

Poudre Valley Rural Electric Association, Inc.
Job Description

POSITION: Apprentice Lineman
DEPARTMENT: Operations
REPORTS TO: Construction and Maintenance Supervisor
CLASSIFICATION: Full-time (Hourly, Non-exempt)

POSITION SUMMARY

The Apprentice Lineman, with supervision, performs construction and maintenance of the electric system as directed. A successful Apprentice Lineman will complete and demonstrate the skills, knowledge, and responsibilities in each step of the apprentice training program as defined in the Association's Standards of Apprenticeship, with or without reasonable accommodation.

ESSENTIAL JOB FUNCTIONS

Assigned with or without reasonable accommodation.

- Demonstrate responsibility and ownership for safety by assisting in the safety program and in maintaining adherence to accepted safety practices.
- Construct underground and overhead transmission and distribution lines, including digging pole and anchor holes, framing poles, setting poles and anchors, stringing, sagging, installing down guys, connecting conductors, and installing pad mount gear on energized and de-energized lines.
- Maintain the underground and overhead distribution and transmission electric system by replacing damaged equipment such as transformers, breakers, regulators, conductors, insulators, meter loops, poles, and related equipment on energized and de-energized lines.
- Climb poles to perform job functions such as changing insulators, laying-up wire, and installing transformers.
- Operate heavy equipment such as digger trucks, bucket trucks, and pick-up trucks.
- Coordinate with warehouse personnel the acquisition and disposal of materials used for construction, operation, and maintenance of the electric system.
- Accurately record data and applicable information required by the Association into the Enterprise Software Applications.
- Read and understand PVREA service maps and submit any changes to the Operations department supervisors.
- Perform switching procedures with hot sticks and/or handles to transfer load or isolate line.
- Professionally perform various duties related to customer service including service changes, troubleshooting service outages, conducting voltage tests, and completing outage reports.
- Maintain proficiency in the use of hand tools including, but not limited to, screw drivers, compression tools, hydraulic tools, hand lines, shovels, tamps, etc.
- Successfully complete annual requirements for pole top and bucket rescue in under the four (4) minute time limit established by the American Heart Association.
- Available for standby/call out duty outside of regular working hours.

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STANDARDS OF EXCELLENCE

These duties reflect the Cooperative's mission and purpose, and they are required of all employees.

- Work according to the safety rules and company policies as adopted by PVREA and is responsible for own safety and reports all accidents in accordance with Association policies.
- Adhere to the cybersecurity policies, procedures, and practices as adopted by PVREA and is responsible for participating in cybersecurity training and awareness exercises.
- Exhibits integrity and demonstrates ethical behavior in everyday business conduct.
- Support the strategic goals of the organization in accordance with the Association's Strategic Plan.
- Interact with all departments of the Association as well as with members, the public, other utility personnel, governmental agencies, and equipment vendors in a kind, courteous, and professional manner.
- Collaborate effectively and successfully with fellow employees to achieve department and company-wide goals and build a team-focused environment.
- Assist in the emergency restoration of facilities during storms or general outages.
- Regular and predictable attendance are essential functions of the position.
- Performs other duties within capabilities as directed by supervisors.

JOB QUALIFICATIONS

Education and/or formal training needed: High school diploma or equivalent required; completion of an accredited line worker training school or 2 years of related electric utility experience is required. First aid/CPR certification required and must be obtained within 90 days of hiring.

Experience needed: Experience operating mechanical and electrical tools is preferred.

Knowledge, skill, and abilities needed: The knowledge needed to perform the essential job functions will be presented during the apprentice program and training; however, the applicant should possess ability to meet the mental and physical demands detailed below.

Drug/Alcohol: A drug/alcohol test is administered to all job offer recipients, as well as a background check.

Physical: Upon receipt of a job offer, the candidate must pass a physical examination, including a physical that verifies that they can perform the essential functions of the position.

Driving: Must possess and maintain a valid Colorado Commercial Driver's License and operate a company DOT vehicle; Colorado CDL must be obtained within 90 days of hire.

Mental Demands: Employee must be able to work well with the public, Association members, and other Association employees. Employees need to be able to remember what was done and schedule and prioritize future work, stay alert even when the work is repetitious, and work well with detail. Employees must be able to learn new procedures and equipment and demonstrate flexibility in all areas. The job may

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occasionally require ingenuity, problem solving, analytic ability, auditory discrimination, writing ability, and imagination. This job can be stressful at times; however, composure must be always maintained with members and co-workers.

Physical Demands: Employee must be capable of performing the Essential Job Functions of the position with or without reasonable accommodation. The employee in this position will:

- Spend approximately 40% of the day walking and 60% of the day operating a vehicle and/or equipment (percentages will vary depending on the work to be completed).
- Occasionally lift up to 100 lbs., carry up to 50 lbs. and push/pull approximately 150 lbs.
- Operate all types of line construction equipment including aerial basket trucks, digger trucks, and other heavy equipment, which require awareness, alertness, and physical dexterity; climbing poles or ladders using feet/legs and hands/arms is done regularly.
- Climb hills, cross streams (with or without a bridge), and maneuver over/under; these obstacles require climbing, balancing, stooping, kneeling, crouching, crawling, and reaching.
- Verbal communication is constantly required in person and via radio transmission. Auditory acuity is required to hear, understand, and respond appropriately to conversations, radio traffic, alarms, warnings, and other sounds necessary for safe job performance.
- Have necessary vision for depth perception, visual acuity, color discrimination and an unobstructed field.
- Remain alert, precise, and patient at all times due to the highly safety-sensitive nature of the position. This role requires sound judgment, concentration, reasoning, problem-solving abilities, spatial perception, memory, initiative, creativity, and the ability to communicate effectively while working extended hours and in adverse weather conditions.

MATERIALS AND EQUIPMENT USED

Transformers, poles, wire, meters, hot sticks, hand tools (screw drivers, compression and hydraulic tools, etc.) and equipment including, but not limited to digger, bucket, and pick-up trucks. General office equipment including, but not limited to laptop computers, iPads, cellular telephones, copy machines, and scanners.

WORKING CONDITIONS

This position is in the field 85% of the time, occasionally under adverse weather conditions including, but not limited to wind, precipitation, and extreme temperatures. Employees frequently work in various hazard conditions such as exposure to adverse weather conditions, toxic chemicals, and dust; various mechanical and electrical hazards are present in the work environment. The noise level is estimated to be 50 – 90 decibels.

COMPENSATION

The starting hourly pay range for this position is \$34.32.

Compensation offered to a candidate follows the established Apprenticeship Program.

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BENEFITS

- Medical, prescription and dental insurance with 100% employer paid premiums
- Health Savings Account
- Defined benefit pension plan
- 401(k) plan
- Life insurance
- Paid holidays, vacation, and sick leave
- Wellness programs
- Tuition reimbursement
- Employee assistance program

NOTE: This job description is not intended to be an exhaustive list of all duties, responsibilities, or qualifications associated with the job.