



**Department of Public Works**

**Jerrel Kruschke, P.E.**  
Commissioner of Public Works

June 4th, 2026

City Service Commission  
Department of Employee Relations  
200 East Wells Street, Room 706

**SUBJECT: Extension of Temporary Appointments for Temporary City Laborers**

Dear City Service Commission:

The Department of Public Works, Operations Division, is requesting approval of extensions for the Temporary City Laborers listed below. The Operations Division has a continuous and open recruitment for Equipment Operators and has recently concluded a recruitment for the City Laborer position. We are actively working through the hiring and selection process for these positions.

We have partnered with Wisconsin Community Services (WCS) to connect with Milwaukee residents seeking employment who may benefit from on-the-job training, as well as the opportunity to develop work ethic and self-discipline. This valuable partnership also provides access to WCS services, including the driver's license recovery program, which helps participants address barriers that may otherwise limit their ability to obtain and maintain City employment. By supporting individuals in overcoming these barriers, the program helps create pathways toward long-term, regularly appointed City employment.

If these temporary appointments are approved to continue, the Department's intent is to onboard and train the new City Laborer hires, as all possess a valid driver's licenses and, in some cases, their CDL permits, so they can assist in addressing operational gaps within Equipment Operator roles. Developing these employees in driving-related functions will help strengthen coverage in areas where staffing shortages currently exist.

This structure also allows DPW to continue utilizing WCS program participants who may not yet have valid driver's licenses in other essential operational capacities, including street repair, general bridge maintenance, light maintenance activities, general cleanup efforts, and support for operational needs during the upcoming snow and ice control season. DPW will continue to coordinate with the Department of Employee Relations on recruitment and staffing efforts while maintaining its commitment to workforce development through the WCS partnership.

The Temporary City Laborer Appointments we are requesting extensions for are:

1. Lewis Moore – Temporary City Laborer – July 6<sup>th</sup>, 2026 and ending on December 19th, 2026.
2. Delon Russell – Temporary City Laborer – July 6<sup>th</sup>, 2026 and ending on December 19th, 2026.
3. Delon Russell-Dyer – Temporary City Laborer – July 6<sup>th</sup>, 2026 and ending on December 19th, 2026.
4. Savon Williams – Temporary City Laborer – July 6<sup>th</sup>, 2026 and ending on December 19th, 2026.





Department of Public Works

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Commissioner of Public Works

If there are any questions a representative from DPW Operations will be available to speak to this request during the meeting.

Thank you for your consideration.

Signed by:  
  
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Jerrel Kruschke

Commissioner of Public Works





Department of Employee Relations  
 200 E. Wells Street, Room 706  
 Milwaukee, WI 53202-3554



R. 07.08.19

## NOTICE OF TEMPORARY APPOINTMENT

Rule IX, Section 2 of the Civil Service Rules allows a department to appoint a person to a position on a temporary basis. A temporary appointment may be appropriate when services are for a limited period, or during the leave of absence of an employee who plans to return to the service of the city. Therefore a temporary appointment is limited to a period of 90 days, unless an extension is authorized by the City Service Commission.

When making an employment offer for a temporary appointment, the appointing officer must submit this completed form to DER no later than the close of the pay period in which the temporary appointment has been made. All temporary appointees must meet the minimum requirements established for the position to which the individual is appointed.

**SEND COMPLETED FORM AND SUPPORTING DOCUMENTATION TO DER, CITY HALL, ROOM 706 OR [DERCERTIFICATION@MILWAUKEE.GOV](mailto:DERCERTIFICATION@MILWAUKEE.GOV)**

TEMPORARY APPOINTMENT / APPOINTEE DETAILS			
DEPARTMENT/DIVISION DPW-Operations-Sanitation	LAST NAME Russell	FIRST NAME Delon	INITIAL
AUTHORIZED POSITION TITLE Temporary City Laborer	PAY RANGE 9MN	F&P COMMITTEE APPROVAL DATE	REQUISITION #
UNDERFILL TITLE (IF APPLICABLE)	PAY RANGE	WAS THE INDIVIDUAL HIRED FROM AN ELIGIBLE LIST? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No      If yes, Referral #	
REASON FOR TEMPORARY APPOINTMENT <input type="checkbox"/> During Leave of Absence of an employee who is expected to return <input checked="" type="checkbox"/> To perform services of a temporary nature and for a limited period	EFFECTIVE DATE 07/06/2026	ANTICIPATED EXPIRATION DATE 12/19/2026	T.A. RATE OF PAY \$1,503.76
ATTACH A COPY OF THE CURRENT JOB DESCRIPTION & A RESUME IN ADDITION TO COMPLETING THE INFORMATION BELOW			
PROVIDE AN EXPLANATION OF WHY THE TEMPORARY APPOINTMENT IS NEEDED: To provide laboring services for the Sanitation section of the Department of Public Works.			
EXPLAIN HOW THE INDIVIDUAL WAS SELECTED FOR THE APPOINTMENT, INCLUDING THE SELECTION PROCESS USED AND IF NOT FROM AN ELIGIBLE LIST, HOW THE INDIVIDUAL WAS IDENTIFIED AS A POTENTIAL TEMPORARY APPOINTEE: We received the candidate from Wisconsin Community Services.			
PROVIDE INFORMATION TO DEMONSTRATE HOW THE INDIVIDUAL MEETS THE MINIMUM REQUIREMENTS:			
<u>TRAINING AND EDUCATION:</u> WCS referral	<u>WORK EXPERIENCE:</u> WCS referral	<u>OTHER REQUIREMENTS (i.e. LICENSES):</u> WCS referral	
IS THIS INDIVIDUAL A CURRENT CITY OF MILWAUKEE EMPLOYEE? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	IF YES, CURRENT DEPARTMENT:	CURRENT POSITION TITLE:	EMPLOYEE ID NUMBER:
IS THE INDIVIDUAL BEING GIVEN THIS TEMPORARY APPOINTMENT RELATED BY BLOOD OR MARRIAGE TO THE APPOINTING OFFICER, ANY MEMBER OF THE APPOINTING BOARD OR BODY, DIRECT SUPERVISOR, OR TO ANY ELECTIVE OF APPOINTEE CITY OFFICIAL? (Refer to CSC Rule VIII, Section 10 regarding nepotism.) <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes – Explain Relationship			
THIS TEMPORARY APPOINTMENT IS MADE IN ACCORDANCE WITH RULE IX, SECTION 2 OF THE CITY SERVICE COMMISSION AND IS LIMITED TO A PERIOD OF 90 DAYS UNLESS AN EXTENSION IS APPROVED BY THE COMMISSION.			
REPORTING OFFICER Keishla Ortiz-Delgado	SIGNATURE <i>Keishla Ortiz-Delgado</i>	TITLE Operations HR Representative	DATE 6/4/2026
APPROVING OFFICER Jerrel Kruschke	SIGNATURE <i>Jerrel Kruschke</i>	TITLE Commissioner of Public Works	DATE 6/4/2026
THIS SECTION FOR DER REVIEW			
DER REVIEW COMPLETED BY:	SIGNATURE	TITLE	DATE



## TEMPORARY APPOINTEE STATEMENT OF UNDERSTANDING

Rule IX, Section 2 of the Civil Service Rules allows a hiring authority to appoint a person to a position on a temporary basis. A temporary appointment may be appropriate when services are for a limited period, or during the leave of absence of an employee who plans to return to the service of the city. Therefore a temporary appointment is limited to a period of 90 days, unless an extension is authorized by the City Service Commission.

**SECTION I. TO BE COMPLETED BY HIRING AUTHORITY – PLEASE TYPE OR PRINT LEGIBLY**

<b>APPLICANT NAME (last, first, middle)</b>		<b>DATE</b>
Delon Russell		07/06/2026
<b>POSITION TITLE</b>	<b>PAY RANGE</b>	<b>RATE OF PAY</b>
Temporary City Laborer	9MN	\$1503.76

**SECTION II. TEMPORARY APPOINTEE STATEMENT OF UNDERSTANDING**

I understand that if I am appointed to the position described above on a temporary basis, that I must meet the requirements for the position. I further understand that this temporary appointment may expire at any time and is limited to a period of 90 days, unless an extension at the request of the hiring authority is approved by the City of Milwaukee Civil Service Commission.

I understand that as a temporary appointee I am ineligible for paid holidays, sick leave, vacation or other benefits while serving on this temporary appointment, and that this temporary appointment shall not confer upon me any privilege of regular appointment. (Note: A current City of Milwaukee employee who accepts a temporary appointment to a different position retains his/her current benefits and civil service status).

I understand that if I wish to be considered for regular employment I must compete in a Civil Service examination for the position, and must pass the examination with a grade which shall place me among the top five scores on the eligible list in order to be eligible to interview for regular appointment to the position.

I understand that acceptance of a temporary appointment will not affect my rights to certification for permanent appointment to any position for which I am currently on an eligible list for.

In accordance with Civil Service Rule VIII, Section 10, concerning nepotism, I hereby certify that I am not related, either by blood or through marriage, to the appointing officer or to any member of the appointive board or body or to any direct superior or to any elective or appointive City official. (This includes relative of both whole and half blood, and extends to persons as closely related as first cousins when the relationship is by blood, or more closely related than first cousins when the relationship is through marriage, and includes the cases of husbands of sisters-in-law and wives of brothers-in-law).

A Rule IX, Section 2, temporary appointee who is on an eligible list may be considered for future regular appointment when the appointee ranks among the certifiable highest eligible on the list, or compete in a future examination.

*Delon Russell*

Temporary Appointment Applicant Signature

*6/4/26*

Date Signed

*Natalie Smith*  
 Witness Name (Print)

*N Smith*

Witness Signature

*6/4/26*



Department of Employee Relations  
 200 E. Wells Street, Room 706  
 Milwaukee, WI 53202-3554



R. 07.08.19

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DEPARTMENT/DIVISION DPW-Operations-Sanitation	LAST NAME Russell-Dyer	FIRST NAME Delon	INITIAL
AUTHORIZED POSITION TITLE Temporary City Laborer	PAY RANGE 9MN	F&P COMMITTEE APPROVAL DATE	REQUISITION #
UNDERFILL TITLE (IF APPLICABLE)	PAY RANGE	WAS THE INDIVIDUAL HIRED FROM AN ELIGIBLE LIST? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No      If yes, Referral #	
REASON FOR TEMPORARY APPOINTMENT <input type="checkbox"/> During Leave of Absence of an employee who is expected to return <input checked="" type="checkbox"/> To perform services of a temporary nature and for a limited period	EFFECTIVE DATE 07/06/2026	ANTICIPATED EXPIRATION DATE 12/19/2026	T.A. RATE OF PAY \$1,503.76
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PROVIDE INFORMATION TO DEMONSTRATE HOW THE INDIVIDUAL MEETS THE MINIMUM REQUIREMENTS:			
<u>TRAINING AND EDUCATION:</u>  WCS referral	<u>WORK EXPERIENCE:</u>  WCS referral	<u>OTHER REQUIREMENTS (i.e. LICENSES):</u>  WCS referral	
IS THIS INDIVIDUAL A CURRENT CITY OF MILWAUKEE EMPLOYEE? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	IF YES, CURRENT DEPARTMENT:	CURRENT POSITION TITLE:	EMPLOYEE ID NUMBER:
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REPORTING OFFICER Keishla Ortiz-Delgado	SIGNATURE by: <i>Keishla Ortiz-Delgado</i>	TITLE Operations HR Representative	DATE 6/4/2026
APPROVING OFFICER Jerrel Kruschke	SIGNATURE <i>Jerrel Kruschke</i>	TITLE Commissioner of Public Works	DATE 6/4/2026
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<b>APPLICANT NAME (last, first, middle)</b>		<b>DATE</b>
Delon Russell-Dyer		07/06/2026
<b>POSITION TITLE</b>	<b>PAY RANGE</b>	<b>RATE OF PAY</b>
Temporary City Laborer	9MN	\$1503.76

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*Delon Russell-Dyer*

Temporary Appointment Applicant Signature

*06/04/2026*

Date Signed

*Natalie Smith*

Witness Name (Print)

*N. Smith*

Witness Signature

*6/14/26*



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DEPARTMENT/DIVISION DPW-Operations-Sanitation	LAST NAME Williams	FIRST NAME Savon	INITIAL
AUTHORIZED POSITION TITLE Temporary City Laborer	PAY RANGE 9MN	F&P COMMITTEE APPROVAL DATE	REQUISITION #
UNDERFILL TITLE (IF APPLICABLE)	PAY RANGE	WAS THE INDIVIDUAL HIRED FROM AN ELIGIBLE LIST? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No      If yes, Referral #	
REASON FOR TEMPORARY APPOINTMENT <input type="checkbox"/> During Leave of Absence of an employee who is expected to return <input checked="" type="checkbox"/> To perform services of a temporary nature and for a limited period	EFFECTIVE DATE 07/06/2026	ANTICIPATED EXPIRATION DATE 12/19/2026	T.A. RATE OF PAY \$1,503.76
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THIS SECTION FOR DER REVIEW			
DER REVIEW COMPLETED BY:	SIGNATURE	TITLE	DATE



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<b>APPLICANT NAME (last, first, middle)</b>		<b>DATE</b>
Savon Williams		07/06/2026
<b>POSITION TITLE</b>	<b>PAY RANGE</b>	<b>RATE OF PAY</b>
Temporary City Laborer	9MN	\$1503.76

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x Savon Williams  
 Temporary Appointment Applicant Signature

6/4/26  
 Date Signed

Natalie Smith  
 Witness Name (Print)

N. Smith  
 Witness Signature

6/4/26



Department of Employee Relations  
 200 E. Wells Street, Room 706  
 Milwaukee, WI 53202-3554



R. 07.08.19

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TEMPORARY APPOINTMENT / APPOINTEE DETAILS			
DEPARTMENT/DIVISION DPW-Operations-Sanitation	LAST NAME Moore	FIRST NAME Lewis	INITIAL
AUTHORIZED POSITION TITLE Temporary City Laborer	PAY RANGE 9MN	F&P COMMITTEE APPROVAL DATE	REQUISITION #
UNDERFILL TITLE (IF APPLICABLE)	PAY RANGE	WAS THE INDIVIDUAL HIRED FROM AN ELIGIBLE LIST? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No      If yes, Referral #	
REASON FOR TEMPORARY APPOINTMENT <input type="checkbox"/> During Leave of Absence of an employee who is expected to return <input checked="" type="checkbox"/> To perform services of a temporary nature and for a limited period	EFFECTIVE DATE 07/06/2026	ANTICIPATED EXPIRATION DATE 12/19/2026	T.A. RATE OF PAY \$1,503.76
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APPROVING OFFICER Jerrel Kruschke	SIGNATURE <i>Jerrel Kruschke</i>	TITLE Commissioner of Public Works	DATE 6/4/2026
THIS SECTION FOR DER REVIEW			
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**SECTION I. TO BE COMPLETED BY HIRING AUTHORITY – PLEASE TYPE OR PRINT LEGIBLY**

<b>APPLICANT NAME (last, first, middle)</b>		<b>DATE</b>
Lewis Moore		7/06/2026
<b>POSITION TITLE</b>	<b>PAY RANGE</b>	<b>RATE OF PAY</b>
Temporary City Laborer	9MN	\$1503.76

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Lewis Moore 6/4/26  
 Temporary Appointment Applicant Signature Date Signed

Natalie Smith 6/4/26  
 Witness Name (Print) Witness Signature

# JOB DESCRIPTION

## FOR DER USE ONLY

### Vacancy No.

City Service Commission:	Finance Committee:
Fire & Police Commission:	Common Council:

**Instructions:** Complete all sections. Refer to the *Guidelines for Preparing Job Descriptions* for instructions on completing specific items.

<b>1. Date Prepared/ Revised:</b> 9/21/2023		<b>2. Present Incumbent:</b> Various		<b>Is incumbent underfilling position?</b>	
<b>3. Date Filled:</b>		<b>4. Previous Incumbent:</b>		YES <input type="checkbox"/> NO <input type="checkbox"/> If YES, indicate Underfill Title in box 10.	
<b>5. Department:</b> Public Works, Dept. of			<b>Bureau:</b> Public Works <b>Division:</b> Various		<b>Unit:</b> <b>Section:</b>
<b>6. Work Location:</b> Varies			<b>Telephone:</b> <b>Email:</b>		<b>Work Schedule:</b> Varies by Division/Section, Normally Hours: 6:45 a.m. – 3:15 pm / Normally Days: M-F
<b>7. Represented by a Union?</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		<b>8. Bargaining Unit:</b> Non-Mgmt/Non-Rep If in District Council 48, which local?		<b>9. FLSA Status (check one):</b> <input type="checkbox"/> Exempt <input checked="" type="checkbox"/> Non-Exempt	
<b>10.</b>	<b>Official Title:</b> Temporary City Laborer			<b>Pay Range</b>	<b>Job Code</b>
	<b>Underfill Title (if applicable):</b>			9MN	
	<b>Requested Title (if applicable):</b>				
<b>Recommended Title (DER Use Only):</b>				<b>Approved by:</b>  <b>Date:</b>	

### 11. BASIC FUNCTION OF POSITION:

Performs light to heavy manual labor within various departments in DPW. Temporary City Laborers will use and operate various equipment and tools needed to perform their duties. These tools and equipment include shovels, brooms, rakes, air hammers, compressors, pneumatic tools, etc. Temporary City Laborers will work with a large variety of materials; asphalt, concrete, topsoil, plants, etc. Temporary City Laborers will be expected to perform their duties in all environmental and inclement weather conditions; hot weather, cold weather, rain, etc. Temporary City Laborers may be required to perform duties under unpleasant working conditions.

### 12. DESCRIPTION OF JOB (Check if description applies to **Official Title** or **Underfill Title** ):

#### A. ESSENTIAL FUNCTIONS/Duties and Responsibilities: (Refer to the "Guidelines for Preparing Job Descriptions" for instructions on determining Essential Functions.)

% of Time	ESSENTIAL FUNCTION
5	• Prepares the work site. (Breaks out defective pavement and removes debris from the work site, digs trenches, operates mechanical and pneumatic tools.)
5	• Assists with the placement of barricades for crew safety.
5	• Helps in concrete, asphalt, crack filling, and patching work and special crews (example: permanent barricading and metal guard rail installation).
5	• Operates compaction equipment as directed, including vibratory roller, plate compactor, tar hose, etc.
5	• Responsible for the loading and unloading of trucks. Perform manual labor such as lifting, pushing and pulling waste carts and other large items such as furniture and brush.
5	• Works on sewer cleaning and repair crews.
5	• Cleans coagulation basins, filter beds, and tanks.
5	• Assists with patch truck tasks and/or cable pulling.
5	• Assignment to other related duties such as (snow removal, plant and yard crews, emergency assignments, and removal of brush, grass and weeds.)

The above statements are intended to summarize the nature and level of work and typical responsibilities and duties being performed by the incumbent(s) of this job. They are not intended to be an exhaustive list of all responsibilities, duties, and tasks required of the position.

**B. PERIPHERAL DUTIES:**

% of Time	PERIPHERAL DUTY
5	<ul style="list-style-type: none"> <li>• Uses a variety of hand tools, such as axes, clippers, files, hammers, hand saws, pliers, post hole diggers, pruners, and the like, in construction and maintenance work.</li> </ul>
5	<ul style="list-style-type: none"> <li>• Operates air compressors, pumps, concrete mixer, concrete cutting saw, snow blowers, forklift truck and skid loader as required. Operates a variety of hand operated power equipment, such as air hammers, concrete saws, power mowers, pumps, tampers, and the like, in construction and maintenance work.</li> </ul>
5	<ul style="list-style-type: none"> <li>• Cleaning construction site of materials, equipment and debris. Performs custodial work, such as sweeping and cleaning.</li> </ul>
5	<ul style="list-style-type: none"> <li>• Plants trees, grass, shrubs, and flowers; lays sod; and assists in general maintenance of green areas</li> </ul>
5	<ul style="list-style-type: none"> <li>• Sorts, moves, and stacks materials.</li> </ul>
5	<ul style="list-style-type: none"> <li>• Shovels snow, spreads sand or salt on icy streets and/or sidewalks. Cleans drains on bridges and viaducts. Perform general bridge maintenance as required.</li> </ul>
5	<ul style="list-style-type: none"> <li>• Assists and performs supplementary duties for tradespeople.</li> </ul>
5	<ul style="list-style-type: none"> <li>• Performs emergency work of various kinds, including that which he/she is required to do outside his/her regular working hours such as plowing, salting, or other ice control operations.</li> </ul>
5	<ul style="list-style-type: none"> <li>• Places traffic control devices, such as cones, barricades, trench plates, and excavation protection as required for worker and public safety.</li> </ul>
10	<ul style="list-style-type: none"> <li>• Perform other duties as assigned.</li> </ul>

**C. NAME AND TITLE OF IMMEDIATE SUPERVISOR:**

Crew Leader or appropriate Supervisor. Varies by division and section.

**D. SUPERVISION RECEIVED:** (Describe the extent to which work assignments and methods are outlined, reviewed, and approved by this position’s supervisor.)

Work is reviewed while in progress and upon completion. Constant supervision is required only for unfamiliar tasks. Work schedules are prepared by District Managers. Work is scheduled and reviewed on a daily basis by the District Manager. Daily supervision is provided by the Crew Leader or appropriate Supervisor.

**E. SUPERVISION EXERCISED:**

Total number of employees for whom responsible, either directly or indirectly = 0.

**Direct Supervision:** List the number and titles of personnel directly supervised. Specify the kind and extent of supervision exercised by indicating one or more of the following:

a. Assign duties	e. Sign or approve work
b. Outline methods	f. Make hiring recommendations
c. Direct work in progress	g. Prepare performance appraisals
d. Check or inspect completed work	h. Take disciplinary action or effectively recommend such

  

Number Supervised	Job Title	Extent of Supervision Exercised (Select those that apply from list above, a - h)

**F. MINIMUM QUALIFICATIONS REQUIRED:** (Indicate the MINIMUM qualifications required to enter the job.)

i. Education and Experience:

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ii.

iii. Knowledge, Skills and Abilities:

Good work attendance; sound judgement; good customer service skills; ability to work effectively with diverse groups of people inside and outside the organization and as a team member; ability to interact with the public courteously; ability to understand and follow departmental rules, policies and procedures; ability to follow directions (both oral and written) and schedules; ability to read maps and navigate; ability to operate City equipment safely and legally; good physical condition and ability to lift and carry heavy objects; ability to withstand prolonged exposure to severe and variable weather conditions. Must have the ability to rake, lute, and shovel bituminous materials and other construction materials. Ability to climb ladders or scaffolding both above and below grade. Must be able to lift and work with equipment that includes a #90 pound airhammer. Mechanical ability to operate pneumatic equipment.

iv. Certifications, Licenses, Registrations:

v. Other Requirements:

Good organizational skills. Must be diplomatic when dealing with the general public. Should be industrious, careful, reliable and able to get along with fellow workers. Overtime work may be required.

**13. PHYSICAL AND ENVIRONMENTAL DEMANDS: TOOLS AND EQUIPMENT USED**

The Americans with Disabilities Act (ADA) of 1990, as amended by the Americans with Disabilities Act Amendments Act (ADAAA) of 2008 requires job descriptions to provide detailed information regarding the physical demands required to perform the essential functions of a job; the conditions under which the job is performed; and the tools and equipment the employee will be required to use on the job. Reasonable accommodations may be made to enable qualified individuals to perform the essential duties and responsibilities of the job for each of the categories listed below.

**G. PHYSICAL ACTIVITY OF THE POSITION:** (List the physical activities that are representative of those that must be met to successfully perform the essential functions of the job).

**CHECK ALL THAT APPLY:**

<input checked="" type="checkbox"/>	<b>Climbing:</b> Ascending or descending ladders, stairs, scaffolding, ramps, poles, and the like; using feet and legs and/or hands and arms. Body agility is emphasized. Check only if the amount and kind of climbing required exceeds that required for ordinary locomotion.
<input checked="" type="checkbox"/>	<b>Balancing:</b> Maintaining body equilibrium to prevent falling when walking, standing or crouching on narrow, slippery or erratically moving surfaces. Check only if the amount and kind of balancing exceeds that needed for ordinary locomotion and maintenance of body equilibrium.
<input checked="" type="checkbox"/>	<b>Stooping:</b> Bending body downward and forward by bending spine at the waist. Check only if it occurs to a considerable degree and requires full use of the lower extremities and back muscles.
<input checked="" type="checkbox"/>	<b>Kneeling:</b> Bending legs at knee to come to a rest on knee or knees.
<input checked="" type="checkbox"/>	<b>Crouching:</b> Bending the body downward and forward by bending leg and spine.
<input checked="" type="checkbox"/>	<b>Crawling:</b> Moving about on hands and knees or hands and feet.
<input checked="" type="checkbox"/>	<b>Reaching:</b> Extending Hand(s) and arm(s) in any direction.
<input checked="" type="checkbox"/>	<b>Standing:</b> Particularly for sustained periods of time.
<input checked="" type="checkbox"/>	<b>Walking:</b> Moving about on foot to accomplish tasks, particularly for long distances.
<input checked="" type="checkbox"/>	<b>Pushing:</b> Using upper extremities to exert force in order to draw, press against something with steady force in order to thrust forward, downward or outward.
<input checked="" type="checkbox"/>	<b>Pulling:</b> Using upper extremities to exert force in order to draw, drag, haul or tug objects in a sustained motion.
<input checked="" type="checkbox"/>	<b>Lifting:</b> Raising objects from a lower to a higher position or moving objects horizontally from position-to-position. Check only if it occurs to a considerable degree and requires substantial use of the upper extremities and back muscles.
<input checked="" type="checkbox"/>	<b>Fingering:</b> Picking, pinching, typing or otherwise working primarily with fingers rather than with the whole hand or arm, as in handling.

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<input checked="" type="checkbox"/>	<b>Grasping:</b> Applying pressure to an object with fingers and palm.
<input checked="" type="checkbox"/>	<b>Feeling:</b> Perceiving attributes of objects such as size, shape, temperature or texture by touching with the skin, particularly that of the fingertips.
<input checked="" type="checkbox"/>	<b>Talking:</b> Expressing or exchanging ideas by means of the spoken word. Those activities which demand detailed or important instructions spoken to other workers accurately, loudly or quickly.
<input checked="" type="checkbox"/>	<b>Hearing:</b> Perceiving the nature of sounds with no less than a 40 db loss. Ability to receive oral communication and make fine discriminations in sound.
<input checked="" type="checkbox"/>	<b>Repetitive Motions:</b> Substantial movements (motions) of the wrist, hands, and/or fingers.
<input type="checkbox"/>	<b>Driving:</b> Minimum standards required by State Law (including license).

**H. PHYSICAL REQUIREMENTS OF THE POSITION:** (List the physical requirements that are essential functions of the job.)

**CHECK ONE:**

<input type="checkbox"/>	<b>Sedentary Work:</b> Exerting up to 10 pounds of force occasionally and/or negligible amount of force frequently or constantly to lift, carry, push, pull or otherwise move objects. Sedentary work involves sitting most of the time. Jobs are sedentary if walking and standing are required only occasionally and all other sedentary criteria are met.
<input type="checkbox"/>	<b>Light Work:</b> Exerting up to 10 pounds of force occasionally and/or negligible amount of force constantly to move objects. If the use of arm and/or leg controls requires exertion of forces greater than that for sedentary work and the worker sits most of the time, the job is rated for Light Work.
<input type="checkbox"/>	<b>Medium Work:</b> Exerting up to 50 pounds of force occasionally and/or up to 20 pounds of force frequently, and/or up to 10 pounds of force constantly to move objects.
<input checked="" type="checkbox"/>	<b>Heavy Work:</b> Exerting up to 100 pounds of force occasionally, and/or up to 50 pounds of force frequently, and/or up to 20 pounds of force constantly to move objects.
<input type="checkbox"/>	<b>Very Heavy Work:</b> Exerting in excess of 100 pounds of force occasionally, and/or in excess of 50 pounds of force frequently, and/or in excess of 20 pounds of force constantly to move objects.

**I. VISUAL ACUITY REQUIREMENTS:** (List the visual acuity requirements that are essential functions of the job.)

**CHECK ONE:**

<input type="checkbox"/>	<b>Operators (Electronic Equipment), Inspection, Close Assembly, Clerical, Administrative:</b> This is a minimum standard for use with those whose job requires work done at close visual range (i.e. preparing and analyzing data and figures, accounting, transcription, computer terminal, extensive reading, visual inspection involving small parts, operation of machines, using measurement devices, assembly or fabrication of parts).
<input checked="" type="checkbox"/>	<b>Machine Operators, Mechanics, Skilled Tradespeople:</b> This is a minimum standard for use with those whose work deals with machines where the seeing job is at or within arm's reach. This also includes mechanics and skilled tradespeople and those who do work of a non-repetitive nature such as carpenters, technicians, service people, plumbers, painters, mechanics, etc. (If the machine operator also inspects, check the "Operators" box.)
<input type="checkbox"/>	<b>Mobile Equipment Operators:</b> This is a minimum standard for use with those who operate cars, trucks, forklifts, cranes, and high lift equipment.
<input type="checkbox"/>	<b>Other:</b> This is a minimum standard based on the criteria of accuracy and neatness of work for janitors, sweepers, etc.

**J. THE CONDITIONS THE WORKER WILL BE SUBJECT TO IN THIS POSITION:**

List the environmental/working conditions to which the employee may be exposed while performing the essential functions of the job. Include scheduling considerations such as on-call for emergencies, rotating shift, etc. **Approximate Percentage of time performing field work: 100%**

**CHECK ALL THAT APPLY:**

<input type="checkbox"/>	<b>None:</b> The worker is not substantially exposed to adverse environmental conditions (such as typical office or administrative work).
<input checked="" type="checkbox"/>	<b>The worker is subject to inside environmental conditions:</b> Protection from weather conditions but not necessarily from temperature changes (i.e. warehouses, covered loading docks, garages, etc.)
<input checked="" type="checkbox"/>	<b>The worker is subject to outside environmental conditions:</b> No effective protection from weather.
<input checked="" type="checkbox"/>	<b>The worker is subject to extreme cold:</b> Temperatures below 32 degrees for period of more than one hour.
<input checked="" type="checkbox"/>	<b>The worker is subject to extreme heat:</b> Temperatures above 100 degrees for periods of more than one hour.
<input checked="" type="checkbox"/>	<b>The worker is subject to noise:</b> There is sufficient noise to cause the worker to shout in order to be heard above the surrounding noise level.
<input checked="" type="checkbox"/>	<b>The worker is subject to vibration:</b> Exposure to oscillating movements of the extremities or whole body.
<input checked="" type="checkbox"/>	<b>The worker is subject to hazards:</b> Includes a variety of physical conditions, such as proximity to moving mechanical parts, electrical current, working on scaffolding and high places or exposure to chemicals.

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<input checked="" type="checkbox"/>	<b>The worker is subject to atmospheric conditions:</b> One or more of the following conditions that affect the respiratory system or the skin: Fumes, odors, dust, mists, gases or poor ventilation.
<input checked="" type="checkbox"/>	<b>The worker is subject to oil:</b> There is air and/or skin exposure to oils and other cutting fluids.
<input checked="" type="checkbox"/>	<b>The worker is required to wear a respirator.</b>

**K. MACHINE, TOOLS, EQUIPMENT, ELECTRONIC DEVICES, SOFTWARE, ETC. USED BY POSITION:**

List equipment needed to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions.)

**CHECK ALL THAT APPLY:**

<input type="checkbox"/> Camera and photographic equipment	<input type="checkbox"/> Office Equipment (desk, chair, telephone, etc.)
<input checked="" type="checkbox"/> Cleaning supplies	<input type="checkbox"/> Office supplies (pens, staplers, pencils, etc.)
<input checked="" type="checkbox"/> Commercial vehicle	<input type="checkbox"/> Packing materials (boxes, shrink wrap, etc.)
<input type="checkbox"/> Data processing equipment	<input type="checkbox"/> PC equipment (monitor, keyboard, printer, etc.)
<input type="checkbox"/> Handcart	<input type="checkbox"/> PC software
<input checked="" type="checkbox"/> Hand tools ( <b>please list</b> ): Any tools that may be used by the Field Crews.	
<input type="checkbox"/> Office Machines ( <b>check all that apply</b> ): <input type="checkbox"/> Copier <input type="checkbox"/> Facsimile <input type="checkbox"/> Calculator <input type="checkbox"/> Cash register	
<input type="checkbox"/> Other ( <b>please list</b> ): Construction equipment and tools.	

**L. SUPPLEMENTARY INFORMATION:** (Indicate any other information which further explains the importance, difficulty, or uniqueness of the position, such as its scope of responsibility related to finances, equipment, people, information, etc. Also indicate success factors such a personal characteristics that contribute to an individual's ability to perform well in the job, and any other special considerations.)

The Temporary City Laborer is required to perform lifting and working with equipment that includes a #90 lb. airhammer and other tools that weigh up to 100 lbs. They must exhibit good safety judgement as the materials and working conditions can be hazardous.

**M. I believe that the statements made above in describing this job are complete and accurate.**




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*Signature of Department Head or Designated Representative*

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