



Bock Consulting

Job Analysis

Job Title	Striping Painter Crew General Foreman (AVM)	Worker	
DOT Number	840.381-010 and 840.131-010	Claim Number	
Employer	Port of Seattle	Employer Phone #	(206) 787-5180
Employer Contact	Terry Tucker	Date of Analysis	10/6/2011; 7/6/2016

Job of Injury
 Transferable Skills Job
 New Job
 10 Hours Per Day
 4 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 Striping Painter Crew General Foreman. Although Painters in Aviation Maintenance are cross-trained, Painters are generally separated into two groups: 1) Architectural Painters, and 2) Striping Painters. The General Foreman represented by this job analysis supervises the Striping Painters.

Essential Functions:

The General Foreman is responsible for the day-to-day supervision and organization of the Striping Painters working for Aviation Maintenance. The Striping Painters perform various tasks related to painting parking areas, roadways, airport runways, and other surfaces on the ground related to Sea-Tac Airport operations. The surfaces painted by the Striping Painters and the products used by the



Painters on the Airfield Operations Area are regulated by the Federal Aviation Administration due to their critical role in airport safety. A majority of the painting work is performed by operating walk-behind



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paint sprayers/striping machines, or operating a truck specifically built to apply paint to flat/ground surfaces. The Striping Painters also install lane markers on roads, and apply reflective tape on runways, roads, buildings, and equipment.

Striping work is generally performed on the day shift, although periodically, work is performed on the graveyard shift to minimize the impact on travelers and tenants’ businesses.

The work performed by the Striping Crew General Foreman can be categorized as follows:

Work Category	Estimated Time
Office/desk/administrative work (including meetings)	70-80%
Supervising work and personnel and providing assistance in and around shop	5-10%
Supervising work and personnel and providing assistance in the field	5-10%
Performing trade-specific work	10%
Total	100%

Tasks Assigned to the Striping Crew General Foreman

- Receive notifications of new work orders/requests (via telephone, email, or job tracking system). Review plans, drawings, and/or sketches. Develop plans for completing requested projects. Plan for material, equipment, PPE, and staffing needs.
- Order parts, supplies, and/or materials needed for projects. Work with supervisor or Purchasing to ensure correct products and items are ordered and available when needed. Periodically work with vendors related to supplies and/or materials needed.
- Prepare personnel schedules and assign work tasks.
- Enter time by work order on a daily basis into job tracking system (Maximo). Review daily time entered by crew and approve, as applicable.
- Complete all required forms and documents.
- Enter description of work in a work log.
- Send and respond to electronic mails.
- Assist crew in choosing supplies and parts needed for assignments.
- Visit project sites and oversee/inspect completed work. Ensure work is being performed in a safe





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manner.

- Assist Stripers with technical input, answer questions from crew, and provide troubleshooting advice as needed.
- Meet/connect with crew daily (or as applicable) to manage workflow, address issues, and reassign personnel based on work demands.
- Work with Carpenters as needed to create wooden templates/stencils (may be made from multiple sheets of plywood).
- As needed, gather supplies and/or materials needed for assignments/projects. Choose equipment, tools, templates/stencils, supplies and materials needed for project. Paint may come in 1-gallon, 5-gallon, 55-gallon, or 275-gallon containers. Shake paint as needed. Load paint into striping machine or striping truck. Set up work site, including cones, lights and templates/stencils. Survey, measure, and/or lay out project area(s) where paint is to be applied. Clean surfaces to be painted. Mask areas. Apply paint or other coating per project specifications. As required, apply glass beads to painted surface to enhance the reflection of light from the painted surface. Apply permanent markers/reflective tape in identified areas.
- Operate forklift to transport 55-gallon drums or 275 gallon totes of paint to appropriate area(s). Use 55-gallon drum attachment on forklift when moving drums (no attachment is necessary for totes).
- Assist with snow removal emergencies as necessary.
- Performing other tasks as requested.

Necessary skills and abilities may include:

- Ability to read architectural drawings, plans, blueprints, or sketches.
- Ability to identify the best methods to correctly complete the assigned task. Possess the skills to complete the assigned tasks, denoting attention to detail and accuracy.
- Ability to utilize critical thinking and judgment in defining, analyzing, and resolving problems.
- Excellent time management and prioritization skills, with the ability to multi-task.
- Ability to manage people and work performed by others.
- Ability to communicate effectively (verbally and in writing).





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- Excellent interpersonal skills (including on two-way radio).
- 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 use tools and equipment in a safe manner.
- Work in a professional manner. The Striping Painter Crew General Foreman may be visible to Port tenants and the traveling public, and the worker needs to represent the Port well while working.
- Working knowledge of Windows-based computers and related accessories. Working knowledge of time tracking software, key management and area access tracking software, keyboarding and data input skills, and knowledge of electronic mail software.



Machinery, Tools, Equipment, Personal Protective Equipment

- Windows-based computers and computer accessories. Inventory management/project management software (Maximo), and Microsoft Office software.
- General office equipment, such as desks, file cabinets, shelves, worktable, chairs, telephones, and fax machines.
- General office supplies, such as pens/pencils, notepads, and copy paper. Various log books.
- 1-gallon, 5-gallon buckets, 55-gallon, and 275-gallon containers of paint and other coatings.
- Bags of glass beads (50 lbs.).
- Paint/stain agitators/shakers.
- Portable generators, lights, pumps, air compressors, and air hoses and nozzles.
- Backpack blowers. Walk-behind blowers. Pressure washers.
- Walk-behind paint sprayers. Paint guns and hoses. Extension wands.
- Purpose-built striping truck. Fuel and fuel cans.
- Tarps. Plastic sheets. Roofing shingles.
- Coveralls. Tape. Buckets. Paint brushes. Scrapers.
- Various cleaners and paint removal supplies.
- Paint screens.





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- Safety Cones.
- Templates/stencils (up to 12' plywood stencils).
- Work trucks with Tommy Lifts.
- Forklift with 55-gallon drum attachment.
- Wheeled carts. Hand truck.
- Spray booth with filtering and ventilation systems.
- Rolls of permanent striping/markings/reflective tape.
- Respirators and respirator cartridges.
- Brooms and other cleaning supplies and equipment.
- Toolbox and various hand tools, such as screwdrivers, hammers, and utility knives.



Workers are required to wear a safety vest when working outside the shop. Hard hats, respirators, face shields, eye protection, and protective suits are required as necessary. May also use gloves and rain gear.

Education / Training

Aviation Maintenance Painters, including the General Foreman, are members of the International Union of Painters and Allied Trades District Council 5, local 1964 or local 300. The General Foreman would be a Journeyman level worker Painter with significant experience in various phases of Painting and maintenance work.

Workers must also have a current Washington State Driver's License, have the ability to pass a required FAA background check, and have or obtain a Forklift Certification. Training and/or enough hands-on experience with computers to have a working knowledge of Windows-based computers and related accessories, time tracking software, keyboarding, data entry, electronic mail software.

Per the Dictionary of Occupational Titles (DOT):

840.381-010 Painter Specific Vocational Preparation (SVP): 7 (Two to four years)

840.131-010 Paint Foreman SVP: 8 (Four to ten years)



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COGNITIVE AND BEHAVIORAL ELEMENTS/DEMANDS

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



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Use Appropriate Behavior for Professional Work Environment	
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.	Continuously
Responding effectively to emergency situations.	Rarely

Frequency Designations: Required Beneficial Not Necessary	
Maintaining Attendance and An Assigned Work Schedule	
Maintaining predictable and reliable attendance each work shift.	Required
Being punctual.	Required
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



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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	F	While performing administrative duties, driving to and from work sites, operating forklift, participating in meetings, reviewing work orders and drawings, completing required forms and documents, using a computer to respond to electronic mails and entering time by work order into job tracking system (Maximo). Potentially while operating a striping truck.
Standing	O	Interchange with walking. Most standing would be on relatively even surfaces of concrete or asphalt, but worker may encounter uneven terrain or slippery surfaces at times when working outside. Standing may also be on tile or carpet.
Walking	O	Interchange with standing. While retrieving documents, plans, drawings, and printouts, obtaining/storing equipment and supplies, loading truck, walking to or on work sites applying paint, setting up/removing work areas, and preparing areas for painting. Most walking would be over relatively even surfaces of concrete or asphalt, but workers may encounter uneven terrain or slippery surfaces at times when working outside. Walking may also be on tile or carpet.
Lifting (up to 15 pounds)	O	While lifting documents, plans, and drawings, phones, radios, binders, manuals, office supplies, tools, painting supplies and smaller equipment, 1-gallon cans of paint (approx. 10-12 lbs. each) or almost empty 5-gallon buckets of paint, rolls of reflective and permanent marking tape, roofing shingles (up to 5), paint guns, hoses, and nozzles, traffic cones (up to 3 cones), signs, and smaller templates/stencils.
Lifting (15 to 70 pounds)	S	While lifting partially empty and full 5-gallon buckets of paint/coating (up to 60 lbs.), partially empty and full bags of glass bead material (40 to 50 lbs.), stack of traffic cones (4 or more), plywood stencils, larger signs, roofing shingles (6 or more, up to whole bundle weighing 70 lbs.), larger tarps and drop cloths (up to an est. 20 lbs.), rolls of plastic sheeting (up to 40 lbs), portable light fixtures, portable generators, ladders (from 4 feet to 24 feet ranging from 15 to 30 lbs.), boxes of supplies, and partially empty or full 5-gallon gas cans (36 lbs.).
Carrying (up to 15 pounds)	O	While carrying documents, plans, and drawings, phones, radios, binders, manuals, office supplies, tools, painting supplies and smaller equipment, 1-gallon cans of paint (approx. 10-12 lbs. each) or almost empty 5-gallon buckets of paint, rolls of reflective and permanent marking tape, containers of adhesive, roofing shingles (up to 5), paint guns, hoses, and nozzles, traffic cones (up to 3 cones), signs, and smaller stencils.



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Bending at Waist	O	While performing assigned tasks.
Bending Neck	C	While performing assigned tasks.
Pushing/Pulling (Up to est. 15 pounds)	F	While opening doors, cabinets, and drawers, obtaining manuals and binders from shelves, gathering/storing supplies and equipment, using hand truck to move paint and other supplies, driving trucks or forklift, pulling or pushing a wheeled sprayer out of its storage area, moving wheeled paint sprayer onto or off of work truck, maneuvering wheeled paint sprayer while applying paint/coating, obtaining paint cans/buckets from storage shelves, pulling paint gun and hose to touch-up area painted, and applying pressure to reflective tape on ground.
Pushing/Pulling (15 to est. 50 pounds)	S	Potentially while maneuvering wheeled paint sprayer while applying paint/coating (particularly if an incline/decline or obstacle is encountered, or the sprayer has a full paint and glass bead load), pulling stencils from truck or storage, obtaining paint cans/buckets from storage shelves.
Climbing Stairs/Ladders	S	Stairs are used to access the Paint Shop locker room, and one of the Shop storerooms. Stairs may also be encountered throughout the airport. Ladder use may be limited for Stripers, but depends on assigned tasks.
Working at Heights/Balancing	S	Generally limited. Potentially while working on a ladder, scissor lift, or manlift. Stripers generally paint floors and ground areas.
Crouching/Kneeling	S	While obtaining or storing items located below waist level, preparing areas for painting, placing stencils and masking, and installing reflective tape on ground.
Twisting at Waist	S	While working at desk or worktable, gathering documents, binders, or drawings in office, and driving truck or forklift. Potentially while loading work truck, maneuvering wheeled paint sprayer, and gathering/storing supplies. Note: Twisting can be mitigated by worker moving feet while working.
Reaching (Floor to Shoulder)	F	While working at desk or worktable, gathering and working with documents, binders, or drawings, gathering/storing supplies and equipment, loading work truck, driving truck or forklift, setting up work area, maneuvering wheeled paint sprayer, using paint gun to touch-up area painted, adding paint or glass beads to paint sprayer bucket/hopper, and sweeping.
Reaching (Over the Shoulder)	S	While gathering or storing documents, binders, and manuals located on shelves or tops of file cabinets over shoulder level, driving truck or forklift, obtaining/storing supplies and equipment over shoulder level, and storing items on work truck shelves.
Repetitive Motion	S	Potentially while processing paperwork, or maneuvering wheeled paint sprayer.



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Keyboarding	F	Creating worker schedules, entering time and work performed on a daily basis, and creating and responding to electronic mail. Potentially while documenting inspections and writing reports.
Handling/Grasping	F	50 % Pinch Grasp 50 % Whole Hand Grasp
Fine Finger Manipulation	F	While processing paperwork, writing, operating two-way radios and office equipment (such as telephones, printers, copiers, etc.), using switches, knobs, triggers, and other controls on sprayers, equipment, trucks, and forklift.
Driving	S	While operating work truck, sprayer truck, and forklift.
Operating Foot Controls	S	While operating work truck, sprayer truck, and forklift.
Talking	F	Communicating with co-workers, supervisors, and public.
Hearing	C	Communicating with co-workers, supervisors, and public. Listening to various paint mixing and spraying machines while in operation, and listening for hazards (including moving traffic).
Seeing	C	Visual abilities would be considered important in this position.
Writing	O	Writing meeting notes, making up drawings or plans, and completing forms and other documents.
Normal Job Site Hazards	C	Worker may be exposed to fumes, dust, chemicals, solvents, and slippery surfaces, moving machinery, traffic, and moving vehicles (including airplanes). Potentially working at heights on a ladder.
Expected Environmental Conditions	C	General Foreman spends a significant amount of time in a shop office environment that may be impacted by outside temperatures. When visiting work sites, a General Foreman may be directly exposed to outside weather conditions, or working under cover. The General Foreman may also complete tasks in the larger shop environment that may be impacted by outside temperatures.

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: Will Beck; Terry Tucker

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

Date July 6, 2016 Signature of Vocational Provider



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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**