

STATE BOARD OF EQUALIZATION DUTY STATEMENT

CIVIL SERVICE CLASSIFICATION Associate Governmental Program Analyst		WORKING TITLE Ergonomic Analyst	
UNIT/DIST/LOCATION Health and Safety Section		POSITION NUMBER 290-331-5393-900	
SEERA DESIGNATION Rank and File	BARGAINING UNIT 01	WORK WEEK GROUP 2	CERTIFICATES REQUIRED NONE
FINGERPRINTS REQUIRED <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		SUPERVISION EXERCISED NONE	

JOB REQUIREMENTS

Knowledge of:

- Departmental administrative policies and procedures.
- California Code of Regulations, Title 8, General Industrial Safety Orders.
- Labor Code, Division of Occupational Safety and Health (CAL/OSHA) regulations, State Administrative Manual, and Management Memos.
- Principles of management rights, representation rights, and unfair practices.
- Microsoft personal computer software

Ability to:

- Maintain confidentiality of information and records.
- Manage multiple and/or changing priorities in a heavy workload situation, follow through, and ensure deadlines are met.
- Use good judgment, communicate effectively and interact professionally and effectively with all levels of management, staff, and the public.
- Follow instructions.
- Evaluate situations accurately and take effective action.
- Provide training on safety and injury/illness prevention.
- Provide instruction/direction to client program management.
- Prepare memorandums and issue papers.
- Work in a high-rise building and meet with clients on various floors.
- Work Monday through Friday.
- Travel overnight up to 10% of the time.

Statement of Position

Under direction of the Staff Services Manager I over the Health and Safety Section, the Associate Governmental Program Analyst (Ergonomic Analyst) independently performs the more responsible and complex technical analytical staff service work in the administration of boardwide health management programs including but not limited to the Ergonomic Program.

This position may be required to travel overnight up to 10% of the time.

Candidate must be able to perform the essential job functions with or without reasonable accommodation.

PERCENTAGE OF
TIME SPENT DUTIES

Essential Functions

- 55% Independently perform ergonomic evaluations in BOE's Headquarters', district and satellite offices to identify and recommend changes to the work environment; research, identify and recommend equipment needed to improve the work environment; and, write appropriate ergonomic evaluation paperwork.
- 10% Develop, maintain and present ergonomic training to BOE's Headquarters', district and satellite offices; train staff in district offices to act as "ergonomic helpers" in order to gather information, and take measurements and pictures of employee's workstations to aid the Ergonomic Analyst in recommending changes to the work environment and determine the necessary equipment needed to improve the work environment; and, attend continuous training offered by various control agencies.
- 10% Develop and maintain the ergonomic webpage on the BOE's intranet (eBOE); and, develop new and revise existing policies and procedures relating to the Ergonomics Program by analyzing issues for problem definition, developing project plans, identifying alternative solutions, implementing the desired course of action and monitoring the results.
- 10% Develop, promote and maintain the Wellness Program; develop and write a quarterly Health and Wellness Newsletter; share health management articles through the quarterly Health & Wellness Newsletter or other communication methods; and, consult with managers and supervisors on health, safety and wellness issues.
- 10% Disseminate information to all BOE employees regarding the availability of the Employee Assistance Program (EAP); contact EAP, as needed, to arrange Critical Incident Stress Debriefings; provide guidance to managers and supervisors on the process to formally refer employees for counseling with EAP; and, attend annual EAP training.

Marginal Functions

- 5% May backup or provide assistance to BOE's Health and Safety Officer on various projects. Perform other job related duties as needed.

I have read this duty statement and fully understand that I must perform the Essential Job Functions of my position with or without reasonable accommodation.

EMPLOYEE'S SIGNATURE

DATE

I certify that the above accurately represents the duties of the position and that I have reviewed these duties with the above named employee.

SUPERVISOR'S SIGNATURE

DATE