

POSITION DESCRIPTION



10110 W. HALLETT RD.
SPOKANE, WA 99224-7435

InlandPower.com

Position Title:	Journeyman Lineman	FLSA Status:	Non-Exempt
Employment Status:	Full-Time	Union Status:	Union
Reports To:	General Foreman	Department:	Operations (6)

PURPOSE OF POSITION

Performs skilled and diversified electrical work in the construction, maintenance and operation of the Cooperative's electrical transmission and distribution system, both overhead and underground.


CORE COMPETENCIES

- 1. Quality Work:** Produce thorough, high quality work with minimal errors. Seek feedback, make corrections as needed. Identify problems and solve them. Strive to improve processes. Work collaboratively with co-workers to implement systematic changes.
- 2. Productivity:** Complete assigned work in a timely fashion. Utilize slow periods productively. Produce amount and volume at expected speed.
- 3. Technical Skills/Job Knowledge:** Demonstrate appropriate level of understanding of technical skills in area of expertise, technology, products, and/or processes involved. Duly perform assigned duties. Keep current on changes and be competent with all technology necessary to perform job.
- 4. Communication:** Clearly convey oral and written communication. Keep others informed of activities and problems in timely manner. Listen well; respond appropriately and respectfully.
- 5. Teamwork/Ability to Work with Others:** Demonstrate ability to work in a positive manner with co-workers and/or members with differing backgrounds, opinions, capabilities, etc. Willingly share skills, competencies, and knowledge with others. Establish and maintain strong, effective working relationships. Contribute effectively to group efforts. Promote harmony; agree to disagree without damaging relationships.
- 6. Accountability:** Maintain excellent attendance and provide additional assistance after normal working hours when needed. Be reliable, prepared and accept responsibility for work and actions.
- 7. Integrity:** Demonstrate honesty, high ethical standards, and respect for all co-workers and membership.
- 8. Professionalism:** Address internal and external members with courtesy and respect. Dress in work attire appropriate to the position. Communicate business information in a timely fashion, using means of communication appropriate to the situation.
- 9. Support of Cooperative Goals:** Support Cooperative goals and adhere to all policies and procedures. Contribute effectively in support of the Cooperative.
- 10. Problem-Solving:** Use sound logic and methodology to solve problems. Explore multiple sources for answers, as required. Be able to identify hidden problems and propose solutions.

JOB RESPONSIBILITIES

1. Strings, splices, transfers and sags wire in energized or de-energized circuits and connects wire and transformers as specified or directed. Shortens or lengthens lines by adding or removing wire, using a variety of types of splices, connectors, sleeves or clamps. Regularly works above ground on poles or steel towers using climbers and safety belt or operating man lift equipment, boom truck or other specialized equipment, not limited to but including, backhoes, boats, ATVs and snow machines.
2. Routes or re-routes power lines over, under or around existing lines and structures, regularly working above, on, or in close proximity to energized lines. Selects and uses a variety of “hot line” tools and makes use of rubber gloves, line hoses, mechanical jumpers, fiber guards, blankets and other protective devices as specified. Works on all voltages as required throughout the system.
3. Installs, removes, transfers, maintains and/or repairs cross arms, pins, insulators, guys, transformer and switch racks and other overhead pole and underground residential distribution (URD) equipment using a variety of hand tools, equipment and power tools.
4. Installs and removes transformers, including primary and secondary current transformers and self-contained meters, cutouts, disconnecting switches, circuit breakers and other overhead line and URD devices, rigging block and tackle where necessary or working with ground crew and winch to raise and lower equipment. May install street and area lights, working with primary and secondary voltages.
5. Performs line switching or sectionalizing as directed. Performs emergency repairs, phases and connects circuits under load; performs load checks and balances feeders as required.
6. Inspects lines, poles both below and above ground line and equipment for signs of damage or wear and reports deficiencies. May be required to apply pole treatment to poles as part of the pole treatment program.
7. Assists in carrying poles, digging holes, piking and guying poles and other such operations involved in the setting or replacing of poles.
8. Assists in on-the-job training of apprentices and other crew members in maintenance and construction of power lines.
9. May troubleshoot electrical problems on Cooperative equipment using, but not limited to, any and all line testing equipment provided by Inland.
10. May trim trees, fall danger trees and clear ROW in vicinity of power lines.
11. May direct activities of personnel in equal or lower classifications, including assisting in training apprentices.
12. Performs other duties as assigned. Job duties are subject to change as directed by management.

13. Keeps others informed. Reports and written communications are clear, timely and relevant. Use clear and correct verbal communication to varied individuals or groups. Listen responsively.



The journeyman lineman shall have full authority to carry out these duties and responsibilities in conformity with established policies and procedures and shall utilize time in such a way as to fulfill the objectives of this position and the cooperative.

MINIMUM QUALIFICATIONS & JOB REQUIREMENTS

1. Minimum Qualifications:
 - a. Completion of an accredited apprenticeship program recognized by the Joint Apprenticeship Training Committee and the IBEW.
 - b. Journeyman in good standing with the IBEW Local 77.
 - c. Familiar with WAC 296-45 standards and certified in OSHA 1910.269 training.
 - d. High school diploma or equivalent.
 - e. Valid, unrestricted Class A (minimum) Commercial Driver’s License (CDL).
 - f. First Aid/CPR card along with flagger’s card.
 - g. Knowledgeable and competent in “Pole Top Rescue.”
 - h. Must possess sound decision-making skills.
 - i. Must possess and maintain a safe work record.
 - j. Excellent communication skills and professional appearance.
 - k. Basic computer skills required.
 - l. Successful completion of pre-employment physical which includes drug, alcohol, back and knee evaluation/x-rays.

JOB ANALYSIS – FUNCTIONAL JOB DESCRIPTION

Essential Job Duties: Must be able to lift, carry, push/pull, grasp, handle, reach, apply forces with out-stretched arm away from body, stoop, bend, crouch, kneel, twist, climb, stand and walk.

PHYSICAL DEMANDS:

Percent of Day:

Never (0%) Seldom (1-2%) Occasional (3-33%) Frequent (34-66%) Constant (Over 67%)

Material and Non-Material Handling Repetitions:

Never (0) Seldom (1-4) Occasional (5-32) Frequent (33-250) Constant (251-2,000)

LIFTING	Never	Seldom	Occasional	Frequent	Constant	Range	Comments
01-10#				X		Ground to overhead	Various tools, equipment, supplies
11-20#				X		Ground to overhead	Hot sticks, tools, supplies, equipment
21-35#			X			Ground to 48 inches (chest)	Tools, supplies, equipment
36-50#		X				Ground to 48 inches (chest)	Dressed cross arms (typically 2-man lift)

51-75#		X				Ground to 40 inches (trailer)	72# Jack Hammer 55# Parts Tub
76-100#		X				Ground to 40 "	Guy Wire (84#)
100+#	X						

CARRYING	Never	Seldom	Occasional	Frequent	Constant	Range	Comments
01-10#				X		Typically up to 30 feet. Seldom up to 1/4 mile	Tools & supplies to job site. Snowshoe to remote areas (seldom)
11-20#				X		Typically up to 30 feet. Seldom up to ¼ mile.	Tools, supplies, equipment to job site. Seldom to remote areas.
21-35#			X			Up to 30 feet.	Tools, equipment, supplies, parts
36-50#			X			Up to 30 feet.	Part tubs, equipment, large tools, etc.
51-75#		X				Up to 20 feet.	Part tubs, equipment, jack hammer
76-100#		X				Up to 10 feet.	Rolls/coils of wire, part tubs (85#)
100+#	X						

PUSH/PULL	Never	Seldom	Occasional	Frequent	Constant	Range	Comments
01-10#				X		1 to 3 foot range	Levers, cutters, pulling wires
11-20#				X		1 to 3 foot range	Levers, cutters, pulling wires
21-35#				X		1 to 3 foot range	Levers, cutters, pulling wires
36-50#				X		1 to 3 foot range	38# pull to cut wire
51-75#				X		1 to 5 foot range	Pushing cable into conduit 'sticks'
76-100#				X		1 to 3 foot range	Installing C.I.C., Ratchet handle
100+#				X		1 to 5 foot range	Wire pull to remove primary wire sheath (128#), Ratchet cutter

REACHING	Never	Seldom	Occasional	Frequent	Constant	Comments
Waist to shoulder height				X		Performing ground and pole work, hot stick use
Above shoulder height			X			Performing pole work, hot stick use
Below knee height				X		Performing ground and pole work

MOVEMENTS	Never	Seldom	Occasional	Frequent	Constant	Comments
Neck Rotation				X		Viewing job tasks
Neck Flex/Extend				X		Viewing job tasks
Bending/Stooping(waist)				X		Performing various job tasks, prepping wires
Twisting (waist)				X		Performing various job tasks
Crouching			X			Viewing job tasks, accessing tight areas
Squatting			X			Performing various job tasks

Kneeling			X			Performing various job tasks, lowering work envelope
Crawling		X				Below ground work
Climbing (Stairs)			X			Accessing boom and service trucks
Climbing (Ladder)		X				Regulator, transformer, switch boxes, etc.

POSITIONS	Never	Seldom	Occasional	Frequent	Constant	Comments
Sitting			X			Truck riding , breaks
Standing				X		Performing various job tasks
Walking				X		To and from service trucks to job site

UPPER/EXTREMITY	Never	Seldom	Occasional	Frequent	Constant	Comments
Handling/Grasping					X	Tools, various parts & assembly/fabrication of electrical transmission lines, etc.
Forceful Grasp				X		Stripping and cutting wire, installing parts and components.
Fingering/Fine Manipulation			X			Writing, assembly of small parts, etc.
Repetitive Upper extremity movements				X		Performing various job tasks, associated with forward and overhead reaching activities.
Low Impact Tools			X			Pneumatic tools such as drills including chain saws, etc.
High Impact Tools		X				Jack Hammer

Vision: (depth perception, color vision, peripheral vision, near/far vision): Visual acuity required to perform various job tasks in the electrical industry. Eye protection is required during certain aspects of job duties.

Hearing: Hearing protection required when operating chain saw, gas powered drills and other similar equipment above 85 dbs. Communication required between co-workers and supervisors for simple and complex instructions.

Speech: Communication required between co-workers and supervisors for simple and complex instructions. Shouting may be required during high noise levels.

ENVIRONMENTAL/ATMOSPHERIC CONDITIONS:

% Indoors	15%
% Outdoors	85%
Temperature Extremes	(-) 30 degrees Fahrenheit to 100 degrees Fahrenheit, seasonal based.
Noise Level	Hearing protection required with chain saw and gas powered equipment
Vibration	Low frequency with pneumatic tools, chain saws, jack hammers
Lighting	Outdoor light dependent. Artificial light during low light conditions
Dust	Agriculture and dusty road conditions
Odor	Carbon based fuels
Fumes	Diesel and gas exhaust fumes
Mist	Seasonal rain and snow
Gases	Raw diesel and gases
Chemicals	PCB oil, cable cleaning solvents, penna (poles)
Work Surfaces	Varied. Slippery, muddy, solid, uneven terrain, poles, man lift buckets,

MACHINES, TOOLS, EQUIPMENT: Boom trucks, service trucks, bucket trucks (man lifts), various hand tools, hot sticks, air compressors, jack hammers, shovels, tampers, chain saws, pole jacks, drills (rock and wood), ATV's, snowmobiles, snow cats, backhoes and trenchers.

Additional Comments:

Workers can be exposed to varying temperatures (especially when below freezing) that affect the tensile quality of primary wire material that can require additional forces to perform such job tasks as stripping the outer layer of insulation for preparation. Wet conditions can affect the COF (friction between worker hand and tool surface) and require greater amounts of grasping force. Wet conditions can also affect standing/walking surfaces adversely especially when required to apply pulling/pushing forces to perform the various job functions.