

City Council Workshop

Agenda Item #1

April 26, 2017

FY 2018 Budget Parking Lot Items

The purpose of this agenda item is to review the six items on the Council's FY 2018 budget "parking lot" list. This list includes five positions that are either new or slated to have their hours increased. It also includes the annual employee recognition program, which had been slated to be eliminated.

Below is the parking lot list generated during the Council budget workshops.

1. Sustainability Assistant (1 day to 3 days P/T)
2. Buildings & Grounds Manager (New F/T position)
3. Substance Abuse/Mental Health Position (PD) (New F/T Position)
4. Economic Development (Funding for Position or Non-Profit Corp.)
5. Staffing within Planning/Code Enforcement
6. Employee Recognition Program

Attached please find financial information and additional information about the police and planning positions. More information on the positions in sustainability and buildings & grounds will also be provided at your workshop. (Info on the Economic Development position is premature as the discussion tonight is only related to including funds as opposed to determining whether this should be a staff person or nonprofit corporation).



City Manager

FY18 "Parking Lot" Items					
Proposed New/Expanded Positions					
Position	Department	In Budget?	FY18 Amount	FY19 Amount	Notes
Planner	Planning & Development	No	\$ 87,267	\$ 87,267	See memo from Tex Haeuser
Behavioral Health Liaison	Police	No	\$ 79,337	\$ 79,337	See memo from Chief Googins
Facilities Manager	TBD	Yes	\$ 70,193	\$ 105,290	Assumes 11/1/17 start date
Sustainability Assistant	Sustainability	Yes	\$ 23,118	\$ 33,615	Assumes 11/1/17 start; from 1 day to 3 days/week Assumes 1/1/18 start; can be position or nonprofit
Economic Development	TBD	Yes	\$ 50,408	\$ 100,816	corp.; funded by TIF
<b>TOTAL</b>			<b>\$ 310,323</b>	<b>\$ 406,325</b>	

FY18 Total Requests	\$ (310,323)
FY18 Budgeted Funds	\$ 143,719
<b>Difference (Deficit)</b>	<b>\$ (166,604)</b>

We would need to find \$166,604 in order to fund all of these requests

Employee Breakfast	\$ (3,500)
Bus Wages Correction	\$ (6,698)
Library Special Events	\$ (3,000)
<b>Total Add Backs</b>	<b>\$ (13,198)</b>

Additional costs not in current budget proposal that need to be funded

<b>SUBTOTAL DEFICIT</b>	<b>\$ (179,802)</b>
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Savings by Leasing PD	
Cruisers	\$ 50,000
Additional State Revenue Sharing	\$ 50,000
<b>SUBTOTAL NEW REVENUE</b>	<b>\$ 100,000</b>

This revenue could be used toward the above deficit to fund some of the positions

<b>GRAND TOTAL</b>	<b>\$ (79,802)</b>
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We would need to find this amount in order to pay for all of the above requests in FY18

**NOTE:** An additional \$96,002 in expenses from two of these positions would come on the books in FY19 due to partial-year funding in FY18

**NOTE:** If Council opts to not include funding for an Economic Development position/corp in FY18, \$10,561 in savings would be available in the general fund

**NOTE:** Above numbers are salary and benefits only. Other potential costs, such as computers, are not included

**To:** Scott Morelli, City Manager  
**From:** Tex Haeuser, Planning Director  
**Cc:** Joshua Reny, Assistant City Manager and Economic Development Director  
**Date:** April 19, 2017  
**Re:** **Planner Position**

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As you know, the City Councilors at my budget review session asked that an additional Planning staff position be included in the new positions parking lot. In response, I asked Jeff Levine in Portland if he would send me the job descriptions and pay ranges for several types of planners. Here are the materials Jeff had sent to me and some points I might make related to each position. In each case the new planner would report to me.

### Planner

- At this level the new planner would be able to share some of Steve Puleo's development review work, such as by taking all of the ADUs and nonconforming lot developments.
- The new planner would also be able to assist me with some of the Committees I participate in. At present these committees include:
  - Bike-Ped
  - Affordable Housing
  - O'Neil Street Reuse Committee
  - Planning Board
  - Arts & Historic Preservation
  - Comp Plan Implementation Committee
  - Trails Advisory Group
  - Others
    - PACTS (Exec. Committee, Policy Committee, and Planning Committee)
    - Portland Committee of the Urban Land Institute—Boston District
    - Municipal Energy & Sustainability Group
    - GMRI C-RISE
    - GPCOG Active Transportation Advisory Group
    - GPCOG Sustain Southern Maine v2
  - The base pay for a Planner in Portland after one year without AICP certification (American Institute of Certified Planners) is \$48,477. The pay with full family benefits would be \$75,243.

### Senior Planner

- This level of planner would have the skills and experience to lead special projects and planning activities without my direct supervision.

- A person in this position, for example, could be charged with working with a committee to develop a strategic open space plan for the City and would be able to get it done well and in a reasonably short amount of time.
- After some time with the City, a senior planner would be a good candidate for my position if/when it becomes open.
- The base pay for a Senior Planner in Portland after one year without AICP certification (American Institute of Certified Planners) is \$53,333. With full family benefits the amount would be \$80,957.

### **Urban Designer**

- This more specialized type of planner would have the drawing and computer design skills to create the graphics in-house that help South Portland decision-makers visualize the effects of proposed master plan and zoning policies, how park improvements might look, gateway improvements, public art, and so on.
- An urban designer would be particularly beneficial in advancing the work of the Arts & Historic Preservation Committee and the Comp Plan Implementation Committee.
- The base pay in Portland after one year without AICP certification (American Institute of Certified Planners) or certification as a Landscape Architect is \$58,695. The pay with full family benefits would be \$87,267.

The Planning & Development Department is as lean and hard-working as any of the other departments in the City, and the Council's thought for providing greater assistance is definitely appreciated. At the same time, adding a new planner to the staff would enable Councilors and the Executive team to accomplish more of their annual goals.

I should mention also that when I started in 1990 the staff in Planning, as I recall, consisted of the director, two planners, a planning assistant, and a full-time secretary. We now have a director, one planner, and a 30-hour/week secretary. In general, the staffing level for Planning has been sensitive to economic downturns but not to recoveries.

Please let me know if you would like any additional information or clarification.

Thank you.



**POLICE DEPARTMENT**

EDWARD J. GOOGINS  
CHIEF OF POLICE

AMY J. BERRY  
DEPUTY CHIEF

To: Scott Morelli, City Manager  
From: Edward J. Googins, Chief of Police  
Ref: Position Request for FY 18 Budget  
Date: April 19, 2017

The South Portland Police Department is requesting funding for a Behavioral Health Liaison, a full-time, non-sworn trained mental health and substance use disorder professional embedded in the Police Department. In 2016, the South Portland Police Department responded to 33,738 calls for service. Our statistics show that historically, the department has spent much of its time handling quality of life issues and providing service to the community by responding to a significant number of calls for people experiencing a mental health crisis, and as first responders, SPPD officers frequently come into contact with community members who are using drugs and / or alcohol. Although it is difficult to measure, a significant portion of the City's crime and calls for service are drug-related, and experience has shown that mental health issues and substance use disorder often occur together.

Every sworn member of the department is trained in Crisis Intervention (CIT), but the nature of the work requires that first responders handle the immediate problem and move on to the next call, allowing little opportunity for follow up to find long term mental health solutions. Every sworn member of the department is also trained in the use of Narcan to reverse the effects of an opiate overdose. This temporary intervention may save a life in the moment, but additional follow up and planning needs to be done if there is any hope of long-term change. The Behavioral Health Liaison is a person that officers can refer people to, and the Liaison will take over the referrals and case management. People who may benefit from services would be identified through their interactions with patrol, from Crisis Intervention sheets, from dispatch CAD reports for substance use related calls for service, from dispatch CAD reports for mental health related calls for service, from outreach by the Liaison, and through any other sources that are not already named.

The Liaison will provide referrals to services, support after an overdose, information regarding treatment and safety planning, and assistance in navigating the local health care system. Additionally, the Liaison will offer outreach to attempt to create the rapport and trust that could lead to future treatment. More importantly, the Liaison will address the unmet needs of the uninsured and underinsured and work to connect the now disjointed response from emergency services, housing, job training, and evidence based therapy that promotes changes in behavior. The Liaison will also collect the data necessary to sustain the position.

In a different arena, the Behavioral Health Liaison is also expected to develop positive working relationships with the members of the South Portland Police Department by riding with officers and responding to calls for service with officers. The Liaison will act as a resource and promote an understanding of and appreciation for the different roles and expectations associated with treatment, recovery, and enforcement. An additional benefit offered by the Behavioral Health Liaison is as an in-house resource for peer support through post-traumatic stress assessments and critical incident debriefings.

The cost for the Behavioral Health Liaison consists of wages and benefits. The Liaison would use an existing computer work station and other miscellaneous office supplies. The Liaison would have the use of a vehicle already in the department fleet, and a portable radio already in supply. There would be no uniform or clothing expenses. The pay rate is based on qualifications and experience and ranges from \$45,000 to \$52,000. A breakdown is included below:

Annual Salary	Fringe Benefits	Sub-Total	TOTAL
\$45,000		\$45,000.00	\$71,106.24
	FICA 7.65%	\$3,442.50	
	Worker's Comp 0.43%	\$193.50	
	Retirement 9.5%	\$4,275.00	
	Health Insurance POS-C	\$18,195.24	
\$52,000		\$52,000.00	\$79,336.84
	FICA 7.65%	\$3,978.00	
	Worker's Comp 0.43%	\$223.60	
	Retirement 9.5%	\$4,940.00	
	Health Insurance POS-C	\$18,195.24	

The Behavioral Health Liaison will report directly to the Deputy Chief of Police and may supervise interns or associated volunteers. A job description is attached.

Portland Police Department  
Law Enforcement Addiction Advocacy Program  
October 1-Dec 31 2016  
and  
Yearly Review of 2016  
Oliver Bradeen LCPC-c, MHRT-C  
Substance Use Disorder Liaison

**Program Description:** The Portland Police Department's Law Enforcement Addiction Advocacy Program (LEAAP) began in February, 2016. The primary goal of this programming is to take a harm reduction approach to Substance Use Disorders (SUD) in the community with the eventual goal of engaging people in recovery. The program integrates the Substance Use Disorder Liaison (SUDL) with patrol officers on a daily basis. The SUDL responds to opioid overdose calls within the City of Portland to assist first responders and the individual that overdosed. The SUDL helps to navigate the overdose from initial response through hospital care. The SUDL continues to engage and support the client through the hospital process and attempts to assist with discharge planning and transportation from the hospital system to a safe location when possible.

In addition to responding to overdoses, the SUDL engages in follow-up, advocates for treatment over jail when appropriate, works with the DA's office, probation, treatment court and Maine pretrial to support clients in being successful with their recovery. The SUDL engages community partners in order to facilitate open communication and to tap into resources. Examples of these organizations are City of Portland (Overdose Prevention Project, Oxford Street Shelter and the Needle Exchange), Milestone Foundation (Detox and HOME team), Preble Street Resource Center, Maine Medical Center, Amistad, Mercy Hospital, Catholic Charities, Portland Recovery Community Center, Greater Portland Health Center and many other mental health, housing and substance use treatment agencies.

LEAAP also has a large presence within the jail system. The SUDL is cleared to enter the Cumberland County Jail and engages in overdose prevention work with the Overdose Prevention Project inside the pods. The SUDL also engages clients inside the jail system in an attempt to safely transition them back out into the street. LEAAP also focuses on attempting to help individuals access stable, safe and appropriate housing so that they can be successful.

In October, 2016, LEAAP was awarded a grant that helped to fund the SUDL position as well as pay for medication assisted treatment (MAT) coupled with intensive outpatient services (IOP) for 10 individuals for a 6 month period. Grace Street Recovery Services was selected to provide the IOP and MAT services at their Portland location. Hannaford Pharmacy graciously agreed to provide the medications at an affordable rate and to prepare them in the least divertible way to ensure that clients were held accountable during tablet/strip counts.

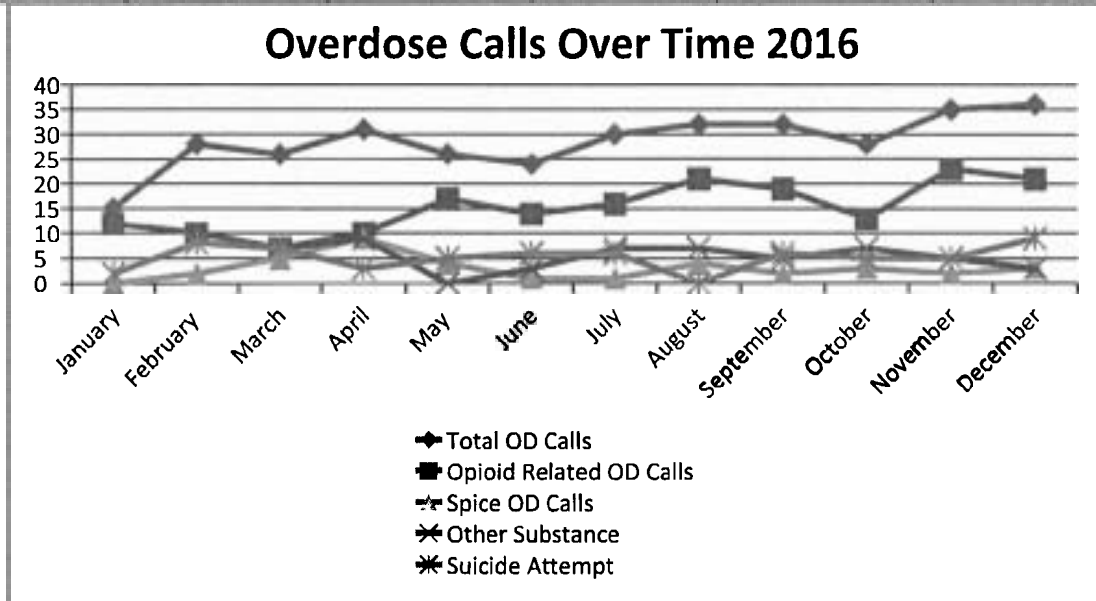
### October-December Numbers

Item	October	November	December	Total
Number of PPD Overdose Calls	28	35	36	99
Opioid Related PPD Overdose Calls	13	23	21	57
Spice Related Overdose Calls	3	2	3	8
Suicide OD Calls (No Opioids)	5	5	9	19
Unknown/Non Opiate	7	5	3	15
Active LEAAP Clients	15	14	8	37
New Clients	7	6	5	18
Referrals to outside programs	4	2	2	8

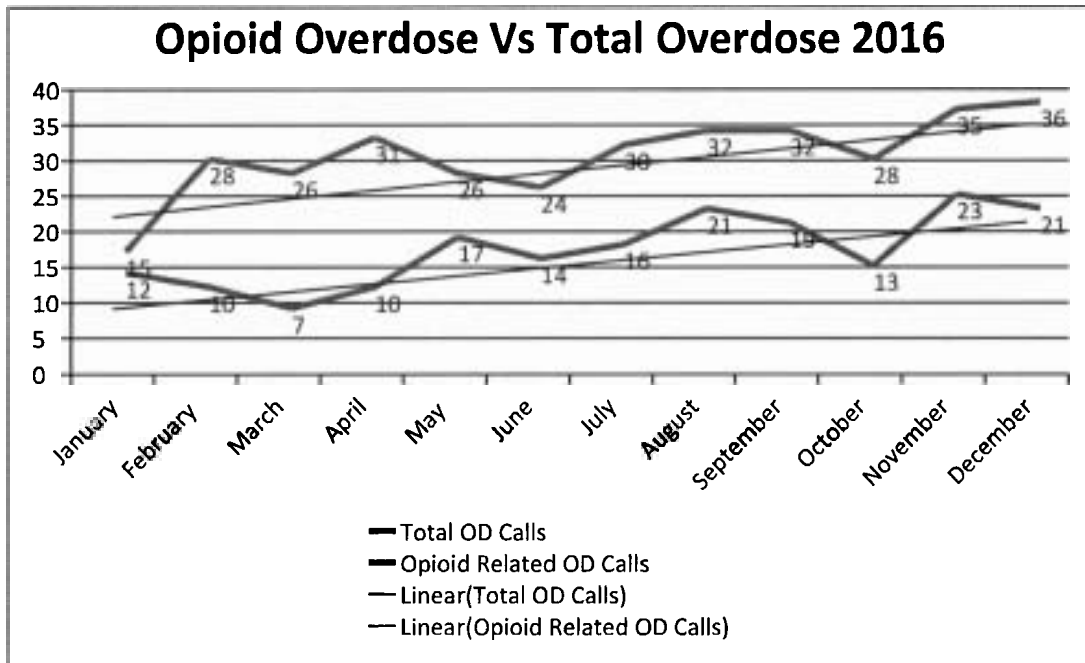
### Year Review of Numbers for LEAAP

Item	Q1	Q2	Q3	Q4	Total
PPD Overdose Calls	74	81	94	99	348
Opioid OD Calls	26	41	56	57	180
LEAAP Active Clients	24	36	54	37	151

### Overdose Calls Over Time 2016







Total overdoses are trending upwards, but it seems that the steady increase over the past 12 months could largely be attributed to an increase in Opioid overdoses.

**End of Year Statistics:**

- LEAAP has served 95 Unique Clients as of end of December 2016, averaging about 8 new clients a month.
- LEAAP has had approximately 15 active clients per month, working with them on harm reduction, peer support engagement, housing and treatment when available/appropriate.
- Only 12 out of 95 individuals have overdosed more than once since working with LEAAP.
- Four individuals out of the 12 that overdosed more than once died of a suspected Opioid overdose. Out of those four individuals, only 1 was actively engaging with LEAAP at the time of their death; the other three had not been actively engaging.
- Since November, four people have been able to access MAT and IOP through grant funded slots at Grace Street Services.

Unsuccessful Detox Referrals	Unsuccessful Referrals to outpatient	Unsuccessful Referrals to Residential Treatment
15	2	3
Successful Detox Referrals	Successful Referrals to Outpatient	Successful Referrals to Residential Treatment
6	8	2

Successful Referrals: A bed/slot is available for the client and the client is able to successfully access that slot.

Unsuccessful Referrals: There are no beds/slots available at this time and/or there is no way to access the available bed generally due to funding, lack of insurance or lack of detox.

Looking through LEAAP data it looks like referrals to Detox, Outpatient Care (mostly MAT) and Residential treatment are pretty scarce overall, but that only outpatient referrals have had more successful referrals than unsuccessful. This may be partially related to the grant funded IOP setting which currently has 4 individuals successfully enrolled.

The majority of clients do not engage in some form of referral process as many of them are discouraged and hopeless about the situation. Many have no monetary resources or insurance. Often the only support available is free or cheap. Thankfully we have social support like Amistad, Peer support, Recovery Coaches and PRCC . The free peer resources are invaluable to the safety of LEAAP clients. A large portion of individuals would like to engage in some form of residential treatment or it is the most appropriate level of care, but they have no way to access residential care. There are some grant funded slots in the state, but it is often luck of the draw as to if someone gets a spot. Every client LEAAP engages with is referred to peer support programming; primarily to PRCC, but also Amistad and other resources.

#### **Current identified barriers and difficulties:**

- Lack of Medicaid (Mainecare) expansion is a large issue. Many clients have no access to insurance and thus do not have access to many outpatient or inpatient services. Often, clients had Mainecare but lost it within the last few years due to changes in the Mainecare system.
- There is a significant need for more housing options, especially recovery houses that allow MAT.
- More services for Women are needed, as there are fewer services for women than men.
- There are MAT services available, but if people are looking for higher level of care than simply medication through primary care, they are struggling to gain access to services; primarily due to cost/lack of insurance
- Lack of detox beds. Milestone is really the state's only Opioid detox resource. Milestone has done a fantastic job of collaboration with LEAAP at this time. They simply have limited capacity and the need is higher than the availability.
- There is a lack of transitional housing/programming for individuals that have completed detox. This deficit results in relapse as well as multiple stays at detox.
- Maine currently lacks adequate affordable and accessible residential treatment.

#### **Community based change for the future:**

- Increasing interactions between the recovery community and law enforcement via community policing, CIT, training opportunities, and social settings. We can improve the community by having greater understanding by law enforcement of what it is like to be a person with a substance use disorder as well as what it's like for officers to deal with the behavior that is often associated with substance use disorder. People seeing each other as more than a label, is key and leads to better understanding and interactions.
- Continued collaboration between major agencies/entities in the area; specifically GPAC.

## POSITION DESCRIPTION

DRAFT

**Title:** Behavioral Health Liaison

**FLSA:** Exempt

**Class:** Non-union, full-time

**Grade:** \_\_\_\_\_

**Date:** April 2017

### **Nature of Work**

The Behavioral Health Liaison is a trained mental health and substance use disorder worker embedded in the Police Department who will provide intervention, education, outreach, and case management. The Liaison will function independently and act as a connection between South Portland residents and treatment services or facilities and will represent the Police Department in multiple settings.

### **Supervision Received**

The Behavioral Health Liaison will report directly to the Deputy Chief of Police.

### **Supervision Exercised**

May supervise interns and volunteers.

### **Essential Duties and Responsibilities**

Provides intervention, referral, advocacy, and facilitation services, in partnership with the members of the Police Department, through referrals and direct contacts with individuals known to have substance use disorder and / or mental health issues.

Works closely with other substance use disorder and mental health professionals to access and facilitate the best care for individual's needs.

Coordinates the management of existing services and follow up with treatment care plans.

Educates members of the Police Department and the community about related recovery resources available in the community and beyond.

Establishes strong working relationships with community providers.

Maintains statistics and records of client contacts.

Performs related work as required.

### **Requirements of Work**

Bachelor's degree in a relevant social science or equivalent education and work experience.

LCPC, LCPC-C, LCSW, and / or license eligible.

Knowledge of the City of South Portland and its demographics.

Thorough knowledge of public and private mental health resources.

Thorough knowledge of public and private resources available for substance use disorders.

Thorough knowledge of MaineCare policies and coverage and local health care systems.

Flexibility of work hours will be required as liaison work may be needed at varying times.

Exceptional written, oral, and platform presentation skills.

Proven ability to work with socially diverse populations.

Strong commitment to treating clients, as well as family and associates, with dignity and respect.

Must pass a criminal background check and hold a valid driver's license.

**Preferred Experience**

Master's degree in related field.

Experience working in an urban environment with individuals exhibiting symptoms of substance use disorder and / or mental health issues.

Experience working within a law enforcement agency.



# Memo

To: Mayor Smith & City Councilors

From: Scott Morelli, City Manager

cc: Department Heads

Date: April 26, 2017

Re: Facilities Manager Position (aka Buildings & Grounds Director)

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For your discussion tonight, I have prepared some additional information about the proposed Facilities Manager position that you have placed in your budget “parking lot”. This position was included in the draft budget crafted by the former interim City Manager, Don Gerrish, and our Finance Director. Their request, which I supported the inclusion of in my final budget recommendation, stemmed from both department head feedback and their own observations of the need for such a position.

Presently, the City has no one overseeing all of its facilities. A couple of years ago the City added a Facility Maintenance Supervisor for the Parks, Recreation, and Waterfront Department. This supervisor position is only supposed to oversee the custodial staff in the daily cleaning, preventative maintenance, minor repairs, and minor installations in that department’s facilities, the two Library buildings, and City Hall/Assessing. However, since there is no one officially delegated to perform those daily, routine tasks – or the more complex plumbing, carpentry, or HVAC repairs, installations, trouble-shooting, determination of maintenance solutions, working with vendors/contractors, etc. – in those or the numerous other municipal facilities (i.e. Public Works/Bus, Planning & Development, Public Safety, and various Fire stations), he often gets called on to assist with those needs. The City is fortunate that the supervisor has extensive carpentry and construction skills and experience that far exceed the requirements of his position. Because he gets pulled in many different directions and responds to minor and major maintenance needs, repairs, and installations in all City buildings, the supervisor is often unable to complete his regularly assigned duties. The oversight of all buildings, therefore, becomes watered-down and reactive at best.

The creation of a Facilities Manager position would enable the City to more properly oversee and proactively maintain its assets. It could also save money by proactively identifying and

addressing issues before they become major safety and/or rehabilitation concerns. For example, serious mold issues were recently uncovered at the Cash Corner Fire Station. The City is now in the midst of coming up with a remediation plan, which will also include significant costs to repair several portions of that building. Had an experienced employee been able to provide routine monitoring of that facility, the mold problem could have been caught early on and abated at a fraction of the cost.

The new Public Services facility is scheduled to open this Fall. A Facilities Manager would coordinate with Department Heads in this new City asset and all other City buildings in developing preventative maintenance plans. The Facilities Manager could also work with department heads and designated staff in conducting regular facility and equipment safety inspections, identify hazards, and make necessary corrections/repairs.

Funding of \$70,193 has been included in the proposed FY18 budget to fill this position effective November 1, 2017. (The full-year cost in FY19 will be \$105,290.) Delaying the hire of this position by four months into the new fiscal year not only saves money in FY18 but it also provides the department heads and I with sufficient time to determine where this position would fit in the City's organizational structure and what their formal job description would be.

Attached you will find a job description from another municipality to provide you with some additional information about the duties that this person might perform. The department heads and I will be available this evening to provide additional information and answer any questions you might have about this proposed position.



## Job Description

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**Department:** Public Works  
**Job Title:** Buildings & Grounds Supervisor  
**Reports to:** Public Works Director  
**Classification:** Non-Exempt  
**Job Level:** 6  
Date job description last revised: December 2012

### **GENERAL DESCRIPTION OF DUTIES:**

Oversees immediate and long-term maintenance and improvement of all city-owned facilities, parks, trails and other public areas; operates and maintains complex mechanical and electrical systems. This role includes hands on responsibility for routine work and special projects, supervision of a small staff, and participation in other areas of public works as a member of the overall team.

### **ORGANIZATIONAL RELATIONSHIPS:**

Reports to the Public Works Director. Supervises parks staff and, from time to time, subcontractors and prison crews.

### **ESSENTIAL DUTIES:**

The following duty statements are illustrative of the essential functions of the job and do not include other nonessential or marginal duties that may be required. The City reserves the right to modify or change duties or essential functions of this job at any time.

- Maintains, repairs and improves city-owned facilities (structures and mechanical systems), parks and public areas, including compliance with Salida's building maintenance and other applicable regulatory codes. Coordinates and responds to findings of building inspections.
- Manages a department budget.
- Prioritizes city-wide needs; staffs routine work and manages projects appropriately.
- Assists with hiring personnel; responsible for overseeing the work of others; sets performance goals, mentors staff, and provides feedback through formal and informal means.
- Takes responsibility for safety conditions in city buildings and grounds; assists with planning and leadership of crew safety and ensures employee safety is a priority at all times.
- Proactively seeks ways to operate and maintain facilities and grounds in the most cost effective manner such as through energy usage practices and the evaluation of operating supplies and service contracts.
- Writes RFPs working in conjunction with project engineers and city attorney, as necessary.
- Responsible for ordering materials and supplies within budget allowances and maintains an inventory sufficient to expedite projects.
- Oversees maintenance practices and a variety of projects; evaluates alternatives, prepares or reviews cost estimates, preliminary and final designs, bid documents, and contract.
- Develops plans for future needs of City infrastructure; assists with long-term capital plans for areas of responsibility.
- May be required to operate a variety of light and heavy equipment.

- Completes required training and complies with administrative and financial policies and procedures including, but not limited to, safety standards, NIMS, human resources, payroll, purchasing, and budget controls. Attends training sessions and conferences to keep abreast of current technologies and trends.
- Serves as a member of the emergency response team and is subject to residency requirements as defined in City resolutions and the personnel manual.
- Other duties as assigned.

**KNOWLEDGE, SKILLS AND ABILITIES:**

- Time management and project management skills; ability to self-manage.
- Basic PC skills including use of MS Excel, MS word and email.
- Experience maintaining, trouble shooting and basic repairs of mechanical and electrical systems including, but not limited to, HVAC, fire and security alarms, automated outdoor water systems.
- Ability to define problems, collect relevant data, establish facts, and draw valid conclusions.
- Working knowledge of common hazards and safety precautions necessary for building and grounds maintenance.
- Working knowledge of vehicles and equipment used by the department.
- Basic financial acumen, including the ability to perform cost/benefit analyses, consider alternatives and manage project and operating budgets.
- Ability to resolve conflicts and to foster an atmosphere of teamwork, cooperation, accountability and responsibility.
- Ability to establish and maintain effective working relationships with other agencies, contractors and the general public.
- Ability to comprehend and apply the Salida Municipal Code and departmental policies and procedures.

**EDUCATION, CERTIFICATIONS AND EXPERIENCE:**

High school education or equivalent completed; five or more years relevant work experience. Valid Colorado driver's license with a good driving record.

**ENVIRONMENTAL AND PHYSICAL CONDITIONS:**

While performing the duties of this job, the employee occasionally works in high, precarious or confined places and a variety of outdoor weather conditions. The noise level in the work environment is usually moderate.

Must be able to exert up to 100 pounds of force occasionally and/or up to 25 pounds of force frequently to lift, carry, push, pull, or otherwise move objects. Requires the ability to maintain body equilibrium when bending, stooping, crouching, reaching and/or stretch arms, legs or other parts of body and to physically maneuver over and/or upon varying terrain, surfaces or physical structures. Specific sensory requirements include close, distance and peripheral vision, depth perception and the ability to adjust focus. While performing the duties of this job, the employee is regularly required to use hands to finger, handle, or feel; reach with arms and hands; speak and hear. The employee is frequently required to stand; walk; sit; climb or balance; stoop, kneel, crouch, or crawl and taste or smell.