

STATE OF WISCONSIN
CLASSIFICATION SPECIFICATION

PAINTER

I. INTRODUCTION

A. Purpose of This Classification Specification

This classification specification is the basic authority under ER 2.04, Wis. Adm. Code, for making classification decisions relative to present and future skilled trade positions located within state government. This classification specification will not specifically identify every eventuality or combination of duties and responsibilities of positions that currently exist, or those that result from changing program emphasis in the future. Rather, it is designed to serve as a framework for classification decision-making in this occupational area.

Classification decisions must be based on the “best fit” of the duties within the existing classification structure. The “best fit” is determined by the majority (i.e., more than 50%) of the work assigned to and performed by the position when compared to the class concepts and definition of this specification or through other methods of position analysis. Position analysis defines the nature and character of the work through the use of any or all of the following: definition statements; listing of areas of specialization; representative examples of work performed; allocation patterns of representative positions; job evaluation guide charts, standards or factors; statements of inclusion and exclusion; licensure or certification requirements; and other such information necessary to facilitate the assignment of positions to the appropriate classification.

B. Inclusions

These classifications are to be used exclusively for positions performing the full range of journey level painter work for a majority of the time.

C. Exclusions

Excluded from this classification are the following types of positions:

1. Positions that meet the definition of confidential, professional or supervisor as defined in s. 111.81 (7) and (13) and (19) as administered and interpreted by the Wisconsin Employment Relations Commission.
2. Positions that perform semi-skilled trades work for a majority of the time such as Facilities Repair Worker or Facilities Mechanic. Semi-skilled trades work means the repair or replacement of existing equipment or building components with equipment or components of the same kind and does not alter or affect the performance of any building system, structure, exterior walls, roof or exits.
3. All other positions that are more appropriately identified by other classification specifications.

D. Entrance Into This Classification

Employees enter positions this classification through competition.

II. DEFINITION

PAINTER

This is journey level painter work. Employees in this classification paint walls, equipment, buildings, bridges, and other structural surfaces, using brushes, rollers, and spray guns. May remove old paint to prepare surface prior to painting and may mix colors or oils to obtain desired color or consistency. May design, fabricate and install signage. Positions in this classification may also direct and instruct apprentices, helpers and other assistants.

Positions are assigned any combination of the following duties:

- Prepare interior and exterior walls, ceilings, floors, and other surfaces for painting.
- Apply primer materials.
- Paint surfaces, using brushes, spray gun, or rollers.
- Apply paint to simulate wood grain, marble, brick, or stonework.
- Cut stencils, brush and spray lettering and decorations on surfaces.
- Sand surfaces between coats and polish final coat to specified finish.
- Bake finish on painted and enameled articles in baking oven.
- Wash and treat surfaces with oil, turpentine, mildew remover, or other preparations.
- Mix and match colors of paint, stain, or varnish.
- Fill cracks, holes, and joints with caulk putty, plaster, or other filler, using caulking gun or putty knife.
- Read work order or receive instructions from supervisor.
- Erect scaffolding or set up ladders to work above ground level.
- Prepare interior and exterior walls, ceilings, floors, and other surfaces for painting.
- Remove soiled or excess paint.
- Apply primer materials.
- Mix and match paints and other protective materials.
- Apply paint, shellac, varnish, enamel, stain or other protective material to prepared surfaces, using brush, spray, roller, cloth or other means.
- Design, fabricate and install new signage systems or to match existing signage systems.
- Keep records and make reports.
- Direct and instruct apprentices, helpers and assistants in the work of the trade.

III. QUALIFICATIONS

The qualifications required for these positions will be determined at the time of recruitment. Such determinations will be made based on an analysis of the goals and worker activities performed and by an identification of the education, training, work, or other life experience which would provide reasonable assurance that the knowledge and skills required upon appointment have been acquired.

Painter: Graduation from high school or attainment of age 18 and completion of an apprenticeship approved by the Department of Workforce Development as a painter. Formal recognition of status by the appropriate

international or local trade organization or some type of similar formal validation of journeyman status may also be accepted. Persons having informal training and experience equivalent to the formal apprenticeship and journeyman status may also be accepted upon submission of documented proof of such training and experience.

Equivalent training and experience for this craft: Evidence of at least 6,240 hours total of exterior and interior preparation and finish, paper hanging, decorating, spraying/rigging and care/use of tools and equipment including related instruction and safety procedures. Such evidence may include letters or statements from past customers/clients and/or employers.

IV. ADMINISTRATIVE INFORMATION

This classification was created in the 1970s. The specification was modified effective May 14, 2006 and announced in Bulletin OSER-0093-MRS/SC in order to convert the specification to the format used in 2006, provide more specific work examples, reinforce the requirements of the skilled trades and better distinguish the work of the skilled trades from that of the semi-skilled trades (such as Facilities Repair Worker, Facilities Mechanic, etc.).

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