



Disability Services
Safety and Claims Management
Department of Executive Services
Human Resources Management Division
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JOB ANALYSIS

Job Title:	Photographer	DOT Title:	Photographer, Still
SVP:	6.0 to <7.0	DOT #:	143.062-030
Location of Analysis:	400 Yessler Way Seattle, WA 98104	Name of Employee:	
Analyst:	Aliza Hauser, M.A., CRC	JA Source:	AFIS Department
Presenting VRC:	Carol Gordon, M.A., CRC, CDMS	Employer Contact:	Brad Ridgeway
Date Analysis Completed:	10/18/13	Supervisor Contact Information	Phone: 206-477-0638 E-mail: Brad.Ridgeway@kingcounty.gov

☒ On-Site ☒ Interview ☐ Representative

Job DESCRIPTION

Create photographic images and project through the use of cameras, lighting filters, meters, film, video or electronics. Responsibilities include performing preventative maintenance, troubleshooting and making emergency repairs of cameras and laboratory equipment.

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.

1. Create photographic images and projects through the operation of film or digital cameras, lighting, filters, meters, film, video or other electronics.
2. Create video images through the use of digital cameras, lighting, filters, and meters.
3. Operations can be in the field or on King County property.
4. Produce and edit photographic images or video for communications products, displays, exhibits, presentations and for specific events, such as evidence for court proceedings, annual reports and media.
5. Work with chemicals typical of film development.
6. Perform routine preventative maintenance and emergency repair of laboratory equipment and troubleshoot equipment problems.
7. Monitor photographic inventory, supplies and other record systems.



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8. Evaluate and recommend the purchase of equipment, software and supplies.

EXPERIENCE, QUALIFICATIONS, KNOWLEDGE, SKILLS:

MINIMUM QUALIFICATIONS:

- Experience in field, aerial and/or studio photography
- Experience with computers, editing software such as Adobe Photoshop
- Experience of field, aerial and studio photography
- Experience responding to and meeting changing deadlines and priorities
- Experience working with diverse groups of people (public, law enforcement, etc.)
- Experience providing detailed work with high degree of accuracy
- Experience in digital imaging
- Knowledge of photography techniques and theory for camera usage, film and lighting
- Knowledge of black-and-white and color processing, printing and copy camera practices and related laboratory practices
- Knowledge of computer applications for photographic imaging
- Knowledge of printing and reproduction techniques
- Knowledge of current graphic, audiovisual and photographic trends
- Knowledge of electronic imaging technology and trends
- Knowledge of the operation, maintenance and repair of printers and processors
- Knowledge of safety procedures for handling caustic, hazardous, flammable and carcinogenic chemicals
- Knowledge of digital imaging
- Knowledge of the operation of enlarging and processing equipment
- Skill in video camera, VCR and audio visual equipment operation
- Skill in calculating exposure values used in field, aerial and studio photography
- Skill in performing routine, preventive and small repairs
- Skill in using lighting, cameras, lenses, photo processors, film and filters to create images
- Skill in using technical and artistic methods such as composition, contrast and texture to illustrate subject through photographs
- Skill in making audiovisual presentation products
- Skill in responding to and meeting changing deadlines and priorities
- Skill in safely handling photographic chemicals
- Skill in dealing with difficult situations and people
- Skill in digital imaging

DESIRABLE QUALIFICATIONS:

- Experience in forensic photography
- IAI Certified Forensic Photographer
- Knowledge of video production techniques (lighting, good set of basic skills)
- Knowledge of Forensic/technical photography (knowing what is needed and how to get there at the scene or in the studio)
- Skill in operating darkroom equipment for enlarging and processing of photographic film
- Skill in operating various photographic copy cameras



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NECESSARY SPECIAL QUALIFICATIONS:

This is a Civil Service classification. All incumbents must be United States citizens and be able to read and write the English language. Offers of employment are contingent on passing both a thorough background investigation and polygraph examination.

Ability to work rotating shifts including nights, weekends and holidays and demonstrate predictable, reliable and timely attendance.

Washington state driver license.

Additional licenses, certifications and other requirements determined to be necessary to meet the business needs of the employing unit may be required.

Machines, Tools, Special Equipment, Personal Protective Equipment Used: Computers, laptops, MS Office, Photoshop and other editing softwares, industrial gloves for film processing, chemicals for film processing (silver nitrate etc.), dark room equipment.

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%, 48 min. – 2 hr 25 min)	<input checked="" type="checkbox"/> Medium	<input type="checkbox"/> Seasonal
F = Frequent (34-66%, 2 hr 26 min – 5 hr 35 min)	<input type="checkbox"/> Heavy	Hours Per Day
C = Constant (67-100%, more than 5 hr 35 min)	<input type="checkbox"/> Very Heavy	Days Per Week

This is classified as a **SEMDENTARY** job by the US Department of Labor.

PHYSICAL DEMANDS		FREQUENCY						ACTIVITY DESCRIPTION
	% Time	N	S	O	F	C		
Sitting					X			Creating projects from video and photographic images
Standing				X				Using tripod, or free hold to capture images
Walking				X				Moving from one site to another to

Lifting floor – waist	N	S	O	F	C	30 lbs.	Gallon jugs of solutions weekly 25 lbs of camera equipment
		30lbs	25lbs				
Lifting waist–shoulder	N	S	O	F	C	30 lbs.	Gallon Jugs of solutions weekly 25 lbs of camera equipment
		30 lbs	25 lbs				
Lifting above shoulder	N	S	O	F	C	30 lbs.	Gallon jugs of Solutions weekly
		30lbs					
Carry (Dist.)	N	S	O	F	C	25 lbs.	Camera Equipment/ ladders, ¼ mile
					X		
Pushing/ Pulling	N	S	O	F	C	Minimal	Moving equipment
		X				15 lbs force	



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	N	S	O	F	C	
Climbing		X				Ladders, stairs
Balancing			X			When in field, uneven ground
Stooping / Bending		X				When in field, uneven ground, in lab
Twisting*			X			When in field, uneven ground, in lab
Squatting / Kneeling	X					
Crawling	X					
Foot Controls	X					

	N	S	O	F	C	
Reaching (Level) Forward Below Waist Above Shoulder		X				In Lab developing films
		X				In Lab developing films
		X				In Lab developing films
Handle/Grasp			X			Holding Cameras/Video/ladders
Fine Finger Manipulation				X		Computer use, camera use, photo developing
Hand Controls	X					
Repetitive Motion Developing photos		X				Body part: Fingers, arms shoulder Cycles/hr. 100/ hr
Vibratory Tasks	X					

	N	S	O	F	C	
Talking				X		Customers, Public, crime scene, staff members
Hearing				X		Staff, Customers, at crime scenes

Visual:

Uses dual computer monitors, need for clear vision to take precise photo and video images, Need to drive to locations, develop film to appropriate levels for clear final product.

ENVIRONMENTAL CONDITIONS	FREQUENCY						ENVIRONMENTAL CONDITIONS	FREQUENCY				
	N	S	O	F	C			N	S	O	F	C
Exposure to Weather				X			Noise Intensity				X	
Extreme Cold			X				Atmospheric Conditions			X		
Extreme Hot			X				Exposed Heights			X		
Wet and / or Humidity					X		Exposure to Electricity		X			
Proximity to Moving Mechanical Parts		X					Exposure to Toxic / Caustic Chemicals				X	
Exposure to Explosives	X						Exposure to Radiation		X			
Other:												



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Analyst's Comments:

Possible skin conditions can occur from working with chemicals.
Packaged gallon jugs of solutions lifted usually once a week, to stock

Possible Employer Modifications:

Others may be able to lift gallon jugs.
Photography equipment bags can be moved by cart with wheels.
Ladders may be carried at same time as pulling cart with equipment.

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:

Presenting VRC signature:

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.

State 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 ☐ 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

- | | | |
|--|---|---|
| <input type="checkbox"/> Attending Physician | <input type="checkbox"/> Consulting Physician | <input type="checkbox"/> Pain Program Physician |
| <input type="checkbox"/> IME Physician | <input type="checkbox"/> PCE Therapist | <input type="checkbox"/> OT / PT Therapist |
| <input type="checkbox"/> PEP Physician | | |



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Addendum

Typical Chemicals used for Photographer

Name	Cat. #	Processor
Kodak Etkacolor SM P1	807 9782	Noritsu 3311
Kodak Etkacolor SM P2	170 1325	Noritsu 3311
Kodak Etkacolor SM Tank Dev	861 9769	Noritsu 3311
Kodak Etkacolor SM Tank Bleach	891 5753	Noritsu 3311
Kodak Etkacolor SM Tank Stabilizer	872 9956	Noritsu 3311
Kodak Flexicolor LU Dev. Replenisher	153 4718	Noritsu 430
Kodak Flexicolor Dev. Starter	848 5153	Noritsu 430
Kodak Flexicolor Bleach Replenisher NR	825 5549	Noritsu 430
Kodak Flexicolor Bleach Starter	856 6796	Noritsu 430
Kodak Flexicolor Fixer & Replenisher	107 7577	Noritsu 430
Kodak Flexicolor Final Rinse Rep	813 6368	Noritsu 430
Kodak Etkacolor RA Dev. Replenisher	841 5580	Kreonite KME
Kodak Etkacolor RA Bleach-fix & Replenisher	830 9031	Kreonite KME