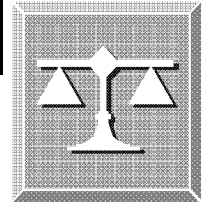


TS-9 November 1969

**Federal Wage System
Job Grading Standards**



WCPS-2 August 2002

**FEDERAL WAGE SYSTEM
JOB GRADING
STANDARD
FOR
MASONRY,
3603**



**Workforce Compensation
and Performance Service**



MASONRY, 3603

TABLE OF CONTENTS

WORK COVERED	3
WORK NOT COVERED	3
TITLES	3
GRADE LEVELS	3
HELPER AND INTERMEDIATE JOBS	3
Masonry Worker, Grade 8	4
Mason, Grade 10	5

WORK COVERED

This standard is used to grade all nonsupervisory jobs involved in maintenance, repair, alteration, and construction of masonry structures of brick, block, stone, firebrick, and similar materials.

WORK NOT COVERED

Jobs that are primarily responsible for the installation and repair of various types of wall, ceiling, and floor covering including ceramic tile.

TITLES

Jobs covered by this standard at and above the Grade 10 level are to be titled *Mason*.

Jobs covered by this standard below the Grade 10 level are to be titled *Masonry Worker*.

GRADE LEVELS

This standard does not describe all possible levels at which jobs might be established. If jobs differ substantially from the skill, knowledge, and other work requirements described in the grade levels of the standard, they may warrant grading either above or below those grades.

HELPER AND INTERMEDIATE JOBS

Helper and intermediate mason jobs are graded by the U.S. Office of Personnel Management [Job Grading Standards for Trades Helper](#) and [Intermediate Jobs](#). (Grade 10 in this standard is to be used as the "full performance level" in applying the Intermediate Job Grading Table.)

The Grade 8 level in this standard does not cover jobs that are part of a planned program of training and development of skills for advancement to a higher grade.

3603-8**Masonry Worker, Grade 8****3603-8**

General: The work at this grade involves the maintenance, repair or construction of a variety of structures and surfaces of brick, block, stone, and other related materials. Grade masonry workers receive work orders or oral instructions outlining the work to be done and methods to be used in accomplishing the laying of whole brick, block, and stone in straight, horizontal rows. They remove damaged portions of walls, partitions, or other similar structures in preparation for repair of damage. They tear out portions of walls for the installation of doors or windows.

Skill and Knowledge: At this level, the masonry workers must have a basic knowledge of the techniques and procedures involved in laying a variety of brick, block, and stone in the construction or repair of such items as partitions, walls, walkways, and fireplaces. They work with whole brick or block requiring the skill necessary to accurately line up courses that are horizontally and vertically straight. They must have the ability to spread mortar to obtain even distribution and thickness between courses. In completing repairs, they must have the skill necessary to spread mortar, set brick and block, and finish mortar joints so that the repaired portion matches the undamaged portion of the structure.

Grade 8 masonry workers must be skilled in use of the trowel in spreading mortar and finishing joints and in the use of gauge line, spirit level, and plumb bob in obtaining straight courses. They also uses airhammers, hand hammers, chisels, and crowbars to remove portions of walls and in preparing damaged areas for repair. In mixing mortar, they must insure that the proper proportions of sand, lime, cement, and water are used to obtain desired consistency.

In working with stone in constructing or repairing walls, walk-ways, patios, and foundations, they must be able to properly prepare subsurface and place stone in proper position to insure an even surface.

Responsibility: A higher grade worker or supervisor assigns work orally or through written work orders. Grade 8 masonry workers select the proper tools and use materials called for by instructions. When working as a member of a crew, they receive the necessary instruction from a higher grade worker who is available for guidance and assistance. Their work is checked during progress and upon completion for accuracy and to insure that it meets standard trade practices.

Physical Effort: Grade 8 masonry workers are frequently required to perform heavy lifting up to 41 kilograms (90 pounds) in carrying bricks, block, stone, mortar, cement, and sand. They are continually required to stand while working and must frequently climb ladders and scaffolds.

Working Conditions: Grade 8 masonry workers are exposed to a variety of weather conditions while outdoors. They are subject to danger of falling when working from ladders and scaffolds. They are also exposed to dust and dirt while mixing mortar and while handling various masonry materials.

3603-10**Mason, Grade 10****3603-10**

General: The work at this grade involves the maintenance, repair, alteration, and construction of exterior and interior surfaces and structures built of a variety of brick, block, and stone. Grade 10 masons work from oral instructions, blueprints, work orders, and rough sketches. They plan and lay out the work to be done, select the proper tools, determine materials to be used, and accomplish the work in accordance with appropriate methods and accepted trade practices. They lay common and face brick, firebrick, cinder and cement block, glass block, terra cotta, and various artificial and natural stone in constructing and repairing such items as walls, walks, chimneys, fireplaces, manholes, boilers, and catch basins.

In comparison to grade 8 masonry workers, grade 10 masons must have broader knowledge of the masonry trade in planning work and determining methods and techniques to be used. They must have greater skill in cutting and shaping brick, block, and stone in constructing and repairing window and door openings, and corners. In addition to laying whole brick in straight, horizontal rows, they must be able to perform a variety of more complex brickwork such as circular smokestacks.

Skill and Knowledge: At this level, masons must have a comprehensive knowledge of the techniques and procedures of brick, block, and stonework. In addition to laying whole brick and block, they must have the skill necessary to cut and shape brick to complete corners. They must have the knowledge necessary to enable them to construct window sills, lintels, and arches capable of supporting the walls above the openings. In sealing off windows and doors, they must insure that courses are laid evenly and that completed work blends with existing brickwork. They must have the skill to perform decorative brickwork through placement of brick of different colors to create various designs and patterns. They must be able to use other techniques to obtain desired decorative results, such as fastening brick or terra cotta veneer to face of structure using tie wire or anchor holes.

In addition to the stonework shown at the next lower level, grade 10 masons must be able to cut, shape, and finish stone. They lay rubble or cut stone in the repair or construction of walls, patios, and walkways, requiring that stone be sorted by size and shape and that it be laid to obtain strength and appearance.

In repairing and rebuilding furnace walls and relining boilers, they must have skill in laying firebrick and insulating brick, requiring the use of fire resistant mortar and fire clay. In constructing circular smokestacks or chimneys, they must have the ability to insure that the proper taper is obtained.

In addition to tools shown at the next lower level, they must be able to use a variety of hand and power tools such as brick or napping hammer, brick or skill saw in cutting and shaping brick and axe, pick, chisel, and hammer in cutting or shaping stone.

3603-10**3603-10**

Responsibility: At this level, masons receive assignments from supervisors either orally or through work orders. They review work to be performed, interpret blueprints or sketches, and decide work methods or processes best suited to complete the work. They perform their tasks independently, with little or no work direction: The finished work may be spot-checked for adequacy and adherence to accepted trade practices. In decorative work, they receive assignments as to end result desired and proceeds independently in outlining patterns and designs, determining methods and procedures, computing materials, and accomplishing assigned tasks.

Physical Effort: The physical effort is similar to that described at the [Grade 8 level](#).

Working Conditions: The working conditions are similar to those described at the [Grade 8 level](#).