



The Town of Waynesville, NC

JOB DESCRIPTION

To perform this job successfully, an individual must be able to perform the essential job functions satisfactorily. Reasonable accommodations may be made to enable individuals with disabilities to perform the primary job functions herein described. Since every duty associated with this position may not be described herein, employees may be required to perform duties not specifically spelled out in the job description, but which may be reasonably considered to be incidental in the performing of their duties just as though they were actually written out in this job description.

Electric Lineman I

Department: Public Works – Electric Division

Reports To: Electric Distribution Superintendent

Pay Grade: 63: \$44,883.56 - \$71,813.71

FLSA Status: Non-Exempt

POSITION OVERVIEW

The **Lineman Technician I** is an entry-level position within the electrical distribution operations team. This role is designed for individuals who have completed foundational lineman training and hold a Class C Lineman Certification. Technicians at this level are expected to perform basic duties in support of line construction, maintenance, and repair operations under direct supervision.

SPECIAL REQUIREMENTS FOR THIS JOB CLASS:

The employee is required to have considerable knowledge of the safety requirements and possible hazards involved in power line work. Independent judgment is exercised in determining the most appropriate methods and equipment when working with high voltage lines. Work requires frequent on-call and call-back responsibilities. Work is performed under general supervision of the Electric Superintendent and evaluated through periodic conferences, observation of results achieved, and review of records, reports, and files.

Pole top rescue qualified within the first 6 months. Minimum rescue time of five (5) minutes; trainees unable to successfully master pole top rescue skills within 5 minutes will be disqualified from the Electric Department.

KEY RESPONSIBILITIES:

Management may assign additional tasks related to the type of work of the class as necessary.

- Assist senior linemen in the installation, repair, and maintenance of overhead and underground power lines.
- Perform ground-level tasks including material handling, equipment setup, and safety spotting.
- Learn and apply basic electrical safety protocols and work procedures.
- Participate in on-the-job training and classroom instruction to advance to the next certification level.
- Operate light-duty vehicles and equipment as required.

Considerable knowledge of the use and care of all tools, equipment, and supplies used in underground and overhead power distribution work

Ability to work on high voltage lines independently and to take precautionary measures to avoid accidents

Ability to understand and communicate effectively with both oral and written instructions.

Ability to respond to any emergency in a fast and efficient manner

Ability to establish and maintain effective working relationships with the public, other employees, and supervisors.

CAREER PROGRESSION:

Technicians in this role are expected to continue gaining experience and training to qualify for a **Class B Lineman Certification** and promotion to Lineman Technician II.

REQUIRED MINIMUM QUALIFICATIONS:

Education and Experience:

- High school diploma or GED required; technical training or certification in electric utility operations preferred, supplemented with technical courses related to technology, electricity and electrical theory and extensive experience as an electric line worker journey class, or an equivalent combination of education and experience.

Certification Requirements:

- Possession of a valid North Carolina Class A CDL (or ability to obtain within 6 months).
- Certification as a graduate of Advanced Line Tech and Substation schools and related safety courses equivalent combination of training and experience.
- **Class C Lineman Certification required at hire; required for progression to Lineman B/A**
- Pole top rescue qualified within the first 6 months. Minimum rescue time of five (5) minutes; trainees unable to successfully master pole top rescue skills within 5 minutes will be disqualified from the Electric Department.

KNOWLEDGE, SKILLS, AND ABILITIES:

- Comprehensive knowledge of electric utility systems, maintenance practices, and safety standards.
- Skilled in interpreting electrical schematics, system maps, blueprints, and one-line diagrams.
- Proficiency with outage management systems (OMS), SCADA, GIS, and work order software.
- Strong communication skills.
- Ability to work under pressure and manage emergency situations effectively.

WORK ENVIRONMENT:

- Work is performed in both field and office environments, with frequent exposure to outdoor weather conditions, energized equipment, and construction sites.
- Required to work during storms, emergencies, and after-hours events as needed.

SPECIAL REQUIREMENTS:

- Must respond to emergency call-outs and after-hours service needs.
- Subject to random drug and alcohol testing as per DOT regulations.

INVOLVEMENT WITH DATA, PEOPLE, AND THINGS

DATA INVOLVEMENT:

Requires planning or directing others in the sequence of major activities and reporting on operations and activities which are very broad in scope. Must be able to function with a variety of computer skills to include Munis, Word, Excel, PowerPoint and any other applications that may be required for the position.

PEOPLE INVOLVEMENT:

Requires maintaining harmonious relations and promoting efficiency.

INVOLVEMENT WITH THINGS:

Requires operating or repairing complex machinery or equipment that requires extended training and experience, such as utility plant equipment, heavy equipment, or the application of complex software or systems; may involve installation and testing.

COGNITIVE REQUIREMENTS

REASONING REQUIREMENTS:

Requires solving work-related problems.

MATHEMATICAL REQUIREMENTS:

Requires using mathematics involving the practical application of fractions, percentages, ratios and proportions, or measurements, logarithmic or geometric construction. May use algebraic solutions of equations and inequalities; descriptive statistics; deductive geometry, plane and solid, and rectangular coordinates; mathematical classifications or schemes.

LANGUAGE REQUIREMENTS:

Requires reading technical instructions, procedures, manuals and charts to solve practical problems; composing routine reports and specialized reports, forms and business letters with proper format; speaking compound sentences using normal grammar and word form.

MENTAL REQUIREMENTS:

Requires doing professional-level work requiring the application of principles and practices in a wide range of administrative, technical or managerial methods in the solution of administrative or technical problems; or the coordination of entry-level managerial work; requires general understanding of operating policies and procedures and the ability to apply these to complex administrative problems; requires continuous, close attention for accurate results or frequent exposure to unusual pressures.

AMERICANS WITH DISABILITIES ACT REQUIREMENTS

PHYSICAL AND DEXTERITY REQUIREMENTS:

Must be able to perform the basic life operational functions of climbing, balancing, stooping, kneeling, crouching, crawling, reaching, standing, walking, pushing, pulling, lifting, fingering, grasping, feeling, talking, hearing and repetitive motions.

Must be able to perform medium work exerting up to 50 pounds of force occasionally, and/or up to 20 pounds of force frequently, and/or up to 10 pounds of force constantly to move objects.

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Must possess the visual acuity to operate mobile equipment, monitor work site progress, perform skilled electrical tasks, inspect, and assemble small parts, and keep records.

ENVIRONMENTAL HAZARDS:

The employee is subject to hazards associated with electrical work including working in both inside and outside environments, in extreme temperatures as well as various storms, and exposure to various hazards such as loud noises, vibration, moving mechanical parts, electrical current, chemicals, fumes, odors, dusts, mists, gases, confined spaces, poor ventilation, and oils.

JUDGEMENTS AND DECISIONS:

Decision-making is a significant part of the job, affecting a large segment of the organization and the general public; works in a dynamic environment; responsible to assist in developing policy and practices.

To apply online: <https://www.surveymonkey.com/r/townofwaynesvilleapplication>

Interested applicants may submit an application to:

Town of Waynesville,

Brittany Angel, HR Coordinator

Human Resources Department

16 S. Main Street

Waynesville, NC 28786

Or via email to bangel@waynesvillenc.gov

Applications will be accepted until filled



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JOB DESCRIPTION

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Electric Lineman II

October 2025

Department: Public Works – Electric Division

Reports To: Electric Distribution Superintendent

Pay Grade: 66: \$49,763.21 - \$79,621.14

FLSA Status: Non-Exempt

POSITION OVERVIEW

The **Lineman Technician II** is a mid-level field position for certified linemen with the skills and experience necessary to perform a wide range of electrical line work with limited supervision. Individuals in this role are qualified to work on energized systems and may serve as a lead on routine maintenance tasks. This role is designed for individuals who have completed foundational lineman training and hold a Class B Lineman Certification. Technicians at this level are expected to perform intermediate level duties in support of line construction, maintenance, and repair operations under direct supervision.

SPECIAL REQUIREMENTS FOR THIS JOB CLASS:

The employee is required to have considerable knowledge of the safety requirements and possible hazards involved in power line work. Independent judgment is exercised in determining the most appropriate methods and equipment when working with high voltage lines. Work requires frequent on-call and call-back responsibilities. Work is performed under general supervision of the Electric Superintendent and evaluated through periodic conferences, observation of results achieved, and review of records, reports, and files.

Pole top rescue qualified within the first 6 months. Minimum rescue time of five (5) minutes; trainees unable to successfully master pole top rescue skills within 5 minutes will be disqualified from the Electric Department.

KEY RESPONSIBILITIES:

Management may assign additional tasks related to the type of work of the class as necessary.

- Construct, maintain, and repair energized and de-energized distribution systems (overhead and underground).
- Climb poles, operate bucket trucks, and perform aerial line work.
- Lead small crews on standard projects and mentor entry-level technicians.
- Ensure proper use of safety equipment and adherence to established safety procedures.
- Troubleshoot electrical problems and assist in outage response efforts.

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Considerable knowledge of the use and care of all tools, equipment, and supplies used in underground and overhead power distribution work

Ability to work on high voltage lines independently and to take precautionary measures to avoid accidents

Ability to understand and communicate effectively with both oral and written instructions.

Ability to respond to any emergency in a fast and efficient manner

Ability to establish and maintain effective working relationships with the public, other employees, and supervisors.

CAREER PROGRESSION:

Technicians in this role are expected to continue gaining experience and training to qualify for a **Class A Lineman Certification** and promotion to Lineman Technician III.

REQUIRED MINIMUM QUALIFICATIONS:

Education and Experience:

- High school diploma or GED required; technical training or certification in electric utility operations preferred, supplemented with technical courses related to technology, electricity and electrical theory and extensive experience as an electric line worker journey class, or an equivalent combination of education and experience.

Certification Requirements:

- Possession of a valid North Carolina Class A CDL (or ability to obtain within 6 months).
- Certification as a graduate of Advanced Line Tech and Substation schools and related safety courses equivalent combination of training and experience.
- **Class B Lineman Certification required at hire; required for progression to Lineman A**
- Pole top rescue qualified within the first 6 months. Minimum rescue time of five (5) minutes; trainees unable to successfully master pole top rescue skills within 5 minutes will be disqualified from the Electric Department.

KNOWLEDGE, SKILLS, AND ABILITIES:

- Comprehensive knowledge of electric utility systems, maintenance practices, and safety standards.
- Skilled in interpreting electrical schematics, system maps, blueprints, and one-line diagrams.

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- Proficiency with outage management systems (OMS), SCADA, GIS, and work order software.
- Strong communication skills.
- Ability to work under pressure and manage emergency situations effectively.

WORK ENVIRONMENT:

- Work is performed in both field and office environments, with frequent exposure to outdoor weather conditions, energized equipment, and construction sites.
- Required to work during storms, emergencies, and after-hours events as needed.

SPECIAL REQUIREMENTS:

- Must respond to emergency call-outs and after-hours service needs.
- Subject to random drug and alcohol testing as per DOT regulations.

INVOLVEMENT WITH DATA, PEOPLE, AND THINGS

DATA INVOLVEMENT:

Requires planning or directing others in the sequence of major activities and reporting on operations and activities which are very broad in scope. Must be able to function with a variety of computer skills to include Munis, Word, Excel, PowerPoint and any other applications that may be required for the position.

PEOPLE INVOLVEMENT:

Requires maintaining harmonious relations and promoting efficiency.

INVOLVEMENT WITH THINGS:

Requires operating or repairing complex machinery or equipment that requires extended training and experience, such as utility plant equipment, heavy equipment, or the application of complex software or systems; may involve installation and testing.

COGNITIVE REQUIREMENTS

REASONING REQUIREMENTS:

Requires solving work-related problems.

MATHEMATICAL REQUIREMENTS:

Requires using mathematics involving the practical application of fractions, percentages, ratios and proportions, or measurements, logarithmic or geometric construction. May use algebraic

solutions of equations and inequalities; descriptive statistics; deductive geometry, plane and solid, and rectangular coordinates; mathematical classifications or schemes.

LANGUAGE REQUIREMENTS:

Requires reading technical instructions, procedures, manuals and charts to solve practical problems; composing routine reports and specialized reports, forms and business letters with proper format; speaking compound sentences using normal grammar and word form.

MENTAL REQUIREMENTS:

Requires doing professional-level work requiring the application of principles and practices in a wide range of administrative, technical or managerial methods in the solution of administrative or technical problems; or the coordination of entry-level managerial work; requires general understanding of operating policies and procedures and the ability to apply these to complex administrative problems; requires continuous, close attention for accurate results or frequent exposure to unusual pressures.

AMERICANS WITH DISABILITIES ACT REQUIREMENTS

PHYSICAL AND DEXTERITY REQUIREMENTS:

Must be able to perform the basic life operational functions of climbing, balancing, stooping, kneeling, crouching, crawling, reaching, standing, walking, pushing, pulling, lifting, fingering, grasping, feeling, talking, hearing and repetitive motions.

Must be able to perform medium work exerting up to 50 pounds of force occasionally, and/or up to 20 pounds of force frequently, and/or up to 10 pounds of force constantly to move objects.

Must possess the visual acuity to operate mobile equipment, monitor work site progress, perform skilled electrical tasks, inspect, and assemble small parts, and keep records.

ENVIRONMENTAL HAZARDS:

The employee is subject to hazards associated with electrical work including working in both inside and outside environments, in extreme temperatures as well as various storms, and exposure to various hazards such as loud noises, vibration, moving mechanical parts, electrical current, chemicals, fumes, odors, dusts, mists, gases, confined spaces, poor ventilation, and oils.

JUDGEMENTS AND DECISIONS:

Decision-making is a significant part of the job, affecting a large segment of the organization and the general public; works in a dynamic environment; responsible to assist in developing policy and practices.

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Electric Lineman III

Department: Public Works – Electric Division
Reports To: Electric Distribution Superintendent
Pay Grade: 69: \$55,173.36 - \$88,277.38
FLSA Status: Non-Exempt

POSITION OVERVIEW

The **Lineman Technician III** is the highest level within the Lineman Technician series. This role is for experienced linemen who are fully qualified to perform complex, hazardous, and high-voltage electrical work. Technicians at this level take a leadership role in the field and are expected to work independently with minimal supervision.

Individuals in this role are qualified to work on energized systems and may serve as a lead on routine maintenance tasks. This role is designed for individuals who have completed foundational lineman training and hold a Class A Lineman Certification. Technicians at this level are expected to perform advanced level duties in support of line construction, maintenance, and repair operations under direct supervision.

SPECIAL REQUIREMENTS FOR THIS JOB CLASS:

The employee is required to have considerable knowledge of the safety requirements and possible hazards involved in power line work. Independent judgment is exercised in determining the most appropriate methods and equipment when working with high voltage lines. Work requires frequent on-call and call-back responsibilities. Work is performed under general supervision of the Electric Superintendent and evaluated through periodic conferences, observation of results achieved, and review of records, reports, and files.

Pole top rescue qualified within the first 6 months. Minimum rescue time of five (5) minutes; trainees unable to successfully master pole top rescue skills within 5 minutes will be disqualified from the Electric Department.

KEY RESPONSIBILITIES:

Management may assign additional tasks related to the type of work of the class as necessary.

- Lead and perform all aspects of line construction, maintenance, and repair on energized and de-energized systems.
- Supervise and train lower-level technicians and apprentices.
- Respond to outages, perform emergency repairs, and coordinate with dispatch and system operators.
- Interpret system maps, blueprints, and technical drawings for project execution.
- Ensure compliance with all safety regulations, operational procedures, and industry standards.

Considerable knowledge of the use and care of all tools, equipment, and supplies used in underground and overhead power distribution work

Ability to work on high voltage lines independently and to take precautionary measures to avoid accidents

Ability to understand and communicate effectively with both oral and written instructions.

Ability to respond to any emergency in a fast and efficient manner

Ability to establish and maintain effective working relationships with the public, other employees, and supervisors.

LEADERSHIP EXPECTATIONS:

Serves as the lead lineman on major projects and outage restoration efforts. Acts as a field representative for supervisors in their absence.

REQUIRED MINIMUM QUALIFICATIONS:

Education and Experience:

- High school diploma or GED required; technical training or certification in electric utility operations preferred, supplemented with technical courses related to technology, electricity and electrical theory and extensive experience as an electric line worker journey class, or an equivalent combination of education and experience.

Certification Requirements:

- Possession of a valid North Carolina Class A CDL (or ability to obtain within 6 months).
- Certification as a graduate of Advanced Line Tech and Substation schools and related safety courses equivalent combination of training and experience.
- **Class A Lineman Certification required at hire; required for progression to Supervisor and Superintendent positions.**
- Pole top rescue qualified within the first 6 months. Minimum rescue time of five (5) minutes; trainees unable to successfully master pole top rescue skills within 5 minutes will be disqualified from the Electric Department.

KNOWLEDGE, SKILLS, AND ABILITIES:

- Comprehensive knowledge of electric utility systems, maintenance practices, and safety standards.
- Skilled in interpreting electrical schematics, system maps, blueprints, and one-line diagrams.
- Proficiency with outage management systems (OMS), SCADA, GIS, and work order software.
- Strong communication skills.
- Ability to work under pressure and manage emergency situations effectively.

WORK ENVIRONMENT:

- Work is performed in both field and office environments, with frequent exposure to outdoor weather conditions, energized equipment, and construction sites.
- Required to work during storms, emergencies, and after-hours events as needed.

SPECIAL REQUIREMENTS:

- Must respond to emergency call-outs and after-hours service needs.
- Subject to random drug and alcohol testing as per DOT regulations.

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PEOPLE INVOLVEMENT:

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INVOLVEMENT WITH THINGS:

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COGNITIVE REQUIREMENTS

REASONING REQUIREMENTS:

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MATHEMATICAL REQUIREMENTS:

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AMERICANS WITH DISABILITIES ACT REQUIREMENTS

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