



**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:	Painter II		
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:	8/23/18
Update Analyst:		Update Date:	

On-Site Interview Representative

JOB DUTIES:

This is the third (supervisor) level in a three-level Painter classification series and is distinguished from the second level in that incumbents are responsible for planning and supervising a crew painting both interior and exterior areas and equipment.

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:

- Model best practices in supervising skilled/semi-skilled journey-level painters on a variety of duties including painting and finishing interior and exterior surfaces:
 - Plan, organize, schedule and coordinate daily work activities of assigned work unit; prepare work schedules and staffing plans; evaluate and monitor work quality and quantity;
 - Provide input and/or prepare performance feedback for subordinates; investigate and address performance and conduct issues in a timely and appropriate manner. May participate in discussions regarding disciplinary actions with higher level supervisor.
 - Monitor for safety hazards and unsafe personnel practices; recommend corrective actions as appropriate;
 - Foster a model of every employee being accountable for high-quality service delivery.
- Maintain accurate personnel, building and vendor files, and records on projects. Monitor and track material and labor expenditures. Receive and respond to correspondence. Organize and assemble project owner equipment manuals;
- Interpret existing conditions, plans, layouts, color specifications and drawings in relationship to client's objectives and current codes. Translate concepts into visual systems and components using illustrations for estimating construction;
- Develop strategies and solutions for new installations and existing systems. Perform analysis and



King County

King County Job Analysis

Job Title :

Employee :

DOT # : 840.381-010

Claim # :

troubleshoot problems;

- Estimate material and labor, equipment rental charges, permit fees and subcontractor costs for various disciplines within pre-determined project scope. Procure necessary tools, parts and materials for projects;
- Review project specifications and drawings for material standards and constructability. Determine sequence of tasks; coordinate and schedule tasks with clients and other crafts and contractors;
- Perform the duties of a Painter I as needed; and
- Perform other duties as assigned.

EXPERIENCE, QUALIFICATIONS, KNOWLEDGE, SKILLS:

MINIMUM QUALIFICATIONS:

- Completion of a verifiable apprenticeship program or equivalent program and at least three years of paid experience as a journey-level painter;
- Proven ability and at least one year experience to effectively manage employees within the painter trade or similar trades by supervising, coaching, supporting, and empowering employees;
- Ability to make employees accountable for high-quality service delivery.
- Thorough knowledge of the methods, practices, occupational hazards, materials and tools of the painter trade,
- Experience and knowledge of the basic principles of supervision and organization,
- Knowledge of paints, varnishes, enamels, paint removers, and their properties and application;
- Knowledge of designing, creating, installing signage and using a computer signage system;
- Ability to use, computer programs including email, Outlook, Word and work order systems,
- Ability to clearly communicate orally and in writing,
- Skill in planning, layout, training, and directing the work of painters,
- Skill in selecting proper materials, mixing and matching paints and applying paints and other finishes, brushes, rollers or spay guns,
- Skill in preparing time and material estimates;
- Must have the ability to perform physically demanding tasks including bending, kneeling, standing, reaching, climbing, stooping, squatting, and twisting on a regular basis

NECESSARY SPECIAL QUALIFICATIONS:

Washington State Driver's License



King County

King County Job Analysis

Job Title :

Employee :

DOT # : 840.381-010

Claim # :

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 alycids, 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.

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)

This job Medium per the Dictionary of Occupational Titles, but adjusted to Heavy for this particular job.

Job Demand	Frequency and Weight (lbs)					Activity Description
	N	S	O	F	C	
Lifting floor – waist		16-75	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 (75 lbs.)



King County

King County Job Analysis

Job Title :

Employee :

DOT # : 840.381-010

Claim # :

Job Demand	Frequency and Weight (lbs)				Activity Description	
Lifting waist–shoulder					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 (75 lbs.)	
Lifting above shoulder		40		1-5	1-5	Up 5 min./time, 4-5 hrs. total while painting ceilings and assembling scaffolding, manipulating ladders.
Carry (Distance/Surface)		1-75				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				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. 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.

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, 4 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, 2 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.



King County

King County Job Analysis

Job Title :

Employee :

DOT # : 840.381-010

Claim # :

Physical Demands	Frequency					Activity Description
	N	S	O	F	C	
Climbing				X		Up to 10 min./time while climbing stairs for up to 4 hrs. total while painting stairwells and utilizing ladders.
Balancing				X	X	Lifts, ladders and scaffolding at heights of up to 40', 2 hrs./time, 4-6 hrs. total while painting and prepping high areas, using ladders, painting stairwells, painting poles, traversing rooftops etc.
Stooping / Bending				X*		Repetitively up 30 min./time, 2-4 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 bending/stooping 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						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*		Repetitively up 30 min./time, 2-4 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, 30 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		Up to 5 minutes at a time for up to 4 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, 2-4 hrs. total while cleaning, patching, painting, scraping, masking, and drywall taping low sections of a wall.



King County

King County Job Analysis

Job Title :

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DOT # : 840.381-010

Claim # :

Physical Demands	Frequency					Activity Description
	N	S	O	F	C	
Keyboarding						Up to 5 min./time, 1 hr. 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.
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.
Forceful Grasp		X				Up to 1 min./time, 30 min. 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.



King County

King County Job Analysis

Job Title :

Employee :

DOT # : 840.381-010

Claim # :

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	N	S	O	F	C	
Visual – Color Discrimination				X		Performing pre and post inspections of painting projects; driving. Identifying safety hazards.
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				
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:

Possible Employer Modifications:



King County

King County Job Analysis

Job Title :

Employee :

DOT # : 840.381-010

Claim # :

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:

Vocational Consultant

9/19/18

Date

Update (if applicable):

Vocational Consultant

Date

Employer Verification:

Name

9/19/18

Date

Employee Verification: (optional)

Name

Date



King County

King County Job Analysis

Job Title :

Employee :

DOT # : 840.381-010

Claim # :

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