

**POSITION DUTY STATEMENT**

PM-0924 (REV 01/2022)

CLASSIFICATION TITLE Structural Steel Pntr Aprtc	OFFICE/BRANCH/SECTION DISTRICT 11/MAINTENANCE/Coronado Bridge	
WORKING TITLE Structural Steel Painter Apprentice	POSITION NUMBER 911-700-6519	REVISION DATE 02/06/2024

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 close supervision from a Structural Steel Painter Supervisor and guidance from a Lead Structural Steel Painter or journey level Structural Steel Painter, the incumbent is placed in an apprentice training program and learns to perform various paint functions. The incumbent receives supervision and training in safety regulations, job safety analysis, capacities and limitations of types of equipment and scaffolding used in painting and cleaning structural steel bridges, and related structures and facilities. The position involves working safely at heights of at least 200 feet above ground or water in adverse weather conditions. Position may require out-of-town travel, sometimes including overnight stays. This position requires a valid Class C Driver's License. Possession of a valid and unrestricted Class A or Class B commercial driver's license is desirable.

As mandated by the Department of Industrial Relations, Division of Apprenticeship Standards for Industrial Painters, the incumbent must attend a minimum of 144 hours of classroom instruction per year on the employee's own time and successfully passing a minimum 70% grade average.

**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, Strengthen Stewardship and Drive Efficiency - Engagement, Integrity)
- **Dealing with Ambiguity (Risk)**: Can comfortably handle risk and uncertainty, as well as make decisions to act without having the total picture. (Strengthen Stewardship and Drive Efficiency - Engagement, Integrity)
- **Reliability**: Ability to demonstrate dependability in meeting commitments, and providing a consistent work product. Takes responsibility for individual actions in order to meet deadline demands. (Safety First, Strengthen Stewardship and Drive Efficiency - Engagement, Integrity)
- **Conflict Management**: Recognizes differences in opinions and encourages open discussion. Uses appropriate interpersonal styles. Finds agreement on issues as appropriate. Deals effectively with others in conflict situation. (Safety First, Cultivate Excellence, Strengthen Stewardship and Drive Efficiency - Engagement, Integrity, Pride)
- **Interpersonal Savvy/Partnering**: Builds constructive and effective relationships, using diplomacy and tact. Is able to relate to a diverse set of individuals. (Safety First, Strengthen Stewardship and Drive Efficiency - Engagement, Integrity)
- **Organizational Awareness**: Contributes to the organization by understanding and aligning actions with the organization's strategic plan, including the mission, vision, goals, core functions, and values. (Safety First, Strengthen Stewardship and Drive Efficiency - Engagement, Integrity, Pride)
- **Interpersonal Effectiveness** : Effectively and appropriately interacts and communicates with others to build positive, constructive, professional relationships. Tailors communication style based on the audience. Provides and is receptive to feedback. (Safety First, Strengthen Stewardship and Drive Efficiency - Engagement, Integrity)
- **Forward Thinking**: Anticipates the implications and consequences of situations and takes appropriate actions to be prepared for possible contingencies. Anticipates and prepares for future developments. (Safety First, Strengthen Stewardship and Drive Efficiency - Engagement, Integrity, Pride)
- **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, Strengthen Stewardship and Drive Efficiency - Engagement, Integrity, Pride)

**ADA Notice**

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**TYPICAL DUTIES:**

Percentage		Job Description
Essential (E)/Marginal (M) <sup>1</sup>		
40%	E	Under guidance from the Lead or journey level Structural Steel Painter, mixes paint and rigs, erects or moves manual, pneumatic, or electric power operated scaffolding and staging. Cleans brushes, tools, and other equipment. Operates and maintains mechanical equipment used to rig, clean and paint structural steel bridges which may include personnel hoists, crane trucks, air powered scaffolding and staging; paints simple overhead signs.
35%	E	Assists journey level Structural Painter in preparation of surfaces for painting which includes the use of wire brushes, pneumatic power tools, high pressure washing, steam cleaning, or abrasive blast cleaning.
20%	E	Assists in the application of under and finish coats with brush, roller, pneumatic or other spray equipment, and wears respirator equipment when needed.
5%	M	Operates vehicles necessary for transportation of personnel and equipment.

<sup>1</sup>ESSENTIAL 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**

The incumbent receives training to gain the knowledge of approved methods, material, equipment, and the tools used in preparing surfaces to be worked on; painting structural steel cables and bridges, paint color, use and maintenance of manila, nylon or wire rope; rigging methods and equipment used in abrasive blasting and steam cleaning of steel surfaces in preparation for painting; knowledge of air tools, hoist equipment used in erecting and moving heavy scaffolds and scaffold machines. The incumbent must have the ability to operate, service and perform minor repairs and adjustments to maintenance equipment; establish and maintain cooperative working relationships with fellow crew members, other maintenance staff, and the traveling public; follow directions; communicate effectively both orally and in writing.

**RESPONSIBILITY FOR DECISIONS AND CONSEQUENCES OF ERROR**

Incorrect decisions or errors 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 as that it requires working in close cooperation and communication with other crew members. The incumbent must also establish and maintain cooperative relations with other Maintenance Branches contacted in the course of the work. 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 the incumbent must strive to project a favorable image.

**PHYSICAL, MENTAL, AND EMOTIONAL REQUIREMENTS**

Physical agility and strength are necessary to work safely at height levels of at least 250 feet above ground or water on structural steel bridges. The position requires physical fitness to withstand working continuous under adverse (e.g., cold, wet, windy) weather conditions. Normal vision corrected to 20/30 on best eye and 20/40 in worst eye and the ability to distinguish light gray from aluminum, light blue from dark blue and red from pink in reduced light levels (dawn, dusk, under bridges) are essential. Freedom from lead poisoning is as suggested by blood lead level test. The incumbent must have physical ability and willingness to use respiratory equipment when abrasive blasting, painting, and performing other duties which require respirator protection. The incumbent must have willingness and ability to travel and work short periods of time throughout California.

**WORK ENVIRONMENT**

The incumbent shall work in extreme weather conditions hot and cold, heights over 200 feet, high wind conditions, work around moving equipment, working around fast-moving traffic, work inside bridge structures, and work in confined spaces. In addition, the incumbent works around paint and solvents and lead base paints. Possession of a valid driver's license is required to operate a State owned or leased vehicle.

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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.)

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EMPLOYEE (Print)

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EMPLOYEE (Signature)

DATE

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

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SUPERVISOR (Print)

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SUPERVISOR (Signature)

DATE