

**Orcas Power and Light Cooperative (OPALCO)**  
**Journeyman/Lineman**  
**Salary and Benefits Highlights**

The Journeyman/Lineman position is a non-exempt bargaining unit position and follows the provisions of the Collective Bargaining Agreement between OPALCO and Local Union No. 77 International Brotherhood of Electrical Workers (IBEW), for the period of January 1, 2019 through December 31, 2023, with some of the details described below:

1. Salary:
  - A. Salary Range: \$65.73 per hour
  - B. \$15,000 Retention Bonus (2 year requirement)
  
2. Employee Benefits:
  - A. Vacation Days: 15 days per year
  - B. Holiday Days: 11 days per year
  - C. Sick Days: 12 hours accrued per calendar month
  - D. Retirement
  - E. 401k
  - F. Long term disability (LTD): Premium is paid by a 50/50 OPALCO/employee split
  - G. Short term disability (STD): Premium is paid 100% by employee
  
3. Medical, dental, prescription drug, and vision plans
  
4. Disability and life insurance options

**ORCAS POWER AND LIGHT COOPERATIVE**  
**JOB DESCRIPTION**

<b>Job Title: Journeyman Lineman</b>	<b>Department: Operations</b>
<b>Reports To: General Foreman or Foreman</b>	

**General Statement of Duties**

This is a bargaining unit position which is responsible for construction, maintenance and operation of the overhead and underground transmission and distribution system.

**Primary Functions**

The primary function of an employee in this class is to install and maintain all classes of overhead and underground distribution, transmission lines and substation and to respond to 24 hour standby call outs and 'on call' duty. An employee in this class performs the duties of other employees within the department as required or as assigned by supervisory personnel. The nature of the work performed requires that an employee in this class establish and maintain effective working relationships with other departments, employees, contractors, and the public.

**Level of Authority**

The work is performed under the direct supervision of the foreman or general foreman, but some leeway is granted for the exercise of independent judgment and initiative.

**Work Environment**

The principal duties of this class are performed in an outdoor environment which may involve adverse weather conditions and related hazards in which the employee is subject to potential personal danger.

**Essential Job Functions**

- Installs, maintains, and repairs primary and secondary conductors and equipment on electric transmission, distribution and substations;
- Investigates outages and responds to 24 hour standby call outs and 'on call' duty;
- Climbs ladders, utility poles and uses other overhead devices necessary to access electric lines;

- Works in ditches, vaults and other underground situations necessary to access conduit and electric lines;
- Is familiar with OPALCO construction standards and able to construct facilities to these standards;
- Is familiar with safety rules and regulations and able to operate in a safe and efficient manner to safeguard himself, coworkers, and the general public;
- Is familiar with OPALCO billing and service policies and able to answer basic questions concerning these;
- Performs maintenance and repairs on submarine cables;
- Maintains records of operating equipment, including reclosers, substations and vehicles;
- Keeps immediate supervisor and designated others fully and accurately informed concerning work progress, including present and potential work problems and suggestions for new or improved ways of addressing such problems;
- Supervises and trains apprentices;
- Under emergency conditions is in charge of a repair crew;
- Installs and removes meters and other tasks assigned to a serviceman;
- Performs other related duties as assigned.

<b>Required Knowledge, Skills and Abilities</b>
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- Thorough knowledge of RUS overhead and underground construction practices and requirements and OPALCO tariffs;
- Thorough knowledge of applicable NESC rules;
- Thorough knowledge of occupational hazards and safety precautions for electric distribution and transmission operation and maintenance;
- Good knowledge of electrical theory;
- Good knowledge of switching procedures during power outages and emergencies;
- Ability to read and interpret designs and specifications related to electric distribution and transmission, substations and fiber optics;
- Ability to perform duties in all weather conditions
- Ability to respond to on call, standby and other emergency conditions and perform emergency service;
- Skill in the use of hand tools and heavy equipment;
- Skill in working on energized and de-energized electric lines;
- Ability to communicate well with others, both orally and in writing, using both technical and non-technical language;
- Ability to understand and follow oral and/or written policies, procedures and instructions;

**Desired Distinguishing Characteristics**

- Ability to use logical and creative thought processes to develop solutions according to written specifications and/or oral instructions;
- Ability to perform a wide variety of duties and responsibilities with accuracy and speed under the pressure of time-sensitive deadlines;
- Ability and willingness to quickly learn and put to use new skills and knowledge brought about by rapidly changing information and/or technology;
- Integrity, ingenuity and inventiveness in the performance of assigned tasks.

**Acceptable Experience and Training**

- High school diploma or equivalent;
- Successful completion of an approved apprenticeship course.

**Required Special Qualifications**

- Hold a valid journeyman lineman certificate;
- Hold a valid Washington State CDL driver's license or be able to obtain one in ninety (90) days;
- Possess and maintain a first aid/CPR card;
- Acquire and maintain certification as a flagger;

**Essential Physical Abilities**

- Sufficient clarity of speech and hearing or other communication capabilities, with or without reasonable accommodation, which permits the employee to communicate well with other employees and the general public;
- Sufficient vision or other powers of observation, with or without reasonable accommodation, which permits the employee to see small parts and numeric designations;
- Sufficient manual dexterity, with or without reasonable accommodation, which permits the employee to work with hand tools and wire;
- Sufficient personal mobility and physical reflexes, with or without reasonable accommodation, which permits the employee to climb utility poles, work in underground vaults, and access a diversity of work spaces.

Approved: \_\_\_\_\_ Date: **August 1, 2003**

Randy J. Cornelius, General Manager

\_\_\_\_\_ Date: \_\_\_\_\_

Rob Wilbourne, Union Business Manager