



Disability Services
Safety and Claims Management
Department of Executive Services
Human Resources Division
500 4th Avenue, Room 500
Seattle, WA 98104
(206) 477-3350
(206) 296-0514 FAX

Employee :

Claim # :

JOB ANALYSIS

Job Title:	Structural Painter		
Department:	Executive Services	Division:	Facilities
DOT Title:	Painter (construction)	DOT #:	840.381-010
SVP:	7	Requestor:	Teresa Fager
Worksite Address:	516 Third Ave Seattle, WA 98104	Office Contact Name/ Phone/ Email:	Theresa Canfield 206-477-6539 theresa.canfield@kingcounty.gov
Original Analyst:	Kyle Pletz, VRC, CDMS		Analysis Date: 7/16/20
Update Analyst:			Update Date:

☒ On-Site ☐ Interview ☐ Representative

JOB DUTIES:

Preparing surfaces and applying protective coatings to facilities, equipment and furnishings. Duties also include operating, cleaning and maintaining all equipment, materials and supplies used in the trade; ensuring proper use and storing, handling and disposing of hazardous paints and solvents.

ESSENTIAL FUNCTIONS ACCORDING TO THE EMPLOYER:

All King County jobs require ability/essential function to:

- Demonstrate predictable, reliable, and timely attendance.
- Follow written and verbal directions to complete assigned tasks on schedule.
- Read, write, and communicate in English & understand basic math.
- Learn from directions, observations, and mistakes and apply procedures using good judgment.
- Work independently or as part of a team and interact appropriately with others.

Job Specific Requirements:

1. Prepare a variety of surfaces for the application of protective coatings, including hand sanding, scraping, applying chemical removers, pressure-washing and sand blasting.
2. Apply protective coatings to the interiors and exteriors of buildings, facilities and amenities, equipment, signs and furnishings.
3. Perform drywall finishing and plaster work.
4. Patch nail holes, cracks, and joints with putty, plaster or other filler to prepare surfaces for painting.
5. Select and use appropriately a variety of paints, varnishes, enamels and paint removers.
6. Operate, clean and maintain various pieces of equipment related to the application of protective coatings.
7. Operate a County vehicle in performance of assigned duties.
8. Use all materials and equipment of the painting trade in a manner that protects people and the environment from any hazardous condition.
9. Prepare progress report on jobs; maintain materials and labor cost records.
10. Finish and refinish cabinet furniture.
11. Use stencils, line strip equipment, taping and masking.



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12. Apply paint and other finishes with brushes and spray guns and in selecting proper materials and in mixing and matching paints.
13. Prepare time and material estimates; order materials and supplies; schedule equipment, labor and materials for each project.
14. Erect scaffolding, operate equipment such as scissors lift and power tools.
15. Ensure proper use, storage, handling and disposal of all hazardous materials.
16. Read and interpret plans, layouts and color specifications.
17. May perform other duties as needed, such as signage, etc.

EXPERIENCE, QUALIFICATIONS, KNOWLEDGE, SKILLS:

MINIMUM QUALIFICATIONS:

Two years of demonstrated journey level painting experience in the industrial, commercial and/or facilities maintenance field. Demonstrated ability to perform brush, spray and roller painting and to correctly apply enamels, varnishes, rubber and alkyd-based paints, epoxy paints, stains, sealers and shellac. Possession of a current valid Washington State driver's license. Working knowledge of the properties, application techniques and hazards of protective coatings. Ability to work independently and without direct supervision. Ability to work on a team with a diverse group of employees. Good verbal communication skills and the ability to establish working relationships. Knowledge of standard practices, materials and tools of the painting trade. Ability to read and interpret plans and schematics with design and color specifications. Knowledge of paints, varnishes, enamels, paint removers and their properties and application, of preparing, mixing, blending, harmonizing and contrasting colors.

NECESSARY SPECIAL QUALIFICATIONS:

Washington State Driver's License

Machines, Tools, Special Equipment, Personal Protective Equipment Used:

Full body harnesses, hard hats, full and partial face masks, goggles, respirators, impermeable body suits, ear plugs, steel toe boots, sand blasting suits (including air-fed hood), knee pads, gloves (latex, sand blasting chemical, etc.) and dust masks.

Paint brush, roller, vehicle, scarfier, signage equipment, stencils, line strip equipment, masking tape, paint sprayer, sandblaster, pressure washer, pen, paper, computer, telephone, various lifts, power tools, scaffolding, ladders, putty, grinders, needle gun, air compressor, scrapers, airlines/hoses, utility knives and razor blades, taping knives, putty knife, propane, butane torch, 2-way radio, hoist, spray shield, hand masker, drop cloths, fans, blowers, vents, propane heaters, solvent recycler, drywall, wrenches, screw gun, screwdriver, and various hand and power tools.

The paints and chemicals used in this position may include: latex's siliconized alkyds, lacquers, shellac's and varnishes, synthetic enamel, eurothanes, primers-oil and latex, rust inhibitors, myratic acids, epoxies, metal etches, denatured alcohol, paint thinner, lacquer thinner, zylene, tuolene, paint stripper, paint putties, detergents and degreasers.



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PHYSICAL REQUIREMENTS

Frequency Scale	Strength	Work Pattern	
N = Never	<input type="checkbox"/> Sedentary	<input checked="" type="checkbox"/> Full-time	
S = Seldom (1-10 %, up to 48 min)	<input type="checkbox"/> Light	<input type="checkbox"/> Part-time	
O = Occasional (11-33%, 49 min. – 2 hr 40 min)	<input type="checkbox"/> Medium	<input type="checkbox"/> Seasonal	
F = Frequent (34-66%, 2 hr 41 min – 5 hr 20 min)	<input checked="" type="checkbox"/> Heavy	5	Hours Per Day
C = Constant (67-100%, more than 5 hr 20 min)	<input type="checkbox"/> Very Heavy	8	Days Per Week
		FLSA Exempt <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	

Work Pattern (continued)

Monday through Friday 2:00pm-10:30pm

This job Medium per the Dictionary of Occupational Titles.

Job Demand	Frequency and Weight (lbs.)					Activity Description
	N	S	O	F	C	
Lifting floor – waist		16-56		6-15	1-5	Up to 1 hr./time, 6 hrs. total while holding hand tools, paint cans, rollers, paintbrushes, pressure washer, scrapers, sprayers, and compressor hoses (1-5 lbs.). Up to 5 min./time, 2.5 hrs. total while holding a can of paint when cutting in and painting trim. Up 5-10 sec./time, -2 min total while manipulating a 5 gallon bucket of paint (56 lbs.)
Lifting waist–shoulder		16-56		6-15	1-5	Up to 1 hr./time, 6 hrs. total while holding hand tools, paint cans, rollers, paintbrushes, pressure washer, scrapers, sprayers, and compressor hoses (1-5 lbs.). Up to 5 min./time, 2.5 hrs. total while holding a can of paint when cutting in and painting trim. Up 5-10 sec./time, 2 min total while manipulating a 5 gallon bucket of paint (56 lbs.)
Lifting above shoulder		40		1-5		Up 5 min./time, 4-5 hrs. total while painting ceilings, using spray wand and assembling scaffolding, manipulating ladders. Rarely lift up to 40 pounds to lift bucket of pain on an elevated surface or manipulate a ladder.



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Job Demand	Frequency and Weight (lbs.)					Activity Description
	N	S	O	F	C	
Carry (Distance/Surface)		1-56				Up to 1 min./time, 30 min. total while manipulating cans/buckets of paint, cases of supplies (such as tape or plastic).
Pushing/Pulling (Distance/Surface)		1-100*				<p>Carts, dolly, air compressor, paint sprayer and sand blaster for distances of 10-100 feet at a time with a force of 15 pounds for up to 30 min. total in a work shift while transporting machinery and equipment to and from work site.</p> <p>*On a rare occasion (summer months) the employee may have to operate striping equipment for up to 2.5-3 hours at a time for up to 6 hours total in a shift. Stripping duties require pushing 50-100 pounds of force when pushing a sprayer uphill.</p>

Physical Demands	Frequency					Activity Description
	N	S	O	F	C	
Sitting			X			On a car seat, office chair, stool or floor for up to 1 hr./time, 2 hrs. total while completing timesheets, performing administrative/computer duties, driving an automobile, was well as attending classes and meetings.
Standing					X	Up to 2-4 hrs./time, 6-8 hrs. total while painting on a various lifts, masking, sanding, painting, scraping and cleaning surfaces. The employee also stands while working in the pressure washing station and the painting station. Standing varies according to duties performed.
Walking					X	On flat cement, carpeted and asphalt surfaces for distances of up to 800 feet for up to 5-10 min./time, 5-6 hrs. total while moving from one work area to another, spraying, painting, moving equipment on rollers and inspecting projects.
Perform Work on Ladders				X		At heights of up to 24', up to 15 min./time, 5.5 hrs. total while painting, glazing, scraping, or masking the exterior of a tall building as well as when painting soffits and upper portions of panels, walls or equipment.
Climbing Stairs					X	Up to 10 min./time while climbing stairs for up to 6 hrs. total while painting stairwells and utilizing ladders.
Balancing					X	Lifts, ladders and scaffolding at heights of up to 40', 2 hrs./time, 6 hrs. total while painting and prepping high areas, using ladders, painting stairwells, painting poles, traversing rooftops etc.



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	N	S	O	F	C	
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	N	S	O	F	C	
Stooping / Bending				X*	X*	Repetitively up 30 min./time, 4-6 hrs. total while cleaning, patching, painting, scraping, masking, and drywall taping low sections of a wall. The painter may also bend while getting in/out of a vehicle, touching up graffiti and mixing paint. *On most occasions the employee can alternate with kneeling or squatting in accordance with preference.
Twisting at Neck				X	X	Up to 30 min./time for up to 4-6 hrs. total in a shift while painting upper areas and ceilings, taping, sanding and sand blasting upper areas. Sandblasting requires twisting the neck up while wearing a helmet.
Twisting at Waist				X	X	Up to 30 min./time for up to 4-6 hrs. total in a shift while painting upper/lower areas, taping, sanding and sand blasting upper areas.
Squatting / Kneeling				X*	X*	Repetitively up 30 min./time, 4-6 hrs. total while cleaning, patching, painting, scraping, masking, and drywall taping low sections of a wall. The painter may also bend while getting in/out of a vehicle, touching up graffiti and mixing paint. *On most occasions the employee can alternate kneeling with bending/stooping or squatting in accordance with preference.
Crawling				X		Up to 30 min./time, 3 hrs. total in a shift. Most commonly occurs while accessing lower, hard to reach areas, taping, masking and painting low and awkward to reach places such as hallways and stairs.
Reach waist to shoulder				X	X	Up to 1 hr./time for up to 4-6 hrs. total in a work shift while cleaning, patching, painting, sanding, scraping, cleaning, masking, and drywall taping walls, buildings, and objects. The painter also reaches at waist to shoulder height while driving.
Reach above shoulder				X	X	Up to 5 minutes at a time for up to 4-6 hrs. total in a work shift while sand blasting, nibbing, rolling, cleaning, patching, painting, scraping, cleaning, masking, and drywall taping high sections of a wall, equipment or building.
Reach below waist				X	X	Repetitively up 30 min./time, 4-6 hrs. total while cleaning, patching, painting, scraping, masking, and drywall taping low sections of a wall.
Keyboarding		X				Up to 5 min./time, 30 min. total while performing administrative work which can include ordering supplies, composing emails, etc.
Wrist Flexion/Extension					X	Up to 1 hr./time, 6 hrs. total while painting, scraping, sanding, masking, cutting in trim, etc.



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	N	S	O	F	C	
Handle/Grasp					X	Up to 1 hr./time, 6 hrs. total while using a sprayer, pressure washer, dolly, roller handles, air compressor, and various power tools as well as when driving and striping.
Physical Demands	Frequency					Activity Description
	N	S	O	F	C	
Forceful Grasp		X				Up to 1 min./time, 1 hr. total while manipulating cans/buckets of paint, cases of supplies (such as tape or plastic).
Fine Finger Manipulation					X	Up to 1 hr./time, 6 hrs. total in a work shift while masking, caulking, performing equipment repair, operating a computer via the keyboard and mouse, writing, using razors, and using paint brushes.
Hand Controls					X	Up to 1 hr./time for up to 6 hrs. total while driving, using a smart phone as well as using a sprayer, pressure washer, sand blaster, man lift, scissors lift, air compressor, and various power tools.
Foot Controls			X	X		Up to 1 hr./time for up to 2-3 hrs. total while driving or using signage equipment.
Repetitive Motion				X		Body Part: Hands/arms Cycles/hr: 200+
Vibratory Tasks – High	X					
Vibratory Tasks – Low				X		Up to 10 min./time for up to 3 hrs. total while sanding.
Talking				X		Up to 10 min./time, 3-4 hrs. total while conversing about duties, receiving directions and instructions, and communicating with co-workers/staff/vendors/customers in person and via telephone.
Hearing				X		Up to 2-3 hrs./time, 8 hrs. total in a work shift while working in workplaces with various hazards (such as a correctional facility). The employee must be able to hear alarms and utilize hearing as a safety precaution in order to identify potentially harmful or dangerous situations. The employee also utilizes hearing when conversing about duties, receiving directions and instructions, and communicating with co-workers, vendors and supervisors in person and via cellular telephone.
Visual – Near Acuity					X	Performing pre and post inspections of painting projects; computer duties, reading labels etc.
Visual – Far Acuity					X	Performing pre and post inspections of painting projects; driving. Identifying safety hazards.
Visual – Depth Perception					X	Performing pre and post inspections of painting projects; driving. Identifying safety hazards.
Visual – Color Discrimination					X	Performing pre and post inspections of painting projects; driving. Identifying safety hazards.



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	N	S	O	F	C	
Visual – Accommodation				X		Performing pre and post inspections of painting projects; driving. Identifying safety hazards.
Visual – Field of Vision			X			Driving. Identifying safety hazards.
Exposure to Weather				X		
Extreme Cold		X				
Extreme Hot		X				
Physical Demands	Frequency					Activity Description
	N	S	O	F	C	
Wet and / or Humidity			X			
Proximity to Moving Mechanical Parts			X			
Exposure to Explosives	X					
Atmospheric Conditions					X	
Exposed Heights				X		
Exposure to Electricity				X		
Exposure to Toxic / Caustic Chemicals		X				
Exposure to Radiation		X				
Noise Intensity	<input checked="" type="checkbox"/> Very Quiet <input type="checkbox"/> Quiet <input type="checkbox"/> Moderate <input type="checkbox"/> Loud <input checked="" type="checkbox"/> Very Loud					Noise intensity greatly varies. The employee can be in a quiet environment and can also be around loud machinery such as sanders, construction equipment, pressure washers etc.
Other:						

Analyst's Comments:

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Possible Employer Modifications:

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Update Comments (*if applicable*):

Note: The information for this job analysis was gathered by either on-site observation, interview and / or is representative of the labor market as indicated on page one. Additional data may have been obtained from standardized industry resources such as the DOT, GOE, COJ, OOH, WOIS and O-NET. 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.

Analyst:

Update (if applicable):

Vocational Consultant

Date

Vocational Consultant

Date

Employer Verification:

Employee Verification: (optional)

Name

Date

Name

Date



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MEDICAL PROVIDER:

- ☐ I agree that the employee can perform the physical activities described in this job analysis and can return to work. Date employee is released to return to work if different from today's date: _____
- ☐ I agree the employee can perform the described job but only with modifications (describe in comments section). Modifications are needed on a ☐ permanent basis or ☐ temporary basis.
- ☐ The employee **temporarily** cannot perform this job based on the following physical limitations:

Anticipated release date: _____

Treatment plan: _____

- ☐ The employee is **permanently** restricted from performing the physical activities described in this job analysis based on the following physical limitations (state objective medical findings):

Comments:

Signature

Date

Print Name

- ☐ Attending Physician ☐ Consulting Physician ☐ Pain Program Physician
- ☐ IME Physican ☐ PCE Therapist ☐ OT / PT Therapist ☐ PEP Physician