____
Extension	_____	_____

**HAND**

	<b><u>RIGHT</u></b>	<b><u>LEFT</u></b>
Flexion	_____	_____
Extension	_____	_____

	<b><u>RIGHT</u></b>	<b><u>LEFT</u></b>
Flexion	_____	_____
Extension	_____	_____

**TRUNK/BACK**

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

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

**LOWER**

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

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

**EXTREMITIES**

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