



# Bock Consulting

## Job Analysis

Job Title	Field Crew Technician (AVM)	Worker	
DOT Number	899.687-014	Claim Number	
Employer	Port of Seattle	Employer Phone #	(206) 787-3000
Employer Contact	Shawn McCormick	Date of Analysis	8/28/09; 10/2011; 11/22/16

- Job of Injury   
  Transferable Skills Job   
  New Job   
  8-10 Hours Per Day   
  4-5 Days Per Week

### Job Description, Essential Functions, Tasks and Skills:



The Port of Seattle is a municipal corporation created on September 5, 1911 by the voters of King County. The Port of Seattle is divided into operating divisions, plus other departments that support the divisions and the broad mission of the Port: 1) Aviation Division, 2) Maritime Division, and 3) Economic Development Division.

The Aviation Division owns and operates Seattle-Tacoma International Airport. Sea-Tac Airport handles more than 40 million passengers a year, and offers state-of-the-art air cargo facilities. The Aviation Division employs a maintenance staff which is responsible for all tasks associated with the maintenance and on-going operations at Sea-Tac Airport.

This job analysis is for an individual working as a Field Crew Technician for Aviation Maintenance. Field Crew Technicians are staffed on three shifts, providing 24-hour coverage in support of airfield operations.

### Essential Functions:

The responsibilities assigned to Field Crew Technicians are extremely broad, including a variety of maintenance, repair, and minor construction tasks, as well as responding to operational emergencies at Seattle-Tacoma International Airport. Work may be assigned in almost any part of the airport grounds, and may include off-site locations as well. Specific tasks may be assigned to workers on a specific shift. It is possible that workers may be outside for an entire shift, may be primarily working inside a building, or operating a vehicle for an entire shift.



While working, Field Crew Technicians must comply with all Aviation Maintenance work rules, shop



***Job Analysis: Field Crew Technician (Aviation Maintenance) – Port of Seattle  
DOT # 899.687-014***

safety requirements, and personal protective equipment (“PPE”) requirements.

Tasks Assigned to Field Crew Technicians may include:

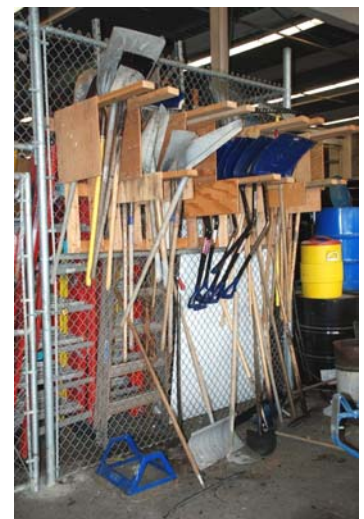
- Meet/connect with supervisor on a daily basis or as needed.
- Obtain, read and review work orders, plans, and requests to understand assigned repair/ maintenance project.
- Request parts, supplies and or materials needed for assigned projects. Choose applicable tools, supplies, materials, and equipment.
- As needed, load items into truck or other Port vehicle, and drive truck or vehicle to job site to transport tools, and materials, and access job site.
- Prepare and or review site specific safety plan for each project. Review job plan. Ensure work is performed in a safe manner.
- Set up traffic control cones and signs as necessary to reroute traffic. Direct traffic.
- Cut back vegetation from airport fence line using string trimmers, or brush cutters (all vegetation is required to be cut back 5 feet from both sides of the fence).
- Cut grass between runways and taxiways on the airfield using tractor-pulled grass cutters.
- Trim plants that may obstruct site lines on the airfield.
- Blow cut grass, leaves, and other vegetation from roads, runways, and taxiways using backpack blower.
- Pressure wash surfaces as assigned.
- Repair fences struck by vehicles. Dig holes for fencing supports.
- Repair signs struck by vehicles.
- Lift, carry, and transport building materials, tools, and supplies, including bags of cement, bags of concrete, bags of sand, lumber, bales of hay, and fence parts, among others.
- Clean tools, equipment, and materials.
- Mix, pour, and spread concrete, asphalt, gravel, and other materials, using hands or hand tools.
- Guide objects, such as jersey barriers, pipes, or water tanks, into place when suspended by a lift or forklift.
- Clean roofs and drains on buildings.
- Change signage in and around airport and on surrounding streets.
- Move tarps and sandbags to address groundwater/runoff/erosion issues.





***Job Analysis: Field Crew Technician (Aviation Maintenance) – Port of Seattle  
DOT # 899.687-014***

- Repair cracks and potholes in runways, taxiways, and roadways with hot asphalt.
- Operate street/sidewalk sweeper on airport grounds and or surrounding streets.
- Move furniture.
- Operate snow removal/sweeping equipment on airport grounds and surrounding streets. Operate trucks used to spray runways, taxiways, and roadways with anti-ice agent.
- Respond to luggage conveyor system failures. Lift luggage off conveyors and carry to cart/truck for delivery to the baggage claim area until the luggage conveyor system is operational.
- Respond to oil/transmission/other fluid spills and or leaks on airport grounds and streets. Clean up spills and leaks and properly dispose of fluid(s).
- Operate asphalt paving machine to create road surfaces, parking lots, or work areas.
- Break up and remove concrete and or asphalt paving for replacement. Clean up rubble/debris.
- Move dirt, gravel, and rubble using wheel barrows or other types of wheeled carts.
- Drain waste water storage ponds and removing sediment from ponds.
- Pick up garbage, and foreign object debris (“FOD”) in and around airfield.
- Pull noxious weeds from greenbelts and wetlands.
- Remove waste oil, other fluids, and scrap material from shops and delivering to appropriate disposal sites.
- Clean shops, parking lots, bagwells, stairwells, drives, and roads.
- Wash and fuel Aviation vehicles.
- Enter time by work order on a daily basis into job tracking system (Maximo). Enter description of work completed in work log.
- Send and respond to electronic mails.
- Attend periodic meetings during which training is provided and important safety issues are discussed.
- Assist other crafts as requested.
- Potentially supervise apprentices.
- Perform other tasks as required.



Necessary skills and abilities may include:

- Ability to identify the best methods to correctly complete the assigned task. Possess the skills to complete the assigned tasks safely and with attention to detail.





***Job Analysis: Field Crew Technician (Aviation Maintenance) – Port of Seattle  
DOT # 899.687-014***

- Ability to utilize critical thinking and judgment in defining, analyzing, and resolving problems.
- Ability to take initiative and be responsible for getting work done with limited supervision in an expedient and timely manner.
- Must be able to work independently and within a team environment, and demonstrate effective judgment and decision making.
- Ability to safely use power and hand tools, power equipment, and various types of motorized/powered vehicles to perform the assigned tasks.
- Ability to perform all of the physical demands of the tasks assigned.
- Good time management and task prioritization skills, with the ability to multi-task.
- Ability to communicate effectively, both verbally and in writing.
- Excellent interpersonal skills (including on two-way radio).
- Ability to work in a professional manner, as Field Crew Technicians may encounter Port tenants or the public while working.
- Ability to follow detailed directions closely.
- Must have the ability to perform assigned duties in various types of weather.
- Working knowledge of Windows-based computers and related accessories. Working knowledge of time tracking software, and electronic mail software.

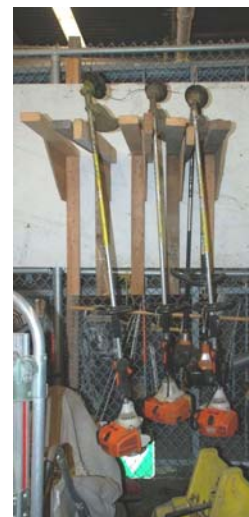




***Job Analysis: Field Crew Technician (Aviation Maintenance) – Port of Seattle  
DOT # 899.687-014***

Machinery, Tools, Equipment, Personal Protective Equipment

- Work trucks. Backhoe. Bulldozer. Forklifts.
- Manlifts and other personnel lifts. Ladders.
- Hand and power tools, including wrenches, shovels, picks, rakes, tampers, post hole diggers, measuring tapes, drill motors, string trimmers, back pack blowers, hedge trimmers, rivet buster (35 lbs.), jackhammers (60 lbs.), chippers, concrete routers, and other tools.
- Wheelbarrows and carts.
- Hand trucks and moving dollies.
- Chainsaws.
- Mowers and brush cutters. Mowers can be up to 20' wide, pulled by a tractor. Also walk-behind mowers (self-propelled). Slope mower.
- Pressure washers. Vacuum cleaners.
- Vacuum truck. Street/sidewalk sweepers.
- Crack sealing repair machine (uses hot tar to fill in and seal cracks in concrete/asphalt).
- Asphalt paving equipment.
- Buckets.
- Traffic cones and barrels.
- Manhole lift (with electromagnet)
- Chains.
- 2-way radios. Cellular phones.
- Snow plows and snow sweepers.
- Windows-based computers.



Workers are required to wear a safety vest and ANSI approved steel-toed footwear when working. Ear protection, a hard hat, respirator, face shield, eye protection, chainsaw chaps, fall protection, and protective suit are required as necessary. Field Crew Technicians may also wear gloves, rain gear, waders, and kneepads. Job Hazard Analyses are available for review prior to starting jobs if there is a question regarding required PPE.



Bock Consulting

Claimant:  
Claim #:

8/28/09; 10/2011; 11/22/16  
Page 6 of 12

***Job Analysis: Field Crew Technician (Aviation Maintenance) – Port of Seattle  
DOT # 899.687-014***

Education / Training

MINIMUM REQUIREMENTS: A high school diploma or GED. Membership with Laborers Union - Local 440. Note: New hires can be current members of the Union, or are required to join the Union within 7 days of hire.

Valid Washington State driver's License with a Class A or B Commercial Driver's License's (CDL) endorsement, or the ability to obtain the Class A or B CDL endorsement within six (6) months of employment is required.

Obtain a current Bloodborne Pathogens Certificate (Bloodborne Pathogens training is provided by the Port of Seattle).

Must be able to pass pre-employment drug test, and pass a FAA/Transportation Security Administration background check. Workers are fingerprinted for FBI background check.

Training and or enough hands-on experience with computers to have a working knowledge of Windows-based computers, related accessories, keyboarding, data entry, and electronic mail software.

PREFERRED QUALIFICATIONS: Washington State Traffic Control Card.

While employed, workers are required to participate in various training: hazardous material handling training, forklift operation training, confined space training, respirator fit testing, and other training.

**Per the Dictionary of Occupational Titles (DOT): 899.687-014 Laborer, Airport Maintenance**  
Specific Vocational Preparation (SVP): 2 (Thirty days or less)



**Job Analysis: Field Crew Technician (Aviation Maintenance) – Port of Seattle  
DOT # 899.687-014**

**COGNITIVE AND BEHAVIORAL ELEMENTS/DEMANDS**

Frequency Definitions:	
<b>Continuously</b> = Occurs 66-100% of the time.	<b>Occasionally</b> = Occurs 1-33% of the time
<b>Frequently</b> = Occurs 33-66% of the time.	<b>Rarely</b> = May occur less than 1% of the time.
<b>Never</b> = Does not ever occur.	
<b>Comprehension</b>	
Articulating and comprehending information in conversations.	Continuously
Reading, comprehending, and using written materials.	Occasionally
Understanding and solving problems involving math and using the results.	Occasionally
Using technology/instruments/tools & information systems.	Occasionally
Working with two and three dimensional formats.	Occasionally
<b>Remembering</b>	
Remembering spoken instructions.	Continuously
Remembering written instructions.	Occasionally
Remembering visual information.	Continuously
Recalling information incidental to task at hand.	Continuously
Memorizing facts or sequences.	Occasionally
Remembering simple instructions.	Continuously
Remembering detailed instructions.	Frequently
<b>Learning &amp; Processing</b>	
Effectively learning and mastering information from classroom training.	Rarely
Effectively learning and mastering information from on-the-job training.	Continuously
Learning from past directions, observations, and/or mistakes.	Continuously
Using common sense in routine decision making.	Continuously
Recognizing and anticipating potential hazards and taking precautions.	Continuously
Thinking critically and making sound decisions.	Occasionally
Integrating ideas and data for complex decisions.	Rarely
Determining and following precise sequences.	Occasionally
Coordinating and compiling data and information.	Rarely
Analyzing, synthesizing data and information.	Rarely
<b>Tasking and Planning</b>	
Performing repetitive or short-cycle work.	Frequently
Working under specific instructions.	Continuously
Completing complex tasks.	Occasionally
Directing, controlling, or planning for others as necessary for basic tasks.	Occasionally
Directing, controlling, or planning for others as necessary for complex tasks.	Rarely
Multi-tasking.	Occasionally
Planning, prioritizing, and structuring daily activities.	Occasionally



***Job Analysis: Field Crew Technician (Aviation Maintenance) – Port of Seattle  
DOT # 899.687-014***

<b>Use Appropriate Behavior for Professional Work Environment</b>	
Receiving criticism and accepting limits appropriately.	Frequently
Maintaining emotional control and organization under increased stress.	Continuously
Maintaining socially appropriate affect, temperament, and behavior.	Continuously
Monitoring own quality of performance and altering behaviors to correct mistakes or improve outcome.	Continuously
Working independently and/or unsupervised.	Continuously
Adapting to frequent interruptions, changes in priorities, or changes in work location.	Occasionally
Responding effectively to emergency situations.	Occasionally

Frequency Designations: <b>Required</b> <b>Beneficial</b> <b>Not Necessary</b>	
<b>Maintaining Attendance and An Assigned Work Schedule</b>	
Maintaining predictable and reliable attendance each work shift.	Beneficial
Being punctual.	Beneficial
Taking rest periods at set times or only at times determined by breaks in job responsibilities.	Not Necessary
Adjusting to a flexible schedule of work days and or shifts.	Beneficial





**Job Analysis: Field Crew Technician (Aviation Maintenance) – Port of Seattle  
DOT # 899.687-014**

**PHYSICAL DEMANDS**

**N/A:** Not Applicable

**S:** Seldom (1-10% of the time)

**O:** Occasional (10-30% of the time)

**STRENGTH:**  Sedentary  Light

**F:** Frequent (30%-70% of the time)

**C:** Constant (Over 70% of the time)

**WNL:** Within Normal Limits (talking, hearing, etc.)

Medium  Heavy  Very Heavy

Frequency

Comments

Sitting	<b>O</b>	While driving to and from work sites, operating vehicles and equipment, and participating in meetings. <b>Note:</b> There may be periods and circumstances when the worker is asked to drive an entire shift (i.e., during snow storms to operate snow plows or sweepers).
Standing	<b>F</b>	Interchange with walking.
Walking	<b>F</b>	Interchange with standing.
Lifting (up to 25 pounds)	<b>F</b>	Paperwork, 2-way radio, power and hand tools, string trimmers (15 lbs.), back pack blowers (20-25 lbs.), shovels, traffic barriers and cones.
Lifting (25 to 50 pounds)	<b>O</b>	Sandbags used to weigh down tarps (35 lbs.), blocks of tar (40 lbs.), bags of sand and asphalt repair (50 lbs.). Chunks or buckets of concrete/asphalt. Rolls of chain link fencing (lifted by 2 workers).
Lifting (50 to 75 pounds)	<b>S</b>	Bags of concrete (60 lbs.), jackhammers (60 lbs.), and bales of hay. Chunks or buckets of concrete/asphalt. Propane tanks for forklifts (65 lbs.). <b>NOTE:</b> Machines/equipment are used as much as possible to lift and move heavy items.
Lifting (75 to 90 pounds)	<b>Rare</b>	Largest jackhammer (90 lbs.) <b>NOTE:</b> Machines/equipment are used as much as possible to lift and move heavy items.
Carrying (up to 25 pounds)	<b>F</b>	Paperwork, 2-way radio, power and hand tools, string trimmers (15 lbs.), back pack blowers (20-25 lbs.), shovels, traffic barriers and cones.
Carrying (25 to 50 pounds)	<b>O</b>	Sandbags used to weigh down tarps (35 lbs.), blocks of tar (40 lbs.), bags of sand and asphalt repair (50 lbs.). Chunks or buckets of concrete/asphalt. Rolls of chain link fencing (carried by 2 workers).
Carrying (50 to 75 pounds)	<b>S</b>	Bags of concrete (60 lbs.), jackhammers (60 lbs.), and bales of hay. Chunks or buckets of concrete/asphalt. Propane tanks for forklifts (65 lbs.). <b>NOTE:</b> Machines/equipment are used as much as possible to carry/transport heavy items.
Pushing/Pulling (up to 20 pounds)	<b>F</b>	While shoveling, sweeping, pulling weeds and brush, using tools, pulling on handle to get into vehicle cab, guiding walk-behind mowers, guiding objects suspended by a lift or forklift, pulling items from storage racks/shelves, and performing demolition tasks.
Pushing/Pulling (20 to 55 pounds)	<b>S-O</b>	Depending on work assigned. While using tools and equipment, guiding walk-behind mowers, unrolling chain link fencing, and performing demolition tasks.
Climbing Stairs/Ladders	<b>S</b>	Depending on work assigned.
Working at Heights	<b>S-O</b>	Depending on work assigned. Working on ladder, manlift, roof of building, or in larger equipment/vehicles.
Bending at Waist	<b>F</b>	While climbing into vehicles, mowing and removing brush, shoveling, sweeping, using tools and equipment, moving supplies and materials, moving furniture, performing demolition tasks, and driving.
Bending Neck	<b>C</b>	



***Job Analysis: Field Crew Technician (Aviation Maintenance) – Port of Seattle  
DOT # 899.687-014***

Crouching/Kneeling	<b>O-F</b>	Depending on work assigned.			
Stooping	<b>S</b>	Depending on work assigned.			
Twisting at Waist	<b>S-F</b>	Depending on work assigned. While using string trimmer, operating mowers, operating backhoe, guiding objects suspended by a lift or forklift. Workers can mitigate twisting by moving feet while working.			
Reaching (Floor to Shoulder)	<b>F</b>	While operating vehicles, digging, removing brush, performing demolition tasks, cleaning assigned areas, washing vehicles, setting up fencing and walls, pulling items from storage racks/shelves, guiding objects suspended by a lift or forklift.			
Reaching (Over the Shoulder)	<b>O</b>	Depending on work assigned.			
Repetitive Motion	<b>S</b>	Although generally limited due to the variety of tasks performed by the worker, potentially while shoveling/digging.			
Driving	<b>O</b>	Depending on work assigned. Generally, workers drive Occasionally. Note: There may be periods and circumstances when the worker is asked to drive an entire shift (i.e., during snowstorms).			
Foot Controls	<b>O</b>	While driving, or while possibly maneuvering a manlift.			
Handling/Grasping	<b>C</b>	<b>30</b>	% Pinch Grasp	<b>70</b>	% Whole Hand Grasp
Fine Finger Manipulation	<b>O</b>	While using various switches and controls while driving vehicle, using hand tools, pulling triggers on power tools, tying ropes, using 2-way radios and cell phones, and writing.			
Keyboarding	<b>S</b>	While entering time and work performed on a daily basis, and creating and responding to electronic mail.			
Writing	<b>S</b>	While writing notes and measurements.			
Talking	<b>O-F</b>	Communicating with co-workers, supervisors, and public.			
Hearing	<b>C</b>	Communicating with co-workers, supervisors, and public. Listening for radio traffic and signs of hazards/danger (traffic and other sounds). Driving.			
Seeing	<b>C</b>	Visual abilities would be considered important in this position.			
Normal Job Site Hazards	<b>C</b>	Carrying heavy objects, working at heights (ladders and manlifts), falling objects, striking head on overhead objects, working near moving vehicles and machinery, slippery walking surfaces, working with or around sharp tools, hot equipment and materials (hot tar), fumes, dust, noise, and vibrations.			
Expected Environmental Conditions	<b>C</b>	Will work outdoors in all types of weather conditions, as well as indoors in offices and buildings. Will be required to work in all areas in and around Seattle-Tacoma International Airport. Will be required to work during emergencies, at heights, in confined spaces and in areas with and around hazardous materials. In addition, workers may be exposed to noisy environments, heat (hot tar), dust, and fumes.			



Bock Consulting

Claimant:  
Claim #:

8/28/09; 10/2011; 11/22/16  
Page 11 of 12

***Job Analysis: Field Crew Technician (Aviation Maintenance) – Port of Seattle  
DOT # 899.687-014***

The above job analysis represents the requirements of a specific job based on personal observations, discussions with employer representatives, and/or workers. On occasion, practicality and feasibility prevent the direct observation and/or gathering of objective quantifiable data. For this reason, a "best estimate" may have been used when reporting physical demand frequencies.

Analysis was done on the job site?  Yes  No

Job Analysis Reviewed By: Terry Tucker, Eric Schaefer, Shawn McCormick

Completed by Vocational Provider Brice York, B.A., CDMS

Date November 22, 2016

Signature of Vocational Provider



***Job Analysis: Field Crew Technician (Aviation Maintenance) – Port of Seattle  
DOT # 899.687-014***

**FOR PHYSICIAN'S/EVALUATOR'S USE ONLY**

- The injured worker can perform the physical activities described in the job analysis and can return to work on \_\_\_\_\_
- The injured worker can perform the physical activities described in the job analysis on a part-time basis for \_\_\_\_\_ hours per day. The worker can be expected to progress to regular duties in \_\_\_\_\_ weeks/months.
- The injured worker can perform the described job, but only with the modifications/restrictions in the attached report and/or listed below. These modifications/restrictions are (check one):
  - Temporary for \_\_\_\_\_ weeks \_\_\_\_\_ months
  - Permanent
- The injured worker cannot perform the physical activities described in the job analysis based on the physical limitations in the attached report and/or listed below. These limitations are (check one):
  - Temporary for \_\_\_\_\_ weeks \_\_\_\_\_ months
  - Permanent

COMMENTS:

Date \_\_\_\_\_ Physician's/Evaluator's Signature \_\_\_\_\_

Physician's/Evaluator's Name Printed \_\_\_\_\_

**PLEASE RETURN COMPLETED FORM VIA FACSIMILE TO:**

**Port of Seattle Employee Health & Safety Department at (206) 787-3406**