North Plains Electric Cooperative, Inc.
Perryton, Texas
Job Description: Apprentice Lineman

JOB TITLE:	Apprentice Lineman	POSITION CODE:	55-6455 15Q
DEPARTMENT:	Operations		
REPORTS TO:	Operations Manager		

APPROVED BY: _____

General Manager *Date*

_____

Human Resources *Date*

Revised 10/26/2026

Position Summary:

Lineman-Apprentice is the first step in the progression to Journeyman Lineman. Common to all positions of the Cooperative, providing efficient services in overhead and underground line construction and maintenance on electrical transmission and distribution systems to the degree defined by generally accepted trade classification standards is specific to this position.

An apprentice must demonstrate competencies through assessment and/or job evaluations to progress through Lineman classifications.

All employees, including Lineman-apprentice, must maintain good working relationships and high morale with fellow employees as well as courteous and cooperative relationships with the public.

ESSENTIAL FUNCTIONS (ACCOUNTABILITIES & RESPONSIBILITIES):

JOB DUTIES

- Operates, services and performs necessary maintenance of vehicles, hydraulic lifts, winches, power take-off and other mechanical equipment.
- Transports personnel, material and equipment to and from place of work.
- Observes and assumes all responsibility for compliance with all traffic laws, safety rules and regulations while driving and operating equipment.
- Assists co-workers and other linemen in gathering and preparing materials for use at the work site
- Performs tasks as assigned by foreman or crew leader.
- Always being observant including line patrol, to and from job locations, line and pole work in the air.
- Maintain focus and skills to anticipate material and tool requirements.
- Performs all tasks as assigned by crew foreman or leader such as gathering and loading material, assembling basic pole structures, digging ditches, setting and tamping poles, driving ground rods, and assembling construction units for installation.
- The operation of various machines and equipment (trucks, digger derrick, platform digger, trencher, skid loader, forklift, etc.) is required.
- Maintain an ongoing record of lineman skills performed for the first time for OSHA records and performance evaluations.

LEARNING AND TRAINING

- On-the-job training.
- Attend NPEC safety meetings and all classroom training provided by the Cooperative.
- Employee may be required to travel to off-site training centers. This will generally require out-of-town training for up to 5 days at a time, Monday through Friday.
- Employees must successfully complete each module of the NPEC apprenticeship program

SAFETY AND EQUIPMENT MAINTENANCE

- Wear appropriate work clothing, hard hat, leather gloves, safety glasses, fire-retardant clothing and other safety equipment as necessary.
- Attends regularly scheduled safety meetings.
- Follows Cooperative, NEC, RUS, OSHA, state and other regulatory agency procedures and rules in the performance of all work.
- Assists in proper maintenance of equipment and trucks.
- Maintains vigilance for safety hazards.

INSPECTING, RECORD KEEPING, AND VERIFYING

- Document and record personal time records for payroll and all other required documentation.
- Records and turns in necessary reports on assigned truck or equipment operated.
- Assist foreman, journeyman or co-worker in recording necessary data on service orders and installed or retired equipment.

JOB REQUIREMENTS:

- Experience and training to ascend and descend poles.
- Ability to position and move around pole top during installation of devices.
- Demonstrate competency of pole top rescue and bucket rescue annually.
- Must demonstrate a desire to excel and obtain the necessary job knowledge to maintain position and advance to next level in job progression through competency assessment and/or performance evaluation.
- Ability to understand and follow directions, read and understand Cooperative maps, Cooperative Safety Manual, personal time sheets, service orders, staking sheets, and any type of Cooperative forms related to work being performed.
- Increasing knowledge of Cooperative's service area, transmission and distribution system including location of substations, reclosers, open and closed switches and landmarks.
- Ongoing development of understanding and ability to install transformers, wiring of transformer banks, regulators, capacitors, and other electrical equipment.
- Knowledge of Cooperative tariff policies that apply to Lineman duties.
- Must have and maintain a valid driver's license and/or a commercial driver's license. Must maintain Class A CDL.
- Must comply with random drug and alcohol testing policy.
- Travel may be required to restore storm damage to other Cooperatives.
- Must maintain CPR & First Aid certification as offered through the Cooperative.
- Must reside within a reasonable response time distance from assigned workplace (approximately 15 miles).

PHYSICAL DEMANDS AND WORKING CONDITIONS:

- Physical capability to ascend, stand on for long periods and descend poles.
- A pre-employment drug screen, physical and doctor's release is required.
- Performs 24-hour call out duties on a cooperative defined rotation and under emergency conditions be available for call out for extended times.
- Works outdoors in all types of weather conditions.
- Works in limited light conditions using spotlights during night-time outage situations.
- Works in potentially hazardous conditions.
- Works in areas with possible exposure to insect stings and other natural hazards.
- Pulls materials, parts, etc. up to co-worker on the pole using blocks.
- Occasional lifting up to 100 pounds.
- Material on and off load at work sites and warehouse.
- Use of shovel, tamp and basic hand tools

Required Personal Hand Tools

1. Climbing gear
2. Framing Hammer
3. Klein cutting pliers
4. Screwdriver set
5. Adjustable end wrench, 12” Crescent
6. Adjustable locking pliers, 9” Channel Locks
7. Allen Wrench set
8. Deep socket set up to 7/8”

Required Personal Clothing

1. Steel toe shoes
2. Jacket, coat, and coveralls
3. Approved shirts and jeans

Evaluation Process

- Initial evaluation period may include daily and weekly assessments during the first six months
- Ongoing performance evaluations are conducted annually and as needed
- Evaluations are based on job knowledge, safety practices, reliability, recordkeeping, and teamwork

Signature _____ Date _____