



# Bock Consulting

## Job Analysis

Job Title	Architectural Painter (AVM)	Worker	
DOT Number	840.381-010 and 841.381-010	Claim Number	
Employer	Port of Seattle	Employer Phone #	(206) 787-5190
Employer Contact	Terry Tucker	Date of Analysis	3/21/07; 6/10/11; 10/6/11; 7/6/16

- Job of Injury   
 Transferable Skills Job   
 New Job   
 8 Hours Per Day   
 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.

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 an Architectural Painter position.

### Essential Functions:

Architectural Painters perform various painting and other tasks on maintenance, remodel, and tenant improvement ("TI") projects completed throughout Sea-Tac Airport facilities. An estimated 90-95% of the work is done with a brush or roller; spraying paint is estimated to be only 5-10% of the work.



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 (During 2011, Painters worked approximately 2



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months of graveyard shifts).

Tasks Assigned to Architectural Painters

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

- Obtaining, reading, and reviewing work orders, plans, and requests to understand assigned projects/tasks.
- Requesting supplies, equipment, and or materials needed for assigned projects.
- Preparing and or reviewing site specific safety plan for each project. Reviewing job plan. Ensuring work is performed in a safe manner.
- Meeting/connecting with Foreman on a daily basis or as needed.
- Choosing tools and materials. Loading items into assigned van or truck if work is to be performed outside the Paint Shop (some work is completed inside the paint booth or in large open areas located in the Paint Shop).
- When required, driving van or pickup truck to job site to transport supplies, equipment, tools, and materials to the project site.
- When at the project site, unloading van or truck and transporting paint, equipment, and supplies to project site.
- Setting up work site, including safety cones, Zip Walls, and tarps/drop cloths, portable generators and lights.
- Masking/covering items where paint is not needed (using tape and paper). Removing masking and coverings upon completion of job.
- Completing drywall installation by taping panels and applying drywall mud. Sanding walls to smooth mud. Performing other repairs as needed prior to painting.
- Transferring paint into containers for carrying while painting. Loading paint into sprayer, if needed.
- Applying paint or other coatings to complete assigned job in the Paint Shop, on-site, or both.
- Apply decals to Aviation vehicles.
- Install wallpaper, fabric wall coverings, or privacy film to windows as assigned.
- Create stencils and engrave small signs.
- Enter time by work order on a daily basis into job tracking system (Maximo). Enter description of work.
- Send and respond to electronic mails.
- Attend periodic meetings during which training is provided and important safety issues are discussed.





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- Assist other crafts as requested.
- Potentially supervise apprentices.
- Complete all required forms and documents.
- Assist with snow removal or other emergencies as requested.
- Perform other tasks as required.



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.
- 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 power and hand tools including scrapers, paint brushes, paint rollers, bench grinder/buffer, paint or stain agitators/shakers, and paint sprayers in a safe manner.
- Excellent time management and prioritization skills, with the ability to multi-task.
- Ability to communicate effectively, verbally and in writing.
- Excellent interpersonal skills (including on radio).
- Work in a professional manner. Often the Painters are visible to tenants and the traveling public, and the Painters need to represent the Port well while working.
- Ability to follow detailed directions closely.
- Must have the ability to perform assigned duties in various types of weather, and be able to complete work in heights and in confined spaces.
- 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.





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Machinery, Tools, Equipment, Personal Protective Equipment

- 1-gallon cans and 5-gallon buckets of paint, stain, or other coatings.
- Assorted brushes and paint rollers. Brushes can range from 0.5 inches to 6 inches wide (with the typical brush being 3 inches wide). Handle extensions (1' to 16' in length).
- Scrapers. Sand paper. Bench grinder/buffer.
- Paint/stain agitators/shakers.
- Tarps/drop cloths. Coveralls. Tape. Buckets. Paint screens.
- Decals and large stencils.
- Van (each worker is assigned a specific van), or other Port of Seattle vehicles.
- Paint sprayers. Zip Walls.
- Portable generators and lights.
- Scissor lifts, snorkel lifts, bucket truck and man lifts.
- Ladders (ranging from 4 feet to 40 feet). Scaffolding.
- Handcarts. Forklift.
- Spray booth with filtering and ventilation systems.
- Full face and half mask respirators. Respirator cartridges.
- Brooms and other cleaning supplies and equipment.
- Various hand held tools such as screwdrivers, hammers, and taping knives.
- Industrial stapler and staples. Caulk guns and caulking compound.
- 2-way radios.
- Striping machines.
- Computer, computer accessories, and 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 on the ramp, taxiways, runways, or near traffic. A hard hat, respirator, face shield, fall protection, and protective suit are required as necessary. Painters may also use gloves, rain gear, and kneepads.



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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 three 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.

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)

**841.381-010 Paperhanger** SVP: 7 (Two to four years)



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**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.	Continuously
Working with two and three dimensional formats.	Occasionally
<b>Remembering</b>	
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
<b>Learning &amp; Processing</b>	
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
<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.	Frequently
Planning, prioritizing, and structuring daily activities.	Continuously



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Claimant:

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<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.	Frequently
Responding effectively to emergency situations.	Rarely

Frequency Designations: <b>Required Beneficial 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



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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	<b>S-O</b>	While driving to and from work sites, 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 working in the Shop using a rolling seat.
Standing	<b>F</b>	Primarily interchange with walking. Most Standing would be on relatively even surfaces of carpet, tile, concrete, or asphalt, but workers may encounter uneven terrain at times.
Walking	<b>F</b>	Primarily interchange with standing. While obtaining/storing supplies, loading van, walking to work sites, setting up/removing work area barriers and portable equipment, mixing paint or other finish or coatings, and when taping, scraping, sanding or painting areas. Most Walking would be on relatively even surfaces of carpet, tile, concrete, or asphalt, but workers may encounter uneven terrain at times.
Lifting (up to 10 pounds)	<b>F</b>	While lifting documents and plans, phones, radios, office supplies, brushes, rollers, tools, other supplies and equipment. Lifting tubes of caulking, tubs of adhesive, decals, rolls of wallpaper, fabric, or privacy film, drywall mud trays and knives, and a jug of Paint Etch. Lifting traffic cones (up to 3 cones).
Lifting (10 to 35 pounds)	<b>O</b>	Lifting 1-gallon cans of paint (approx. 10-12 lbs. each), small tool box (approx. 15 lbs.), partially empty 5 gallon buckets of paint/stain; ladders (from 4 feet to 24 feet ranging from 15 to 30 lbs.); lifting wheeled cart/work table (est. 30 lbs. unloaded) and portable light fixtures in and out of van; Zip Wall kits (approx 20 lbs.); tarps and drop cloths (up to an est. 20 lbs.); rolls of plastic sheeting (12’x200ftx1.5mils=18lbs./ 20’x100’x3mils=30lbs.). Lifting boxes of rolled masking paper (box of 12 rolls=20lbs.), and rolls of vinyl and bolts of fabric. Stack of traffic cones (4 to 8 cones).
Lifting (35 to 60 pounds)	<b>S</b>	Lifting 5 gallon buckets of paint/stain (up to 60 lbs.), larger wheeled sprayers into van, rolls of plastic sheeting (20’x100’x4mils =est. 40 lbs.), and portable generators.





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Carrying (up to 35 pounds)	<b>O</b>	Carrying documents, plans, radios, office supplies, brushes, rollers, tools, other supplies and equipment, 1-gallon cans of paint (approx. 10-12 lbs. each), tubes of caulking, tubs of adhesive, decals, rolls of wallpaper, fabric, or privacy film, drywall mud trays and knives, and a jug of Paint Etch. Carrying traffic cones, small tool box (approx. 15 lbs.), partially empty 5 gallon buckets of paint/stain; ladders (from 4 feet to 24 feet ranging from 15 to 30 lbs.); carrying portable light fixtures; Zip Wall kits (approx. 20 lbs.); tarps and drop cloths (up to an est. 20 lbs.); rolls of plastic sheeting, boxes of rolled masking paper (box of 12 rolls=20lbs.), and rolls of vinyl and bolts of fabric. Wheeled carts are available to transport items to and from work areas.
Carrying (35 to 60 pounds)	<b>S</b>	Carrying 5 gallon buckets of paint/stain (up to 60 lbs.), rolls of plastic sheeting (20'x100'x4 mils=est. 40 lbs.), and portable generators. Wheeled carts are used to reduce the carrying demands when transporting paint, supplies, tools, and equipment to project sites.
Bending at Waist	<b>F</b>	While performing assigned tasks.
Bending Neck	<b>C</b>	While performing assigned tasks.
Pushing/Pulling (Up to est. 15 pounds)	<b>F</b>	While using paint roller to apply paint/other coatings, applying and sanding drywall mud, and maneuvering a cart/work table to a work site loaded with supplies, equipment and paint (may weigh up to 200 lbs. loaded). Using hand truck to move paint and other supplies. Pulling or pushing a wheeled sprayer out of its storage area, and wheeling it to a work site. Pulling paint and other supplies off storage shelves. Using broom to clean up a project area. Transporting wheeled equipment, such as lights and generators to work areas. Applying decals to vehicles.
Pushing/Pulling (15 to est. 50 pounds)	<b>S</b>	While maneuvering a cart/work table to a work site loaded with supplies, equipment and paint (may weigh up to 200 lbs. loaded). Worker may encounter an incline or decline when wheeling the cart. Pulling paint and other supplies out of van or off storage shelves.
Climbing Stairs/Ladders	<b>O</b>	Depending on work assigned. Stairs are used to access the Paint Shop locker room and one of the Shop storerooms. Stairs would also be encountered throughout the airport. Ladders are used regularly, but usage depends on the tasks/projects assigned (ladder usage can be reduced by using extension handles while painting).
Working at Heights/Balancing	<b>O</b>	When working on a ladder, scissor lift, or other man lift.
Crouching/Kneeling	<b>O</b>	Depending on work assigned. May be necessary to prep areas before painting, while performing detailed painting tasks, when installing wall coverings, when cleaning or restoring work areas upon completion of job, or when obtaining or storing supplies and equipment.
Twisting at Waist	<b>S-O</b>	While gathering/storing supplies, loading van or truck with equipment and supplies, prepping areas before painting, reaching all the areas that need painting, and setting up portable equipment and barriers.
Reaching (Floor to Shoulder)	<b>F</b>	While gathering/storing supplies from storage shelves, applying and sanding drywall mud, performing other repairs, masking, using sand/bead blaster, sanding drywall, and painting. Applying adhesive and installing wall coverings. Cleaning or restoring work areas upon completion of job. Setting up portable equipment and barriers. Loading a van with equipment and supplies. While operating a vehicle.



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Reaching (Over the Shoulder)	<b>O-F</b>	May be necessary while gathering/storing supplies from storage shelves, applying and sanding drywall mud, performing repairs, prepping areas before painting, masking, sanding drywall, and painting. Applying adhesive and installing wall coverings. Setting up portable barriers.
Repetitive Motion	<b>F</b>	Although Painters are assigned a variety of tasks and they are generally able to change the sequence of tasks while working, repetitive motion is necessary when rolling paint/coating onto a surface, or when sanding drywall mud.
Keyboarding	<b>S</b>	Entering time and work performed on a daily basis, and creating and responding to electronic mail.
Handling/Grasping	<b>F</b>	50   % Pinch Grasp   50   % Whole Hand Grasp
Fine Finger Manipulation	<b>O-F</b>	Applying/removing masking tape, using sandpaper, using brushes, rollers, and taping knives, pulling triggers on sprayers, applying decals to vehicles, operating two-way radios, or office equipment such as telephones, printers, copiers, etc., and writing.
Driving	<b>S-O</b>	While operating motorized vehicles, including vans, trucks, and forklifts.
Operating Foot Controls	<b>S-O</b>	While operating motorized vehicles, including vans, trucks, and forklifts.
Talking	<b>F</b>	Communicating with co-workers, supervisors, and public.
Hearing	<b>F</b>	Communicating with co-workers, supervisors, and public. Listening to various paint mixing and spraying machines, and for hazards (including moving traffic).
Seeing	<b>C</b>	Visual abilities would be considered important in this position.
Writing	<b>S</b>	Writing meeting notes, completing forms and other documents.
Normal Job Site Hazards	<b>C</b>	Worker may be exposed to fumes and dust, moving machinery, traffic, and moving vehicles (including airplanes). Working on ladders. Exposure to chemicals, solvents, and slippery surfaces.
Expected Environmental Conditions	<b>C</b>	Exposure to differing environmental conditions depending on assigned projects. Painters can work inside a temperature controlled building, inside a shop environment that may be impacted by outside temperatures, or outside in all weather conditions. Painters may also be exposed to external weather conditions while moving supplies and equipment to a project site.

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**