



Bock Consulting

Job Analysis

Job Title	<u>Striping Painter (AVM)</u>	Worker	_____
DOT Number	<u>840.381-010</u>	Claim Number	_____
Employer	<u>Port of Seattle</u>	Employer Phone #	<u>(206) 787-5190</u>
Employer Contact	<u>Terry Tucker</u>	Date of Analysis	<u>10/6/11; 7/6/16</u>

- 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.

There are two categories of Painters in Aviation Maintenance: 1) Architectural Painter, and 2) Striping Painter. Painters are cross-trained in both disciplines; however, workers are generally assigned to one position or the other. This job analysis is for a worker in a Striping Painter position.

Essential Functions:

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 paint sprayers/striping machines, or operating a striping 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.



***Job Analysis: Striping Painter (Aviation Maintenance) – Port of Seattle
DOT # 840.381-010***

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.

Tasks Assigned to the Striping Painters

The tasks assigned to the Striping Painters are broad, and may include:

- Obtaining, reading and reviewing work orders, plans, and requests to understand assigned projects.
- Requesting supplies and/or materials needed for projects.
- Preparing and/or reviewing site specific safety plan for each project. Reviewing job plans, and ensuring work is performed in a safe manner.
- Meeting/connecting with General Foreman on a daily basis or as needed.
- Working with Carpenters as needed to create wooden templates/stencils (may be made from multiple sheets of plywood).
- Choosing equipment, tools, templates/stencils, supplies and materials needed for assigned project. Paint may come in 1-gallon, 5-gallon, 55-gallon, or 275-gallon containers.
- Shaking paint as needed. Loading paint into striping machine or striping truck. Reloading as needed.
- As necessary, loading items into work truck and driving to work site.
- When on-site, unloading truck and transporting paint, equipment, and supplies to project site.
- Setting up work site, including cones, lights and templates/stencils.
- Surveying, measuring, and/or laying out project area(s) where paint is to be applied.
- Cleaning off surfaces to be painted with a broom, pressure washer, and/or backpack or walk-behind blower.
- Masking areas where paint is not needed (asphalt roofing shingles are typically used to mask large areas).
- Applying paint or other coating per project specifications using walk-behind striping machine, or operating striping truck.





***Job Analysis: Striping Painter (Aviation Maintenance) – Port of Seattle
DOT # 840.381-010***

- As required, applying glass beads to painted surface to enhance the reflection of light from the painted surface.
- Applying permanent markers/reflective tape in identified areas.
- Painting yellow lines on escalators located throughout the Sea-Tac Airport as required by Washington State Labor & Industries guidelines.
- Siphoning extra paint into 55-gallon drums of paint in shop for disposal.
- Operating forklift to transport 55-gallon drums and 275 gallon totes of paint to appropriate area(s). Use 55-gallon drum attachment on forklift when moving drums.
- Refueling vehicles and equipment as needed.
- Entering time by work order on a daily basis into job tracking system (Maximo).
- Entering description of work completed in work log.
- Sending and responding to electronic mails.
- Attending periodic meetings during which training is provided and important safety issues are discussed.
- Assisting other crafts as requested.
- Assisting with snow removal emergencies as necessary.
- Potentially supervising apprentices.
- Performing other tasks as requested.



Necessary skills and abilities may include:

- Ability to read 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.
- Must be able to work independently and within a team environment, and demonstrate effective judgment and decision making. Ability to take initiative and be responsible for completing work with limited supervision in a timely manner.
- Ability to use tools and equipment in a safe manner.
- Excellent time management and 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).
- Work in a professional manner. The Striping Painters may be visible to Port tenants and the traveling public, and the workers need to represent the Port well while working.
- Ability to follow detailed directions closely.



***Job Analysis: Striping Painter (Aviation Maintenance) – Port of Seattle
DOT # 840.381-010***

- Must have the ability to perform assigned duties in various types of weather.
- Ability to safely operate a motor vehicle.
- 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

- 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.
- Back pack blowers. Walk-behind blowers. Pressure washers.
- Walk-behind paint sprayers. Paint guns and hoses. Extension wands.
- Purpose-built striping truck.
- Fans.
- Fuel and fuel cans.
- Tarps. Roofing shingles.
- Coveralls. Tape. Buckets. Paint brushes. Scrapers.
- Various cleaners and paint removal supplies.
- Paint screens.
- 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.
- Tool box and various hand tools, such as screwdrivers, hammers, and utility knives.
- Computer, computer accessories, project management (Maximo), and electronic mail software..
- General office equipment, such as desk, chair, fax machine, telephones, and calculator.
- General office supplies, such as pens/pencils, notepads, binders, file folders, and copy paper.



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



*Job Analysis: Striping Painter (Aviation Maintenance) – Port of Seattle
DOT # 840.381-010*



Inside of work truck.



Large templates/stencils in work truck.



Purpose-built striping truck.



Paint storage.



Lane markers and rolls of reflective tape.



Template/stencil storage in shop.



***Job Analysis: Striping Painter (Aviation Maintenance) – Port of Seattle
DOT # 840.381-010***

Education / Training

Aviation Maintenance Painters are members of the International Union of Painters and Allied Trades District Council 5, local 1964 or local 300. Painters are generally Journeyman-level workers who have successfully completed an apprenticeship program through the Painters' union.

The purpose of the apprenticeship program is to develop a qualified, versatile and safe work force. The training during the apprenticeship includes both classroom training and on the job experience. To qualify for an apprenticeship, the worker must be a high school graduate (or equivalent).

The Painter apprenticeship program is separated into different categories:

- Residential Painting of new interior and exterior surfaces, and repainting and restoration of older homes.
- Commercial Painting of new interior and exterior surfaces of office buildings and retail space.
- Industrial Painting of steel structures, including abrasive blasting of metal prior to painting.
- Striping Painting of parking lots, roads, and other flat surfaces at ground level.

The apprenticeship consists of 6,000 hours of on the job experience, and at the end of the apprenticeship, the workers will have obtained the fundamental knowledge and skills to work in the painting industry.

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)



***Job Analysis: Striping Painter (Aviation Maintenance) – Port of Seattle
 DOT # 840.381-010***

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.	Occasionally
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.	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.	Frequently
Planning, prioritizing, and structuring daily activities.	Continuously



*Job Analysis: Striping Painter (Aviation Maintenance) – Port of Seattle
DOT # 840.381-010*

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.	Frequently
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.	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: Striping Painter (Aviation Maintenance) – Port of Seattle
 DOT # 840.381-010**

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	O	While driving to and from work sites, operating forklift, participating in meetings, reviewing work orders, completing all 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 to complete striping large striping projects. Potentially while working in the Shop using a rolling seat.
Standing	F	Primarily interchange with walking. Most standing would be on relatively even surfaces of concrete or asphalt, but workers may encounter uneven terrain or slippery surfaces at times when working outside. Standing may also be on tile or carpet.
Walking	F	Primarily interchange with standing. While 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)	F	While lifting tools, 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 templates/stencils, hand held radios, documents, binders, manuals, and office supplies.
Lifting (15 to 35 pounds)	O	While lifting partially empty 5-gallon buckets of paint/coating, partially empty bags of glass bead material, stack of traffic cones (4 to 10 cones), medium-sized plywood stencils, roofing shingles (6 to 13), larger tarps and drop cloths (up to an est. 20 lbs.), rolls of plastic sheeting (12'x200ft x1.5mils=18lbs./20'x100'x3mils=30lbs.), portable light fixtures, ladders (from 4 feet to 24 feet ranging from 15 to 30 lbs.), boxes of supplies, and partially empty 5-gallon gas cans.
Lifting (35 to 70 pounds)	S	While lifting 5 gallon buckets of paint/coating (up to 60 lbs.), rolls of plastic sheeting (20'x100'x4mils=est. 40 lbs.), portable generators, large plywood templates/stencils, full bags of glass bead material (40 to 50 lbs.), full 5-gallon cans of gas (36 lbs.), and a whole bundle of asphalt shingles (70 lbs.).
Carrying (up to 15 pounds)	F	While carrying tools, 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 templates/stencils, hand held radios, documents, binders, manuals, and office supplies.



***Job Analysis: Striping Painter (Aviation Maintenance) – Port of Seattle
 DOT # 840.381-010***

Carrying (15 to 35 pounds)	O	While carrying partially empty 5-gallon buckets of paint/coating, partially empty bags of glass bead material, stack of traffic cones (4 to 10 cones), medium-sized plywood stencils, roofing shingles (6 to 13), larger tarps and drop cloths (up to an est. 20 lbs.), rolls of plastic sheeting (12'x200ft x1.5mils=18lbs./20'x100'x3mils=30lbs.), portable light fixtures, ladders (from 4 feet to 24 feet ranging from 15 to 30 lbs.), boxes of supplies, and partially empty 5-gallon gas cans.
Carrying (35 to 70 pounds)	S	While carrying 5 gallon buckets of paint/coating (up to 60 lbs.), rolls of plastic sheeting (20'x100'x4mils=est.40 lbs.), portable generators, large plywood templates/stencils, bags of glass bead material (40 to 50 lbs.), full 5-gallon cans of gas (36 lbs.), and a whole bundle of asphalt shingles (70 lbs.).
Bending at Waist	F	While performing assigned tasks. Stripers generally paint floors and ground areas.
Bending Neck	C	While performing assigned tasks.
Pushing/Pulling (Up to est. 20 pounds)	F	While pulling or pushing a wheeled sprayer out of its storage area, moving wheeled paint sprayer onto or off of work truck (trucks have lift gates), maneuvering wheeled paint sprayer while applying paint/coating, pulling stencils from truck or storage, obtaining paint cans/buckets from storage shelves, pulling paint gun and hose to touch-up area painted, gathering/storing other supplies and equipment, maneuvering wheeled blower, applying pressure to reflective tape on ground, opening doors, drawers, and cabinets, using hand truck to move paint and other supplies, using broom, and driving trucks or forklift.
Pushing/Pulling (20 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	O	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 preparing areas for painting, placing stencils and masking, installing reflective tape on ground, and when obtaining or storing supplies and equipment located below waist level.
Twisting at Waist	S-O	While loading work truck, using pressure washer, sweeping, maneuvering wheeled paint sprayer, driving truck or forklift, and gathering/storing supplies. Note: Twisting can be mitigated by worker moving feet while working.
Reaching (Floor to Shoulder)	F	While gathering/storing supplies and equipment, loading work truck, driving truck or forklift, fueling truck or wheeled paint sprayer, maneuvering wheeled paint sprayer or blower, using paint gun to touch-up area painted, adding paint or glass beads to paint sprayer bucket/hopper, using pressure washer, and sweeping.
Reaching (Over the Shoulder)	S	While gathering/storing supplies on supply shelves, driving truck or forklift, obtaining documents/binders/manuals from shelves or tops of file cabinets, or storing items on work truck shelves.



Job Analysis: Striping Painter (Aviation Maintenance) – Port of Seattle
DOT # 840.381-010

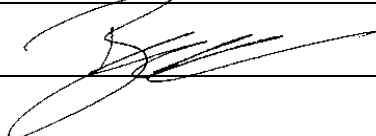
Repetitive Motion	S	Potentially while maneuvering wheeled paint sprayer, using sand paper, or rolling paint on a surface with paint roller.
Keyboarding	S	Entering time and work performed on a daily basis, and creating and responding to electronic mail.
Handling/Grasping	F	30 % Pinch Grasp 70 % Whole Hand Grasp
Fine Finger Manipulation	O	While using switches, knobs, triggers, and other controls on sprayers, equipment, trucks, and forklift, using sandpaper, using rollers, writing, operating two-way radios, and office equipment.
Driving	O	While operating work truck, sprayer truck, and forklift. For periods of time, frequency would increase to Frequent if operating the striping truck.
Operating Foot Controls	O	While operating work truck, sprayer truck, and forklift. For periods of time, frequency would increase to Frequent if operating the striping truck.
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	S	Writing meeting notes, completing forms and other documents.
Normal Job Site Hazards	C	Workers 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	Stripers generally work outside. They may be directly exposed to outside weather conditions, or work under cover. Stripers may also work in inside a 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 



***Job Analysis: Striping Painter (Aviation Maintenance) – Port of Seattle
DOT # 840.381-010***

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