

## WorkSTEPS® Authorization for Job Specific Testing

Intercounty understands that a job analysis should be completed in order to quantify the physical demand requirements of the essential function tasks of the employment position, and to meet the requirements for the Americans with Disabilities Act (ADA). One of the outcomes of the job analysis is to establish job specific tests that replicate the essential functions for each position tested. The applicant's performance of these tasks is assessed during the WorkSTEPS functional test and the results are utilized by the employer to assist with placement decisions for post-offer candidates and, if applicable, return to work decisions for existing employees.

**For the Position of: Lineman  
PDC Level: Heavy**

The company representative hereby acknowledges the following as valid job specific tests:

### Job Specific Task I

**Task: Climbing into Coop Bucket**

**Equipment Used: Coop Bucket (supplied by Intercounty) strapped to either a wooden pole (outside) or ladder rails (inside)**

**Description of Task Simulation 1:** Climb into a plastic Coop bucket (provided by Intercounty Electric) measuring 43 inches in height and the first step at 10 inches then the second step at 33 inches. The climb is to be performed 10 reps.

### Job Specific Task II

**Task simulated: Climbing a 50-foot pole**

**Equipment Used: Straight ladder with 10 inch rungs, Utility belt weighing 23 pounds (provided by Intercounty Electric), Hard hat (provided by Intercounty Electric)**

**Description of Task Simulation 2:** Climb a wooden Pole for repairs. Simulated task using a straight metal ladder that is 8 feet in height and with multiple rungs measuring 10 inches apart or less, climbing up and down for a total of 3 minutes.

### Job Specific Task III

**Task Simulated: Lifting Wooden Double Cross Arm**

**Equipment Used: Wooden Cross Arm 96# (provided by Intercounty), Concrete Wall measured at 52 inches**

**Description of Task Simulation 3:** Lifting a 96# Wooden Cross Arm up to attach to the electric pole while standing in a COOP bucket. Simulating Cross Arm resting on edge of COOP bucket measured at a height of 40 inches lifting Cross Arm up 12 inches for a total of 52 inches high. Candidate performs only 1 rep

### Job Specific Task IV

**Task Simulated: Crimping wire while standing on poles**

**Equipment Used: long handled crimper (provided by Intercounty), wire (provided by Intercounty), strapping for standing stabilization with wooden pole or straight ladder rails**

**Description of Task Simulation 4:** Crimping wire using long handled crimpers (provided by Intercounty Electric) weighing 6 pounds while standing on pole. Repeat the crimping process 20 reps.

### Job Specific Task V:

**Task Simulated: Pulling wire starting out 180 feet and pulling for an additional 50 feet**

**Equipment Used: Rope, Sled, Dumbbells weighting 250# for sled**

**Description of Task Simulated:** Pulling a wire out in the field from wire spool over an uneven terrain using a weight sled with 250 pounds of dumbbells in sled box with a rope attached to sled handle. Weighting should create 88 pounds of torque pressure for pull, attach rope to handle of the sled fixed at 34 inches from floor height.

### Job Specific Task VI:

**Task Simulated: Pushing a transformer on smooth surface**

**Equipment Used: Milk container 14X 14 X 26, cinch, dumbbells**

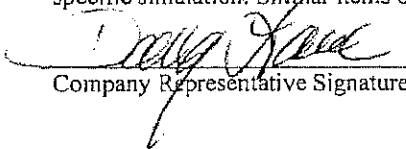
**Description of Task Simulated:** Pushing a transformer for 30 feet on concrete. Simulated by using a milk container that is 14 x 14x 26 weighted with 200 pounds of sand and then adding an additional 30 pounds of dumbbell secured with a cinch at base of milk container to create 70 pounds of torque resistance when pushed for 30 feet times two

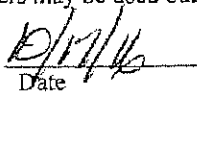
**DYNAMIC LIFTING CRITERIA:**

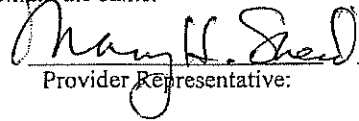
Floor to Knuckle:	50	lbs
12" to Knuckle:	88	lbs
Knuckle to Shoulder:	50	Lbs
Shoulder to Overhead:	X	Lbs

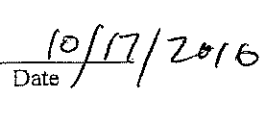
Company:	Intercounty Electric Cooperative	Provider:	
Address:	PO Box 109	Address:	1480 West 8th street
	Licking, Missouri 65542		West Plains Missouri 65775

The items listed in this Authorization for Job Specific Testing form may or may not be used, depending on availability, during the job specific simulation. Similar items or containers may be used but weights **must** remain the same.

  
\_\_\_\_\_  
Company Representative Signature

  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Provider Representative:

  
\_\_\_\_\_  
Date