

RUTHERFORD COUNTY, TENNESSEE

CLASSIFICATION SPECIFICATION

CLASSIFICATION TITLE:

PAINTER

FLSA STATUS:

NON- EXEMPT

PURPOSE OF CLASSIFICATION

The purpose of this position is to paint walls, equipment, buildings, and other structural surfaces, using brushes, rollers, and spray guns. Duties and responsibilities include removing old paint to prepare surface prior to painting, mixing colors or oils to obtain desired color or consistency, calculating amounts of required materials and estimate costs, covering surfaces with drop cloths or masking tape and paper to protect surfaces during painting, filling cracks, holes, and joints with caulk, putty, plaster, or other fillers, recommending substitute materials or colors to improve or expedite work, or performing other tasks as assigned. Position may require work to be conducted in the evenings and on weekends at County buildings and facilities. Reports to Facilities Director.

ESSENTIAL FUNCTIONS

The following duties are normal for this position. The omission of specific statements of the duties does not exclude them from the classification if the work is similar, related, or a logical assignment for this classification. Other duties may be required and assigned.

Prepares, primes, sands, seals, patches and paints furniture, surfaces, buildings, and fixtures utilizing all types of painting materials such as varnish, lacquer, shellac, enamel, latex, epoxy, water-proofing and heat resistant finishes.

Tapes, flushes, repairs and applies texturing, wallpaper, and acoustic layers on a variety of surfaces. Adjusts colors when necessary; utilizes enhanced finishing skills when appropriate.

Waterproofs surfaces when needed.

Paints signs.

Occasionally hangs wallpaper.

May refinish chairs, bookcases, desks and furniture.

Applies materials to new construction, existing, multi-story buildings, alterations, and remodeling.

Graffiti response and removal using a variety of available products and soda blasting.

Operates, cleans and maintains all painting equipment, including brush, roll, sprayers and electrostatic sprayers, pumps, etc. Safely stores and labels all materials.

Maintains and repairs soda blasting compressor and accessories.

Estimates time and materials required; keeps records and submits reports of work performed.

Erects scaffolding, rigging and ladders as necessary in a manner consistent with safety codes. Reads and understands blueprints.

Offers assistance and advice on materials, designs, and color.

Understand residential and commercial/industrial practices and processes of the painting trade; paints, varnishes, lacquers, enamels, epoxies, paint removers, and related materials, and of their properties and application.

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Possess a working knowledge of applicable code requirements; methods and practices followed in the maintenance of tools, machinery, and equipment; occupational hazards of the painting trade and precautionary measures to be observed.

Completes work at assigned workstation that is determined by the supervisor.

Must work hours as scheduled.

ADDITIONAL FUNCTIONS

Provides assistance or backup coverage to other employees or departments as needed.

May respond to routine and emergency calls for repairs and service when needed.

Performs other related duties as required.

MINIMUM QUALIFICATIONS

High school diploma or GED; supplemented by one (1) year previous experience and/or training in painting; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Must possess and maintain a valid Tennessee driver's license.

PERFORMANCE APTITUDES

Data Utilization: Requires the ability to review, classify, categorize, prioritize, and/or analyze data. Includes exercising discretion in determining data classification, and in referencing such analysis to established standards for the purpose of recognizing actual or probable interactive effects and relationships.

Human Interaction: Requires the ability to provide guidance, assistance, and/or interpretation to others regarding the application of procedures and standards to specific situations.

Equipment, Machinery, Tools, and Materials Utilization: Requires the ability to operate, maneuver and/or control the actions of equipment, machinery, tools, and/or materials used in performing essential functions.

Verbal Aptitude: Requires the ability to utilize a wide variety of reference, descriptive, advisory and/or design data and information.

Functional Reasoning: Requires the ability to apply principles of rational systems; to interpret instructions furnished in written, oral, diagrammatic, or schedule form; and to exercise independent judgment to adopt or modify methods and standards to meet variations in assigned objectives.

Situational Reasoning: Requires the ability to exercise judgment, decisiveness and creativity in situations involving evaluation of information against measurable or verifiable criteria.

ADA COMPLIANCE/PHYSICAL DEMANDS ANALYSIS

Physical Ability: Tasks require the ability to exert light physical effort in sedentary to light work, but which may involve some lifting, carrying, pushing and/or pulling of objects and materials of light weight (5-10 pounds). Tasks may involve extended periods of time at a keyboard or work station.

Sensory Requirements: Some tasks require the ability to perceive and discriminate visual cues or signals. Some tasks require the ability to communicate orally.

Environmental Factors: Essential functions are regularly performed without exposure to adverse environmental conditions.

PHYSICAL DEMANDS ANALYSIS

1. STANDING AND WALKING

Tasks: Working on equipment

Surface: Smooth to rough

Estimated Total Hours: 6 **Maximum Continuous Time:** 2

2. SITTING

Tasks: Driving service truck

Estimated Total Hours: 2 **Maximum Continuous Time:** 45 minutes

3. LIFTING/CARRYING

Weight	Hourly	Daily	Weekly	Monthly	Never
<10 lbs	X				
11-25 lbs		X			
26-50 lbs		X			
51-75 lbs			X		
76-100 lbs				X	
>100 lbs					X

4. PUSHING/PULLING

Objects: Tools, parts, etc

Height of hands above floor during push: 4 feet or less

5. CLIMBING

Tasks: Prep and painting of elevated areas including but not limited to ceilings, high roof lines, etc.

Device: Repairs, service, ladders, scaffolding or personnel lifts

Height: 30 feet

Frequency: Weekly

6. BENDING/SQUATTING/KNEELING

Tasks: Prep and painting low lying areas and structures

Frequency: Daily

7. REACHING

Tasks: Working with tools

Hands Used: RIGHT LEFT BOTH X

Distance	Direction	Frequency	Duration	Avg. Weight
0-20"	Both	Daily	3 hours	15 lbs
21-36"	Both	Daily	2 hours	15 lbs

8. WORK CONDITIONS

Exposure to	Yes	No
Hot Temperatures	X	
Cold Temperatures	X	
Sudden Changes in Temperature	X	
Noise	X	
Fumes	X	
Cramped Quarters	X	

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Cold Surfaces	X	
Hot Surfaces	X	
Sharp Edges	X	
Vibration	X	
Fluorescent Lighting	X	
Computer Monitor Screen Glare		X

Inside Building	<u>70</u> % of time
Outside	<u>30</u> % of time

9. OTHER JOB DEMANDS

Does Job Require	Yes	No
Crawling	X	
Jumping		X
Lying on Back	X	
Lying on Stomach	X	
Twisting	X	
Sweeping/Mopping	X	
General Cleaning	X	
Handling Trash	X	

10. HAND USE

Type of Use	Yes	No	Frequency
Keystrokes		X	
Grasp	X		Daily
Fine Motor i.e: writing, twisting hands or wrist, etc	X		Daily

Exemption Status (Blue-Collar Workers)

~Per Fact Sheet #171 of the Fair Labor Standards Act (FLSA) all manual laborers or other “blue collar” workers who perform work involving repetitive operations with their hands, physical skill, and energy are considered non-exempt.



Rutherford County, Tennessee, is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the County will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer. Signatures below indicate the receipt and review of this classification description by the employee assigned to the position and the immediate supervisor.

Employee's Signature

Supervisor's Signature

Date

Date