



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

Claim # :

JOB ANALYSIS

Job Title:	Lead Painter		
Department:	Transportation	Division:	Transit
DOT Title:	Painter	DOT #:	840.381-010
SVP:	7	Requestor:	Gennia Wellington-Cheatham
Worksite Address:	11911 East Marginal Way South, Bldg. C Tukwila, WA 98168-5122	Office Contact Name/ Phone/ Email:	Tim Dickinson 206-477-1554 tim.dickinson@kingcounty.gov
Original Analyst:	Kyle Pletz, VRC, CDMS		Analysis Date: 11/16/17
Update Analyst:			Update Date:

☒ On-Site ☐ Interview ☐ Representative

JOB DUTIES:

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:

The Lead is responsible for planning directing a crew of painters and laborers performing work at Transit facilities, properties and structures within the Transit system. Under the supervision of a facilities chief, this person monitors painting projects, orders materials, dispatches staff, and keeps records. This is a working Lead position and all normal duties of Maintenance Painter will be performed. The Maintenance Painter is responsible for 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. The Maintenance Painter position consists of two work crews: inside Shop Crew and outside Project Crew. Each crew has differing duties and are described below:

Shop Crew:

Sandblast, nib, sand and paint shelters, equipment, garbage cans or any other movable object in need of painting. Remove graffiti from bus shelters and other transit properties. Workers are assigned to job stations on a weekly basis.

Sand blast area: Worker rolls in product (typically two shelters) to the sand blast area. The worker then manipulates the sand blaster utilizing body weight and arm strength. The hose can weigh 25-30 pounds with 80-90 pounds of pressure per square inch. The gun nozzle is operated with grip strength of the dominant hand and manipulated to control the pressure of the sand. Worker is required to use lift to reach the upper portions of the



King County Job Analysis

Job Title : Lead Painter

Employee :

DOT # : 840.381-010

Claim # :

shelters.

Spray painting area: Worker primes and paints shelters and other equipment in the painting area. First the worker nibs the shelter by rubbing sand paper over surfaces by hand. Then the worker uses compressed air to get rid of all the dust. The worker then paints the shelter or other equipment using a spray painter.

Other duties: A worker may be stationed in the painting area, but be assigned to paint and prep office equipment, cabinets, or anything in the facility that needs to be painted. Worker may also be assigned to move shelters and equipment around on rollers. Additional duties include performing maintenance on all painting equipment, thinning paint, rolling sides of shelter and coating the surfaces of murals. Off-site painting is also assigned. A painter drives a van with painting equipment to various locations throughout a 75 mile radius to complete painting projects off site including graffiti covering, parking lot line striping and various other projects.

Project Crew: The project crew is responsible for all aspects of interior and exterior painting of buildings throughout all of metro properties. A painter will drive to the work site with paint and painting equipment as required. The worker would then steam pressure clean the surface to be painted. Prep work could then include caulking, taping, and rolling or spraying a prime coat of paint. The painter then applies a final coat of paint. The project crew may paint any inside or outside surface. The worker would utilize lifts, portable painting equipment to reach areas to be painted off and on base.

1. Plan, organize and schedule a crew of painters and laborers engaged in interior and exterior painting projects at transit facilities and properties.
2. Participate in the monitoring of work quality and quantity, and document disciplinary problems for the chief to review when appropriate.
3. Read and interpret drawings, plans, blueprints and layouts and work closely with engineering sections to correct design problems.
4. Schedule equipment, tools and materials for crew and project needs.
5. Maintain routine maintenance records and prepare estimates to perform tasks.
6. Prepare a variety of surfaces for the application of protective coatings, including hand sanding, scraping, applying chemical removers, pressure-washing and sand blasting.
7. Apply protective coatings to the interiors and exteriors of buildings, facilities and amenities, equipment, signs and furnishings.
8. Perform drywall finishing and plaster work.
9. Patch nail holes, cracks, and joints with putty, plaster or other filler to prepare surfaces for painting.
10. Select and use appropriately a variety of paints, varnishes, enamels and paint removers.
11. Operate, clean and maintain various pieces of equipment related to the application of protective coatings.
12. Operate a Metro vehicle and lift equipment in performance of assigned duties.
13. Use all materials and equipment of the painting trade in a manner that protects people and the environment from any hazardous condition.
14. Prepare progress report on jobs; maintain materials and labor cost records.
15. Finish and refinish cabinet furniture.
16. Use stencils, line strip equipment, taping and masking.
17. Apply paint and other finishes with brushes and spray guns and in selecting proper materials and in mixing and matching paints.
18. Prepare time and material estimates; order materials and supplies; schedule equipment, labor and materials for each project.
19. Erect scaffolding, operate equipment such as high lift, scissors lift, forklift and power tools.
20. Ensure proper use, storage, handling and disposal of all hazardous materials.
21. Read and interpret plans, layouts and color specifications.



King County Job Analysis

Job Title : Lead Painter

Employee :

DOT # : 840.381-010

Claim # :

EXPERIENCE, QUALIFICATIONS, KNOWLEDGE, SKILLS:

Ability to coordinate a crew. Ability to work independently and without direct supervision. Ability to work on a team of diverse individuals and maintain good working relationships. Ability to read and follow building blueprints, color specifications and other schematics. Ability to follow safety practices per King County policy, ASHA/WISHA regulations and manufactures' guideline. Possession of a valid Washington State Driver's license. Possession of forklift and high lift certifications.

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.

Power mover for shelter frames, different height tables so that items can be placed at a comfortable height., ride-on striper, paint brush, roller, vehicle, scarfier, forklift, stencils, line strip equipment, masking tape, paint sprayer, sandblaster, pressure washer, pen, paper, computer, telephone, high lift, scissors lift, fork lift, 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, 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 checked="" type="checkbox"/> Medium	<input type="checkbox"/> Seasonal
F = Frequent (34-66%, 2 hr 41 min – 5 hr 20 min)	<input type="checkbox"/> Heavy	10 Hours Per Day
C = Constant (67-100%, more than 5 hr 20 min)	<input type="checkbox"/> Very Heavy	4 Days Per Week
Work Pattern (continued)		FLSA Exempt <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No



King County Job Analysis

Job Title : Lead Painter

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DOT # : 840.381-010

Claim # :

Job Demand	Frequency and Weight (lbs)					Activity Description
	N	S	O	F	C	
Lifting floor – waist		50	4-10	1-3		<p>Up to 1-2 hrs./time, 6 hrs. total with weights of 1-3 lbs. while using hand tools, paint cans, rollers, paintbrushes, pressure washer, scrapers, sprayers and sandblaster.</p> <p>Up to 30 sec./time, 2 hrs. total with weights of 4-10 lbs. while manipulating 1-gallon paint cans, sprayers, hand tools and compressor hoses as well as when manipulating shelter shoes (8-10 lbs.), cabinetry, metal construction materials and clips for shelters.</p> <p>Up to 5 sec./time, 1 min. total when manipulating shelter panels (45 lbs.), 5 gallon buckets of paint (50 lbs.)</p> <p>*Any lifting over 50 lbs. is not required and should be performed with a multi-person lift or lifting equipment.</p>
Lifting waist–shoulder		50	4-10	1-3		<p>Up to 1-2 hrs./time, 6 hrs. total with weights of 1-3 lbs. while using hand tools, paint cans, rollers, paintbrushes, pressure washer, scrapers, sprayers and sandblaster.</p> <p>Up to 30 sec./time, 2 hrs. total with weights of 4-10 lbs. while manipulating 1-gallon paint cans, sprayers, hand tools and compressor hoses as well as when manipulating shelter shoes (8-10 lbs.), cabinetry, metal construction materials and clips for shelters.</p> <p>Up to 5 sec./time, 1 min. total when manipulating shelter panels (45 lbs.), 5 gallon buckets of paint (50 lbs.)</p> <p>*Any lifting over 50 lbs. is not required and should be performed with a multi-person lift or lifting equipment.</p>
Lifting above shoulder		1-5				<p>Up to 30 sec./time, 5 min. total while prepping and painting upper areas while using hand tools, spray gun and sand blaster hose (3 lbs.).</p>
Carry (Distance/Surface)		11-50		3		<p>Up to 30 min/time, 3 hrs. total while prepping and painting upper areas while using hand tools, spray gun and sand blaster hose (3 lbs.).</p> <p>Up to 1 min./time, 30 min. total while loading/unloading materials such as paint cans (5-50 lbs.), rollers, hand tools, hoses, sprayers, etc. in/out of truck.</p>
Pushing/Pulling (Distance/Surface)		20				<p>Up to 100'/time, 30 min. total, with 20 lbs. of force while transporting machinery and equipment (carts, dolly, air compressor, paint sprayer, paint cans, sand blaster, etc.)</p>



King County Job Analysis

Job Title : Lead Painter

Employee :

DOT # : 840.381-010

Claim # :

Physical Demands	Frequency					Activity Description
	N	S	O	F	C	
Sitting				X		On a car seat, office chair, stool or floor for up to 45 min./time, 4.5 hrs. total while scheduling, ordering supplies, driving rid-on striper, completing work requests, recording time and labor hours, performing computer work/paperwork, driving an automobile, as well as attending classes and meetings. The employee normally works with a partner and driving can be shared, so the employee can be a passenger approximately half of the time.
Standing			X			Up to 30 min./time, 2 hrs. total while masking, sanding, painting, scraping and cleaning surfaces. The employee also stands while pressure-washing, sand-blasting and spraying paint. Standing varies according to duties performed.
Walking						On flat cement and asphalt surfaces for distances up to 30 min./time, 5 hrs. total while traversing between work areas, painting, moving equipment on rollers and inspecting projects.
Perform Work on Ladders			X			Up to 30 min./time, 2 hrs. total, at heights of up to 24', while painting and prepping upper areas.
Climbing			X			Up to 3 min./time, 2 hrs. total while working off base at facilities that require stair access. The employee may also be required to paint stairwells. Climbs up to 24' ladders.
Balancing					X	On platforms, lifts and scaffolding at heights of up to 40 feet, ladders to 24' for up to 2 hrs./time, 6 hrs. total prepping and painting high areas. On a rare occasion the employee may need to work on a rented 60-80 foot high lift.
Stooping / Bending				X*		On flat cement surfaces repetitively for up to 30 min./time, 4 hrs. total while touching up graffiti, cleaning, patching, painting, scraping, cleaning up curbs, masking, and drywall taping low sections. *On most occasions the employee can alternate bending/stooping with kneeling or squatting in accordance with preference.
Twisting at Neck						On flat cement surfaces repetitively for up to 30 min./time, 4 hrs. total while cleaning, patching, painting, scraping, masking, and drywall taping.
Twisting at Waist						On flat cement surfaces repetitively for up to 30 min./time, 4 hrs. total while cleaning, patching, painting, scraping, masking, and drywall taping.
Squatting / Kneeling				X*		On flat cement surfaces repetitively up to 30 min./time, 4 hrs. total while touching up graffiti, cleaning, patching, painting, scraping, cleaning up curbs, masking, and drywall taping low sections. *On most occasions the employee can alternate kneeling with bending/stooping or squatting in accordance with preference.
Crawling	X					



King County Job Analysis

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DOT # : 840.381-010

Claim # :

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	N	S	O	F	C	
Reach waist to shoulder					X	Up to 30 min./time, 4-6 hrs. total while cleaning, patching, painting, scraping, cleaning, masking, and drywall taping walls, buildings, and objects. The painter may also reach at waist to shoulder height while driving as well as performing office and computer work.
Reach above shoulder				X		Up to 30 sec./time, 3 hrs. total while sand blasting, rolling, cleaning, patching, painting, scraping, masking and drywall taping high sections of a wall, equipment or building.
Reach below waist					X	Up to 30 min./time, 4-6 hrs. total while cleaning, pressure washing, carrying materials, patching, painting, scraping, cleaning, masking, and drywall taping walls, buildings, and objects.
Keyboarding						Up to 15 min/time, 2 hrs. total while using a computer for scheduling, work orders and email.
Wrist Flexion/Extension				X		Up to 2 hrs./time, 4 hrs. total while masking, caulking, performing equipment repair, operating a computer via the keyboard and mouse, writing, using razors, and using paint brushes.
Handle/Grasp					X	Up to 1 hr./time for up to 6 hours total while using a sprayer, sand blaster, pressure washer, dolly, air compressor, and various power tools as well as when driving and striping.
Forceful Grasp		X				Up to 30 sec./time, 30 min. total while manipulating shelters, opening/closing containers and using hand tools.
Fine Finger Manipulation				X		Up to 2 hrs./time, 4 hrs. total 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, 4 hrs. total while driving as well as operating ride-on striping and powered shelter mover.
Foot Controls				X		Up to 1 hr./time, 4 hrs. total while driving and as operating ride-on striping
Repetitive Motion			X			Body Part: hands Cycles/hr: 600
Vibratory Tasks – High	X					
Vibratory Tasks – Low			X			Up to 10 min./time, 2 hrs. total while operating power tools such as sanders, scarifier and screw gun.
Talking				X		Up to 10 min./time, 3.5 hrs. total while scheduling, ordering supplies, conversing about duties, receiving directions and instructions, and communicating with co-workers in person and via 2-way radio. The employee also talks with supervisors, coworkers and vendors.
Hearing				X		Up to 30 min./time, 4 hrs. total while conversing about duties, receiving directions and instructions, and communicating with co-workers, vendors and supervisors in person and via 2-way radio.
Visual – Near Acuity				X		Painting, using computer.



King County Job Analysis

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DOT # : 840.381-010

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Physical Demands	Frequency					Activity Description
	N	S	O	F	C	
Visual – Far Acuity			X			Driving.
Visual – Depth Perception				X		Using paint sprayer, driving.
Visual – Color Discrimination					X	Painting.
Visual – Accommodation				X		Driving, painting.
Visual – Field of Vision			X			Driving.
Exposure to Weather				X		
Extreme Cold		X				Mandatory response for winter weather emergencies.
Extreme Hot			X			Working around hot machinery such as striper.
Wet and / or Humidity			X			Pressure washing.
Proximity to Moving Mechanical Parts				X		Driving, striping.
Exposure to Explosives	X					
Atmospheric Conditions					X	Sanding, airborne particles when painting with sprayer.
Exposed Heights			X			Ladders and lifts.
Exposure to Electricity	X					
Exposure to Toxic / Caustic Chemicals	X					
Exposure to Radiation	X					
Noise Intensity	<input type="checkbox"/> Very Quiet <input checked="" type="checkbox"/> Quiet <input type="checkbox"/> Moderate <input checked="" type="checkbox"/> Loud <input type="checkbox"/> Very Loud					Employee is around hand and power tools such as sanders on a continuous basis. Computer duties and driving is in a quiet environment.
Other:						

Analyst's Comments:

Power mover is available to use when moving shelter frames. Different height tables are available so that items can be placed at a comfortable height to reduce bending/stooping or squatting/kneeling.





King County Job Analysis

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DOT # : 840.381-010

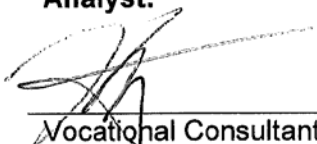
Claim # :

Possible Employer Modifications:

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 1/5/18
Date

Update (if applicable):

Vocational Consultant Date

Employer Verification:

Employee Verification: (optional)



Name 1/5/18
Date

Name Date



King County Job Analysis

Job Title : Lead Painter

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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