

PIONEER ELECTRIC COOPERATIVE, INC.

JOB POSTING

October 1, 2025

Revised 8/9/2024

POSITION: Groundman

LOCATION: Greenville, AL

SUMMARY: The Groundman position is responsible to assist line crew members by working on the ground, handing tools and heavy materials to workers, digging pole and anchor holes, and performing other similar work in connection with the construction and maintenance of overhead and underground power lines.

ESSENTIAL DUTIES & RESPONSIBILITIES

- Works safely while assisting apprentices and linemen by performing general helper duties from the ground
- Digs pole & anchor holes, sets anchors
- Sets, aligns and frames poles according to RUS standards
- Performs general clean-up of job sites following completion of work
- Clears undergrowth and trees from right-of-way by using hand tools or saws and clears paths of debris
- Stages job site for utility crews, including but not limited to positioning reels of electric cable, laying heavy residential underground distribution cables in ditches
- Assures trucks, tool, and equipment are in proper working order
- Performs preventative maintenance on tools
- Washes trucks as required
- Reports any truck or equipment irregularities to supervisor
- Notifies members of impending disruption of service while lines are under repair
- Handles complaints or problems with courtesy & tact and refers member to supervisor
- Performs flagman duties and traffic control
- Operates radio communication equipment, abiding by Cooperative rules
- Performs other duties as assigned

MINIMUM QUALIFICATIONS:

Minimum Qualifications:

Education: High School diploma or GED equivalency, technical education in electrical training helpful

Experience: Must be able to obtain a proper valid CDL and DOT Medical Card.

Requirement: Must reside within a permanent dwelling 35 minutes from the Greenville office.

Work Schedule Requirements: Must be willing to work non-duty hours including overtime, holidays and weekends in emergency situations. Must be willing to work as a "B" person on standby.

Functional Competencies: Problem solving, mechanical aptitude, troubleshooting, critical thinking, flexibility, judgment, decision making, active listening and communication skills, time management, customer service, patience. Must be able to perform first aid and CPR as needed.

Special Requirements: Must be willing to participate in specialized training as requested. Must be willing to travel overnight occasionally. Must be able to successfully complete the lineman apprenticeship program, which includes becoming a qualified climber & proficiently demonstrating the ability to perform pole top and bucket rescue.

To apply, please forward your current resume to resume@pioneerelectric.com with "Groundman" included in the subject line. Resumes may also be submitted by USPS to: **Groundman**, Pioneer Electric Cooperative, PO Box 468, Greenville, AL 36037. Resumes must be received or postmarked no later than **October 17, 2025**. *Pioneer Electric Cooperative, Inc. is an equal opportunity employer, including veterans and disabled.*

Essential Physical and Mental Requirements				
Physical Demands	Continuous (>70%)	Frequent (40-69%)	Occasional (15-39%)	Rarely (up to 15%)
Standing	☒	☐	☐	☐
Walking	☒	☐	☐	☐
Bending	☐	☒	☐	☐
Crouching	☐	☐	☒	☐
Climbing	☐	☒	☐	☐
Pushing/Pulling	☐	☒	☐	☐
Carrying	☐	☒	☐	☐
Lifting/Lowering 1-5 lbs.	☒	☐	☐	☐
6-30 lbs.	☐	☒	☐	☐
31-50 lbs.	☐	☐	☒	☐
> 50 lbs.	☐	☐	☒	☐
Fine Eye/Hand Coordination	☐	☒	☐	☐
Color Discrimination	☐	☒	☐	☐
Hearing Acuity	☒	☐	☐	☐
Visual Ability	☒	☐	☐	☐
Mental Demands	Continuous (>70%)	Frequent (40-69%)	Occasional (15-39%)	Rarely (up to 15%)
Concentration to detail	☐	☒	☐	☐
Attention span of 1+ hours on a task	☐	☒	☐	☐
Ability to remember multiple tasks	☐	☒	☐	☐
Oral Communication	☐	☒	☐	☐
Written Communication	☐	☒	☐	☐
Working Conditions	Continuous (>70%)	Frequent (40-69%)	Occasional (15-39%)	Rarely (up to 15%)
Hazardous work conditions	☐	☒	☐	☐
Extreme heat, cold, temp fluctuation	☒	☒	☐	☐
Hazardous chemicals	☐	☐	☒	☐
Other:	☐	☐	☐	☐

DOT Job Description

Addendum to Groundman Job Descriptions for Positions of Safety Sensitive Functions and/or Requiring CDL

DOT DRIVER JOB DESCRIPTION

ADDENDUM TO JOB DESCRIPTION

Background Information:

All DOT regulated positions are considered safety sensitive by regulation. *Safety-sensitive employees are those employees who discharge duties so fraught with risks of injury to self or others, environmental injury and/or property damage that even a momentary lapse of attention can have disastrous consequences. It is an essential job function safety rule applicable to every employee working in a safety sensitive classified position to be able to work in a constant state of alertness and in a safe manner.*

Essential Licenses, Certifications, Registrations and Insurability

All Drivers must have a current commercial driver's license (CDL) and possess a current DOT Medical Card issued by a Certified Medical Examiner in accordance with the standards set forth in 49 CFR PART 391—QUALIFICATIONS OF DRIVERS AND LONGER COMBINATION VEHICLE (LCV) DRIVER INSTRUCTORS. Federal regulations require random testing of Drivers for drug or alcohol use. Drivers must be insurable at standard rates.

FMCSA Driver Fitness for Duty Statements

- ✓ **FMCSA Driver Fitness for Duty Statement:** The DOT regulations make clear that the Company, as a DOT regulated employer, makes the final determination of who is a qualified individual to drive a commercial motor vehicle. 49 CFR § 391.11(a). The Company shall not permit a person to drive a commercial motor vehicle unless the person meets all DOT minimum qualifications and such other more stringent qualifications and requirements relating to safety of operation and employee safety and health. The Company may use the services of independent Medical Examiners, Medical Review Officers and Occupational Physicians to make its final determinations.
- ✓ **FMCSA Driver Clearinghouse Certification:** Drivers must be currently cleared without restriction in the FMCSA Clearinghouse to immediately perform FMCSA Safety Sensitive duties as a DOT regulated Driver under 49 CFR parts 382 & 391.
- ✓ **FMCSA Driver Safety Rule:** requiring mandatory reporting by Drivers of off – duty DUI and Drug Offense Arrest and/or Conviction. In accordance with the authority granted to the Company by the DOT in 49 CFR 382.111 to imposed other requirements to prevent alcohol misuse by Drivers, it is mandatory that Drivers disclose to their supervisor by the end of the business day arrest and/or convictions for all alcohol and/or drug related offenses committed while operating any motor vehicle. This will allow the Company to immediately remove from safety sensitive functions, Drivers who have engaged in off – duty unsafe behavior related to alcohol or drug misuse (which is directly related to their safety sensitive functions performed for the Company) to make determinations as follows: 1) if the Driver is fit for duty; 2) if the Driver is still qualified under DOT regulations to operate a CMV for the Company; 3) if the Driver is still insurable at standard rates under the Company fleet policy; and 4) if the Driver can still meet the essential job functions for the position of Driver. It is an Essential Job Function of every DOT regulated Driver that they be qualified and licensed to operate a CMV without the use of a judicially ordered interlocking device, or similar device as part of a diversion or conviction for an alcohol related offence.

✓ **Essential Physical Demands**

- Hand-eye coordination. Driving a commercial motor vehicle requires the controlled use of multiple limbs on the basis of what a person observes. Federal regulations require drivers to have normal use of their arms and legs.
- Hearing ability. Drivers need good hearing. Federal regulations require the ability to hear a forced whisper in one ear at five feet (with or without the use of a hearing aid).
- Patience. Because of possible traffic congestion Drivers are put in stressful situations and must be able to continue to calmly operate their CMV.
- Physical health. Federal regulations do not allow people to become a Driver if they have a medical condition that may interfere with their operation of a CMV, such as high blood pressure or epilepsy.
- Visual ability. Drivers must be able to pass vision tests. Federal regulations require at least 20/40 vision with a 70-degree field of vision in each eye, and the ability to distinguish colors on a traffic light.
- While performing the duties of this job, the employee is frequently required to sit for long periods of time, stand, walk, use hands to fingers, handle, or feel and reach with hands and arms, and talk or hear, see and inspect, and bend. The employee must lift and/or move up to 50 pounds.

✓ **Essential Mental Functions**

- Demonstrated past and present ability to safely operate a CMV
- Can read, understand, hear, and apply written and spoken directions
- Ability to work in a constant state of alertness and safe manner
- Ability to work in an unfatigued state
- Ability to accurately gauge lengths of time and distance
- Ability to quickly store and recall instructions in one's short term memory
- Ability to concentrate
- Ability to cope with sudden changes in surrounding and/or emergency situations and/or alarms
- Demonstrated caring, committed and concerned attitude about safety
- Ability to rapidly respond to stimuli
- Possess fast reflexes and unimpaired coordination
- Ability to perform tasks involving high levels of cognitive function and judgment
- Not mentally or physically impaired from any cause that can adversely affect ability to safely and competently perform the DOT regulated functions
- Ability to take prompt and appropriate response to operating conditions
- Not mentally or physically impaired from any cause that can adversely affect ability to safely and competently perform the DOT regulated functions