



Telecommunications

Electric

Water

Gas

Greetings!

Thank you for applying for our opening.

In order to make this go as quickly and easily as possible for everyone, here are some guidelines for filling out the application.

Only applications received during the listed time frame for posted and advertised openings will be accepted. HMU does not accept nor solicit applications when there are no posted or advertised openings.

Please do not fill out an application until you have read and understand the Job Description duties of the open position. If a Job Description is not readily available, please request one.

All parts and blanks of the application must be filled out including signature and date on the back page. **No unsigned applications will be accepted.** Please do not substitute a resume for completing the application.

Please list your main job duties and functions under Employment Experience. "See Resume" will not be considered a valid substitute.

Applications will be accepted until June 8, 2026.

Please send applications to: Jennifer Kelly, PO Box 71, Harlan, IA 51537 or email to jkelly@hmunet.com.

Thank you for your interest in employment at Harlan Municipal Utilities.

M-Th 6:30 am - 4:00 pm

Fri 6:30 am - 10:30 am

On-call rotation dependent on number of apprentices and/or lineman

On – call is for one-week periods (7 consecutive days)

Must pass pre-employment drug screen and background check

APPLICATION FOR EMPLOYMENT

We consider applicants for all positions without regard to race, color, religion, creed, gender, national origin, age, disability, marital or veteran status, or any other legally protected status.

(PLEASE PRINT)

Position(s) Applied For		Date of Application	
How Did You Learn About Us?			
<input type="checkbox"/> Newspaper	<input type="checkbox"/> Employer Website	<input type="checkbox"/> Social Media	
<input type="checkbox"/> Radio	<input type="checkbox"/> Friend/ Relative	<input type="checkbox"/> Employee	
Last Name		First Name	
		Middle Name	
Address	Number	Street	City
		State	Zip Code
Telephone Number(s)		Email Address	

Best time to contact you: : ____ AM/ PM

Best way to contact you: ____ Phone call ____ Text ____ Email

Are you at least 18 years of age?..... Yes No

Have you ever filed an application with us before? Yes No
 If Yes, give date _____

Have you ever been employed with us before? Yes No
 If Yes, give date _____

Do any of your friends, relatives or spouse, work here? Yes No

Are you currently employed?..... Yes No

May we contact your present employer? Yes No

Are you prevented from lawfully becoming employed in this country because of
 Visa or Immigration Status? Yes No
Proof of citizenship or immigration status will be required upon employment

Date available for work ____/ ____/ ____ What is your desired salary range? _____

Are you available to work:

Full-Time (please indicate ____ Weekdays ____ Weekends ____ Evenings)

Part-Time (please indicate ____ Weekdays ____ Weekends ____ Evenings)

Temporary (please indicate dates available ____/ ____/ ____ - ____/ ____/ ____)

Are you currently on "lay-off" status and subject to recall? Yes No

Can you travel if a job requires it? Yes No

WE ARE AN EQUAL OPPORTUNITY EMPLOYER

EDUCATION

	Name and Address of School	Course of Study	Number of Years Completed	Degree (Specify)
Elementary School				
High School				DIPLOMA YES OR NO
Undergraduate College				
Graduate Professional				
Other (Specify)				

Describe any specialized training, apprenticeship, skills and extra-curricular activities.

Are you currently or have you been in the US Military?
 Yes No

If so, please list time periods and any job-related training received.

ADDITIONAL INFORMATION

Other Qualifications

Summarize special job-related skills and qualifications acquired from employment or other experience.

SPECIALIZED SKILLS (EQUIPMENT OPERATED)

<u>MACHINERY/ OFFICE EQUIPMENT</u>	<u>SOFTWARE</u>	<u>OTHER</u>
<hr/>	<hr/>	<hr/>
<hr/>	<hr/>	<hr/>
<hr/>	<hr/>	<hr/>
<hr/>	<hr/>	<hr/>

State any additional information you feel may be helpful to us in considering your application.

Note to Applicants: DO NOT ANSWER THIS QUESTION UNLESS YOU HAVE BEEN INFORMED ABOUT THE REQUIREMENTS OF THE JOB FOR WHICH YOU ARE APPLYING.

Are you capable of performing in a reasonable manner, with or without a reasonable accommodation, the activities involved in the job or occupation for which you have applied? A review of the activities involved in such a job or occupation has been given. Yes No

REFERENCES

1.	()	
	(Name)	Phone#
	(Address)	Relationship
2.	()	
	(Name)	Phone#
	(Address)	Relationship
3.	()	
	(Name)	Phone#
	(Address)	Relationship

APPLICANT'S STATEMENT

I certify that answers given herein are true and complete.

I authorize investigation of all statements contained in this application for employment as may be necessary in arriving at an employment decision.

This application for employment shall be considered active for a period of time not to exceed 45 days. Any applicant wishing to be considered for employment beyond this time period should inquire as to whether or not applications are being accepted at that time.

I hereby understand and acknowledge that, unless otherwise defined by applicable law, any employment relationship with this organization is of an "at will" nature, which means that the Employee may resign at any time and the Employer may discharge Employee at any time with or without cause. It is further understood that this "at will" employment relationship may not be changed by any written document or by conduct unless such change is specifically acknowledged in writing by an authorized executive of this organization.

I authorize Harlan Municipal Utilities to investigate all statements contained in my application for employment and to investigate my qualifications, education, training, and work experience.

I authorize Harlan Municipal Utilities to do a background check.

In the event of employment, I understand that false or misleading information given in my application or interview(s) may result in discharge. I understand, also, that I am required to abide by all rules and regulations of the employer.

Signature

Date

FOR OFFICE USE ONLY

Position(s) Applied For Is Open: Yes No

Position(s) Considered For: _____

Arrange Interview Yes No Date & Time _____


Remarks _____

Employed Yes No Date of Employment _____

Job Title _____ Hourly Rate/ Salary _____

Department _____

By _____
NAME AND TITLE DATE

Position Title:	Journeyman Lineman	
Pay Range:	July 1, 2021 H-26.50 July 1, 2022 H -30	
Residency Classification:	Emergency	
Status:	Non-Exempt	
Supervisory Responsibilities:	Lineman Apprentice	
Reports to:	Director – Electric, Gas & Water	

Summary: Performs the work required in the construction and repair of the lines, poles, transformers and associated HMU electric distribution system equipment. Ensures customers are provided with a safe and dependable overhead and underground distribution system. Implements HMU overhead and underground distribution policies. Aid in the maintenance of a smoothly interacting flow of operations.

Job Content:


- Works on overhead and underground electric distribution systems.
- Climb poles, frame erected poles and hang guy wires.
- When necessary, operate and work from platform, bucket trucks and other special construction equipment.
- Install and hang transformers, re-closures and other associated equipment. String and tie-in conductors.
- Build and connect meter loops, transformers and other line equipment.
- Help install capacitors, voltage regulators and other instrumental equipment.
- Read staking sheets and from them determine types of construction needed.
- Capable of operating a variety of mechanical equipment including; line trucks, digger derrick, end loader, boring machine, and potholer.
- Operates peaking diesel generators.
- Performs forestry and vegetation management work.
- Maintain proper care of tools and equipment used in position. Maintain work area in a clean and orderly condition.
- Must know first aid techniques and pole-top resuscitation.
- Promotes and follows safe working conditions by adhering to and practicing safe & efficient work rules as established by HMU and industry standards.
- Perform other duties as requested or required.

Qualifications: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential duties.

- **Education and/or Experience:** High School graduate or equivalent applicable knowledge in either job training or study. Must have passed Journeyman Lineman Test.

- **Language Skills:** Ability to read, analyze and interpret technical procedures or governmental regulations. Ability to understand procedure manuals. Ability to effectively present information and respond to questions from customers, governmental entities and the general public.
- **Mathematical Skills:** Ability to perform basic mathematical skills.
- **Reasoning Ability:** Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written and oral form.
- **Certificates, Licenses, Registrations:** Must possess a valid Iowa Commercial Driver's License and acquire a Class A Commercial Driver's License. Must follow all Federal, State, local and HMU drug, alcohol and safety policies. Must have passed the Journeyman Lineman test.
- **Physical Demands:** Must be physically capable of climbing poles, working from platform or bucket truck, framing poles, hanging guys, transformers and re-closures, string and tie in conductors, installing capacitors and regulators, laying underground (including lifting and pulling cable and climbing in and out of trenches), frequently climbing stairs, steps on ladders and operating various equipment. Prolonged standing (2 hours) while working in lift bucket of bucket truck, on various surfaces, at various elevations and in confined spaces working with various tools up to 35 pounds at self-selected heights.
- **Push/ Pull:** Wire pull with 130 pounds of force for a distance of 200 feet on various surfaces at self-selected heights.
- **Work Environment:** The work environment varies from basic office environment and surrounding to field situations, some of which may be hazardous. The work environment is primarily external with exposure to varying weather conditions such as extreme cold, heat, wind, rain, ice and snow. Work may be performed at varying heights, in manholes, and/or confined spaces. Work is often performed around hazardous equipment and electricity. Extensive noise from machines, jackhammers, chainsaws and other equipment is common. Exposure to varying weather conditions such as extreme cold, heat, wind and rain is probable.

This position description has been developed to enhance the communication of the job in conjunction with performance expectations between the employee and supervisor. The information contained in the position description is designed to reflect the characteristics of the job. From time to time, the employee may be expected to perform duties that are not reflected in this description. This information will be reviewed on a regular basis for modification and change. Either the employee or management may initiate this review at any time.

Position Title:	Lineman Apprentice	
Pay Range:	Percentage of Journeyman Wage	
Residency Classification:	Emergency	
Status:	Non-Exempt	
Supervisory Responsibilities:	None	
Reports to:	1. Foreman – Electric 2. Journeyman to Whom Assigned	


Summary: To perform the work required in the construction and repair of the lines, poles, transformers and associated equipment of HMU. To ensure that the customers of HMU are provided with a safe and dependable overhead and underground distribution system. To implement the policies and procedures relating to overhead and underground distribution as put forth by HMU. To aid in the maintenance of a smoothly interacting flow of operations. To continually help put forth a good public image for HMU.

Job Content:

- Climb poles to do work while under supervision of a Lineman.
- When necessary, operate and work from platform, bucket trucks and other special construction equipment.
- Frame erected poles and hang guys to these poles.
- Install and hang transformers, re-closures and other associated equipment.
- Build and connect meter loops, transformers and other line equipment. String and tie in conductors.
- Help install capacitors, voltage regulators and other instrumentation.
- Read staking sheets and from them determine types of construction needed.
- Progressively learn CPR, first aid techniques, and pole-top resuscitation, working toward a proficient degree of skill in this area.
- Depending on stage in the progressive learning of the Lineman Apprentice position, work on cold, secondary and primary lines.
- Perform other duties as requested or required.
- Maintain proper care of tools and equipment used in position.
- Maintain work area in a clean and orderly condition.
- Promotes and follows safe working conditions by adhering to and practicing safe & efficient work rules as established by HMU and industry standards.

Qualifications: To succeed in this position an individual must be able to satisfactorily perform each essential duty. The requirements listed below are representative of the knowledge, skill and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential duties.

- **Education and/or Experience:** High School Graduate, GED, or equivalent experience and education and must be able to complete necessary requirements of an apprenticeship program. One year of education at a power line trade school is preferred but not required.

Position Title:	Lineman Apprentice	
Pay Range:	Percentage of Journeyman Wage	
Residency Classification:	Emergency	
Status:	Non-Exempt	
Supervisory Responsibilities:	None	
Reports to:	1. Foreman – Electric 2. Journeyman to Whom Assigned	

- **Language Skills:** Ability to read, analyze and interpret technical procedures or governmental regulations. Ability to understand procedure manuals. Ability to effectively present information and respond to questions from customers, governmental entities and the general public.
- **Mathematical Skills:** Ability to perform basic mathematical skills.
- **Reasoning Ability:** Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written and oral form.
- **Certificates, Licenses, Registrations:** Must possess a valid Iowa driver's license and acquire a Class A Commercial Driver's License. Must follow all Federal, State, local and HMU drug, alcohol and safety policies. Must complete the Line Mechanic Apprenticeship Program implemented by IAMU.
- **Physical Demands:** Must be physically capable of climbing poles, working from platform or bucket truck, framing poles, hanging guy wires, transformers and re-closures, string and tie in conductors, installing capacitors and regulators, installing cable underground, lifting up to 75 pounds, pulling cable and climbing in and out of trenches, operating various hand and power tools, performing CPR, first aid and pole-top resuscitation.
- **Work Environment:** The work environment is primarily external with exposure to varying weather conditions such as extreme cold, heat, wind, rain, ice and snow. Work may be performed at varying heights, in manholes, and/or confined spaces. Work is often performed around hazardous equipment and electricity. Extensive noise from machines, jackhammers, chainsaws and other equipment is common. Exposure to varying weather conditions such as extreme cold, heat, wind and rain is probable.

This position description has been developed to enhance the communication of the job in conjunction with performance expectations between the employee and supervisor. The information contained in the position description is designed to reflect the characteristics of the job. From time to time, the employee may be expected to perform duties that are not reflected in this description. This information will be reviewed on a regular basis for modification and change. Either the employee or management may initiate this review at any time.