



POSITION ANALYSIS

Standard Corpsmember and Fire Crew Corpsmember

Program Name: California Conservation Corps

Position Title: Corpsmember (Standard) or Corpsmember (Fire Crew)

Normal Hours Worked Per Day: 8

Normal Hours Worked Per Week: 40

DESCRIPTION OF THE CALIFORNIA CONSERVATION CORPS PROGRAM

The California Conservation Corps (CCC) is a department within the California Natural Resources Agency. The CCC offers young adults (Corpsmembers) a paid opportunity to advance their career and educational horizons while engaging in and providing important environmental and community services to state and local communities. Corpsmembers work on environmental projects and respond to natural and man-made disasters. Through this work, they gain skills and experience that lead to meaningful careers. The CCC's motto is "Hard work, low pay, miserable conditions and more!" The CCC is dedicated to developing Corpsmembers into citizens with character, credentials, and commitment.

DESCRIPTION OF POSITION RESPONSIBILITIES

Some Corpsmembers (CMs) will be required to live in residential environments with large groups of people (50 to 200 and sometimes more). The CCC residential program is not a care facility and is not staffed to provide assistance (i.e., psychiatric care or medications) to individuals with physical or mental disabilities. CMs may also be assigned to work in remote locations which can require living in tent camps (remote and temporary facilities) for up to 21 days at a time.

ESSENTIAL FUNCTIONS OF ALL CCC CORPSMEMBER POSITIONS

All Corpsmembers must be physically and mentally capable of working outdoors under extreme weather conditions for extended periods of time (multiple days). Corpsmembers must have the ability to work cooperatively as a team member to perform program activities safely and effectively without causing harm to themselves and others. They must have the ability to work well and live in close quarters with persons of different genders, sexual orientations, ethnicities, and/or backgrounds. They must be able to participate in high school level educational classes or continuing education classes for up to 10 hours a week.

Corpsmembers are normally required to be on their feet continuously during vocational work hours. Extensive walking and/or hiking may be required. Corpsmembers are required to perform physically demanding vocational work that uses both their lower and upper extremities. Corpsmembers are typically assigned to outdoor work projects under adverse environmental conditions. Corpsmembers plant trees, clear streams, construct and maintain trails, perform construction and landscaping activities, prepare and serve food in quantity and many other types of vocational work projects. They may also be required to respond to state or federal declared emergencies such as floods, wildland fires, earthquakes and oil spills, which can extend their active work shift to up to 16 hours for multiple days in a row.

ESSENTIAL FUNCTIONS OF THE CCC FIRE CREW CORPSMEMBER

Fire Crew CMs may be required to continuously be on their feet during firefighting assignments. When working on a fire assignment, extensive walking and hiking is required. Fire Crew CMs are required to perform extremely physically demanding work that uses both their lower and upper extremities.

During fire assignments, Fire Crew CMs will work outdoors under adverse environmental conditions for extended periods of time. Fire Crew CMs can be assigned to initial attack or mop-up assignments, which can expose them to extreme temperatures (over 100°F), excessive amounts of dust and smoke, and very steep terrain with loose soil. They may be required to drag or carry hoses and/or packs weighing up to 50 lbs. for extended distances while carrying firefighting tools. Fire Crew CMs may be required to work over 24-hour work shifts. During floods, the Fire Crew CM may be exposed to extreme cold, snow, rain and high winds for extended periods under the same work shift conditions identified above. Other disaster or rescue response calls can require that the Fire Crew CM work under unusually adverse conditions for extended periods of time.

When assigned to an emergency incident, the Fire Crew CM is expected to have the endurance to perform arduous physical tasks in emergency situations throughout the state. The Fire Crew CM may be assigned to the night shift and required to sleep during the day to be ready for the following night shift. Day sleeping due to the times of shift change, combined with high temperature (over 100°F), smoke, dust, and noise, can make it difficult to get rest. Normal regularity of meals is generally impossible in these situations. The Fire Crew CM must always be capable of completing their duties in the above demanding stressful situations.

A Fire Crew CM must have visual acuity (Snellen) of not less than 20/100 without correction in each eye, corrected to not less than 20/30 in one eye. The individual must have color vision adequate to successfully perform the essential functions of the position, including the ability to correctly identify different colored vehicles, as measured by the Ishihara Pseudo-Chromatic Plate Test. A Fire Crew CM requires uncorrected hearing adequacy within speech frequencies. A Fire Crew CM must have full use of both hands and feet. The individual must have the necessary strength and agility required for extensive bending, stooping, and squatting, and must have no more than a mild susceptibility to poison oak. The Fire Crew CM must be able to work in situations with intense heat in addition to being able to tolerate exposure to heavy smoke and dust.

The Fire Crew CM is typically required to engage in psychologically stressful and/or physically demanding activities consistent with firefighting, disaster response, and emergency medical response, including working in isolated areas, walking or running on uneven, rough terrain, and remaining actively engaged in firefighting activities for 24 hours or longer without a break.

When not responding to emergencies, Fire Crew CMs can be assigned to field projects or training which will still require an above average ability to perform physically and mentally demanding activities under extremely adverse conditions in all types of weather and terrain. Additional projects may involve clearing trails; cutting brush; assisting in the maintenance and repair of buildings, grounds, and equipment; inspecting, cleaning and repairing fire hoses and equipment; sharpening fire tools; painting equipment and buildings; performing semi-skilled or laboring construction work; and performing general station housekeeping and kitchen duties.

PSYCHOLOGICAL CONSIDERATIONS FOR ALL CORPSMEMBER POSITIONS

The physical requirements of a CCC Corpsmember vary from day to day depending upon the project, location, and terrain. Corpsmembers must be ready to respond and perform during emergencies (fires, floods, earthquakes, oil spills, etc.) and non-commutable project sites (spike locations). Project sites are primarily outdoors and, as required, a Corpsmember may spend extended periods operating from and living in primitive facilities, sometimes isolated from communities. For the health and safety of the Corpsmembers, they must be able to exercise good judgment and decision-making ability, with or without a reasonable accommodation, on their initial day of enrollment with the CCC.

Sections 1 – 3 outline the physical demands placed on Corpsmembers (those for the Standard Corpsmember are marked with an “S”, those for the Fire Crew CM are marked with an “FC”, and those common to all CMs are marked with an “S & FC”). All marked items are deemed essential functions of the position. CMs must be ready to perform all essential functions, with or without a reasonable accommodation, on their initial day of enrollment in the CCC. Section 4 outlines the environmental exposures that are common to all CM positions. For the health and safety of the CMs, they must not be overly sensitive to the possible exposures outlined in section 4.

1. Frequency of activity required of the Standard Corpsmember/Fire Crew Corpsmember positions:

Sitting Standard CM – Occasionally (up to 3 hours)
 Fire Crew CM – Occasionally (up to 3 hours)

Activities may include: Riding in vehicle to project site, attending training and/or educational classes.

Walking Standard CM – Frequently (3 to 6 hours)
 Fire Crew CM – Constantly (6 to 8+ hours)

Activities may include: Walking or hiking miles to and from project sites on uneven ground and/or steep terrain.

Standing Standard CM – Constantly (6 to 8+ hours)
 Fire Crew CM – Constantly (6 to 8+ hours)

Activities may include: General work projects, serving food, training, directing vehicle traffic, staffing a demonstration booth, etc.

Bending
(neck) Standard CM – Constantly (6 to 8+ hours)
 Fire Crew CM – Constantly (6 to 8+ hours)

Activities may include: Cutting vegetation, picking up debris or other materials, etc.

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POSITION ANALYSIS

CCC 248 COMBO – STANDARD CORPSMEMBER AND FIRE CREW CORPSMEMBER (Revised 12/20)

Bending (waist) Standard CM – Constantly (6 to 8+ hours)
Fire Crew CM – Constantly (6 to 8+ hours)

Activities may include: Cutting vegetation, trail construction, picking up debris, loading materials, etc.

Squatting Standard CM – Occasionally (up to 3 hours)
Fire Crew CM – Occasionally (up to 3 hours)

Activities may include: Planting trees, filling sandbags, equipment assembly, etc.

Climbing Standard CM – Occasionally (up to 3 hours)
Fire Crew CM – Frequently (3 to 6 hours)

Activities may include: Tree climbing, working on scaffolding, working with ladders, etc.

Kneeling Standard CM – Occasionally (up to 3 hours)
Fire Crew CM – Occasionally (up to 3 hours)

Activities may include: Planting trees, masonry work, construction projects, chain saw operations etc.

Crawling Standard CM – Occasionally (up to 3 hours)
Fire Crew CM – Occasionally (up to 3 hours)

Activities may include: Cleaning debris from confined areas, installation work, etc.

Twisting (neck) Standard CM – Constantly (6 to 8+ hours)
Fire Crew CM – Constantly (6 to 8+ hours)

Activities may include: Emergency assignments, working on fire line, ensuring personal and other workers' safety, traffic control, etc.

Twisting (waist) Standard CM – Constantly (6 to 8+ hours)
Fire Crew CM – Constantly (6 to 8+ hours)

Activities may include: Cutting vegetation, moving sandbags, hauling debris, working with hand tools, loading and unloading material, etc.

2. Hand use:

Is repetitive use of hand required?

Standard CM – Constantly (6 to 8+ hours)
Fire Crew CM – Constantly (6 to 8+ hours)

Activities may include: All project assignments and most training or educational assignments.
For Fire Crew CMs only – cutting fire line.

Simple Grasping (right hand)

Standard CM – Constantly (6 to 8+ hours)
Fire Crew CM – Constantly (6 to 8+ hours)

Activities may include: All project and training assignments which require the use of hand tools, writing in journal, using a computer mouse, etc.

Simple Grasping (left hand)

Standard CM – Constantly (6 to 8+ hours)
Fire Crew CM – Constantly (6 to 8+ hours)

Activities may include: All project and training assignments which require the use of hand tools, writing in journal, using a computer mouse, etc.

Power Grasping (right hand)

Standard CM – Constantly (6 to 8+ hours)
Fire Crew CM – Constantly (6 to 8+ hours)

Activities may include: Tree climbing, trimming shrubbery, stream clearance, rock work, power equipment operations/use, etc. For Fire Crew CMs only – cutting fire line.

Power Grasping (left hand)

Standard CM – Constantly (6 to 8+ hours)
Fire Crew CM – Constantly (6 to 8+ hours)

Activities may include: Tree climbing, trimming shrubbery, stream clearance, rock work, power equipment operations and use, etc. For Fire Crew CMs only – cutting fire line.

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Fine Manipulation (right hand)

Standard CM – Occasionally (up to 3 hours)

Fire Crew CM – Occasionally (up to 3 hours)

Activities may include: Writing (if dominant hand), use of some power tools, projects involving wiring and installation of fixtures, cutting and slicing in kitchen work, etc.

Fine Manipulation (left hand)

Standard CM – Occasionally (up to 3 hours)

Fire Crew CM – Occasionally (up to 3 hours)

Activities may include: Writing (if dominant hand), use of some power tools, projects involving wiring and installation of fixtures, cutting and slicing in kitchen work, etc.

Pushing & Pulling (right hand)

Standard CM – Frequently (3 to 6 hours)

Fire Crew CM – Constantly (6 to 8+ hours)

Activities may include: Pushing wheelbarrow, pushing boxes or other supplies, pushing/pulling of debris or vegetation, cutting fire line, etc.

Pushing & Pulling (left hand)

Standard CM – Frequently (3 to 6 hours)

Fire Crew CM – Constantly (6 to 8+ hours)

Activities may include: Pushing wheelbarrow, pushing boxes or other supplies, pushing/pulling of debris or vegetation, cutting fire line, etc.

Reaching (above shoulder level)

Standard CM – Frequently (3 to 6 hours)

Fire Crew CM – Frequently (3 to 6 hours)

Activities may include: Moving supplies, climbing, trimming shrubbery, changing ballasts in overhead lighting, reaching with hand or power tools, etc. For Fire Crew CMs only – cutting fire line.

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Reaching (below shoulder level)

Standard CM – Frequently (3 to 6 hours)
Fire Crew CM – Constantly (6 to 8+ hours)

Activities may include: Moving supplies, climbing, trimming shrubbery, reaching with hand or power tools, etc. For Fire Crew CMs only – cutting fire line.

3. Daily lifting and carrying requirements:

Lifting 0 to 10 lbs. from floor to chest or above shoulder and return

Fire Crew CM – Constantly (6 to 8+ hours)

Lifting 11 to 25 lbs. from floor to chest or above shoulder and return

Standard CM – Frequently (3 to 6 hours)
Fire Crew CM – Constantly (6 to 8+ hours)

Lifting 26 to 50 lbs. from floor to chest or above shoulder and return

Standard CM – Frequently (3 to 6 hours)
Fire Crew CM – Constantly (6 to 8+ hours)

Lifting 51-75 lbs. from floor to chest or above shoulder and return

Standard CM – Occasionally (up to 3 hours)
Fire Crew CM – Occasionally (up to 3 hours)

Lifting 76-100 lbs. from floor to chest or above shoulder and return

Standard CM – Occasionally (up to 3 hours)
Fire Crew CM – Occasionally (up to 3 hours)

Carrying 0 to 10 lbs. objects such as landscape or construction materials, tools and equipment.

Fire Crew CM – Constantly (6 to 8+ hours)

Carrying 11 to 25 lbs. objects such as landscape or construction materials, tools and equipment.

Standard CM – Frequently (3 to 6 hours)
Fire Crew CM – Constantly (6 to 8+ hours)

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Carrying 26 to 50 lbs. objects such as landscape or construction materials, tools and equipment.

Standard CM – Frequently (3 to 6 hours)
Fire Crew CM – Constantly (6 to 8+ hours)

Carrying 51 to 75 lbs. objects such as landscape or construction materials, tools and equipment.

Standard CM – Occasionally (up to 3 hours)
Fire Crew CM – Occasionally (up to 3 hours)

Carrying 76 to 100 lbs. objects such as landscape or construction materials, tools and equipment.

Standard CM – Occasionally (up to 3 hours)
Fire Crew CM – Occasionally (up to 3 hours)

Unique lifting and carrying requirements:

All Corpsmember Positions: May be required to haul machinery, equipment, or debris to and from project sites. May be required to lift and carry 51 to 100+ pounds with assistance of others or mechanical aid. May be required to hike to and from project sites with an individual backpack weighing 15 to 50 lbs. for 1 to 10 miles at a time.

For Fire Crew Corpsmember Position Only: Corpsmembers assigned to a Fire Crew may be required to haul firefighting equipment to and from the fire line. May be required to lift and carry 100-plus pounds with assistance of others or mechanical aid. May be required to hike to and from fire line with gear and equipment pack weighing 15 to 50 lbs. for extended distances while carrying firefighting tools.

ENVIRONMENTAL EXPOSURES FOR ALL CORPSMEMBER POSITIONS

Additional position activities or program site factors:

A. Driving cars, trucks, forklifts, and other equipment

Yes, may drive or operate vehicles or equipment.

B. Working with or around equipment and machinery

Yes, may work with or around various types of power tools and/or equipment, including commercial kitchen equipment, etc.

C. Walking on uneven ground

Yes, outdoor work on all types of terrain and in high elevations.

D. Exposure to excessive noise

Yes, When working with power tools, chain saws, high traffic areas, construction sites, etc.

E. Exposure to extremes in temperature, humidity, or wetness

Yes, outdoor work in all California weather conditions. May be subject to extreme weather conditions (i.e., snow or temperatures over 100° F) for extended periods of time. May be required to work in water for extended periods of time.

F. Exposure to dust, gas, fumes, smoke or chemicals

Yes, sandbagging, working with power equipment (fuel mix/oil), trail work, construction projects, fire camp or, application of pesticides, etc.

G. Working on or very near to wildland fire

Yes, fire line assignments can expose Corpsmember to radiant heat and flames. Flying embers, excessive smoke, poisonous smoke (e.g. poison oak), ash and soot from burn area, heavy fumes from chainsaw use, etc.

H. Working at heights

Yes, working on bridges, over rivers or ravines, work on roof tops, working on ladders or lifts, etc.

I. Operation of foot controls or repetitive foot movement

Yes, walking and hiking to worksites, may also be required if operating backhoe, forklift or other equipment, etc.

J. Use of special visual or auditory protective equipment

Yes, required to wear eye protection to protect from flying debris; also required to wear ear protection to protect from power tool or power equipment noise.

K. Exposure to biohazards such as bloodborne pathogens, sewage, hospital waste, etc.

Yes, may be exposed to human and animal waste or hypodermic needles when working on roadsides, community clean-ups, near homeless camps, etc.

L. Exposure to outdoor hazards

Yes, may be exposed to poisonous plants such as poison oak, etc.; insects such as bees, spiders, ants, etc.; and other wildlife such as snakes, mountain lions, deer, bear, etc.