

COUNTY OF SONOMA - JOB DEMANDS ANALYSIS

JOB CLASSIFICATION: HazMat Team Volunteers
DEPARTMENT: Permit and Resource Management Department
PHYSICAL DEMAND STRENGTH RATING: Heavy/Very Heavy

DATE COMPLETED: 06/2026
DIVISION: Fire-HazMat

INSTRUCTIONS TO MEDICAL PROVIDERS COMPLETING THIS FORM:

Please use the "Medical Provider Use Only" columns to the right of each section and the "Medical Provider's Comments & Signature" Section on the signature page to provide work restrictions by indicating whether there is some portion of each function that the employee can perform; designating whether each restriction is temporary or permanent; and, if restriction is temporary, stipulating the expected duration of work restriction(s). To finalize the form, please provide the name of the employee evaluated and additional comments, as appropriate, then sign and date where indicated.

FREQUENCY RATING:

Frequency	Percentage of time per shift	Repetition (# times per shift)	8 Hr Shift	9 Hr Shift	10 Hr Shift	12 Hr Shift
Never/Not Required (N)	n/a	n/a	n/a	n/a	n/a	n/a
Occasionally (O)	1 - 33%	1 – 100	0 - 2.5	0 - 3	0 - 3.5	0 – 4
Frequently (F)	34 - 66%	100 – 500	2.5 - 5.5	3 - 6	3.5 - 7	4 – 8
Continuously (C)	67 - 100%	500+	5.5 – 8	6 - 9	7 - 10	8 - 12

PART 1 - JOB DUTIES/FUNCTIONS:

A. Job Duty/Function	B. Job Duty #	C. Freq Rating	D. Equipment or tools used to perform (Describe)	E. Specialized Expertise, License, Certification Required? (Describe)	F. Essential or Non- Essential	Medical Provider Use Only: For each job duty/function, indicate in this column "Can Perform", is "Temporarily Restricted" from performing, or is "Permanently Restricted" from performing.
While performing the following duties, employees in this position work in an outdoors environment in all types of terrain, vegetation, and weather conditions, working in both daylight and dark/dim conditions to investigate complaints, conduct inspections, and to provide emergency response to hazardous situations.						
Employees in this position are subject working long and irregular hours, including nights, weekends, and holidays to respond to after hour calls and during response and recovery phases of emergency situations (hazardous material spills, etc.).	1	O			Essential	
Drives county vehicle to/from various sites to respond to calls; drives to rugged, off-road locations; secures and pulls trailers; transmits, receives, monitors, and responds to radio communications while driving; inspects vehicle and reports any damage, required repairs or maintenance issues.	2	F	Vehicle, Trailer, Hazmat Response Truck, Radio	CA Driver's License	Essential	

A. Job Duty/Function	B. Job Duty #	C. Freq Rating	D. Equipment or tools used to perform (Describe)	E. Specialized Expertise, License, Certification Required? (Describe)	F. Essential or Non- Essential	Medical Provider Use Only: For each job duty/function, indicate in this column "Can Perform", is "Temporarily Restricted" from performing, or is "Permanently Restricted" from performing.
Performs emergency spill and leak control activities in various hazardous situations (e.g. overturned tanker, overturned chemical containers, etc.) requiring strenuous physical response while wearing protective equipment and self-contained breathing apparatus weighing up to 75 lbs.; identifies the characteristics of the hazardous substance and any other hazards associated with the incident such as toxic fumes, slip/trip and fall hazards, downed electrical lines, etc.; takes appropriate action to mitigate hazards, control risk, and secure scene including diking, fencing, or placing warning signs; participates in offensive operations required to control the spill, stop the release, or otherwise contain the hazardous substance; uses post driver, sledge hammer, air drill, and various hand and power tools; climbs ladders and works at various heights including catwalks, walking across overturned tankers, etc.; walks, runs, climbs, crawls, and moves quickly to avoid injury; loads, unloads, carries and places emergency response equipment and supplies weighing up to 75 lbs.	3	O	Hazmat Suit, SCBA, Monitoring Equipment, 6 ft Stakes, Sledge Hammer, Post Driver, Air Drill, Hand tools, Drum Dolly, Patch Kit, Barricades, Cones, Fire Tape, Beryllium non-sparking tools, gloves	CA Hazardous Materials Specialist	Essential	
May provide emergency medical treatment within the scope of certification and training.	4	O	AED, First Aid Kit	BLS/CPR, AED and First Aid Certification	Non-Essential	
Attends Trainings and Emergency Response in order to stay current on developments in fire regulations, inspection procedures, hazardous materials and waste and underground tank regulations.	5	O	Computer, Vehicle	CA Driver's License	Essential	
Continuously observes safety practices and procedures; actively utilizes and implements established safety practices; wears appropriate safety gear.	6	C	Personal Protective Equipment (PPE)		Essential	

PART 2: PHYSICAL DEMANDS

Activity	Examples of Duties/Functions Requiring Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY: Permanently Restricted
1 Sitting (<i>i.e., Driving; attending trainings</i>)	2,5	F			
2 Walking (<i>i.e., responding for emergency situations; performing spill & leak control; loading & unloading equipment</i>)	1,2,3,4	F			
3 Running (<i>i.e., responding to emergency; avoiding injury</i>)	1,3	O			
4 Standing (<i>i.e., responding to emergency; performing spill & leak control; proving emergency medical treatment</i>)	1,2,3,4	F			
5 Bending-Neck (<i>i.e., Driving; attending trainings; responding to emergency; performing spill & leak control; proving emergency medical treatment</i>)	1,2,3,4,5	F			
6 Bending-Waist (<i>i.e., responding to emergency; performing spill & leak control; proving emergency medical treatment</i>)	1,2,3,4	F			
7 Squatting (<i>i.e., responding to emergency; performing spill & leak control; proving emergency medical treatment</i>)	1,2,3,4	O			
8 Climbing (<i>i.e., Responding to emergency; using ladders</i>)	1,3	F			
9 Kneeling (<i>i.e., responding to emergency; performing spill & leak control; proving emergency medical treatment</i>)	1,2,3,4	F			
10 Crawling (<i>i.e., responding to emergency; performing spill & leak control; proving emergency medical treatment</i>)	1,3,4	O			
11 Twisting – Neck (<i>i.e., Driving; attending trainings; responding to emergency; performing spill & leak control; proving emergency medical treatment</i>)	1 - 6	F			
12 Twisting – Waist (<i>i.e., responding to emergency; performing spill & leak control; proving emergency medical treatment</i>)	2,3,4	F			
13 Repetitive Hand Use	1 - 6	C			
14 Simple Grasping-Right Hand (<i>i.e. driving; performing emergency spill and leak control; providing emergency medical treatment</i>)	2,3,4	F			
15 Simple Grasping-Left Hand (<i>i.e. driving; performing emergency spill and leak control; providing emergency medical treatment</i>)	2,3,4	F			
16 Power Grasping-Right Hand (<i>i.e., securing trailer to tow; performing emergency spill and leak control; providing emergency medical treatment</i>)	2,3,4	F			
17 Power Grasping-Left Hand (<i>i.e., securing trailer to pull; performing emergency spill and leak control; providing emergency medical treatment</i>)	2,3,4	F			
18 Fine Manipulation-Right Hand (<i>i.e., using phone, radio, computer; performing spill and leak control; providing emergency medical treatment</i>)	2,3,4,5	O			
19 Fine Manipulation-Left Hand (<i>i.e., using phone, radio, computer; performing spill and leak control; providing emergency medical treatment</i>)	2,3,4,5	O			
20 Pushing and Pulling - Right Hand (<i>i.e., securing trailer to tow; performing spill and leak control</i>)	2,3	F			
21 Pushing and Pulling - Left Hand (<i>i.e., securing trailer to tow; performing spill and leak control</i>)	2,3	F			
22 Reaching - Above shoulder level (<i>i.e.,</i>	3	O			

Activity	Examples of Duties/Functions Requiring Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY: Permanently Restricted
<i>performing spill and leak control)</i>					
23 Reaching - Below shoulder level (<i>i.e., performing spill and leak control; providing emergency medical treatment</i>)	2,3,4	F			
24 Lifting-up to 10 lbs. (<i>i.e., Class A suit in bag; phone; radio; first aid kit; AED; small hand tools</i>)	3,4,5	F			
25 Lifting-11-25 lbs. (<i>i.e., power tools; empty 20-gallon drum; SCBA Tank</i>)	3	F			
26 Lifting-26-50 lbs. (<i>i.e., SCBA tank and pack; Gear bag; bag of absorbent; ladders</i>)	3	O			
27 Lifting 51-75 lbs. (<i>i.e., PPE with SCBA</i>)	3	O			
28 Lifting 76-100 lbs. (<i>i.e., "Stinger"; 20-gallon Drum half full</i>)	3,4	O			
29 Lifting 100 + lbs. (<i>i.e., moving person to safety</i>)	3,4	O			
30 Carrying 0-10 lbs. (<i>i.e., Class A suit in bag; phone; radio; first aid kit; AED; small hand tools</i>)	3,4,5	F			
31 Carrying 11-25 lbs. (<i>i.e., power tools; empty 20-gallon drum; SCBA tank</i>)	3	F			
32 Carrying 26-50 lbs. (<i>i.e., SCBA tank and pack; Gear bag; bag of absorbent; ladders</i>)	3	O			
33 Carrying 51-75 lbs. (<i>i.e., PPE with SCBA</i>)	3,4	O			
34 Carrying 76-100 lbs. (<i>i.e., "Stinger"</i>)	3,4	O			

PART 3: SENSORY REQUIREMENTS

Activity	Examples of Duties/Functions Requiring Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY Permanently Restricted
1 Functional vision, normal or corrected (<i>i.e., Driving; performing spill and leak control</i>)	1 – 6	C			
2 Functional color vision, normal or corrected (<i>i.e., identifying hazardous substances; providing emergency medical treatment</i>)	3,4	F			
3 Functional night vision, normal or corrected (<i>i.e., responding to emergencies at any time day or night</i>)	1 - 4	F			
4 Functional hearing, normal or corrected (<i>i.e., Communicating with staff, public at an emergency; attending training</i>)	1 - 5	F			
5 A sense of smell or taste (<i>i.e., identifying hazardous substances; providing emergency medical treatment</i>)	2,3,4	F			

PART 4: COMPREHENSION LEVEL

Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY Permanently Restricted
1 Follow Oral Instructions	F			
2 Follow Written Instructions	F			
3 Required to sustain concentration	F			

PART 5: NATURE OF TASKS

Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY Permanently Restricted
1 Follow set procedures	C			
2 Organize own work	C			
3 Able to ask questions or request assistance when needed	C			
4 Required to make decisions independently	C			
5 Required to train and/or lead other staff	C			
6 Required to direct other staff (e.g. planning, goal setting, performance)	N			

PART 6: WORK PACE

Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY Permanently Restricted
1 Tightly scheduled and rapid pace of work activities at high volume	F			
2 Meet time sensitive deadlines	F			
3 Long and/or irregular hours	F			
4 Limited/unpredictable opportunity for breaks	O			
5 Required to perform on-call or emergency work	O			

PART 7: COMPLEXITY/VARIABILITY

Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY Permanently Restricted
1 Variable and unpredictable workflow	F			
2 Attention divided by issues requiring multi-tasking	F			
3 Work requires precise attention to detail	F			
4 Use of judgment in routine matters	F			
5 Requires use of judgment in adapting procedures from one task to another	F			
6 Possible legal ramifications associated with work activities or work product	F			

PART 8: INTERACTIONS WITH OTHERS

Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY Permanently Restricted
1 Works with others (e.g., co-workers, other departments/agencies, public)	F			
2 Interactions limited to giving/receiving information	F			
3 Interactions exceed giving/receiving information (e.g., advises, persuades, justifies)	F			
4 Interactions occur under circumstances of emotional stress	F			
5 Risk of confrontation with violent or assaultive clients or customers	F			

PART 9: ENVIRONMENTAL FACTORS/WORKING CONDITIONS:

Activity	FREQUENCY RATING Never, Occasional; Frequent, or Constant	MEDICAL Can Perform	PROVIDER Temporarily Restricted	USE ONLY Permanently Restricted
1 Work Inside	F			
2 Work Outside	F			
3 Extreme Heat (above 100 degrees)	O			
4 Extreme Cold (below 32 degrees)	O			
5 Excessive Noise (must raise voice to be heard)	F			
6 Vibration (e.g., jack hammer, hammer drill, chainsaw, etc.)	O			
7 Dust, Vapors, Fumes, Smoke	F			
8 Silica, asbestos, etc.	O			
9 Solvents (e.g., gas, turpentine, etc.)	F			
10 Grease, oils	F			
11 Acidic, Caustic Solutions	O			
12 Pesticides	O			
13 Explosives (e.g., dynamite, bomb, etc.)	O			
14 Cleaning supplies, abrasives	F			
15 Other Chemicals (e.g. drugs and other contraband)	O			
16 Human Blood, Body Tissues, or Fluids	O			
17 Human Wastes	O			
18 Animal Blood, Body Tissues, or Fluids	O			
19 Animal Wastes	O			
20 Biological Toxins (e.g., poison ivy, poison oak, anthrax, etc.)	F			
21 Insect Bites (e.g., ticks, mosquitos, spiders, etc.)	O			
22 Biomedical Waste	O			
23 Ionizing Radiation	O			
24 Non-Ionizing Radiation	O			
25 Electrical Energy	O			
26 Walking on uneven, slippery, or rough surfaces	F			
27 Proximity to moving mechanical parts (e.g., equipment, machinery)	F			
28 Proximity to moving vehicles or objects	F			
29 Heights (e.g., rooftop, ladders, scaffolding, etc.)	F			
30 Contact with water, other liquids, humid conditions - not weather related	O			
31 Work Below Ground: (e.g., excavation, trench, etc.)	O			
32 Potential exposure to airborne infectious diseases (e.g. clinics, labs, corrections)	O			
33 Operates non-commercial motor vehicles (cars, trucks)	F			
34 Operates commercial vehicles – CDL Class _____ Endorsements _____	N			
35 Operates passenger van to transport clients, inmates, etc.	N			
36 Pulls non-commercial trailers or equipment	F			
37 Operates heavy equipment	N			
38 Other:	N			

PART 10: MEDICAL SCREENING, SURVEILLANCE AND VACCINATION REQUIREMENTS:

Please check each of the medical screening, surveillance, and vaccination requirements that apply to the position, and indicate if the requirement applies pre-employment/pre-placement only, or whether there are additional requirements after hire.

Medical Screening, Surveillance or Vaccination	Pre-Hire	Post-Hire	Frequency (one time, annual, etc.)
1 Audiometric Testing	X	X	Annual
2 DOT Commercial Driver Drug and Alcohol Screening			
3 DOT Commercial Driver Physical Exam			
4 Respirator Physical Exam	X	X	Annual
5 Respirator Questionnaire – Short			
6 Respirator Questionnaire – Standard	X	X	Annual
7 Blood lead level			
8 Hazardous Waste/Emergency Worker physical	X	X	Annual
9 Heavy metal screen (mercury, lead, arsenic)			
10 HINT Hearing Noise Sensitivity Testing			
11 Tuberculosis skin test	X	X	Offered Annual
12 Vaccine: MMR			
13 Vaccine: Hepatitis B	X	X	Offered Annual
14 Vaccine: Influenza	X	X	Offered Annual
15 Vaccine: Meningococcal			
16 Vaccine: Pneumococcal			
17 Vaccine: Rabies			
18 Vaccine: Rabies Titer			
19 Vaccine: Tdap			
20 Vaccine: Chickenpox			

PART 11: ADDITIONAL INFORMATION, PICTURES, ETC.



**Vehicle with Equip and Hazmat Supplies
Compartment**



Storage Compartment



Supplies and Equip in Storage



Hazmat Equip Bag 36 lbs.



**Sample of Hazmat Suit-
Ranges from 45-75lbs.**



SCBA 31 lbs.



Foam- 46 lbs.



Misc. equip and supplies. Tool kit 30 lbs.

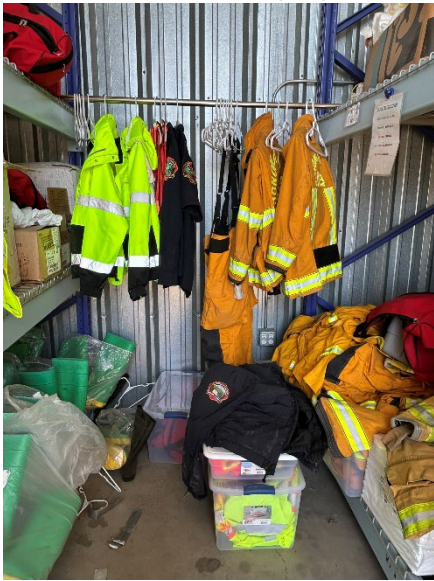


Generator- 41 lbs.



Various Kits, monitoring devices 17-27 lbs.

Photos from site visit 8/21/2025



Standard Issue Turnout Gear



Absorbent – 40 lbs. bag (move 2-4) lifted from 8” to 36” surface



20-gallon Drums – 15 lbs. empty **up 167 lbs. full**



Trailer hitches – 50 lbs. each



On-call Fire Inspector Vehicle



Emergency Response Supply storage



Emergency Response Supply Storage



Emergency Response Supply Storage



Emergency Response Supply Storage



Emergency Response Supply Storage



Emergency Response Supply Storage



Sample of Gear Bag – 42 lbs. (Boots, Helmet, Pants, Jacket, Gloves)



Operational Area Vehicle at an incident



SCBA Tank Storage- 1 hr. tank = 20 lbs. moved from ground up to 64 inches



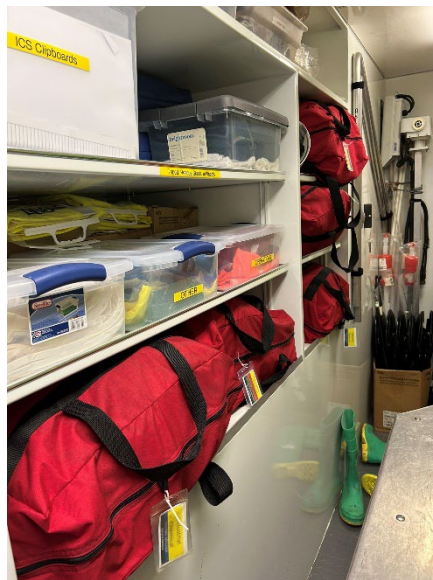
SCBA on Pack – 25 lbs.



SCBA Mask – under 1 lbs.



Class A suit (in bag) – 8 lbs.



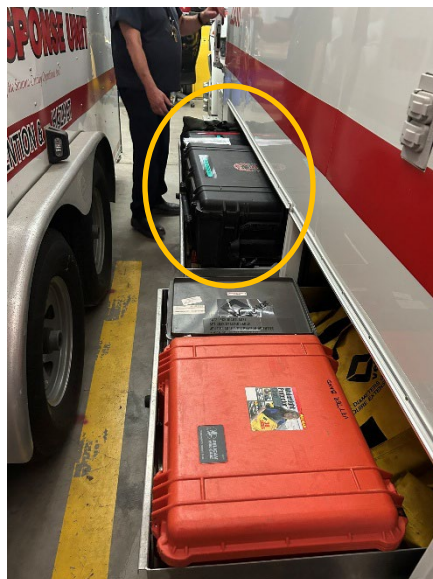
Industrial Chemical Response – 22 lbs.
from ground to 25-inch shelf



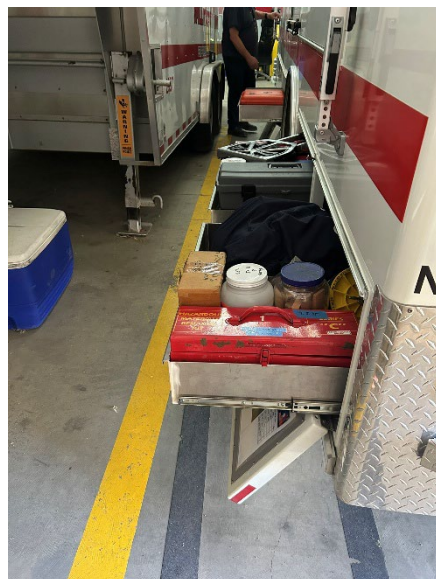
Haz Mat Safety Gear



Pipe Fittings/Patches – 46 lbs.



"Stinger" – 95 lbs. (2-person lift)

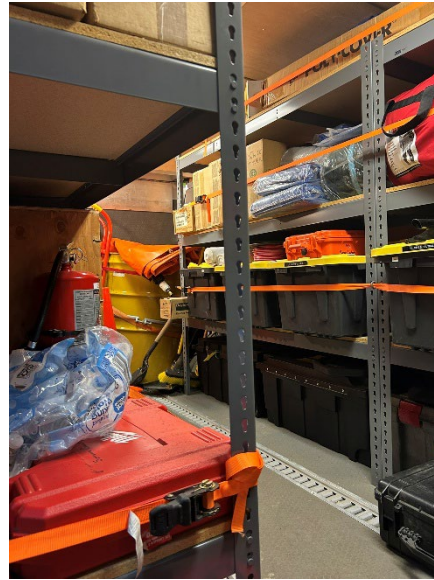


Drum & Tank Repair – 36 lbs.

****All equipment lifted from the ground to 25-inches high****



Spill Response Trailer



Sample of Equipment in Spill Response Trailer



Additional Equipment in Spill Response Trailer



Spill Response Trailer – External Storage