

JOB ANALYSIS WORKSHEET
FLINT ELECTRIC MEMBERSHIP CORPORATION
P. O. BOX 308, 3 SOUTH MACON STREET REYNOLDS, GEORGIA 31076

JOB POSTING	EXTERNAL POSTING (<i>Individuals meeting the following requirements are eligible to apply.</i>)
JOB TITLE	Line Technician Co-op Student
JOB LOCATION	1937 Electric Avenue Fort Valley, Georgia 31030 (Warner Robins Office) / 19 Racetrack Road, Reynolds, GA. 31076 (Reynolds Office)
JOB CLASSIFICATION	Outside Job; Non-Exempt
SUPERVISOR	Line Maintenance Supervisor (Greg Hill) or Line Superintendent (Corey Bowden) - (Warner Robins Office) / Line Maintenance Supervisor (Brad Hortman) or Line Superintendent (Nick Pandolfi) – (Reynolds Office)
LAST DATE REVIEWED	February 2026
JOB SUMMARY	This is a temporary position with an estimated time span of 3 – 6 months. Ideal candidate is someone with experience operating heavy equipment and working outdoors in various weather conditions who is considering a career in the electrical utility industry and willing to learn the necessary skills to safely operate and maintain an electrical utility system. Assists line personnel with construction, maintenance, and retirement of electrical distribution lines. Serves in a Groundworker role learning line construction techniques. With satisfactory job performance and the availability of an open position within the company, Co-op student would be eligible to apply for a Line Technician Apprentice position once meeting the minimum requirements. As a Line Technician Apprentice, continuous progression to Line Technician I is required as outlined in Flint's Line Technician Competency and Advancement Program. Completion of the Power Delivery Program within the timeframe of the Competency Program is required.
EDUCATION / TRAINING	Required: <ul style="list-style-type: none"> • High school education graduate or equivalent. • Commercial Driver's License (Class A) OR ability to acquire one if selected for full time position should one become available. Preferred: <ul style="list-style-type: none"> • Experience operating heavy machinery including backhoes, mini-excavators, forklifts, and commercial vehicles.
KNOWLEDGE / INTERPERSONAL SKILLS	Required: <ul style="list-style-type: none"> • Ability to acquire knowledge of the principles and practices in line construction service and operations and maintenance requirements of an electrical distribution system. • Ability to climb poles and perform responsibilities in accordance with accepted utility practices. • Ability to understand and interpret line technician handbook, electric code, safety manual, and staking sheets. • Skills to demonstrate arithmetic and writing competency for maintaining logbooks, reports, and material inventory. • Good communication skills and positive attitude for getting along with co-workers, working as a team member, responding in a positive manner to supervision, interacting effectively with members, and functioning under intense time pressure.
WORKING HOURS	<ul style="list-style-type: none"> • Working hours vary and may be comprised of four-ten-hour days beginning as early as 6:30a.m. and ending at 5:30p.m. weekdays or five eight-hour weekdays occurring during these same hours. Hours are subject to change based on the needs of the company. • Must be able to accept scheduled on-call duty as required. • Must be readily accessible by telephone. • Must live within 30 minutes of reporting work location.
OTHER	<ul style="list-style-type: none"> • Must have and maintain a valid driver's license with a verifiable safe driving record (MVR required). • Must be willing to work on various crews as assigned. • Must wear uniforms and safety equipment as designated by Flint's procedures. • Must supply personal hand tools such as: Line construction pliers, channel lock pliers, crescent wrench (10" and/or 12"), large flathead screwdriver, wire skinning knife, and/or others specified to do the job.
APPLYING FOR JOB	<ul style="list-style-type: none"> • Contact: Stephanie Cebada-Bembry, 478-218-5542 or Tracie Lord, 478-218-5653 or e-mail hr@flintemc.com.

FLINT EMC IS AN EQUAL OPPORTUNITY AFFIRMATIVE ACTION EMPLOYER M/F/V/D
DRUG FREE / SMOKE FREE WORKPLACE

**PHYSICAL DEMANDS FOR ESSENTIAL FUNCTIONS
LINE TECHNICIAN APPRENTICE CO-OP STUDENT**

ALERTNESS & CONCENTRATION	Maintains full alertness and concentration at all times, sometimes in inclement climatic conditions, at night, and during emergency storm shifts. Ability to deal with stress.
VISION	<u>Far Visual Acuity</u> - As necessary to drive, operate equipment, assess the status of fixtures on top of 45 ft. pole from ground, and distinguish potential hazards. <u>Near Visual Acuity</u> - Necessary for filling out logs, written reports, operating controls on equipment, identifying materials and nameplates on transformer, and reading meters. <u>Peripheral Vision</u> - As necessary for driving and operating equipment safely. <u>Color Vision</u> - Judges red, green, and yellow traffic lights adequately to drive and colored indicator lights on equipment. <u>Depth Perception</u> - Needed to judge distance when driving and operating equipment around high voltage lines. Must be able to set right angle when boring. <u>Night Vision</u> - Same as above when working at night and in poor light.
HEARING	(Normal Tones) Hears spoken conversation well while working on ground and communicating with equipment operator and other members of the crew, despite heavy background noise from equipment, traffic, rain, and wind. Hears adequately to operate 2-way radio. Visual signals may not always be appropriate.
SPEECH	Speaks loudly and clearly enough to be understood from ground to top of 45 ft. pole or when 100 ft. away from co-worker despite heavy background noise and when visual signals cannot be used. Speaks clearly when communicating by 2-way radio.
SITTING / STANDING	31-70% of working hours spent sitting while operating equipment or while driving to and from work sites. May sit 3-5 hours in eight (8) hour day. 70-100% of working hours spent standing. Surface may be uneven ground or metal platform on equipment.
WORKER MOBILITY / WALKING	Can change positions frequently when on ground. When operating equipment, somewhat limited. The common distance for walking is ¼ to ½ mile. On uneven ground, occasionally, one to two miles. May walk in overshoes as required in substations or pad mount equipment and in stormy conditions. Total walking in 8-hour day is 4-6 hours.
LIFTING / CARRYING	0-50 lbs. continuous and carried approximately 400-500 ft. Frequently lifts over 50 lbs. 75 lbs. plus usually carried with equipment.
PUSHING / PULLING	10% of working hours when working with materials, hand lines, pulling conductor, hooking up trailer, using tamp drills, loading/unloading drill rods, and loading/unloading drilling compound.
BENDING	31-70% of working hours. May bend or kneel to work in ditch - bends when loading materials on/off trucks, attaching equipment to hand lines, framing poles, and hooking drilling rods to boring rig.
REACHING / HANDLING	Regular use of hands and wrists when using hand lines and small tools such as wrenches, bolt cutters, and pump tools. Grips hand tools for several minutes at a time. Operates controls on equipment for up to two (2) hours at a time. Writes reports and entries in logbooks.
TWISTING / CLIMBING / CRAWLING	Twisting can be avoided somewhat by taking step in direction of the work. Frequently climbs on and off trucks and equipment. First step is approximately 20-24 inches from ground. Occasionally crawls under equipment or in trenches.
ENVIRONMENTAL FACTORS	Performs a variety of strenuous tasks outside, with temperatures varying from 32 degrees or below to 90 degrees or above - sometimes in rainy, stormy conditions - rarely in snowy or icy conditions. Works around high voltage using hot sticks. Frequently exposed to noise from construction equipment, jack hammers, heavy traffic, and chain saws. Hearing protection is provided. Exposed to chemically treated poles, wood dust after drilling or sawing, mineral oils, pollen, bee/wasp stings, animal bites, poison oak, and bentonite dust.
MACHINES / TOOLS/ EQUIPMENT	Hydraulic and battery powered tools commonly used in line work, compression tools, jack hammers, chain saws, insulated switching sticks, side cutters, channel locks, ladder, crescent wrench, hammer, multimeter, rotation meter, ammeter, wire strippers, forklift, bucket truck, digger derrick truck, backhoe, vacuum excavator, and mini excavator.
SAFETY EQUIPMENT / SAFETY LOSS CONTROL PROCEDURES	Safety harness, hard hat, rubber gloves, overshoes, safety glasses, work gloves, sleeves, and ear protection. Mayday, CPR, First Aid, pole top rescue, and defensive driving.
DRUG TEST / PHYSICAL EXAM	Drug test required for pre-employment and random thereafter. Employment entrance physical exam required.

Requirements are subject to possible modification to reasonably accommodate individuals with disabilities provided it does not pose a direct threat or significant risk to the health and safety of themselves or other employees.