



# New Mexico State Personnel Office

2600 Cerrillos Road  
Santa Fe, New Mexico 87505-0127

## Classification Description

### PAINTERS, CONSTRUCTION AND MAINTENANCE

<u>Class Title</u>	<u>Class Code</u>	<u>Pay Band</u>	<u>Alt Pay Band*</u>
Painters, Construction & Main-B	T2141B	35	
Painters, Construction & Main-O	T2141O	40	
Painters, Construction & Main-A	T2141A	45	

*\*In accordance with SPB Rule 1.7.4.10 NMAC, the assignment to alternative pay bands shall be reviewed annually to determine their appropriateness.*

#### Occupation Description

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. May mix colors or oils to obtain desired color or consistency.

#### Nature of Work

Painters apply paint, stain, varnish, and other finishes to buildings and other structures. They select the right paint or finish for the surface to be covered, taking into account durability, ease of handling, method of application, and customers' wishes. Painters first prepare the surfaces to be coated, so that the paint will adhere properly. This may require removing the old coat of paint by sanding, wire brushing, burning, or water and abrasive blasting. Painters also fill nail holes and cracks, sandpaper rough spots, and wash walls and trim to remove dirt, grease, and dust. On new surfaces, they apply a primer or sealer to prepare the surface for the top coat. Painters also mix paints and match colors, relying on knowledge of paint composition and color harmony. In most paint shops or hardware stores, mixing and matching are automated. Painters must be able to choose the appropriate paint applicator for each job, depending on the surface to be covered, the characteristics of the finish, and other factors.

#### Distinguishing Characteristics of Levels

*Note: Examples of Work are intended to be cumulative for each progressively higher level of work. The omission of specific statements does not preclude management from assigning other duties which are reasonably within the scope of the duties.*

#### Basic

- Employees in this Role clean surfaces to be painted, mix paint, move furniture, and assemble materials needed for projects.
- Employees perform routine brush and spray painting of buildings and offices.

#### Recommended Education and Experience for Full Performance

A High School Diploma or GED.

#### Minimum Qualifications

A High School Diploma or GED.

## PAINTERS, CONSTRUCTION AND MAINTENANCE

### Operational

- Employees in this role independently perform all brush and spray-painting tasks in an assigned area of a state-owned or leased building.
- Employees independently assess which type of paint, stain, varnish, or oil would be most appropriate to the surface being painted.
- Employees mix paints for color variations.

### Recommended Education and Experience for Full Performance\*

A High School Diploma or GED and one (1) year of experience in painting and/or maintenance of commercial buildings.

### Minimum Qualifications

A High School Diploma or GED and three (3) months of experience in painting and/or maintenance of commercial buildings.

### Advanced

- Employees in this Role prepare estimates for materials needed and order supplies.
- Employees coordinate and participate in performance of brush and spray paint activities.
- Employees train others in painting tasks.
- Employees work with complex projects requiring knowledge of specialized applications of paint, stain, varnish, and oil mediums.

### Recommended Education and Experience for Full Performance

A High School Diploma or GED and two (2) years of experience in painting and/or maintenance of commercial buildings.

### Minimum Qualifications

A High School Diploma or GED and six (6) months of experience in painting and/or maintenance of commercial buildings.

### Knowledge and Skills

*Note: This information has been produced by compiling information and documentation provided by O\*NET. O\*NET™ is a trademark of the U.S. Department of Labor, Employment and Training Administration.*

### Knowledge

**Customer and Personal Service** — Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.

**English Language** — Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.

**Clerical** — Knowledge of administrative and clerical procedures and systems such as word processing, managing files and records, stenography and transcription, designing forms, and other office procedures and terminology.

**Public Safety and Security** — Knowledge of relevant equipment, policies, procedures, and strategies to promote effective local, state, or national security operations for the protection of people, data, property, and institutions.

## PAINTERS, CONSTRUCTION AND MAINTENANCE

**Transportation** — Knowledge of principles and methods for moving people or goods by air, rail, sea, or road, including the relative costs and benefits.

**Administration and Management** — Knowledge of business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources.

### Skills

**Active Listening** — Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.

**Statutory Requirements:** This occupation is subject to regulation under 14.5.1 NMAC, Construction Industries General Provisions - General Provisions, effective 1-1-11.

**Conditions of Employment:** Working Conditions for individual positions in this classification will vary based on each *agency's utilization, essential functions, and the recruitment needs* at the time a vacancy is posted. All requirements are subject to possible modification to reasonably accommodate individuals with disabilities.

**Default FLSA Status:** Non-Exempt. FLSA status may be determined to be different at the agency level based on the agency's utilization of the position.

**Bargaining Unit:** This position may be covered by a collective bargaining agreement and all terms/conditions of that agreement apply and must be adhered to.

**Established:** 07/07/2001

**Revised:** 09/20/2011

*\*Adapted from the United States Bureau of Labor Statistics and are intended to illustrate the typical education and experience required for this occupation.*

*Note: Classification description subject to change. Please refer to the SPO website [www.spo.state.nm.us](http://www.spo.state.nm.us) to ensure this represents the most current copy of the description.*