

Benchmark Journeyman Lineperson

1. Must possess Journeyman certification.
2. Must have proven outstanding qualities in the following areas:
 - Involvement in cooperative activities, i.e. training education, team and committee involvement, annual meeting, etc.
 - Community involvement (encouraged)
 - Demonstrate support for company policy and philosophy
 - Demonstrate quality of work and productivity with high regard to work practices and following of safety rules
 - Demonstrate ability to maintain self-control
 - Demonstrator dependability, initiative, and adaptability
 - Respects the rights of others
 - Proficient in the operation of cooperative equipment
3. Demonstrate computer proficiency and be willing to achieve higher computer literacy when required.
4. Required to be on Standby Duty and work Overtime as required:
 - Expected to work overtime during storms and emergencies as needed.
 - Expected to work overtime to complete planned construction as directed.
 - Expected to be a team player so employees are not burdened with excessive OT hours.
5. Maintain a positive work atmosphere by communicating and behavior in a manner that gets along with co-workers, customers, supervisors, and management.
6. Must possess a valid MN commercial driver's license.
7. Must be able to assume Acting Crew Chief duties.
8. Must have successfully completed accredited line worker program through a technical college.
9. Other duties as assigned.

This benchmark subject to change at anytime.

Revised 02-23-2026

Initial you have read and the Manager of Maintenance and Construction has talked through the benchmarks with you and answered your questions.

Manager's signature: _____

Employee's signature: _____