



## JOB DESCRIPTION

Electric Groundman

Updated June 2023

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**JOB TITLE:** Groundman

**JOB TYPE:** Full-Time

**REPORTS TO:** Line Superintendent

**STARTING RANGE:** \$31,050 - \$48,128

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### Job Overview

The purpose of this position is to assist Linemen and Apprentice Linemen perform electrical distribution line construction, maintenance and repair task for the City of Osawatomie.

### Essential Duties and Responsibilities

- Assist linemen with various aspects of line maintenance, repair, and construction
- Stock and provide to linemen necessary protective equipment needed for work being done i.e. (hot sticks, rubber goods, blankets, gloves, etc.)
- Prepare and assemble various line apparatuses
- Drive and operate various work vehicles
- Keep work areas clean and organized including picking up scrap wire, boxes, and other discarded materials
- Keep unauthorized people away from work area
- Stock trucks with material commonly used on a daily basis
- Assist with cleaning warehouse and storage yard area
- Assist with washing and maintaining equipment in proper working order
- Assist with cleaning protective equipment (hot sticks and rubber goods)
- Use of various hand and power tools
- Assist with loading of various materials onto trucks and/or trailers
- Other duties as assigned

### Section 1: Minimum Job Requirements

- Must be at least 18-years-old
- High School Diploma or Equivalent
- Valid Commercial Driver's License and Satisfactory Driving Record
- This position is **required** to advance into a Lineman Apprenticeship when one becomes available within the department.

### Section 2: Additional Job Requirements

- CPR/First Aid Certification
- Must Obtain Class B CDL w/in 6-mos of Employment (Minimum)
- Strong Communication Skills
- Proven Commitment to Safe Working Practices and Knowledge of Safety Policies/Procedures

- Adaptable to Technological Changes

### **Section 3: Preferred Qualifications**

#### *Mathematical Ability*

- Ability to add, subtract, multiply, divide, calculate percentages, fractions and decimals.

#### *Judgement and Situational Reasoning Ability*

- Ability to use functional reasoning and apply rational judgement in performing diversified work activities.
- Ability to exercise the judgement, decisiveness and creativity required in situations involving the evaluation of information against sensory and/or judgmental criteria.

### **Section 4: Physical Requirements**

Ability to exert heavy physical effort in moderate to heavy work, typically involving some combination of climbing and balancing, stooping, kneeling, crouching, crawling, carrying, and lifting, pushing and pulling up to 75 pounds.

Ability to recognize individual characteristics of color, forms, sounds, odors, and textures associated with the job-related objects, materials and ingredients

### **Section 5: Working Conditions**

This position requires working under mildly safe and uncomfortable conditions under direct supervision, where exposure to environmental factors, such as temperature variations, odors, noise, vibrations, wetness, machinery, electrical currents, vehicular traffic and/or dust cause discomfort and where there is risk of serious injury.

This is highly physical work that regularly requires working outside and occasionally works inside. The position is frequently exposed to natural weather conditions including extreme cold and extreme heat.

### **Section 6: Work Schedule**

This position generally works eight (8) hour days, Monday through Friday (excluding holidays). This position is required to assist in response to emergencies and emergency operations during off-duty times. Emergency response shifts can occur at any time, day or night, seven days per week including holidays.

### **Section 7: Personal Knowledge, Skills, and Abilities**

The City of Osawatomie has identified the following employee core competencies that allow and encourage innovation, learning and improvement in both internal and external City services. These core competencies allow the City to accomplish the programs and strategic goals set by the organization in accordance with the organizational values. The core competencies are included in the performance assessment and review processes. Every successful employee is expected to demonstrate each of the following core competencies:

- *Personal Accountability*

Accepts responsibility and is accountable for his or her actions. Acts in ways that support honesty and upfront dealings with his or her work and maximizes the use and efficiency of time and resources. Completes tasks independently and in a timely manner. Meets attendance and punctuality guidelines.

- *Communication*

Clearly and concisely presents oneself both verbally and in writing assuring that others understand the intended message. Keeps appropriate people accurately informed and up-to-date of both positive and potentially negative information. Appropriately expresses one's own opinion. Refrains from immediate judgment and criticism of others' ideas. Delivers criticism in a way that demonstrates sensitivity to the feelings of others and waits for others to finish their intended message before responding. Writes concise correspondence when required. Understands of the importance of non-verbal communication and presents oneself in an appropriate manner.

- *Job Performance*

Maintains functional knowledge for position including experience, education, situations and systems. Follows City and Department policies and procedures regarding work performance as defined by the Department.

- *Initiative and Innovation*

Recognizes and pro-actively addresses opportunities to improve. Takes independent action within his/her scope of responsibility. Looks for opportunities to learn from others or on-the-job and applies new skills and knowledge to daily work. Applies and/or shares ideas about new trends, technology of data to improve organizational performance or customer service.

- *Leadership (Non-Supervisory)*

Willingly cooperates and works collaboratively toward solutions that best benefit all involved; works cooperatively with others to accomplish City and department goals. Willing to take a pro-active stance and/or leadership role. Puts goals of the City and/or department ahead of personal agenda, and supports and acts in accordance with City or departmental decisions even when such decisions may not entirely reflect personal position. Works to understand decisions, the reasons behind decisions, and is able to communicate them. Solicits the input of others who are affected by plans or action and gives credit and recognition to others who have contributed. Is able to provide guidance of direction through informal leadership, moving towards shared goals and objectives.

**Section 8: Benefits Available**

This position is eligible for enrollment in the City of Osawatomie's complete benefits program, including health, dental, vision, and life insurances, and options for retirement savings programs including KPERS.

**Section 9: Other Information and Disclaimer**

Department

Utilities

Division	Electric
Type	Full-Time
Pay Rate Type	Hourly
Weeks Per Year	52
Hours Per Week	40 + Standby As Required
KPERS Eligible	Yes
CDL Required	Yes
Random Drug Screen	Yes
Clothing Allowance	Yes
Drug Test Requirement	Yes
Physical Requirement	Yes
Background Check	Yes (Driving Record)

### **Disclaimer**

The included statements are intended to describe the general nature and level of the work performed by employees assigned to this position. It is not designed to contain or be interpreted as a complete or exhaustive list of duties, responsibilities, or qualifications. The City of Osawatomie reserves the right to amend and change responsibilities of job descriptions to meet business and organizational needs as necessary. The job description is not a contract or guarantee of employment.

The City of Osawatomie is an Equal Opportunity Provider and Employer.

*Please contact the Human Resources Department at [info@osawatomieks.org](mailto:info@osawatomieks.org) or 913-755-2146 if you require reasonable accommodation to apply or need additional information.*