

F.H. STOLTZE LAND & LUMBER COMPANY

JOB DESCRIPTION/PHYSICAL DEMANDS SUMMARY

A. JOB TITLE: Industrial Electrician

B. JOB QUALIFICATIONS:

Must be 18 years or older, high school graduate or equivalent preferred. Safety performance and attendance are key requirements. Must have 2-5 years' experience with industrial electrical systems and industrial machinery. Must possess basic computer literacy, mechanical reasoning skills, and problem-solving skills. Knowledge of variable frequency drives a plus. Must be able to troubleshoot and diagnose electrical issues and programs including PLC Logic and controls. Education and certifications in electricity, electronics, hydraulics and air systems given preference. Must be able to successfully complete and pass pre-employment drug screen and work steps physical and supply basic tool set.

C. JOB SUMMARY:

Under the supervision of the Maintenance Supervisor and Head Electrician. The Industrial Electrician installs, repairs, troubleshoots and maintains all electrical components and systems on the plant site. This position works closely with various levels of employees to ensure the electrical and mechanical infrastructure of the plant is maintained and properly optimized to ensure efficient processing and minimal downtime.

D. ESSENTIAL JOB FUNCTIONS:

1. Installs and maintains electric wires, breakers, relays, transformers, motors, etc.
2. Maintains and re-programs PLC computer control systems.
3. Maintenance and repair of electrical systems plant wide.
4. Orders necessary electric, hydraulic, computer and control equipment parts.
5. Ability to troubleshoot 240V, 120V, 480V, 24V circuits and motors
6. Maintain preventive maintenance programs for electrical systems
7. Proficiency in understanding service manuals, blueprints and electrical schematics and drawings.
8. Ability to analyze and perform complex computations with reasonable speed and accuracy.
9. Able to be on call after normal work schedule
10. Able to work in hot, dusty, cold, wet, dirty, and confined working environments.
11. Maintains a clean organized work area

E. INFREQUENT/MARGINAL JOB FUNCTIONS

1. Fills in on production when necessary.
2. Performs other duties as required.

F. PERFORMANCE STANDARDS

1. Demonstrates good verbal and communication skills, with the ability to cooperate and work effectively with supervisors, contractors, service techs and other employees, either onsite or on line/phone support.
2. Works well under pressure.
3. Demonstrates the ability to work effectively and safely either independently or with other employees and outside contractors.
4. Demonstrates the willingness to work overtime, including weekends and holidays.
5. Demonstrates skill in problem solving and troubleshooting
6. Demonstrates skill in making clean, timely and durable repairs to machinery.
7. Demonstrates initiative in promoting preventative maintenance.
8. Demonstrates the ability to learn and utilize knowledge of equipment used in sawing, conveying, air systems, hydraulic systems and electrical systems.
9. Demonstrates good mechanical aptitude.
10. Demonstrates a desire to acquire information on new products and technologies.
11. Demonstrates a willingness to learn and work at a variety of jobs.
12. Demonstrates knowledge of and compliance with safe operating procedures, including lock-out.
13. Demonstrates good performance, safety and attendance.
14. Ability to complete work according to project timelines and required processes
15. Ability to apply common sense understanding to carry out instructions furnished in written, oral, or diagram form.

This job description is not an employment agreement or contract. Management has the exclusive right to alter this job description at any time without notice.

OCCUPATIONAL HEALTH & WELLNESS

JOB ANALYSIS/PHYSICAL DEMANDS SUMMARY

EMPLOYEE: _____ EMPLOYER: F.H. STOLTZE LAND & LUMBER COMPANY
 JOB TITLE: INDUSTRIAL ELECTRICIAN – PLANT

I. PHYSICAL DEMANDS

	Rarely (1 - 5%)	Occasionally (6 - 33%)	Frequently (34 - 66%)	Continuously (67 - 100%)
A. Sitting	_____	<u>X</u>	_____	_____
B. Standing	_____	<u>X</u>	_____	_____
C. Walking	_____	<u>X</u>	_____	_____
D. Driving	<u>X</u>	<u>X</u>	_____	_____
E. Lifting				
1. 0 - 10 lbs.	_____	<u>X</u>	<u>X</u>	_____
Level	<u>Ranges ground to knee/waist/chest/shoulder/overhead</u>			
2. 11 - 20 lbs	<u>X</u>	<u>X</u>	_____	_____
Level	<u>Ranges ground to knee/waist/chest/shoulder/overhead</u>			
<u>See</u> 3. 21 - 35 lbs.	<u>X</u>	<u>X</u>	_____	_____
<u>equip-</u> Level	<u>Ranges ground to knee/waist/chest/shoulder/overhead</u>			
<u>ment</u> 4. 36 - 50 lbs.	<u>X</u>	<u>X</u>	_____	_____
<u>list</u> Level	<u>Ranges ground to knee/waist/chest/shoulder/overhead</u>			
5. 51 - 100 lbs.	<u>X</u>	<u>X</u>	_____	_____
Level	<u>Ranges ground to knee/waist/chest/shoulder/overhead</u>			
*6. Over 100 lbs.	<u>X</u>	<u>X</u>	_____	_____
Level 150#	<u>Ranges ground to knee/waist/chest/shoulder/overhead</u>			
F. Carrying				
1. 0 - 10 lbs.	_____	<u>X</u>	_____	_____
Distance	<u>Up to 100 yards</u>			
2. 11 - 20 lbs	<u>X</u>	<u>X</u>	_____	_____
Distance	<u>Up to 100 feet</u>			
3. 21 - 35 lbs.	<u>X</u>	<u>X</u>	_____	_____
Distance	<u>Up to 100 feet</u>			
4. 36 - 50 lbs.	<u>X</u>	<u>X</u>	_____	_____
Distance	<u>Up to 100 feet</u>			
5. 51 - 100 lbs.	<u>X</u>	_____	_____	_____
Distance	<u>Up to 100 feet</u>			
6. Over 100 lbs.	<u>X</u>	_____	_____	_____
Distance 150#	<u>Up to 100 feet</u>			
G. Push / Pull	_____	<u>X</u>	<u>X</u>	_____
Activity / Object	<u>Hand/power tools, conduit, wire</u>			
H. Stooping / Bending	_____	<u>X</u>	_____	_____
I. Squatting	_____	<u>X</u>	_____	_____
J. Kneeling	_____	<u>X</u>	_____	_____
K. Crawling	<u>X</u>	_____	_____	_____
L. Twisting	_____	<u>X</u>	_____	_____

Industrial Electrician

Rarely (1 - 5%) Occasionally (6 - 33%) Frequently (34 - 66%) Continuously (67 - 100%)

M. Climbing	_____	<u> X </u>	_____	_____
Activity	<u>Stairs, on/off machinery, ladders, power poles</u>			
N. Balance	_____	<u> X </u>	_____	_____
O. Reaching				
1. Above Shoulder	_____	<u> X </u>	_____	_____
2. At Shoulder	_____	<u> X </u>	_____	_____
3. Below Shoulder	_____	_____	<u> X </u>	<u> X </u>
P. Hands				
1. Simple Grasp	_____	<u> X </u>	_____	_____
2. Firm Grasp	_____	<u> X </u>	_____	_____
3. Fine Manipulating	_____	<u> X </u>	_____	_____
Q. Head / Neck				
1. Static	<u> X </u>	_____	_____	_____
2. Flexion	_____	_____	<u> X </u>	_____
3. Rotation	_____	_____	<u> X </u>	_____
R. Feeling	_____	<u> X </u>	_____	_____
S. Talking	_____	<u> X </u>	_____	_____
T. Hearing	_____	<u> X </u>	_____	_____
U. Tasting/Smelling	_____	<u> X </u>	_____	_____
V. Vision				
1. Near Acuity	_____	<u> X </u>	_____	_____
2. Far Acuity	_____	<u> X </u>	_____	_____
3. Depth Perception	_____	<u> X </u>	_____	_____
4. Accommodation	_____	<u> X </u>	_____	_____
5. Color Vision	_____	<u> X </u>	_____	_____
6. Field of Vision	_____	<u> X </u>	_____	_____

II. EQUIPMENT Miscellaneous hand/power tools (see equipment list)

III. ENVIRONMENTAL CONDITIONS

- A. Inside 80 % Outside 20 %
- B. Temperature (Non-Weather Related): Normal X Extreme Cold X Extreme Heat X
- C. Humidity (Non-Weather Related): Normal X Wet _____ Dry _____
- D. Hazards: Mechanical X Electrical X Chemical X Burns X Cuts X Noise X Dust X Fumes X Heights X Moving Machinery X Vibration _____ Slippery Surfaces X Explosives _____
Other _____
- E. Safety Equipment Required: Hard hat, earplugs, boots, gloves, welding protection, glasses, fall protection

IV. COMMENTS: _____

Analysis Performed by _____ Date _____

EQUIPMENT (ELECTRICIAN)
LIFT/CARRY

<u>ITEM</u>	<u>WEIGHT</u>	<u>LEVEL LIFTED</u>
Hand/power tools	Up to 20#	Ranges ground to knee/waist/ chest/shoulder/overhead
Come-a-long	20#	Ranges ground to knee/waist/ chest/shoulder/overhead
Step ladders	45#	Ground to shoulder
Hydraulic and electrical supplies *wires *conduits *transformers *Motors *Breakers	Up to 150# (assistance available for supplies over 150# or with overhead lifts over 100#)	Ranges ground to knee/waist/ chest/shoulder/overhead

Lifts/carries over 50# are assisted when/where possible by use of cart, hoist, forklift, crane or coworker assistance. All lifts/carries over 75# are with device or coworker assistance