

# PHYSICAL DEMANDS ANALYSIS



|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                      |                      |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|----------------------|
| Position Title<br>Community Peace Officer Level 1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Approx Number of Workers<br><b>5</b> | Date<br>January 2024 |
| <p>Describe Working Conditions/Environment</p> <p>The Community Peace Officer is responsible for enforcing Town Bylaws, including Animal Control and Provincial Statutes for which they are empowered.</p> <p>Key responsibilities include- enforcing Town Bylaws and Provincial Statutes for which they are empowered, investigating complaints and inquiries, Maintenance of records required by the Solicitor General and Provincial Courts, and attending court proceedings as required.</p> <p>Officers are required to operate patrol vehicles, interact with the public, work in animal control, and perform a wide range of physical tasks including lifting, carrying, pushing, pulling, walking, climbing, running, jumping, and twisting.</p> <p>Officers will be required to perform work outdoors, including driving in adverse weather conditions (extreme cold/extreme heat) for extended periods of time without breaks.</p> |                                      |                      |

| Task                | COMMENTS<br><i>(Description of activity and objects handled)</i>                                                                                                                                                                                                                                                                                       | FREQUENCY OF WORKDAY |                             |              |            |            |
|---------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|-----------------------------|--------------|------------|------------|
|                     |                                                                                                                                                                                                                                                                                                                                                        | Not Required         | Rarely                      | Occasionally | Frequently | Constantly |
| Lift floor to waist | Animal control - up to 60lbs<br>- Lifting pet carrier to put in back of truck ie: dogs in a kennel, dogs not in a kennel<br>Dealing with intoxicated or disorderly individuals ie: limp bodies that may need to be lifted<br><br><b>**PARE</b> - 100lbs requirement to be able to get the position or move into a position within a different location |                      | Up to 60lbs<br><br>100lbs** |              |            |            |
| Lift knee to waist  | Animal control as described above. Picking up found property ie: bikes, personal belongings for homeless individuals, etc.                                                                                                                                                                                                                             |                      | Up to 60lbs                 |              |            |            |
| Lift waist to waist | Minimal work in this range, may have to assist with transfers in emergency situations but would be very seldom and would likely have someone who could do this task.                                                                                                                                                                                   |                      |                             |              |            |            |
| Lift waist to chest | Office supplies                                                                                                                                                                                                                                                                                                                                        |                      | <10lbs                      |              |            |            |

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| ACTIVITY                     | COMMENTS<br><i>(Description of activity and objects handled)</i>                                                                                                                                                                                    | FREQUENCY OF WORKDAY |                             |              |            |            |
|------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|-----------------------------|--------------|------------|------------|
|                              |                                                                                                                                                                                                                                                     | Not Required         | Rarely                      | Occasionally | Frequently | Constantly |
| Lift waist to overhead       | Office supplies<br>Pull out baton<br>Clearing snow off vehicles                                                                                                                                                                                     |                      | <10lbs                      |              |            |            |
| Front carry                  | Animal control - up to 60lbs<br>- Lifting pet carrier to put in back of truck ie: dogs in a kennel, dogs not in a kennel<br><br>**PARE test - 100lbs requirement to be able to get the position or move into a position within a different location |                      | Up to 60lbs<br><br>100lbs** |              |            |            |
| Wearing Belt and Safety Vest | Belt – 20lbs<br>Safety vest with trauma plates – estimated to be 10-15lbs – *to be confirmed by the worker.                                                                                                                                         |                      |                             |              |            | 30-35lbs*  |
| Shoulder carry               |                                                                                                                                                                                                                                                     | X                    |                             |              |            |            |
| Right / Left side carry      | Baton, OC spray, keys, hand cuffs<br>Duty bag to/from the vehicle<br>Small carrier/kennel                                                                                                                                                           |                      | Up to 20lbs                 |              |            |            |
| Stationary push/pull         | Restrain a combative individual<br>Restraining animals while performing animal control<br>Opening and closing doors<br>Opening and closing hatch on vehicles<br>Opening and closing hood on vehicles<br>Removing snow from vehicles                 |                      | Heavy NOC                   | Light NOC    |            |            |
| Dynamic push/pull            | Restrain a combative individual<br>Restraining animals while performing animal control<br>Apply joint lock on an non-cooperative individual to maneuver them<br>**PARE requires 100lbs dynamic push/pull                                            |                      | Heavy NOC<br><br>**100lbs   | Light NOC    |            |            |
| Sitting                      | Has a sit/stand desk<br>Driving                                                                                                                                                                                                                     |                      |                             |              |            | X          |
| Static standing              | Has a sit/stand desk<br>Traffic control                                                                                                                                                                                                             |                      |                             | X            |            |            |
| Dynamic weight-bearing       |                                                                                                                                                                                                                                                     |                      |                             |              | X          |            |

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|-------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|--------|--------------|------------|------------|
|                         |                                                                                                                                                               | Not Required         | Rarely | Occasionally | Frequently | Constantly |
| Walking level surfaces  | All work on sidewalks, pavement or in office.                                                                                                                 |                      |        |              | X          |            |
| Walking rough surfaces  | Would be required for traffic stops, passenger side approach, safety or emergency situations, attending to homeless camps                                     |                      |        |              | X          |            |
| Walking slopes          | Would be required for traffic stops, passenger side approach, safety or emergency situations, attending to homeless camps                                     |                      |        |              | X          |            |
| Climbing stairs         | Office is on second floor<br>Attending to apartment buildings or homes                                                                                        |                      |        | X            |            |            |
| Climbing ladders        | Step ladders to get items on top shelf of storage room                                                                                                        |                      | X      |              |            |            |
| Other climbing          | Into and out of vehicle, driver's seat, passenger seat, back of vehicle                                                                                       |                      |        | X            |            |            |
| Jumping                 | <b>**PARE job requirement</b><br><i>Requirement for safety due to being unarmed</i>                                                                           |                      | X      |              |            |            |
| Running                 | <b>**PARE job requirement</b><br><i>Requirement for safety due to being unarmed</i>                                                                           |                      | X      |              |            |            |
| Balancing               | Balance would be required when restraining individuals or in a combative situation<br>While administering first aid                                           |                      | X      |              |            |            |
| Static bending          | Providing CPR, emergency first aid, responding to emergency situations<br><i>*To be considered FFF she would need to be fit for up to an occasional basis</i> |                      |        | X            |            |            |
| Variable bending        | Lifting low level as described above                                                                                                                          |                      | X      |              |            |            |
| Static twisting         |                                                                                                                                                               | X                    |        |              |            |            |
| Variable twisting       | Hand to hand combat, restraining individuals, restraining animals<br>Shoulder checking while driving                                                          |                      |        |              | X          |            |
| Neck movements          |                                                                                                                                                               |                      |        |              |            | X          |
| Kneeling                | CPR and first aid<br>Working with children                                                                                                                    |                      | X      |              |            |            |
| Crouching               | Working with children<br>Providing first aid<br>Putting animals into kennels<br>Hold CSP while waiting for EMS                                                |                      |        | X            |            |            |
| Crawling                |                                                                                                                                                               | X                    |        |              |            |            |
| Reaching above shoulder |                                                                                                                                                               |                      |        | X            |            |            |
| Reaching below shoulder |                                                                                                                                                               |                      |        |              |            | X          |

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|----------------------------|------------------------------------------------------------------------------------------------------------------------------|----------------------|--------|--------------|------------|------------|
|                            |                                                                                                                              | Not Required         | Rarely | Occasionally | Frequently | Constantly |
| Forceful movement          | Hand to hand combat, restraining individuals as necessary, some animal control, providing CPR                                |                      | X      |              |            |            |
| Throwing                   |                                                                                                                              | X                    |        |              |            |            |
| Exposure to vibration      | Driving on gravel or snowy roads                                                                                             |                      |        |              | X          |            |
| Hand usage:<br>Gross motor |                                                                                                                              |                      |        |              | X          |            |
| Fine motor                 | Writing notes, pushing buttons in patrol car, using radios, using computer, using items on belt, putting on safety vest/belt |                      |        |              |            | X          |
| Hand gripping              |                                                                                                                              |                      | Power  |              | Functional |            |
| Pinch gripping             | Writing notes, key use                                                                                                       |                      |        |              | X          |            |

If you have any questions regarding the information or would like to discuss, please contact the undersigned.

## ADDENDUM – NOC STRENGTH LEVEL AND FREQUENCY KEYS

### A. NOC Strength Level Key:

| Strength Level | Definition                          |
|----------------|-------------------------------------|
| Limited        | up to 5kg (11 pounds)               |
| Light          | 5kg – 10kg (11-22 pounds)           |
| Medium         | 10 – 20kg (22-44 pounds)            |
| Heavy          | Greater than 20 kg (44 pounds plus) |

### B. Frequency Key:

| Frequency    | % of Workday | Hours of Workday                                              |
|--------------|--------------|---------------------------------------------------------------|
| Not required | 0%           | 0                                                             |
| Rarely       | 1 – 5%       | 1 – 24 minutes/day                                            |
| Occasionally | 6 – 33%      | 25 minutes to 2 hours 40 minutes or 1 rep / 30 minutes        |
| Frequently   | 34 – 66%     | 2 hours 41 minutes to 5 hours 17 minutes or 1 rep / 2 minutes |
| Constantly   | 67 – 100%    | > 5 hours 18 minutes to 8 hours or 1 rep / 30 seconds         |