

BLESSEY MARINE SERVICES, INC.
JOB DESCRIPTION

JOB TITLE: Deckhand
DEPARTMENT: Vessel
FLSA STATUS: Exempt
DATE: December 15, 2014

SUPERVISION:

Reports to: **Captain, Relief Captain and Pilot**
Supervises: This position has no supervisory responsibilities.

SUMMARY DESCRIPTION:

Responsible for the safe, efficient, reliable, and environmentally compliant operation of assigned area by performing the following duties:

ESSENTIAL JOB FUNCTIONS:

The primary function of the Deckhand is to build and break tow. Other key job responsibilities include, but are not limited to, the following:

- Must be able to adhere to and comply with company policies, United States Coast Guard, and environmental regulations.
- Must be able to perform all duties while wearing protective equipment to include PVC foul weather gear, life jacket, gloves and boots.
- Communicate with co-workers, Captains, Pilots, Wheelman, Dispatchers, Port Engineers, Coast Guard Inspectors, and others.
- Perform vessel maintenance to include, but not limited to, cleaning, scraping, painting, changing all oil and filters, and cooking.
- Inspect, correct if possible, and notify the Captain of any conditions, which will affect the safety of the tow or tug.
- Handle lines and rigging during tow building, locking, and docking activities.
- Must be able to perform all duties necessary to navigate locks.
- Tolerate long hours during transfers.
- Assist with the training of newly hired employees.
- Remain calm during challenging situations.
- Make good decisions.
- Be dependable, conscientious, and show initiative.
- Pay attention to detail.
- Work as a team player – i.e., work with others and understand customer/ supplier wants and needs.
- Be stable under pressure and withstand the stress associated with the job, including discomfort, unpredictable weather, and potentially hazardous situations.
- Must be able to work in a rotation watch schedule, involving 6 hours on and 6 hours off, and be able to occasionally work additional hours not to exceed 15 hours in any 24-hour period or more than 42 hours in a 72-hour period, except in an emergency or drill.
- Work aboard the vessel for prolonged periods according to work schedule for the vessel, for example: 28 days on and 14 days off or 20 on and 10 off.
- Live in close quarters for long periods of time and is able to work away from home for long periods of time.
- Must be able to drive to and from hub cities.
- Be physically fit to perform all essential physical demands of this job safely.
- Comply with BMS Drug and Alcohol Policy (HRM-2.2) at all times.

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Learning and Training Requirements

- Assist in training new personnel
- Comprehend essential information related to:
 - Spill containment and cleanup
 - MSDS sheets and emergency action information
 - Video training information addressing safety
 - Safety meetings
 - Benzene training

Safety and Rescue Requirements

- Ensure safe, working conditions and orderliness of the vessel.
- Maintain safe, sanitary living and working conditions.
- Follow all company safety rules and environmental regulations.
- Wear safety equipment as required, including: gloves, steel toes boots, goggles, rubber boots, slicker suits, respirator, five (5) minute escape pack or negative pressure respirator or supplied airline respirator.
- Assist in safety and rescue operations in emergency situations.
- Assist in emergency firefighting, use firefighting equipment and spill containment equipment.
- Enter and exit hatches/ doorways quickly in case of emergencies.
- Physically pull or assist in pulling a 200-300lb man from the water.

QUALIFICATIONS:

- Posses a TWIC Card.
- Posses a valid driver's license for operation of any of the company's vehicles.

LANGUAGE SKILLS

Ability to read, analyze, and interpret general business periodicals, professional journals, technical procedures, or governmental regulations. Ability to write reports, business correspondence, and procedure manuals. Ability to present information effectively and to respond to questions from groups of managers, clients, customers, and the general public.

MATHEMATICAL SKILLS

Ability to apply concepts such as fractions, percentages, ratios, and proportions to practical situations.

REASONING ABILITY

Ability to define problems, collect data, establish facts, and draw valid conclusions. Ability to interpret an extensive variety of technical instructions in mathematical or diagram form and deal with several abstract and concrete variables.

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REQUIREMENTS:

Deckhand

Validated Functional Job Description

Date re-validated: 2/27/14 (Original validation 7/24/03)

To Applicant:

This job description describes in detail the physical and environmental demands required to perform the essential duties of a **Deckhand**. After reviewing this description, please sign this document on the last page and indicate whether you believe that you can or cannot perform the essential duties of this job.



I. Physical Demand Requirements for Safe Job Performance

Specific physical demands described in this functional job description have been validated by on-site job analysis involving direct measurements. They are representative of the physical demands that must be met by an employee to successfully and safely perform the essential functions of this job. Although specific components of job demands are listed in detail in this document, the following information is a synopsis of key minimum physical demand requirements determined from a detailed job analysis:

- 01. POSTURAL DEMANDS:** Employee must have the ability to move the extremities and spine through a range of motion that will permit work to be safely performed at ground/floor to overhead levels. Flexing and twisting of the trunk, reaching and awkward postures are occasionally required.
- 02. DEXTERITY DEMANDS:** Employee must have good dexterity and frequently use one and two hands throughout the work period when performing job specific tasks.
- 03. GRIP STRENGTH DEMANDS:** Employee must have sufficient grip to lift and carry various tools, parts, and equipment used throughout the work day.
- 04. CARDIORESPIRATORY DEMANDS:** Employee must have sufficient cardiorespiratory fitness to be able to perform heavy work for prolonged periods of time involving such activities as lifting, carrying, pushing, pulling, handling heavy equipment and parts, constant standing and walking.

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05. MINIMUM ESSENTIAL PHYSICAL CAPACITIES REQUIRED FOR JOB PLACEMENT: The minimum essential physical capacities for job placement are based on a job physical demands validation analysis. The minimum physical demands required to perform the job safely take into consideration mechanical and personnel assistance that can be reasonably offered or made available without adversely affecting minimum job productivity standards and/or creating an undue hardship on the employer. The employer will consider accommodations for persons with protected disabilities.

Job placement will not be offered when a person is unable to demonstrate that he/she possesses the physical abilities to perform the minimum essential physical demands of the job safely and poses an immediate threat of harm to self or other workers. Based on physical demand validation performed by an independent ergonomic consultant, prior to job placement, the employee must be able to demonstrate that he/she can safely can:

lift at least **80 lbs** from floor to knuckle level,

lift at least **80 lbs** from floor to waist level,

lift at least **65 lbs** from floor to shoulders level,

lift at least **25 lbs** from floor to crown level,

carry at least **80 lbs** with **two hands** for a minimum distance of **20 feet**,

carry at least **65 lbs** with **two hands** at shoulder level up and down **10 steps** for a minimum distance of **20 feet**,

carry at least **50 lbs** with **one hand** for a minimum distance of **50 feet**,

create minimum **push** force of **140 lbs**,

create minimum **pull** force of **170 lbs**,

stand and walk on a constant basis with good balance,

stoop, kneel, and squat on a frequent basis,

crawl on an occasional basis for **5 feet**,

climb **2 flights of stairs, 15 steps** per flight x **2 repetitions**, and

climb a **vertical ladder** with **12 rungs** x **2 repetitions**.

The basis for these physical demand requirements are described in the sections of this functional job description that follow. Frequency of material handling will vary considerably depending on operational conditions. The physical demands for certain jobs may actually exceed those listed above in certain situations. However, the employee is expected to seek assistance if material handling requirements cannot be performed safely.

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II. General Physical Activities

Activity:	O	F	C	N	Activity:	O	F	C	N
01. Standing	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	13. Seeing – Reading	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
02. Walking	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	14. Reaching, High, Low, Level	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
03. Sitting	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	15. Hearing - Speech Range	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
04. Stooping	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	16. Depth Perception	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
05. Kneeling	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	17. Color Vision	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
06. Squatting	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	18. Lifting	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
07. Body Twisting	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	19. Carrying	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
08. Crawling	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	20. Pushing	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
09. Sense of Touch	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	21. Pulling	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Manual Dexterity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	22. Climbing Ladders	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Speaking Clearly	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	23. Climbing Stairs	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Seeing Distant	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	24. Balancing	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

KEY:

- O - Occasionally, less than 33% of work time**
- F - Frequently, 34 - 66% of the work time**
- C - Constantly, 67% - 100% of the time**
- N - Not a significant part of the job**

III. Environmental Requirements

The work environment characteristics described here are representative of those that the employee encounters while performing the essential functions of this job.

	O	F	C	N
01. Extreme Cold - Below 30 ° F	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
02. Extreme Heat - Above 100 ° F	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
03. Dryness	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
04. Wetness	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
05. Humidity - Above 90%	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
06. Noise - Over 85 Decibels	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
07. Respirator - Breathing Apparatus	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
08. Confined/Cramped Spaces	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
09. Elevated Heights	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Working Around/With People	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
11. Working Alone	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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IV. Airborne Contaminants & Chemicals in Work Environment

Dust, Diesel fumes, gasoline fumes, solvent, lubricants, vapors, gases, particulates, and chemical toxins

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V. Validated Essential Material Handling Requirements

A. Lifting – Essential Requirements			
Essential Floor to Knuckle Level Lifts			
Lifting Methods	Weight in lbs Force in F-lbs	Frequency	Description Materials / Tool / Procedure
2 Handed Lift	80 lbs	Occasional	80 lb reducer
2 Handed Lift- 2 Person Lift	80 lbs per person	Occasional	160 lb Wire rope and 160 lb Hose
2 Handed Lift	75 lbs	Occasional	Cables/crossover hoses
2 Handed Lift	65 lbs	Occasional	Ratchet
1 Handed Lift	50 lbs	Occasional	5 gallon bucket of chemicals
2 Handed Lift	36 lbs	Occasional	1" Wire Hoola hoop
2 Handed Lift	30 lbs	Occasional	Groceries
2 Handed Lift	25 lbs	Occasional	Grinder/chipping hammer
1 or 2 Handed Lift	15-20 lbs	Emergency Basis, only	Throwing a life ring/Variou s tools
Essential Floor to Waist Level Lifts			
Lifting Methods (Essential Requirement)	Weight in lbs Force in F-lbs	Frequency	Description Materials / Tool / Procedure
2 Handed Lift	80 lbs	Occasional	80 lb reducer
2 Handed Lift- 2 Person Lift	80 lbs per person	Occasional	160 lb Wire rope and 160 lb Hose
2 Handed Lift	75 lbs	Occasional	Cables/crossover hoses
2 Handed Lift	65 lbs	Occasional	Ratchet
1 Handed Lift	50 lbs	Occasional	5 gallon bucket of chemicals
2 Handed Lift	36 lbs	Occasional	1" Wire Hoola hoop
2 Handed Lift	30 lbs	Occasional	Groceries
2 Handed Lift	25 lbs	Occasional	Grinder/chipping hammer
1 or 2 Handed Lift	15-20 lbs	Emergency Basis, only	Throwing a life ring/Variou s tools
Essential Floor to Shoulder Level Lifts			
Lifting Methods (Essential)	Weight in lbs Force in F-lbs	Frequenc y	Descriptio n
2 Handed Lift	65 lbs	Occasional	Ratchet
1 Handed Lift	50 lbs	Occasional	5 gallon bucket of chemicals

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2 Handed Lift	36 lbs	Occasional	1" Wire Hoola hoop
2 Handed Lift	30 lbs	Occasional	Groceries
2 Handed Lift	25 lbs	Occasional	Grinder/chipping hammer
1 or 2 Handed Lift	15-20 lbs	Emergency Basis, only	Throwing a life ring/Various tools
Essential Floor to Crown Level			
Lifting Methods (Essential Requirement)	Weight in lbs Force in F-lbs	Frequency	Description Materials / Tool / Procedure
2 Handed Lift	25 lbs	Occasional	Grinder/chipping hammer
1 or 2 Handed Lift	15-20 lbs	Emergency Basis, only	Throwing a life ring/Various tools

B. Carrying - Essential Requirements					
Method	Weight Carried (lbs)	Coupling	Minimum Distance (ft)	Frequency	Material / Tool
2 Handed Carry	80 lbs	Fair	50 ft		80 lb reducer
2 Handed Lift- 2 Person Carry	80 lbs per person	Fair	50 ft		160 lb Wire rope and 160 lb Hose
2 Handed Carry	75 lbs	Fair	50 ft		Cables/crossover hoses
2 Handed Carry	65 lbs	Fair	40-100 ft		Ratchet
1 Handed Carry	50 lbs	Good	50 ft		5 gallon bucket of chemicals
2 Handed Carry	36 lbs	Fair	Excess of 300 ft		1" Wire Hoola hoop
2 Handed Carry	30 lbs	Fair	50 ft		Groceries
2 Handed Carry	25 lbs	Good	50 ft		Grinder/chipping hammer

C. Pushing / Pulling - Essential Requirements					
Push Force (F-lbs)	Pull Force (F-lbs)	Frequency	Distance (Ft):	Hand Position	Material/Tool:
80-140 lbs	80-140 lbs	Occasional	n/a	Varies	Turning valves
n/a	140-170 lbs	Occasional	n/a	Varies	Turing winching equipment

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VI. Physical Demand Level (PDL) Description

FREQUENCY	Sedentary	Sed-Light	Light	Light-Med	Medium	Med-heavy	Heavy	Very Heavy
O - Occasional 1 - 33%	10 lbs	15 lbs	20 lbs	35 lbs	50 lbs	75 lbs	100 lbs	> 100 lbs
F- Frequent 34 - 66%	-----	7 Lbs	10 lbs	17 lbs	25 lbs	37 lbs	50 lbs	> 50 lbs
C - Constant 67% +	-----	-----	-----	5 lbs	10 lbs	15 lbs	20 lbs	> 20 lbs
	Sit	Sit/Stand	Stand/Walk	Stand/Walk	Stand/Walk	Stand/Walk	Stand/Walk	Stand/Walk

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VII. Physical Demand Level Classification

Employees identified in this document must be able to perform up to heavy physical labor as classified by the United States Departments of Labor. Physical demands typically involve lifting, carrying, pushing, and pulling.

VIII. Cardiorespiratory Demands

Employee must have sufficient cardiorespiratory fitness to perform the essential tasks of this job safely. Employee must be able to safely tolerate heavy demands on the cardiorespiratory system related to material handling and frequent walking on uneven surfaces with exposures to extreme conditions.

IX. Energy Expenditure

Employee must have an aerobic capacity sufficient for energy expenditure of over 5.6-7.5 METS which is consistent with a PDL classification of heavy as classified by the United States Department of Labor.

PDL:	HEART RATE:	ENERGY EXPENDITURE
SEDENTARY	70 – 80	1.5-2.1 METS
LIGHT	81 – 90	2.2-3.5 METS
MEDIUM	91 – 110	3.6-5.5 METS
HEAVY	111- 130	5.6-7.5 METS
VERY HEAVY	Over 130	Over 7.5 METS

METS - Job demands can be expressed in METS, or metabolic equivalents, related to a person's resting oxygen usage, and compared to the worker's performance on a comparable aerobic capacity test.

X. Validated Materials Handled and Weights (Lbs)

Material weights and handling forces have been accurately measured and determined to be representative of the type of materials and forces required to perform the essential duties of work performed by employees identified in this document. The primary physical demands observed and measured during this analysis included lifting, carrying, pushing, and pulling.

No.	Description	Weight in Lbs / Force in F-Lbs
01.	80 lb reducer	80 lbs
02.	160 lb Wire rope and 160 lb Hose	80 lbs per person (160 lbs total)
03.	Cables/crossover hoses	75 lbs
04.	Ratchet	65 lbs
05.	5 gallon bucket of chemicals	50 lbs
06.	1" Wire Hoola hoop	36 lbs
07.	Groceries	30 lbs
08.	Grinder/chipping hammer	25 lbs
09.	Throwing a life ring	15-20 lbs
10.	Various Hand tools	1-15 lbs

XI. Special Requirements

Must be able to wear necessary PPE as per task assigned.

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XII. Guidelines for Physical Demand Validation (PDV) Analysis

Physical demand validation analysis was performed based on guidelines established by the United States Department of Labor (USDOL) and the Occupational Safety and Health Administration (OSHA). Validation of physical demands of job tasks is required for developing an accurate and valid functional job description as required by guidelines consistent with the Americans with Disabilities Act (ADA) and EEOC regulations for fair hiring practices. The physical demands described in this functional job description represent typical physical demand requirements of job tasks analyzed. Physical demands may at times exceed those identified in this report. Employees are required to adhere to all safety guidelines established by the employer and seek assistance to perform any task which they may feel exceeds their safe capacities to perform.

XIII. Methods of PDV Analysis

1. Personal interview, questionnaires, and on-site direct observation of job activities.
2. Measurements of material handling forces using push-pull dynamometers and weight scales.
3. Measurements of material dimensions, distances, heights, and reaches using tape measures.
4. Photography

Physical demand validation analysis performed by Industrial Safety & Rehabilitation (ISR) Institute, Inc., under the direction of Richard W. Bunch, Ph.D., P.T., C.B.E.S., 1516 River Oaks Dr. West, New Orleans, LA 70123.

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XIV. Photographic Records



Employee must be able to climb stairs



Employee must be able to climb vertical ladders



Employee must be able to walk on barge deck, uneven surfaces



Employee must be able to climb onto barge deck



Employee must be able to lift and carry



Employee must be able to step up/down onto barge/boat

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FOR APPLICANT:

Once you have completed reading the entire job description, please read and sign off on the appropriate response below:

_____ I believe I am capable of performing the essential duties of this position.

_____ I do not believe that I am capable of performing the essential duties of this position.

Printed Name

Signature

Date