

EMPLOYEE:

CLAIM #



# Job Analysis Form

ALTERNATE FORMAT AVAILABLE

**JOB TITLE** Metal Fabricator/Welder **JOB CLASSIFICATION** Metal Fabricator/Welder

**DICTIONARY OF OCCUPATIONAL TITLES (DOT) NUMBER** 819.384-010

**DOT TITLE** Welder, Combination

**DEPARTMENT** Natural Resources and Parks **DIVISION** Solid Waste Division

**# OF POSITIONS IN THE DEPARTMENT WITH THIS JOB TITLE** 9

**CONTACT'S NAME & TITLE** Steve Smith, Shop Supervisor

**CONTACT'S PHONE**

**ADDRESS OF WORKSITE**

11645 228<sup>th</sup> Ave. SE  
Maple Valley, WA 98038

**VRC NAME** Kyle Pletz

**DATE COMPLETED** 2/21/07

**VRC NAME** Jeff Casem

**DATE REVIEWED** 5/14/09

**WORK HOURS**

This is a full time position with a 40-hour workweek. Final shift assignment is based upon a shift bid process. 6:00a-2:30p or 2:30p-11:00a

**OVERTIME** (Note: Overtime requirements may change at the employer's discretion)  
Required, on a rare occasion in accordance with business demand. Every ninth weekend a person works a Saturday and Sunday; 10 hour shifts. Unscheduled overtime on an as-needed basis, approximately 6 hrs every 2 months.

**JOB DESCRIPTION**

This position provides maintenance service support to the division's transfer stations, transportation and landfills. Primary duties relate to welding and fabricating materials for repairs or building new items.

**ESSENTIAL ABILITIES FOR ALL KING COUNTY JOB CLASSIFICATIONS**

1. Ability to demonstrate predictable, reliable, and timely attendance.
2. Ability to follow written and verbal directions and to complete assigned tasks on schedule.
3. Ability to read, write & communicate in English and understand basic math.
4. Ability to learn from directions, observations, and mistakes, and apply procedures using good judgment.
5. Ability to work independently or part of a team; ability to interact appropriately with others.
6. Ability to work with supervision, receiving instructions/feedback, coaching/counseling and/or action/discipline.

## **JOB SPECIFIC REQUIREMENTS**

- Journey level experience in metal fabrication/welding supporting heavy duty equipment fleet, or equivalent level experience.
- Customer service experience.
- Experience with computerized maintenance scheduling systems or equivalent.
- Washington Association of Building Officials (WABO) Welder certification.
- Candidates must possess a valid Washington State driver's license.
- Candidates must possess a Class "B" CDL within 90 days of hire.
- A copy of WABO Welder certification and driver's license will be required upon hire.
- Applicants for positions defined as safety sensitive are required to undergo drug testing prior to employment and, subsequent to commencement of employment, will be subject to random, post accident, reasonable suspicion, return to duty, and follow up testing.
- Offers of employment will be contingent on the successful completion of a physical exam and upon verification of a valid Washington State Drivers License.

## **ESSENTIAL FUNCTIONS**

1. Implement repairs on Solid Waste facilities and equipment to include Transfer Stations, bulldozers, compactors, refuse trailers, scrapers and related equipment.
2. Fabricate parts to replace or improve Solid Waste structures or equipment.
3. Provide support services to other job classifications, primarily Auto Machinists.
4. Interpret blue prints, sketches and other instructions.
5. Monitor supplies and re-order as necessary.
6. Perform disassembly and assembly of equipment for access to weld areas.
7. Design special jigs and fixtures.
8. Design, lay out, assemble and weld complex repairs and specialized modifications.
9. Repair defective or damaged metal parts. Work with light, heavy-gauge and hardened metals.
10. Ability to drive Heavy Equipment which requires possession of Class B CDL.
11. Ability to effectively communicate both orally and in writing.
12. Ability to work in a team environment.
13. Ability to add information to a windows based computer program – training will be provided

## **PERSONAL PROTECTIVE EQUIPMENT USED**

Safety boots, gloves (leather or insulated), ear protection, knee pads, padded floor mats, eye protection, hart hat, safety vest, harness/fall protection, face shield, welding helmet/face shield, cotton masks, positive air apparatus, breathing protection, coveralls, leather aprons and coats and coveralls.

## **OTHER TOOLS & EQUIPMENT USED**

Various hand tools (such as screw drivers, diagonal cutters etc.), cutting torches, stinger, plasma cutter, wire feed, aluminum weld, laptop/computer, air tools, power tools, hoists, forklift, rolling tables, county vehicle, van boom truck (CDL class B), reference materials and manuals, schematics and various welding equipment.

**PHYSICAL DEMANDS AS JOB IS TYPICALLY PERFORMED**

- Continuously = occurs 66-100% of the time
- Frequently = occurs 33-66% of the time
- Occasionally = occurs 1-33% of the time
- Rarely = may occur less than 1% of the time
- Never = does not ever occur (such demands are not listed)

Highly Repetitive = Repeating the same motion every few seconds with little or no variation for more than two hours total per day.

**This job is classified as**

Heavy—exerting 50-100 pounds of force occasionally, and/or 25-50 pounds of force frequently, and/or 10-20 pounds of force constantly to move objects.

**Standing**

Health Care Provider initials if restricted \_\_\_\_\_

Frequently & highly repetitive on flat cement, dirt, wood, scaffold, floor slats, blacktop and uneven surfaces for up to 1 minute at a time for up to 4 hours total in a work shift. Most commonly occurs while, welding, grinding, drilling, wrenching and cutting.

**Walking**

Health Care Provider initials if restricted \_\_\_\_\_

Occasionally on flat cement, dirt, wood, scaffold, floor slats, blacktop and uneven surfaces for distances of up to 150 yards for up to 5 minutes at a time for up to 4 hours total in a work shift. Most commonly occurs while traversing throughout the work area and walking between the stores area, shop, office area etc.

**Sitting**

Health Care Provider initials if restricted \_\_\_\_\_

Occasionally on a rolling stool, automobile seat or office chair for up to 1 hour at a time for up to 2 hours total in a work shift. Most commonly occurs while utilizing a stool while repairing trailer landing legs, grinding, welding, cutting etc., as well as when driving.

**Climbing stairs**

Health Care Provider initials if restricted \_\_\_\_\_

Rarely for up to 30 seconds at a time while climbing up to 15 steps for up to 5 minutes total in a work shift. Most commonly occurs while performing repairs on upper areas of trailers by utilizing scaffolding.

**Climbing**

Health Care Provider initials if restricted \_\_\_\_\_

Rarely for up to 15 seconds at a time while climbing up to 6 steps for up to 3 minutes total in a work shift. Most commonly occurs while performing repairs on upper areas of trailers. Most elevated work is performed using lifts and scaffolding.

**Balancing**

Health Care Provider initials if restricted \_\_\_\_\_

Frequently for up to 1.5 hours at a time for up to 4 hours total in a work shift. Most commonly occurs while performing repairs on upper areas of trailers, working on uneven ground and walking on corrugated metal trailer floors (floor slats) and working on packers as well as welding on slick, oily and dirty equipment.

**Bending neck up**

Health Care Provider initials if restricted \_\_\_\_\_

Occasionally for up to 30 seconds at a time for up to 1 hour total in a work shift. Most commonly occurs while performing repairs on upper areas of trailers as well as inspecting equipment for repair.

**Bending neck down**

Health Care Provider initials if restricted \_\_\_\_\_

Frequently for up to 10 minutes at a time for up to 5 hours total in a work shift. Most commonly occurs while performing repair duties on lower areas of trailers (such as floor slats), performing bench work and repairing equipment.

**Bending/Stooping**

Health Care Provider initials if restricted \_\_\_\_\_

Occasionally for up to 1 minute at a time for up to 1 hour total in a work shift. Most commonly occurs while performing repair duties on lower areas of trailers (such as floor slats) as well as inspecting completed work.

**Kneeling**

Health Care Provider initials if restricted \_\_\_\_\_

Frequently on flat cement, dirt, wood, scaffold, floor slats, blacktop and uneven surfaces for up to 10-15 minutes at a time for up to 3 hours total in a work shift. Most commonly occurs while performing repair duties on lower areas of trailers (such as floor slats) as well as inspecting completed work.

**Squatting**

Health Care Provider initials if restricted \_\_\_\_\_

Frequently flat cement, dirt, wood, scaffold, floor slats, blacktop and uneven surfaces for up to 30 seconds at a time for up to 15 minutes total in a work shift. Most commonly occurs while performing repair duties on lower areas of trailers (such as floor slats) as well as inspecting completed work.

**Crawling**

Health Care Provider initials if restricted \_\_\_\_\_

Rarely on flat cement, dirt, wood, scaffold, floor slats, blacktop and uneven surfaces for up to 30 seconds at a time for up to 5 minutes total in a work shift. Most commonly occurs while getting under trailers and equipment to perform repair duties. A creeper is frequently used to reduce or avoid crawling.

**Operating Controls with Feet**

Health Care Provider initials if restricted \_\_\_\_\_

Occasionally for up to 30 minutes at a time for up to 1 hour total in a work shift while driving equipment and County vehicle as well as when using the TIG welder foot pedal. On a rare occasion the employee may need to drive a County vehicle in the field for up to 2 hours total in a shift.

**Reaching above shoulder height**

Health Care Provider initials if restricted \_\_\_\_\_

Occasionally for up to 20 seconds at a time for up to 1 hour total in a work shift. Most commonly occurs while performing repairs such as cutting, grinding and welding on upper areas of trailers as well as working on chute curtains.

**Reaching at waist to shoulder height**

Health Care Provider initials if restricted \_\_\_\_\_

Continuously & highly repetitive for up to 5 minutes at a time for up to 7 hours total in a work shift while performing repair and fabrication duties which may include operating hand tools, welding equipment and power tools.

**Reaching at knee to waist height**

Health Care Provider initials if restricted \_\_\_\_\_

Occasionally for up to 1 minute at a time for up to 1 hour total in a work shift. Most commonly occurs while performing repair duties on lower areas of trailers (such as floor slats) as well as inspecting completed work.

**Reaching at floor to knee height**

Health Care Provider initials if restricted \_\_\_\_\_

Frequently flat cement, dirt, wood, scaffold, floor slats, blacktop and uneven surfaces for up to 10-15 minutes at a time for up to 3 hours total in a work shift. Most commonly occurs while performing repair duties on lower areas of trailers (such as floor slats) as well as inspecting completed work.

**Lifting 1-10 pounds**

Health Care Provider initials if restricted \_\_\_\_\_

Continuously for up to 1 minute at a time for up to 6 hours total in a work shift. Most commonly occurs with weights of 3-6 pounds while using hand tools, pieces of metal, grinders, stingers, air tools and power tools.

**Carrying 1-10 pounds**

Health Care Provider initials if restricted \_\_\_\_\_

Occasionally for distances up to 50 yards for up to 1 minute at a time for up to 1 hour total in a work shift. Most commonly occurs with weights of 3-6 pounds while transporting hand tools, pieces of metal, grinders, stingers, air tools and power tools between the bay, stores etc.

**Lifting 11-20 pounds**

Health Care Provider initials if restricted \_\_\_\_\_

Frequently for up to 1 minute at a time for up to 3 hours total in a work shift. Most commonly occurs with weights of 3-6 pounds while using hand tools, equipment parts, pieces of metal, grinders, air tools and power tools.

**Carrying 11-20 pounds**

Health Care Provider initials if restricted \_\_\_\_\_

Occasionally for distances of up to 50 yards feet for up to 1 minute at a time for up to 1 hour total in a work shift. Most commonly occurs with weights of 11-20 pounds while transporting pieces of sheet metal and power tools. A cart or hand truck is available to assist in the transport of heavy items.

**Lifting 21-50 pounds**

Health Care Provider initials if restricted \_\_\_\_\_

Occasionally for up to 10-15 seconds at a time for up to 30 minutes total in a work shift. Most commonly occurs with weights of 30-45 pounds while manipulating pieces of metal/steel stock (30-45 pounds), raw materials, bags of floor dry and equipment parts.

**Carrying 21-50 pounds**

Health Care Provider initials if restricted \_\_\_\_\_

Rarely for distances of up to 80 feet for up to 5-10 seconds at a time for up to 5 minutes total in a work shift. Most commonly occurs with weights of 30-45 pounds while transporting pieces of metal/steel stock (30-45 pounds), raw materials and equipment parts. Carts, lifting devices, fork lift and hand trucks are available to reduce carrying.

**Lifting 51-100 pounds**

Health Care Provider initials if restricted \_\_\_\_\_

Rarely for up to 10 seconds at a time for up to 2 minutes total in a work shift. Most commonly occurs with weights of up to 65 pounds while performing a two person lift of machine parts or raw materials.

**Pushing and Pulling**

Health Care Provider initials if restricted \_\_\_\_\_

Frequently to continuously for up to 2 minutes at a time with a force of 15 pounds for up to 4-6 hours total in a work shift while holding materials in place in order to weld or attach to equipment or trailers. The employee also pushes with varying force when moving equipment such as a toolbox (30-50# of force), various welders (35-50 pounds of force), vacuum (5 pounds of force) and using a grinder (20 #. The employee pulls with up to 100 pounds of force while operating the box break machine.

**Handling**

Health Care Provider initials if restricted \_\_\_\_\_

Continuously for up to 2 minutes at a time for up to 8 hours total in a work shift while performing equipment repair and fabrication duties which may include operating hand tools, welding equipment, air tools and power tools.

**Operating Controls with Hands**

Health Care Provider initials if restricted \_\_\_\_\_

Continuously for up to 2 minutes at a time for up to 6 hours total in a work shift while performing body repair and fabrication duties which may include operating hand tools, welders, torches, cutters, air tools and power tools. On a rare occasion the employee may drive a County vehicle to an off site location which could require sitting for up to one hour at a time.

**Fingering**

Health Care Provider initials if restricted \_\_\_\_\_

Occasionally for up to 5 minutes at a time for up to 2 hours total in a work shift while manipulating bolts/screws, using hand tools, writing, typing and TIG welding.

**Feeling**

Health Care Provider initials if restricted \_\_\_\_\_

Occasionally for up to 2 minutes at a time for up to 2 hours total in a work shift while inspecting completed work and performing fabrication and repair duties such as identifying textures, finding good edges, identifying temperatures and feeling as welding.

**Talking**

Health Care Provider initials if restricted \_\_\_\_\_

Frequently for up to 5 minutes at a time for up to 3 hours total in a work shift while conversing with co-workers and supervisors about work duties as well as when ordering parts.

**Hearing**

Health Care Provider initials if restricted \_\_\_\_\_

Frequently for up to 5 minutes at a time for up to 3 hours total in a work shift while conversing with co-workers and supervisors. The employee works in a landfill area and is exposed to all sorts of heavy equipment and therefore utilizes hearing to identify equipment malfunction as well as moving equipment such as dozers, tractor trailers and heavy equipment.

**Seeing**

Health Care Provider initials if restricted \_\_\_\_\_

Continuously for up to 2.5 hours at a time for up to 8 hours total in a work shift while performing repair and fabrication duties.

**ENVIRONMENTAL FACTORS**

Work is performed in an outdoor setting on a landfill or various county work locations in/on a piece of equipment. Work is also performed in an automobile bay setting where there is exposure to moving machinery, fumes and solvents. The employee is continuously exposed to odors from the



### SIGNATURES

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Printed name & title of VRC evaluator

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Signature of VRC evaluator

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Date

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Printed name & title of contact

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Signature of contact

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Date

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Printed name & title of employee

---

Signature of employee

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Date

**HEALTH CARE PROVIDER SECTION**  
Check all that apply

- The employee is released to perform the described duties without restrictions on performance or work hours as of \_\_\_\_\_.
- The employee is released to perform the described duties on a reduced schedule as of \_\_\_\_\_. The recommended schedule is:  
\_\_\_\_\_
- Temporary until \_\_\_\_\_       Permanent as of \_\_\_\_\_
- The employee is released to perform the described job with the following modifications:  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Temporary until \_\_\_\_\_       Permanent as of \_\_\_\_\_

- The employee is not released to perform the described duties due to the following job functions:  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Temporary until \_\_\_\_\_       Permanent effective \_\_\_\_\_

- The employee is unable to work in any capacity.  
A release to work is:  anticipated by \_\_\_\_\_       Not expected

The limitations are due to the following objective medical findings:  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Printed or typed name and phone number of Health Care Provider  
\_\_\_\_\_

Signature of Health Care Provider \_\_\_\_\_

Date \_\_\_\_\_