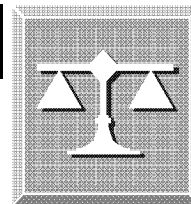


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**Federal Wage System
Job Grading Standards**



WCPS-2 August 2002

**FEDERAL WAGE SYSTEM
JOB GRADING
STANDARD
FOR
MAINTENANCE
MECHANIC,
4749**



**Workforce Compensation
and Performance Service**



MAINTENANCE MECHANIC, 4749

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WORK COVERED

This standard is used to grade nonsupervisory work involved in the maintenance and repair of grounds, exterior structures, buildings, and related fixtures and utilities, requiring the use of a variety of trade practices associated with occupations such as carpentry, masonry, plumbing, electrical, air conditioning, cement work, painting, and other related trades.

WORK NOT COVERED

The following kinds of work are not covered by this standard:

- Work requiring mainly physical abilities and effort involving no knowledge of trade practices. (See [Job Grading Standard for Laboring, 3502](#)).
- Assisting journeyman workers in one or more of the skilled trade occupations. (See [Job Grading Standard for Trades Helper](#)).
- Semiskilled work performed to increase knowledge of a trade and to develop skills for advancing to the journeyman level. (See the [Intermediate Job Grading Standard](#).)
- Maintenance work requiring skill, knowledge, and experience predominately in a single trade. (See, for example, Job Grading Standards for [Carpentry, 4607](#), [Plumbing, 4206](#), and [Electrician, 2805](#).)

TITLES

Jobs graded by this standard at the grade 8 level and below are to be titled *Maintenance Worker*.

Jobs graded by this standard at the grade 9 level and above are to be titled *Maintenance Mechanic*.

GRADES

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

NOTES TO USERS

Work in this occupation varies in the combination of trade practices that are performed in the many different work situations throughout the Federal service. Despite the variety of



combinations, two main elements of the occupations are constant. The work requires the application of more than one trade practice and the highest level of work is performed in at least two of the trades involved. Jobs that meet these two criteria and the definition in the [WORK COVERED](#) paragraph are considered to be in this occupation.

Grade level distinctions are provided in this standard to show how jobs in this occupation are graded. It is not necessary to describe the work narratively because most of the different kinds of work are already described in other job grading standards. The examples of work that are presented at the various grade levels are not intended to show typical combinations of work. Duty assignments in this occupation may vary based on the work environment and also the skills and abilities of the employees. The examples are intended to show some of the more common combinations of work. They are presented to clearly demonstrate the technique to be used in grading other jobs in maintenance activities that do not meet the criteria. They demonstrate that jobs in an occupation that combine duties of otherwise discrete trades are graded the same way as jobs that are not identified with a single occupation, but consist of work in separate occupations. (e.g., warehouseman forklift operator.)

If the highest level of work represents a single occupation (e.g., carpenter), the job should be titled and graded according to the job grading standard for the single occupation that represents the highest skill and qualification requirements of the predominant line of work. The physical effort and working conditions may affect the grade of the job only if they differ significantly from these factors as they are described in the applicable job grading standards.

4749-7**MAINTENANCE WORKER, GRADE 7****4749-7**

General: The grade 7 maintenance worker performs a variety of tasks involved in the upkeep of buildings, grounds, and related structures, fixtures and utilities. Typical work assignments include the performance of visual examinations and operational tests to determine the need for, and the performance of, repair work on a level of difficulty and responsibility of trades such as those described in job grading standards for the kinds and levels of work shown in the following examples. (Examples of similar jobs that are assigned to other occupations are also shown.)

Mixed Work Examples		Title, Code, and Grade	
Carpentry	4607-7	Maintenance Worker	4749-7
Plumbing	4206-7		
Painting	4102-7		
Roofer	3606-7	Maintenance Worker	4749-7
Asphalt Worker	3653-7		
Painting Worker	4102-7		
Asphalt Worker	3653-5	Maintenance Worker	4749-7
Roofer	3606-7		
Carpentry Worker	4607-7		
Roofer	3606-7	Roofer	3606-7
Asphalt Worker	3653-5		
Gardener	5003-6		
Plumbing Worker	4206-7	Plumbing Worker	4206-7
Asphalt Worker	3653-5		
Cement Worker	3602-6		

4749-8**MAINTENANCE WORKER, GRADE 8****4749-8**

General: The grade 8 maintenance worker performs a variety of tasks involved in the upkeep of buildings, grounds, and related structures, fixtures, and utilities. Typical work assignments include the performance of visual examinations and operational tests to determine the need for, and the performance of, repair work on a level of difficulty and responsibility of trades such as those described in job grading standards for the kinds and levels of work shown in the following examples. (Examples of similar jobs that are assigned to other occupations are also shown.)

Mixed Work Examples		Title, Code, and Grade	
Electrical Worker A/C Equipment	2805-8	Maintenance Worker	4749-8
Mechanic	5306-8		
Carpentry Worker	4607-7		
Sheet Metal Worker A/C Equipment	3806-8	Maintenance Worker	4749-8
Mechanic	5306-8		
Heating Equipment Mechanic	5309-8		
Cement Finisher	3602-8	Maintenance Worker	4749-8
Masonry Worker	3603-8		
Pest Controller	5026-6		
Electrical Worker	2805-8	Electrical Worker	2805-8
Carpentry Worker	4607-7		
Plumbing Worker	4206-7		

4749-9**MAINTENANCE MECHANIC, GRADE 9****4749-9**

General: The grade 9 maintenance mechanic performs a variety of tasks involved in the upkeep of buildings, grounds and related structures, fixtures, and utilities. Typical work assignments include the visual examinations and operational tests to determine the need for, and the performance of, repair work on a level of difficulty and responsibility of trades such as those described in job grading standards for the kinds and levels of work shown in the following examples. (Examples of similar jobs that are assigned to other occupations are also shown.)

Mixed Work Examples		Title, Code, and Grade	
Painter	4102-9	Maintenance	4749-9
Plumber	4206-9	Mechanic	
Carpenter	4607-9		
Asphalt Worker	3653-7	Maintenance	4749-9
Roofer	3606-9	Mechanic	
Carpenter	4607-9		
Roofer	3606-9	Roofer	3606-9
Asphalt	3653-7		
Cement Finisher	3602-8		
Painter	4102-9	Painter	4102-9
Carpentry Worker	4607-7		

4749-10**MAINTENANCE MECHANIC, GRADE 10****4749-10**

General: The grade 10 maintenance mechanic performs a variety of tasks involved in the upkeep of buildings, grounds, and related structures, fixtures, and utilities. Typical work assignments include the performance of visual examinations and operational tests to determine the need for, and the performance of, repair work on a level of difficulty and responsibility of trades such as those described in job grading standards for the kinds and levels of work shown in the following examples. (Examples of similar jobs that are assigned to other occupations are also shown.)

Mixed Work Examples		Title, Code, and Grade	
Electrician A/C Equipment Mechanic	2805-10 5306-10	Maintenance Mechanic	4749-10
Sheet Metal Mechanic Boiler Plant Equipment Mechanic	3806-10 5309-10	Maintenance Mechanic	4749-10
Electrician Mason	2805-10 3603-10	Maintenance Mechanic	4749-10
Electrician Roofer Carpenter	2805-10 3606-9 4607-9	Electrician	2805-10
Boiler Plant Equipment Mechanic Electrical Worker	5309-10 2805-8	Boiler Plant Equipment Mechanic	5309-10

