

Minimum Qualification Specifications  
for the Classes:

HIGHWAY LIGHTING WORKER I AND II

**Electrical License Requirement:**

Applicants for the classes Highway Lighting Worker I and II must possess a valid State of Hawaii journey worker electrician or journey worker industrial electrician's license.

**Experience Requirements:**

For the class Highway Lighting Worker II, applicants must possess experience of the type and quality described below and in the amounts indicated, or any equivalent combination of training and experience.

Specialized Experience: One (1) year of work experience involving the installation, maintenance and repair of overhead and underground electrical transmission lines and appurtenances. This work experience must have been comparable to the class Highway Lighting Worker I in the State service; AND

Supervisory Aptitude: Supervisory Aptitude is the demonstration of aptitude or potential for the performance of supervisory duties through successful completion of regular or special assignments which involve some supervisory responsibilities or aspects; by serving as a group or team leader, or in similar work in which opportunities for demonstrating supervisory capabilities exist; by the completion of training courses in supervision accompanied by application of supervisory skills in work assignments; or by favorable appraisals by a supervisor indicating the possession of supervisory potential.

**License Required:**

Applicants must possess a valid State of Hawaii driver's license, Type 3 and a valid Type B Commercial Driver's License. Applicants who do not possess the Commercial Driver's License at the time of appointment must obtain the license during the probationary period.

**Quality of Experience:**

Possession of the required number of years of experience will not in itself be accepted as proof of qualification for a position. The applicant's overall experience must have been of such scope and level of responsibility as to conclusively demonstrate that he/she has the ability to perform the duties of the position for which he/she is being considered.

**Selective Certification:**

Specialized knowledge, skills and abilities may be required to perform the duties of some positions. For such positions, Selective Certification Requirements may be established and certification may be restricted to eligibles who possess the pertinent experience and/or training required to perform the duties of the position.

Agencies requesting selective certification must show the connection between the kind of training and/or experience on which they wish to base selective certification and the duties of the position to be filled.

**Tests:**

Applicants may be required to qualify on an appropriate examination.

**Physical and Medical Requirements:**

Applicants must be physically able to perform, efficiently and effectively, the essential duties of the position which typically require the ability to read without strain printed material the size of typewritten characters, glasses permitted, and the ability to hear the conversational voice, with or without a hearing aid, the ability to climb poles and work at considerable heights, and the ability to distinguish colors, or the ability to compensate satisfactorily. Disabilities will not automatically result in disqualification. Those applicants who demonstrate that they are capable of performing the essential functions of the position with or without reasonable accommodation will not be disqualified under this section.

Any condition which would cause applicants to be a hazard to themselves or others is cause for disqualification.

Any disqualification under this section will be made only after a review of all pertinent information including the results

of the medical examination, and requires the approval of the  
Director of Human Resources Development.

**Mental/Emotional Requirements:**

All applicants must possess emotional and mental stability  
appropriate to the job duties and responsibilities and working  
conditions.

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This is an amendment to the minimum qualification  
specification for the classes HIGHWAY LIGHTING WORKER I and II  
which was approved on November 22, 1969.

DATE APPROVED: 1/29/01

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DAVIS K. YOGI  
Director of Human Resources Development