

POSITION DUTY STATEMENT

DOT PM-0924 (REV 08/2024)

CLASSIFICATION TITLE Deckhand - Ferryboat	OFFICE/BRANCH/SECTION 04-DIVISION OF MAINTENANCE-EASTBAY/DELTA	
WORKING TITLE Caltrans Deckhand Ferryboat	POSITION NUMBER 904-640-6968-xxx	REVISION DATE 03/23/2026

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 supervision of the Caltrans Bridge Maintenance Supervisor the incumbent performs duties to assist in the operation of the Real McCoy II Ferryboat. Assists in the loading and unloading motor vehicles and passengers, the enforcing of the Code of Federal Regulations pertaining to ferry operations, acts as a lookout and watch-person during transit reporting obstacles in the path of the vessel to the Ferry Master and assist with man overboard operations.

CORE COMPETENCIES:

As a Deckhand - Ferryboat, 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 - Engagement)
- **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 - Innovation)
- **Initiative**: Ability to identify what needs to be done and doing it before being asked or required by the situation. Seeks out others involved in a situation to learn their perspectives. (Cultivate Excellence - 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. (Enhance and Connect the Multimodal Transportation Network - Innovation)
- **Interpersonal Savvy/Partnering**: Builds constructive and effective relationships, using diplomacy and tact. Is able to relate to a diverse set of individuals. (Enhance and Connect the Multimodal Transportation Network - Engagement)
- **Customer Focus**: Considers, prioritizes, and takes action on the needs of both internal and external customers. (Strengthen Stewardship and Drive Efficiency - Equity)
- **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. (Strengthen Stewardship and Drive Efficiency - Engagement)
- **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 - Integrity)
- **Commitment/Results Oriented**: Dedicated to public service and strives for excellence and customer satisfaction. Ensures results in their organization. (Strengthen Stewardship and Drive Efficiency - Integrity)

TYPICAL DUTIES:

Percentage	Essential (E)/Marginal (M) ¹	Job Description
75%	E	Assists in the loading and unloading motor vehicles and passengers, the enforcing of the Code of Federal Regulations pertaining to ferry operations, acts as a lookout and watchperson during transit reporting obstacles in the path of the vessel to the Ferry Master.
10%	E	Performs routine cleaning and maintenance of, decks, cabins, life preservers and other equipment and facilities associated with the ferry.
10%	E	May make minor repairs to engines and propulsion systems. Checks and cleans up leaks and spills.

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5% M Participates in lifesaving and fire drills. and may perform other duties as required within the classification.

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 works under the general direction of a Caltrans Maintenance Supervisor, and receives direction from a Caltrans Ferry Boat Master. However, the incumbent may be placed in charge or called upon to act as a Lead person for a short duration.

KNOWLEDGE, ABILITIES, AND ANALYTICAL REQUIREMENTS

The Deckhand should have knowledge of; work aboard ferryboats and the operating of equipment associated with ferry boats, the rules and regulations of U.S. Department of Transportation governing the operation of ferry boats over navigable waters in the State of California, the United States Coast Guard and Caltrans safety practices and procedures. The Deckhand must have the ability to read and write English at a level required for successful job performance, follow oral and written directions, and carry out oral directions involving terms commonly used in ferryboat operations.

RESPONSIBILITY FOR DECISIONS AND CONSEQUENCES OF ERROR

Error in judgment may result in possible injury or loss of life to co-workers and /or the traveling public, and possible injury or loss of life. May cause unnecessary expenses due to damage to State equipment, facilities, and potential liability.

PUBLIC AND INTERNAL CONTACTS

The Deckhand; has daily interaction with the public during the process of loading and on loading vehicles from the ferry, and may have interaction with representatives for other State, Federal or local agencies, news organizations or contractors working for the State.

PHYSICAL, MENTAL, AND EMOTIONAL REQUIREMENTS

Deckhand's corrected hearing and sight must enable them to hear directions and see obstacles in the water. The Deckhand will be required to stand for long periods of time, and be required to, bend, stoop, kneel, reach, push, pull and stand in the course of their work shift. The Deckhand should have the skills and ability to resolve emotionally charged situations, reasonably and diplomatically, when interacting with the public. The Deckhand should be able to cope with pressure and maintain focus during an emergency, i.e. man over board or the ferry becoming disabled during transit. The Deckhand must be able to work on rocking and or unstable ferry boat deck that is typical for the Sacramento River.

WORK ENVIRONMENT

The Deckhand works in a wide range of conditions; temperatures ranging from 20 to 110 degrees, strong winds, rain, fog, sleet, night and day. Work various schedules, holidays, weekends, and may be required to work overtime.

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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

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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