

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

JOB POSTING	INTERNAL/EXTERNAL POSTING (<i>Employees and Individuals meeting the following requirements are eligible to apply.</i>)
JOB TITLE	Journeyman Lineman
JOB LOCATION	2054 Belko Street, Fort Benning, GA
JOB CLASSIFICATION	Outside Job; Non-Exempt; Uniform Program
SUPERVISOR	Line Crew Leader (Julian Hubbard)
DATE REVIEWED	March 2026
JOB SUMMARY	Performs the construction, operations, retirement, and maintenance of energized, de-energized, overhead, and underground distribution lines according to accepted utility practices. Performs maintenance on streetlights as needed. Helps train other employees in line construction and troubleshooting. Fills in for supervisor as necessary.
EDUCATION / TRAINING	<p>Required:</p> <ul style="list-style-type: none"> • High School diploma or equivalent. • Minimum of six (6) years' experience in distribution power line work to include a minimum of one (1) year overhead line construction, one (1) year underground line construction, and six (6) months' line maintenance. • Minimum of two (2) years' hands on experience working with and switching conductors while energized at a minimum of 12kV up to 25kV. • Experience in substation switching and the ability to obtain and carry out switching orders as directed. • I.T.S. switching certification (Integrated Transmission System) or ability to obtain within 12 months. • Completion of the Advanced Line Technician Training Program OR currently holds title of Line Technician, Line Maintenance Technician, Line Crew Leader, or Utility Line Technician prior to September 1, 2009. • External applicants are expected to complete testing program covering safety, Lineman skills, and specific Flint related practices within 12 months of being hired. Completion of TVPPA, Power Delivery Program (PDP), or equivalent program; otherwise, must complete PDP before advancement as a supervisor within the line program.
KNOWLEDGE / INTERPERSONAL SKILLS	<p>Required:</p> <ul style="list-style-type: none"> • Basic computer skills and ability to work in a Microsoft Windows environment with Word, Excel, and Outlook. Ability to use a digital work management system to perform daily work. • Ability to use laptop or tablet computer and an electronic mapping system to navigate lines and feeds for construction and outage purposes. • Knowledge to perform overhead and underground construction, maintenance and operations according to RUS specifications and accepted utility practices. • Good knowledge of operating policies and procedures • Ability to operate locating equipment for underground primary and secondary. • Skills to supervise when necessary. • Ability to train personnel in proper maintenance and construction procedures when needed. • Broad knowledge of all safety rules and regulations • Ability to apply prescribed safety loss control procedures when involved in emergency situations (Mayday, CPR, First Aid, Pole Top Rescue) • Ability to visually observe system installations and equipment, distinguish potential hazards and judge distance to work safely. • Ability to read and interpret line technician handbook, spec book, electric code, maps, staking sheets and safety manual. • Verbal/audio abilities necessary to communicate effectively to perform job functions in cooperation with supervisor, co-workers, customers and general public. • Positive attitude and willingness to be a team player which should be evidenced from prior work experience
WORKING HOURS / ON-CALL DUTY	<ul style="list-style-type: none"> • Working hours - Typically 4 – 10 Hour days with 30 minutes for lunch. (Specific schedule to change to meet the needs of the company). • Must live within BOTH 60 minutes of one of Fort Benning's 24/7 checkpoints (Lindsey Creek, Harmony Church, Sand Hill, or Eddy Bridge) AND 45 minutes of Flint's Uptoi office. (13334 Macon Road Uptoi, Georgia 31829) • Must be able to accept after-hours calls by personal phone or radio and be able to work overtime on short notice, including weekends. • Must be willing to accept communications of company and security updates notifications by phone. • Must be able to accept scheduled on-call duty as required
OTHER	<ul style="list-style-type: none"> • Must have and maintain a valid commercial 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: Lineman pliers (10" and/or 12"), channel lock pliers, crescent wrench, large flathead screwdriver, wire skinning knife, and/or others specified to do the job.

APPLYING FOR JOB	<ul style="list-style-type: none"> • Job Change Applications are available from Human Resources or the intranet and MUST be submitted via e-mail to (hr@flintemc.com). Emailed application must be received by 5:00 p.m., Wednesday, April 1, 2026. • Qualified external applicants may print an application from our website, www.flintenergies.com, or pick up an application from our offices at 98 Carl Vinson Parkway, Warner Robins, GA or 3 South Macon Street, Reynolds, GA. The position will remain open externally until the position is filled. • Applications MUST be submitted via e-mail to hr@flintemc.com. • Contacts: Stephanie Cebada-Bembry, 478-218-5542 or Tracie Lord, 478-218-5653.
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**FLINT EMC IS AN EOE/AA: MINORITIES / FEMALES / VETERANS / DISABLED
DRUG FREE / SMOKE FREE WORKPLACE**

Posted 03/30/26

**PHYSICAL DEMANDS FOR ESSENTIAL FUNCTIONS
Journeyman Lineman**

ALERTNESS & CONCENTRATION	Maintains full alertness and concentration at all times, sometimes in inclement climatic conditions, at night, and during emergency storm shifts.
VISION	<p><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.</p> <p><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.</p> <p><u>Peripheral Vision</u> - As necessary for driving and operating equipment safely.</p> <p><u>Color Vision</u> - Judges red, green, and yellow traffic lights adequately to drive and colored indicator lights on equipment.</p> <p><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.</p> <p><u>Night Vision</u> - Same as above when working at night and in poor light.</p>
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. Routinely climbs poles using safety equipment to complete assigned task. 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, voltmeter, ohmmeter, ammeter, rotation meter, wire strippers, forklift, derrick truck, bucket truck, backhoe, mini excavator, trencher, and various other hand tools used for line work.
SAFETY EQUIPMENT / SAFETY LOSS CONTROL PROCEDURES	Safety harness, hard hat, rubber gloves, overshoes, safety glasses, work gloves, rubber sleeves, FR clothing 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.