

POSITION DUTY STATEMENT

DOT PM-0924 (REV 01/2025)

CLASSIFICATION TITLE Structural Steel Pntr Aprtc	OFFICE/BRANCH/SECTION 04/Maintenance/Structural Steel Paint Region	
WORKING TITLE Structural Steel Painter Apprentice	POSITION NUMBER 904-680-6519-XXX	REVISION DATE 08/01/2025

As a valued member of the Caltrans team, you make it possible to improve lives and communities through transportation.

GENERAL STATEMENT:

Under close supervision from a Structural Steel Painter Supervisor and guidance from a Lead Structural Steel Painter or journey level Structural Painter, the incumbent is placed in an apprentice training program. The incumbent receives direct supervision and training in safety regulations, job safety analysis, and capacities and limitations of types of equipment and scaffolding used in painting and cleaning structural steel bridges, and related structures and facilities. Position may require out-of-town travel, sometimes including overnight stays.

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 pass with a minimum of 70% grade average.

This position requires a valid Class C driver license. Possession of a valid and unrestricted Class B or Class A driver license is desirable.

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, Employee Excellence - Collaboration, Innovation, People First)
- Dealing with Ambiguity (Risk)**: Can comfortably handle risk and uncertainty, as well as make decisions to act without having the total picture. (Safety, Climate Action, Prosperity - Innovation, Stewardship)
- 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, Prosperity - Integrity, Pride)
- 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, Climate Action, Prosperity - Innovation, Integrity)
- Teamwork/Partnership**: Develops, maintains, and strengthens partnerships with others inside or outside of the organization through effective communication and collaboration. (Equity, Climate Action, Prosperity - Collaboration, People First)
- 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. (Equity, Prosperity, Employee Excellence - Collaboration, Stewardship)
- 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. (Equity, Prosperity, Employee Excellence - Collaboration, People First)
- 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, Climate Action, Prosperity - Pride, Stewardship)
- Commitment/Results Oriented**: Dedicated to public service and strives for excellence and customer satisfaction. Ensures results in their organization. (Safety, Climate Action, Employee Excellence - Integrity, Pride)

TYPICAL DUTIES:

Percentage
Essential (E)/Marginal (M)¹ Job Description

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40%	E	Under guidance from the Lead or journey level Structural Painter, mixes paint, painter in rigging, erecting, or moving 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, paint simple overhead signs.
30%	E	Assists Journeyman Painter to clean, scrape, wire brush, steam clean, or abrasive blast clean surfaces in preparation for painting.
25%	E	Assists in the application of under and finish coats with brush, roller, or pneumatic or other spray equipment.
5%	M	Must be willing to work non-traditional work schedules to accommodate emergencies or projects that affect the Region or Caltrans in the District or elsewhere in the State.

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

This position does not supervise.

KNOWLEDGE, ABILITIES, AND ANALYTICAL REQUIREMENTS

Will be trained in 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. The knowledge of air tools, and hoist equipment used in erecting and moving heavy scaffolds and scaffold machines. Possession of a Commercial Class "B" Unrestricted Driver's License is mandatory upon graduation of apprenticeship.

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's work is such that it requires working in close cooperation and communication with other crew members. Example situations are, air power operated scaffolding and staging, working from and moving personnel hoists, operating crane trucks and installing rigging. 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

Physical agility and strength is necessary to work safely at height levels of at least 230 feet above ground or water on structural steels bridges. Needs physical fitness to withstand 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 and red from pink in reduced light levels (dawn, dust, under bridges). Freedom from lead poisoning as suggested by blood lead level test. Physical ability and willingness to use respiratory equipment when abrasive blasting, painting and performing other duties which require respirator protection. Willingness and ability to travel short periods of time throughout California.

WORK ENVIRONMENT

- Extreme weather conditions hot and cold
 - Heights over 250 feet
 - High wind conditions
 - 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
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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.)

I agree that by providing my electronic signature for this form, I agree to conduct business transactions by electronic means and that my electronic signature is the legal binding equivalent to my handwritten signature. I hereby agree that my electronic signature represents my execution or authentication of this form, and my intent to be bound by it.

EMPLOYEE (Print)

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.

SUPERVISOR (Print)

SUPERVISOR (Signature)	DATE
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