

TS-9 November 1969

**Federal Wage System
Job Grading Standards**



WCPS-2 August 2002

**FEDERAL WAGE SYSTEM
JOB GRADING
STANDARD
FOR
PAINTING,
4102**



**Workforce Compensation
and Performance Service**



PAINTING, 4102

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WORK COVERED

This standard is used to grade all nonsupervisory jobs involved in applying coating materials (for example, paint, varnish, lacquer, shellac, epoxy resin, and teflon) on wood, metal, glass, synthetic, concrete, and other surfaces. This coating work is done with brushes, rollers, spray guns, and other related methods and techniques, and is performed on the insides and outsides of buildings, aircraft, vessels, mobile equipment, fittings, furnishings, machinery, and other surfaces.

WORK NOT COVERED

Jobs that involve using coating materials to refinish the dials of instruments and gauges or to make signs are not graded by this standard.

TITLES

Jobs covered by this standard below the grade 9 level are to be titled *Painting Worker*.

Jobs covered by this standard at the grade 9 level and above are to be titled *Painter*.

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 these grades.

HELPER AND INTERMEDIATE JOBS

Jobs that are part of a planned program of training and development to a higher grade are graded by the [Job Grading Standards for Trades Helper](#) and [Intermediate Jobs](#). (Grade 9 in this standard is to be used as the "journey level grade" in applying the Intermediate Job Grading Table.)

4102-7**PAINTING WORKER, GRADE 7****4102-7**

General: The coating work at this grade is accomplished by standard coating methods such as brushing, rolling, and spraying, by the use of coating materials that are prepared according to specific directions, and by the application of coating techniques that ensure surfaces are fully coated, protected, and free from drips and runs. The grade 7 painting workers receive work orders and oral instructions that indicate the surfaces to be coated and the coating materials to be used. They prepare surfaces by methods such as sanding and wire brushing. They thin, stir, and mix coating materials according to specific directions. They apply various coating materials (for example, paints, varnishes, and shellacs) with brushes, rollers, spray guns, and other related methods and techniques, and see that the coating finish meets surface protection requirements.

Skill and Knowledge: At this grade, the painting workers must have a knowledge of standard surface preparation and coating methods and techniques. For example, they must know how to remove such things as scale, rust, dirt, and old paint from surfaces so that coating materials will adhere properly. The painting workers must know how to apply coating materials so that the surfaces are free from skips, runs, and drips. The painting workers must have the skill needed to sand, wire brush, scrape, spackle, and putty surfaces. They must also have the skill needed to brush out, roll on, and spray coating materials, as well as the skill needed to apply other related methods and techniques, for example, cutting-in techniques and dip and overflow methods. The painting workers must have the ability to read and follow directions that explain, for example, how to apply and use prepared solvents and thin and stir coating materials. They must have skill in the use of tools and equipment such as scrapers, wire brushes, putty knives, sandpaper, paintbrushes, rollers, and spray guns.

Responsibility: A higher grade worker or supervisor assigns work orally or through work orders. The painting workers select tools, decide on standard methods and techniques to use, and carry out the work with little check during its progress. They use coating materials that are specified in work orders or by oral instructions, and stir, thin, and mix them according to specific directions. They decide on and apply standard methods and techniques that are best suited to clean surfaces, for example, sanding, scraping, or applying prepared solvents. They also decide on and apply standard methods and techniques that are best suited to putting protective coatings on surfaces, for example, brushing, rolling, cutting-in, or overflowing. The painting workers check surfaces after coating to see that there are no skips and touches up as needed. A higher grade worker or supervisor checks to see that completed work meets requirements.

Physical Effort: The painting workers prepare and coat surfaces from ladders, scaffolds, and platforms, and where the surfaces to be coated are in cramped and hard-to-reach places. This requires them to stand, stoop, bend, kneel, climb, and work in tiring and uncomfortable positions. The painting workers frequently lift, carry, and set up materials and equipment that weigh up to 5 kilograms (10 pounds). Occasionally, they may handle materials and equipment that weigh 18 kilograms (40 pounds) and over.

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Working Conditions: The work is done inside and outside, and dirt, spray, and fumes are usually present. The painting workers are sometimes required to prepare and coat surfaces outside in bad weather. Occasionally, they may be required to wear protective equipment and clothing that are sometimes heavy and uncomfortable. The painting workers are frequently exposed to the possibility of cuts and bruises. They may occasionally be exposed to the possibility of broken bones.

4102-9**PAINTER, GRADE 9****4102-9**

General: The coating work at this grade is accomplished by any of the accepted methods of the trade including special finishing techniques such as marbling and graining, by using coating materials that are prepared in special as well as common ways, and by applying coating techniques that ensure surfaces have a smooth textured and decorative appearance and meet thickness and level requirements. The grade 9 painters determine the methods, techniques, devices, and materials that are best suited to the surface finish required, for example, glossy finish, grained effect, or a finish that must meet specified thicknesses and levels. They prepare surfaces by methods such as smoothing with pumice and rottenstone, filling, shaping, and leveling with metal and synthetic resins, and mixing and applying precoating agents, for example, pickling and alkali compounds. They prepare coating materials by tinting, toning, matching, blending, and mixing in various additives. The painters apply coating materials with any of the accepted trade devices including those designed to give special effects, for example, brushes, rollers, spray guns, and graining devices. They see that the coating finish meets match, texture, decorative, thickness, and level requirements.

In comparison with the painting workers at grade 7, the painters grade 9 must have a greater knowledge of coating methods, techniques, devices, and materials, and how they are used to get a variety of finish results on various kinds of surfaces. The painters, grade 9, also have greater responsibility than the grade 7 painting workers for planning the materials, tools, and techniques needed and completing the work with little or no advice. The supervisor checks work only to see that it meets accepted trade standards.

Skill and Knowledge: At this grade, the painters must have a knowledge of any of the accepted surface preparation and coating methods and techniques. For example, in addition to preparing surfaces in standard ways as found at the grade 7 level, the painters must also know how to build up, shape, and level surfaces with metal and synthetic resins, plastics, and patching compounds, obtain finely smoothed surfaces with abrasive compounds, pumice, and rottenstone, even out dents and scars by burning-in processes, and treat surfaces with precoating agents. They must also have a greater knowledge than the grade 7 painting workers about how to apply materials so that surfaces meet match, texture, decorative, thickness, and level requirements. The painters must have skill in matching, tinting, toning, and blending coating materials, and in combining agents (for example, catalysts, drying agents, and retardants) with coating materials.

They must have the skill needed to apply coating materials by any of the accepted techniques including those used for getting special effects. For example, in addition to smoothing out brush and roller marks and preventing drips, runs, and skips as found at grade 7, the painters, grade 9, must also have skill in such things as rubbing down (for fin-textured finishes), marbling, mottling, and graining techniques. The painters must have the ability to read and apply directions that relate to the mixture, use, and application of various kinds of coating materials, solvents, and precoating agents, for example, paint, varnish, epoxy, teflon, paint remover, alkali and phosphate compounds, pickling mixtures, and anti-growth agents. They must have skill in the use of tools and equipment such as brushes, rollers, spray guns, trowels, screeds, straight edges, viscosity testers, graining devices, and wet and other thickness gauges.

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Responsibility: The supervisor assigns work orally or through work orders. In addition to deciding on the best way to put on protective coatings as found at the grade 7 level, the painters at the grade 9 level have greater responsibility for determining the methods, techniques, materials, and devices best suited to obtain smooth-textured and decorative surfaces and ensuring that surface coatings meet level and thickness requirements. The grade 9 painters prepare surfaces by any of the accepted methods and techniques, and ensure that they meet smoothness, level, and shape requirements. They tint, tone, match, and blend coating materials, add various agents (for example, retardants, drying agents), and combine coating mixtures to get the proper color, texture, consistency, and drying state. The painters apply coating materials by any of the accepted methods and devices, check such things as viscosity of coating materials and thickness of coatings on surfaces, and ensure that the match, texture, decorative appearance, level, and thickness meet finish requirements. The work at this grade is done with little or no checking during its progress or upon completion. The supervisor checks overall work to see that it meets trade standards.

Physical Effort: Physical effort at this grade is the same as that described at [grade 7](#).

Working Conditions: Working conditions at this grade are the same as those described at [grade 7](#).