

# Maquoketa Valley Electric Cooperative Job Description

**Job Title:** Fiber Communications Lead Lineman

## **SUMMARY**

The Fiber Communications Lead Lineman performs and/or directs others for a variety of duties related to the installation, operation, maintenance, and repair of both overhead and underground fiber optic mainline and service drop facilities.

## **ESSENTIAL DUTIES AND RESPONSIBILITIES**

The duties listed below are intended to describe the general nature and level of work being performed by the individual. They are not intended to be construed as an exhaustive list of all responsibilities. The Fiber Communications Lead Lineman shall be required to perform any other duties assigned in order to fulfill the objective of the Cooperative.

- Perform and oversee the work of assigned personnel for all the necessary activities in the construction and maintenance of overhead and underground fiber optic networks. Activities include but are not limited to the following:
  - Frame poles for aerial fiber attachments.
  - Build and maintain strand, lash cable and transfer attachments between poles.
  - Install and remove pole anchors.
  - Able to climb poles and work from hooks/gaffs at heights up to and exceeding 30'.
  - Able to operate and use the following equipment: ladders, bucket truck, cable puller, reel stands, lasher, trencher, backhoe, and plow.
  - Install, maintain, and repair underground vaults, pedestals, and conduit.
  - Install aerial & underground drops
  - Assist in the restoration of fiber outages
- Perform routine network inspections to identify defects in need of repair.
- Work in conjunction with electric crews to transfer fiber cable for line rebuild/relocation.
- Able to work within the energized power zone.
- Able to use all hand tools, implements, devices, equipment and material coincident with work to be completed.
- Able to assist with after-hours trouble shooting and repairs.
- Understand and utilize all required safety and protective equipment. Must be able to render first aid, CPR and pole- top resuscitation.
- Responsible for providing a safe work environment for themselves and all employees working under their supervision or near them.

- Ensured that all assigned personnel carry out safety policies and procedures.
- Conducts safety inspections on vehicles, tools and safety equipment as needed.
- Maintain work order paperwork for inventory purposes.
- Complies with all traffic laws, safety rules and regulations while operating assigned vehicle. Should at all times look out for the safety of the vehicle, its occupants and its load.

## **SUPERVISORY RESPONSIBILITIES**

This position provides work direction to assigned personnel

## **QUALIFICATIONS**

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

### **Competencies**

An individual should demonstrate the following competencies:

- Must be able to perform the activities necessary to complete work assignments described in the duties and responsibilities section.
- Must be able to drive and operate all assigned vehicles, equipment, and trailers.
- Must be able to organize work, set priorities and complete assignments in a thorough manner with attention to detail and a high degree of accuracy.
- Must be able to maintain records required for accounting of time and materials.
- Must observe all safety procedures and report unsafe conditions.
- Should have working knowledge of the National Electrical Safety Code and the requirements of working within the energized power zone.
- Should be familiar with the considerable hazards that exist, including falls, electric shock and electric flash, automobile traffic, and falling objects.
- Should be skilled in leading, training, and evaluating assigned personnel in order to obtain the highest degree of productivity and the development of individual capabilities.

### **Education and/or Experience**

High school diploma or general education degree (GED) and preferably three to five year's experience with fiber optic cable line construction and maintenance.

### **Language Skills**

This position must be able to communicate with both internal and external parties in an effective manner. This position must have the ability to read, analyze, and interpret maps, staking sheets, sag charts, and written instructions as well as the ability to effectively present information and respond to questions from managers and co-workers.

### **Mathematical Skills/Computer Skills**

This position requires basic math and computer skills.

### **Required licensing or certifications**

Valid Iowa driver's license and CDL or ability to obtain a CDL.

### **EXTERNAL RELATIONSHIPS**

This position will also work frequently with people outside the Cooperative, extending a positive, professional image of Maquoketa Valley Electric Cooperative in all communication and actions.

**Member-Consumers:** Advises and assists member-consumers in every way possible. Takes advantage of the opportunity to obtain increased understanding and acceptance of cooperative objectives, policies, plans and programs.

**General Public:** Maintains friendly, cooperative relationships with the general public in the performance of responsibilities. Ensures their safety at all times they may be present on a Cooperative job-site.

### **Work Environment**

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Outside work in all kinds of weather is required. Irregular hours including nights, weekends and holidays may be involved particularly during emergency situations. If bad weather is forecast, the employee must consider the possibility of being called into work.

### **Physical Assessment**

The employee must be able to pass the pre-employment physical which includes the Job Task Assessment listed on Attachment A at the end of this document.

### **PHYSICAL DEMANDS**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

- (1) Employee required to operate vehicles that include but is not limited to:
  - (i) Aerial lift
  - (ii) Trencher
  - (iii) Dump trucks
  - (iv) Forklift

- (v) Backhoe Trucks
  - (vi) Cable Plow
  - (vii) Tampers
  - (viii) Skid Loaders
  - (ix) Skid loader Mounted Brush Hog
  - (x) Small & Large Bucket trucks
- (2) Employee uses a variety of hand tools, machines and special equipment that include but is not limited to:
- (i) Chain saw
  - (ii) Air hammer
  - (iii) Tree trimmer
  - (iv) Boring tools
  - (v) Snowplow
  - (vi) Hydraulic tools
  - (vii) Compressor
  - (viii) Portable generator
  - (ix) Shovel
  - (x) Chipper
  - (xi) Variety of hand tools
  - (xii) Climbing hooks and belts
  - (xiii) Ladders
  - (xiv) Locating equipment
  - (xv) Splicing equipment
  - (xvi) OTDR equipment
- (3) Lifting/Carrying:
- On a frequent to continuous basis, employee is using a variety of materials and hand tools throughout the day, weighing approximately 10 to 50 pounds. The heaviest weight a worker is required to carry is typically around 60-100 pounds. This is usually lifted with the assistance of another employee.
- (4) Reaching:
- (i) For the majority of the day, up to two-thirds, the employee is reaching below shoulder height. The employee is working below shoulder height while performing maintenance work on the fiber network and while operating a variety of equipment.
  - (ii) The employee is also working at shoulder height on an occasional basis, occasionally reaching four - six feet out to the side while performing line maintenance work.
  - (iii) On an occasional basis, employee is also reaching above shoulder height while working from the pole, maintaining equipment and working with the cable.
- (5) Pushing/Pulling:
- (i) On a continuous basis, employee may be required to push and pull and lift while pulling strand cable and fiber for overhead and underground work.
- (6) Climbing:

- (i) On an occasional basis, employee is required to climb out of trenches which may be up to four feet deep. During the summer months, this is done on a daily basis.
  - (ii) On an occasional basis, employee is also climbing an eight to twelve foot ladder to check the connection on a house or trim a tree. This is also occasionally done from a pole.
  - (iii) Employee must be able to climb a pole a minimum of 40 feet, work from heights, and rescue other linemen if required.
  - (iv) Employee is climbing two to three steps in to and out of the truck on a continuous basis throughout the work day. The employee is required to climb these steps an estimated ten to twenty times per day.
- (7) Twisting/Rotating:
- (i) Continuous twisting and rotating from the hips, shoulders, and neck is required throughout the work day.
  - (ii) The employee is twisting and rotating from the hips and shoulders while shoveling dirt and while operating equipment. The employee is twisting from the neck on a continuous basis while working on the pole.
- (8) Handling:
- (i) On a continuous basis, finger dexterity is required to operate a variety of hand tools and while stripping cable.
  - (ii) Simple and firm grasping and gripping is required while using the crimping tools and while operating the bucket. Gripping and grasping is also used throughout the day while shoveling and while using hand and power tools.
- (9) Stooping/Bending/Squatting:
- (i) Stooping, bending, and squatting are performed on a frequent basis throughout the work day.
  - (ii) The employee is bending while working on cables, strand, or pieces of equipment.
  - (iii) The employee may be required to squat for short duration while working on various equipment.
- (10) Kneeling:
- (i) The worker may be kneeling on a frequent basis while performing underground work.
- (11) Standing/Walking/Sitting:
- (i) For the majority of the work day, the worker is standing. It is estimated the worker stands approximately fifty percent of the day.
  - (ii) The worker is walking approximately thirty percent of the day. Since the employee works outdoors, the worker may be exposed to uneven ground, ice, snow, and mud when the employee is walking to reach the worksite, to move equipment and tools from the truck to the worksite, and while moving cable.

- (iii) The worker is sitting approximately twenty percent of the day while riding or driving in the truck to and from the worksite. In addition, the worker is required to attend meetings and to complete time sheets and reports as required daily.

(12) Talking/Hearing:

- (i) Since employee may be required to work independently or work with other employees as a team, talking is required to communicate with team members. The employee is talking while coordinating work activities with other team members and while communicating with dispatch over two-way radio.
- (ii) Hearing is required in order to receive instructions and direction from the person in charge. Hearing instructions over two-way radio from dispatch is also required on a frequent basis throughout the work day.
- (iii) In addition, talking and hearing while operating and working around potentially dangerous tools and equipment is necessary as a safety concern for the employee and other team members.

(13) Vision:

- (i) Specific vision abilities required by this job include close vision, distance vision, color vision and ability to adjust focus.
- (ii) Good eyesight and ability to identify colors are used to identify appropriate parts and equipment. Color coding is used on energized cables of the electrical system to identify phases.
- (iii) Depth perception is also used by the worker to recognize distances from the facilities being worked on and is required on a continuous basis to maintain safety for the employee.
- (iv) The employee must have the ability to read specifications, diagrams, map books for work locations, and numbers on parts and equipment.

(14) Working Above Ground:

- (i) On a frequent basis, worker is working above ground in a bucket while performing maintenance work.
- (ii) On an occasional basis, worker is working above ground on poles. These poles, on average, are 35 to 40 feet above the ground. A variety of climbing and safety equipment is used by the employee while climbing and working on the pole.

(15) Foot Controls:

The employee uses foot controls on a continuous basis while operating a variety of vehicles. Foot controls are used while operating trucks, backhoe, pickup trucks, and forklifts, etc., etc.

# ATTACHMENT A

## Maquoketa Valley Electrical Cooperative FIBER LINEMAN POSITION JOB TASK ASSESSMENT

Client Name: \_\_\_\_\_ SSN: \_\_\_\_\_

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

**Grip strength:** Minimum 80 lbs, 3 reps each hand Yes No

**Step-up into cab:** 25" off floor, using handholds, 3 reps Yes No

**Simulated strand and cable pulling:** 30 lbs for 10 feet, 4 reps Yes No

**Sustained forward bend posture** (light hand work at 36" height) for 2 minutes  
Yes No

**Sustained forward reach** (light hand work at 48" height) for 2 minutes Yes No

**Lifting:** 10 lbs, (single-arm) waist-to-above head, 5 reps Yes No  
40 lbs, floor to 36", 5 reps Yes No  
80 lbs, floor to 48", 2 reps Yes No

**Carry:** 40 lbs, 40 feet, 3 reps Yes No  
80 lbs, 40 feet, 1 rep Yes No

**Simulated Shoveling:** 2 minutes with 10 lb load (two 10 second rest breaks allowed)  
Yes No