

POSITION DUTY STATEMENT

PM-0924 (REV 01/2022)

CLASSIFICATION TITLE Structural Steel Pntr Aprtc	OFFICE/BRANCH/SECTION Maintenance / Stockton Structural Steel Paint	
WORKING TITLE Painter Apprentice	POSITION NUMBER 910-640-6519-918	REVISION DATE 02/23/2022

As a valued member of the Caltrans leadership team, you make it possible for the Department to provide a safe and reliable transportation network that serves all people and respects the environment.

GENERAL STATEMENT:

Under the general supervision of a Journey-Level Painter, Lead Painter, or Paint Supervisor, the apprentice performs various paint functions. Will receive direct supervision and training in safety regulations, job safety analysis, capacities and limitations of types of equipment and scaffolding used in the painting and cleaning of structural steel bridges and related structures and facilities. Required to work overtime, nights, weekends, holidays, temporary and/or intermittent varied work shifts, and respond to emergency calls.

Must enter into an apprenticeship agreement with the Department of Transportation and the Division of Apprenticeship Standards. This requires that the apprentice satisfactorily complete 144 hours of prescribed classroom instruction per year, on employee time, in addition to two years on-the-job-training. Classes average not less than four hours weekly. Time spent in related instruction will neither be considered hours of work, nor will it be compensated.

Must be willing to work non-traditional schedules to accommodate emergencies or projects that affect Caltrans Region, District or elsewhere in the State. Possession of a California Class C driver's license is required. At the end of the six-month probationary period of a Structural Steel Painter Apprentice, a Class B permit must be obtained. Must possess an unrestricted Class B driver's license to successfully complete the Apprenticeship program.

CORE COMPETENCIES:

As a Structural Steel Pntr Aprtc, the incumbent is expected to become proficient in the following competencies as described below in order to successfully perform the essential functions of the job, while adhering to and promoting the Department's Mission, Vision, Values, Strategic Imperatives and Goals. Effective development of the identified Core Competencies fosters the advancement of the following Leadership Competencies: Change Commitment, Risk Appetite, Self-Development/Growth, Conflict Management, Relationship Building, Organizational Awareness, Communication, Strategic Perspective, and Results Driven.

- **Flexibility and Managing Uncertainty** : Adjusts thinking and behavior in order to adapt to changes in the job and work environment. (Safety First, Cultivate Excellence - Engagement, Integrity)
- **Dealing with Ambiguity (Risk)**: Can comfortably handle risk and uncertainty, as well as make decisions to act without having the total picture. (Safety First, Strengthen Stewardship and Drive Efficiency - Integrity)
- **Ethics and Integrity**: Demonstrated concern to be perceived as responsible, reliable, and trustworthy. Respects the confidentiality of information or concern shared by others. Honest and forthright. Conforms to accepted standards of conduct. (Safety First, Strengthen Stewardship and Drive Efficiency, Advance Equity and Livability in all Communities - Engagement, Equity, Integrity)
- **Problem-solving and Decision-making** : Identifies problems and uses logical analysis to find information, understand causes, and evaluate and select or recommend best possible courses of action. (Safety First - Integrity)
- **Teamwork/Partnership**: Develops, maintains, and strengthens partnerships with others inside or outside of the organization through effective communication and collaboration. (Safety First, Strengthen Stewardship and Drive Efficiency - Engagement, Integrity)
- **Customer Focus**: Considers, prioritizes, and takes action on the needs of both internal and external customers. (Safety First, Enhance and Connect the Multimodal Transportation Network - Equity, Innovation, Integrity)
- **Communication**: Expresses oneself clearly in all forms of communication. Gives feedback and is receptive to feedback received. Knows that listening is essential. Keeps others in the Division and other functional units informed as appropriate. (Safety First - Integrity)
- **Planning and Results Oriented**: Organizes and executes work to meet organizational goals and objectives while meeting quality standards, following organizational processes, and demonstrating continuous commitment. (Safety First, Enhance and Connect the Multimodal Transportation Network - Integrity)
- **Thoroughness**: Ensures that work and information is complete and accurate. Ensures that assignment goals, objectives, and completion dates are met. Documents and reports on work progress. (Safety First, Enhance and Connect the Multimodal Transportation Network - Engagement, Integrity)

ADA Notice

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TYPICAL DUTIES:

Percentage		Job Description
Essential (E)/Marginal (M) ¹		
35%	E	Working with a journey-level painter, cleans, scrapes, wire brushes, pressure washes, or abrasive blasts surfaces in preparation for painting.
25%	E	Applies under and finish coats with a brush, roller, or spray equipment. Mixes paints, and paints simple signs.
25%	E	Rigs, erects, or moves manual, pneumatic, or electric power-operated scaffolding and staging. Operates air power operated scaffolding, works from moving personnel hoists and crane trucks and installs rigging.
15%	M	Cleans brushes, tools and other equipment. Operates and maintains mechanical equipment and learns to operate vehicles necessary for the transportation of personnel and equipment from one work location to another. Assists maintenance crews on a borrowed basis and sets up traffic control for daily activities if needed.

¹ESSENTIAL FUNCTIONS are the core duties of the position that cannot be reassigned.

MARGINAL FUNCTIONS are the minor tasks of the position that can be assigned to others.

SUPERVISION OR GUIDANCE EXERCISED OVER OTHERS

None

KNOWLEDGE, ABILITIES, AND ANALYTICAL REQUIREMENTS

Lack of satisfactory progress during the training program may be cause for termination of the apprenticeship agreement.

Knowledge of: Basic arithmetic and mechanical principles.

Ability to: Communicate at the level contained in classroom instructional materials used in the apprenticeship program, safety and equipment operations manuals. Follow directions; acquire acceptable work habits such as punctuality, skill, neatness and dependability; work safely, and apply mechanical principles. Make satisfactory progress in the prescribed academic and practical work in an approved apprenticeship program for Structural Steel Painter.

RESPONSIBILITY FOR DECISIONS AND CONSEQUENCES OF ERROR

Incorrect decisions or error in judgment could result in improper work practices that may endanger the safety of both Caltrans employees and the public. Many of the issues are often of an extremely sensitive and confidential nature, which have an impact on all District Maintenance employees. A serious error could result in an employee grievance, possible violation of health and safety standards, not meeting Maintenance program objectives, or extensive legal/monetary liability.

PUBLIC AND INTERNAL CONTACTS

The nature of a Structural Steel Painter Apprentice's work is such that it requires working close cooperation and communication with other crew members. Direct public contact is usually minimal, but must recognize that many of their activities are highly visible to the traveling public and at all times you must strive to project a favorable image.

PHYSICAL, MENTAL, AND EMOTIONAL REQUIREMENTS

Ability to work safely at heights of at least 200 feet above ground or water on structural steel bridges and the ability to withstand working continuously under adverse (e.g., cold, wet, windy) weather conditions.

Freedom from lead poisoning as suggested by a blood lead level test.

Ability and willingness to use respiratory equipment when abrasive blasting, painting, and performing other duties which require respiratory protection.

Willingness and ability to improve knowledge and efficiency by completing related courses as directed.

Visual and color acuity sufficient to perform the essential functions of the job visual and color acuity sufficient to perform the essential functions of the job. Willingness and ability to be loaned to the Structural Steel Mobile Paint Crew to travel and work out-of-town 40-50% of time throughout California.

WORK ENVIRONMENT

- The normal workweek is Monday through Thursday, from 5:30a.m. to 4:00p.m. on a 4/40 work schedule.
- Extreme weather conditions hot and cold
- Heights over 200 feet
- High wind conditions

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- Work around moving equipment
- Working around fast moving traffic
- Work inside bridge structures
- Work suspended under bridge structures
- Work in confined spaces
- Work around paint and solvents
- Work around lead base paints

I have read, understand and can perform the duties listed above. (If you believe you may require reasonable accommodation, please discuss this with your hiring supervisor. If you are unsure whether you require reasonable accommodation, inform the hiring supervisor who will discuss your concerns with the Reasonable Accommodation Coordinator.)

EMPLOYEE (Print)

EMPLOYEE (Signature)

DATE

I have discussed the duties with, and provided a copy of this duty statement to the employee named above.

SUPERVISOR (Print)

SUPERVISOR (Signature)

DATE