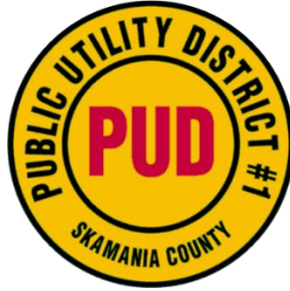


Skamania County PUD No. 1 is seeking qualified applicants for Line Superintendent. Job description and application are available at the PUD office located at 1492 Wind River Rd., Carson, WA or visit www.skamaniapud.com . Recruitment for the position will be open until filled, the first screening will be November 20. Interested applicants must submit a cover letter, resume, and application via email to jenniferj@skamaniapud.com or submit to Skamania PUD, Attn: HR, PO Box 500, Carson, WA 98610. Equal Opportunity Employer.

Please see complete job description below.



Line Superintendent Position Description

Department: Management/Non-Union
Reports To: General Manager
FLSA Status: Exempt

Date Updated: October 2020
Approved By:
Approved Date: June 2017

Declaration: The position description is intended to describe the general content of and the requirements for the performance of this position. It is not to be construed as an exhaustive statement of duties, responsibilities or requirements.

Job Summary

Under general direction of the General Manager, directs a variety of duties associated with the electric operations. This position is responsible for oversight, management, leadership and communications. This position manages, directs, disciplines and evaluates personnel inclusive of; Line Foreman, Tree Foreman, Substation/Meter Foreman, staking personnel, and Meter Reader. This position supervises bargaining unit personnel consisting of electric crew employees. This position reports to the General Manager. This position is classified as full-time, exempt for FLSA purposes, managerial, non-union, and performs supervisory duties and activities.

Essential Duties and Responsibilities include the following. Other duties may be assigned.

Operations Oversight

- Evaluate long range health of the electric system.
- Provide strategic analysis of and capital planning for the electric systems.
- Control direction and accountability of bargaining unit personnel.
- Work with the General Manager to fulfill the duties assigned.

Management and Leadership

- Ensure compliance with Skamania PUD policies, procedures, rules, regulations and practices by operations staff and crew inclusive of bargaining unit/union employees.
- Develop annual and long-term capital budgets, in conjunction with consultants if necessary, that recommend improvements or replacements to electric facilities.
- Participate as an active member of the Management Leadership Team, including setting operations goals impacting union and non-union personnel.
- Investigate, evaluate, and as appropriate, propose improvements to operations and operations employees' performance inclusive of labor/union personnel.
- Develop electric system master plans through budget prioritization and project oversight.
- Review preliminary plats of proposed new additions and ensure that they contain utility easements needed by the Electric Department.
- Coordinate utility operations with Skamania PUD Management Leadership Team members.
- Participate with the Management Negotiations Team regarding the collective bargaining process with unions.
- Attend Board meetings and executive sessions to provide information regarding management contract proposals and strategies for labor/union negotiations.
- Attend as a member of the Management Bargaining Team and with the management labor attorney confidential strategic negotiations meetings; prepare recommendations for management proposals relating to labor negotiations; provide the Management Team with analyses if working conditions issues relating to bargaining unit personnel; investigate grievances involving labor/union personnel; advise the Management Team about labor agreement compliance issues and solutions.
- Ensure compliance with regulatory and safety rules and procedures for work areas and job sites inclusive of those affecting labor/union personnel.
- Develop the job safety and training programs with the assistance of Human Resources.
- Conduct accident and incident investigations and identify and implement corrective actions.
- Develop the utility apprenticeship program with Skamania PUD Management Leadership Team members.
- Oversee implementation of new technology in the electric system.

- Address employee conflicts inclusive of labor/union personnel.
- Address performance issues with employees inclusive of labor/union personnel.
- Coordinate with other Management Team members and carry out lower levels of disciplinary action and effectively recommend higher levels of discipline, up to and including termination.

Communications and Relations

- Produce clear and concise letters, memorandums, and reports on performance and issues for customers, General Manager, Management Team, and/or the Board.
- Attend Board and various other meetings as needed representing Skamania PUD, providing input and receiving direction and other information.
- Make initial contact with customers in the field and coordinate service needs.
- Receive and resolve citizen complaints and concerns regarding operational functions and personnel.
- Maintain mutually beneficial relationships with Skamania County and City of Stevenson field operations departments and other local agencies.

Job Qualification Requirements

Mandatory Requirements: Knowledge and experience of methods and techniques used to construct, maintain and operate an electric utility system. Experience as a Journeyman Lineman with a minimum ten years foreman experience or a bachelors' degree in electrical engineering or any satisfactory combination of electric utility systems experience and training which demonstrates the knowledge, skills and abilities to perform the above duties. Proficient computer skills. Knowledge of labor agreements and the administration of those agreements. Experience in supervising labor/union personnel.

Special Requirements: Driver's License.

Desirable Requirements: Previous management experience at an electric utility. Knowledge and experience of methods and techniques used to construct, maintain and operate a utility system.

Physical Demands of the Position: While performing the duties of this position, the employee is frequently required to sit, stand, communicate, reach and manipulate objects, tools or controls. The position requires mobility. Duties involve moving materials weighing up to 20 pounds. Manual dexterity and coordination are required less than 50 percent of the work period while operating equipment such as a computer keyboard, calculator, motorized vehicle, and standard office equipment.

Working Conditions: Mostly office working conditions. The noise level in the work area is typical of most office environments with telephones, personal interruptions, and background

noises. Travel to meetings, conferences, and training events as necessary. Occasional field oversight at work sites. Availability for electric system oversight as well as oversight of personnel inclusive of labor/union employees. This would include availability for oversight during a system emergency resulting in exposure to heat or cold and weather events, accompanied by darkness, uneven terrain, traffic, and work zones with operating equipment.

Supervisory Responsibilities: Responsible for approximately 15 FTE.

Supervision Received: Works under the direction of the General Manager