

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 228th 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

trash as well as dust from the landfill. The employee is exposed to vibration of the hands and fumes while welding. Not all exposures associated with this position can be individually identified as the employee works in a landfill.

ENVIRONMENTAL FACTORS

Work is performed in a setting

The noise level is

HCP Initials if Restricted

Approximately 60-130 decibels. The noise is caused by air arc and machinery.

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Work environment may include the following exposure(s):

HCP Initials if Restricted

Outside weather: Occasionally

Non-weather related temperatures below 55 degrees: Rare

Non-weather related temperatures above 75 degrees: Occasionally

Wet: Rare

Humidity/dampness: Continuously

Fumes: Frequently

Odors: Continuously

Dusts: Continuously

Mists: Rare

Gases: Rare

Moving mechanical parts: Frequently

Vibration: Frequently

Working in high, exposed places: Frequently

Working with explosives: Frequently

Toxic or caustic chemicals: Frequently

Confined spaces: Rare

Other: Garbage

POTENTIAL MODIFICATIONS TO JOB

A cart is available to reduce carrying.

Lifting equipment is available to reduce lifting.

A creeper can be used to reduce crawling.

Rolling stools are available to alternate between sitting and standing.

SIGNATURES

Signatures on this page are obtained before the document becomes available for use and are not required each time the document is reused. Obtained signatures are kept on file at King County Safety & Claims. The Health Care Provider signature section is separate and appears on the following page.

Printed name & title of VRC evaluator

Signature of VRC evaluator

Date

Printed name & title of contact

Signature of contact

Date

Printed name & title of employee

Signature of employee

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