

# Northwest Public Power Association **BULLETIN**

August 2014  
Volume 68, Number 8

**Collaboration brings forth  
power from the Henry's Fork**





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**On the cover:** Fall River Rural Electric Cooperative's Chester Dam Hydroelectric Project is the newest use of the Henry's Fork. Using 3,500 cubic feet per second of the river, the power plant turbines (pictured) are designed to produce over three megawatts of power to be used by the owner-members of Fall River Electric Cooperative.

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The *Bulletin* is a publication of Northwest Public Power Association, a regional organization of diverse utilities. The membership is made up of utility districts, electric cooperatives, municipalities, and crown corporations in Alaska, British Columbia, California, Idaho, Montana, Nevada, Oregon, and Washington. We are also a trade association for nearly 300 companies, individuals, and organizations affiliated with the electric power industry.

Opinions expressed in single articles are not necessarily policies of the Association. For permission to reprint articles, write or call the associate editor.

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# BUILDING BRIDGES ACROSS THE REGION

## 3 Cs Workshop will convene in the City of Bridges

Members of the credit, collections, and customer service groups will gather in Portland, Ore. — also known as the City of Bridges — on October 22-24, 2014, to hear presentations by subject matter experts, general managers, and panels of their peers on issues current to their work.

Leveraging on its theme, Building Bridges across the Region, attendees will develop valuable relationships with their peers that will last long after they return to their utilities. During the event, they will share common experiences and offer best practices that they can incorporate into their work.

A highlight of the workshop this year is *Savvy Survival Skills: Staying Safe and Secure at Work*. Carol Fredrickson of Violence Free, who is also a former police officer, will facilitate this fast-paced, interactive presentation where attendees will learn how to handle threats from angry customers; how to stay calm and appear confident under pressure; which approaches tend to escalate conflict and what to do differently; how to develop a duress code and how to best use it; what to do if someone points a gun at you; and how your responses impact the conflict resolution at every step. Fredrickson will take this serious subject and combine laughter and interactive exercises to make it a lively experience.

Other presentations include:

- *Building Bridges within Your Utility* — Debra Smith, general manager of Central Lincoln PUD
- *Great Teams: How to Maximize Your Individual Contribution* — Bob Lewis of Bob Lewis Consulting
- *FACTA and Red Flag Rules Demystified* — Matt Michel, general manager of Canby Utility
- *Helping Customers Conserve Energy* — Justin Holzgrove of Mason County PUD No. 3
- *Reducing Credit Risks* — Marty Holm of Tillamook PUD
- *Your Image: What is Professionalism in Today's Office?* — Jennifer Bouman-Steagall of Red Kite

Three roundtable discussions have been scheduled as well as an evening reception and an optional outing to a nearby restaurant. In keeping with a longstanding 3 Cs tradition, each attendee is asked to bring a door prize that represents his or her utility or region; drawings will determine who gets to take which prize home and everyone will leave with something special.

Managers and supervisors are invited to come a day early to attend the pre-session, *Building Team Greatness*, on October 21. Consultant Bob Lewis has designed this session to develop leadership skills that foster team trust, collaboration, and focus. Attendees will gain an understanding of the impact that goals, roles, processes, and interpersonal relationships have on team effectiveness, how to develop mutual trust among your team members; identify and effectively utilize each team member's unique skills and strengths; encourage productive communication between your team members; and how to apply tools and techniques to build a great team culture. This training is also open to any utility managers and supervisors who support teams in an office environment.

The workshop will be held at the Courtyard by Marriott-Portland City Center in the heart of Downtown Portland. Attendees will have access to many dining, shopping, and riverfront venues to enhance their stay. The hotel is just blocks from Pioneer Square, the Portland Art Museum, the Portland Underground Tour, and the Riverfront Park. The light rail can also take attendees to other close attractions such as the Saturday Market, the Chinese Museum, and Old Town.

Be sure to book your room at the Marriott as soon as possible, but before Monday, October 6, 2014, to take advantage of the special rate for workshop attendees; there are a limited number of rooms in the NWPPA room block. For additional information about the workshop or the pre-session, visit [www.nwppa.org](http://www.nwppa.org) or contact Bonnie McCombs at (360) 816-1446 or [bonnie@nwppa.org](mailto:bonnie@nwppa.org). **NWPPA**

## Dave LaBelle photo workshop added to NIC agenda

If you have not heard yet, attendee favorite Dave LaBelle, award-winning photographer and Kent State University professor, has been added to the 2014 Northwest Communications & Energy Innovations Conference (NIC). LaBelle will be returning to the NIC — he last visited us in Portland in 2011 for a sold-out post-conference seminar — for another post-conference workshop this year in Seattle. This year's class will be held on Wednesday, September 17, and has been aptly titled, *Cell Phone Photography*.

“The file sizes on the cell phones and smart phones make it possible to create some amazing images, many comparable to 35-mm SLR,” said LaBelle. “The camera phone is no longer a toy or a novelty; it is a very real tool used by beginners and professionals.”

The NIC Committee and NWPPA are excited to have LaBelle return to the conference this year to teach this workshop, which will be loosely based on a cell phone photography class he created at Kent State University in 2012 and has now being replicated at universities across the country.

Join LaBelle and utility colleagues for a two-part workshop to learn tricks and tips for using your smart phone to



take the best photos possible. In the morning, bring your phone and join him for a photo shoot around downtown Seattle before the morning's first general session. After the conclusion of the NIC, rejoin LaBelle to discuss how easy it is to make a great photo on a smart phone, available apps, and critique some of the photos from that morning's shoot. Privacy issues and ethics will also be covered. The class will be covering the basics of photography via a smart phone and is designed for all skill levels — from novices to professionals! Sign up early because there is limited seating and the workshop is expected to sell out quickly. A separate registration and fee are required.

Along with the post-conference class, be sure to join us September 14-17 in Downtown Seattle for the full conference. The NIC officially starts Sunday night, September 14, with a hosted welcome reception from 6-9 p.m. at the R View restaurant at the top of the hotel with breathtaking views of the city and the Sound.

To register for the NIC and *Cell Phone Photography*, or get updated information about the agenda, visit [www.nwppa.org](http://www.nwppa.org). If you have any questions about this year's NIC, please direct your questions to Arnie Winkler at (360) 816-1445 or [arnie@nwppa.org](mailto:arnie@nwppa.org). NWPPA



## Act fast for remaining 2015 E&O booths!

98 percent already sold via presales

Remaining exhibit space for the 2015 E&O Conference & Trade Show will open on Tuesday, September 16, 2014, and close on Friday, October 17, 2014, or when all booth space is sold — whichever occurs first.

During the 2014 trade show in Reno this past April, vendors jumped on the chance to pre-order their booths for the 2015 trade show — at the time this issue went to press, truck spaces are sold out and only 26 10x10 spaces are available.

If you did not purchase booth space during the April pre-sale and would like to be included in the September general sale, please contact Jenny Keesey at [jennifer@nwppa.org](mailto:jennifer@nwppa.org) or (360) 901-3131.

The 2015 E&O Conference and Trade Show will be held in Tacoma, April 6-9, 2015. NWPPA

# NWPPA joins social media



To stay better connected with our members, NWPPA launched two new social media pages this month. Like our Facebook page and follow us on Twitter (@NWPPAssoc) for updates about events and industry news. **NWPPA**

## Getting to know the NWPPA Board

- **Name:** Bradley P. Janorschke
- **Utility:** Homer Electric Association, Inc. (Homer, Alaska)
- **Position:** General manager
- **Education:** A master's degree in business administration, bachelor's degree in engineering technology, and two-year degree in instrumentation technology
- **Years in utility industry:** 25 years
- **Years on NWPPA Board:** First year
- **What are the current challenges at your utility?** Finalizing the cooperative's generation and transmission projects initiated three years ago; sustaining the focus on a safe work environment while continuing to improve the overall safety culture; and adapting to an expanding labor force and cultivating the various generations that make up today's work force.
- **What do you see as the current challenges in the industry?** Increasing regulatory mandates, distributed (renewable) generation, and a shrinking labor market for technical skills.
- **How does NWPPA help your utility and the industry with these challenges?** NWPPA helps by offering its diverse training opportunities.
- **Any hobbies outside of the public power world?** I am an active firefighter and an EMT 2. I also enjoy fishing and hunting. **NWPPA**



Connect • Learn • Serve



## A look back at public power

### 50 years ago — 1964

William A. Cook was named manager of Coos-Curry Electric Cooperative (Ore.) ... The City of Petersburg, Alaska, applied to the Federal Power Commission for a preliminary permit to build a hydroelectric project on Tower and Hamilton Creeks on Kupreanof Island ... Nespelem Valley Electric Cooperative purchased the distributing system that serves the Colville Indian Sub-Agency from the Department of the Interior (Wash.) ... Copper Valley Electric Association borrowed \$25,000 from REA recently to repair damage to the electric system caused by a March earthquake (Alaska) ... Harold E. Aldrich was appointed director of Region 6 of the Bureau of Reclamation in Billings, Mont.

### 25 years ago — 1989

Snohomish County PUD was recognized by Bonneville Power Administration (BPA) as the nation's first utility to certify 1,000 energy-efficient Super Good Cents homes (Wash.) ... Midstate Electric Cooperative provided 115,000 volts of electricity to the Air Force's Over the Horizon-Backscatter radar station; to provide the power, Midstate had to rebuild the line from LaPine to Fort Rock (Ore.) ... Sacramento Municipal Utility District opened bids for the Rancho Seco nuclear power plant to relieve the district of decommissioning and insurance costs (Calif.) ... Bill Drummond was elected to be secretary/treasurer of the Public Power Council (Ore.).

### 5 years ago — 2009

Effective August 1, Ted Coates became the new superintendent of Tacoma Power (Wash.) ... Chelan County Commissioner Ann Congdon captured her fourth consecutive first-place finish in the women's amateur pole-climbing event at the Andrew York Memorial Lineman's Rodeo (Wash.) ... Turlock Irrigation District finalized the purchase of 136.6 megawatts of wind power via the Tuolumne Wind Project (Calif.) ... Flathead Electric Cooperative dedicated Montana's first landfill gas-to-energy facility ... Benton PUD promoted Rich Nall to manager of broadband (Wash.) ... Clatskanie PUD (CPUD) began work on creating a geographic information system mapping of the entire CPUD system (Ore.). **NWPPA**

# September, October, and November 2014

Please register 30 days in advance to receive the Early Bird discount. See [www.nwppa.org](http://www.nwppa.org) for more information.

### NEW! FINANCIAL AUDITS AND INTERNAL CONTROLS

**Who Should Attend:** Finance and accounting employees; senior management or policy makers; or any employee seeking to increase his or her knowledge of the auditing process that takes place at electric utilities.

**Overview:** This one-day class is offered as part of the NWPPA Utility Accounting Certificate Program. Attendees will gain an understanding of the financial auditing process and learn how it may impact their responsibilities to the utility and its consumers. They'll also learn how internal controls can be established to avoid devastating results from errors and fraud.

**SEPTEMBER 9, 2014 — BOISE, IDAHO**

### OVERCURRENT PROTECTION (DISTRIBUTION ENGINEERING SERIES CLASS #2)

**Who Should Attend:** Engineers and senior technical personnel involved in selecting and coordinating overcurrent protection devices.

**Overview:** In this two-day class, you will cover the best practices for protecting transformers and equipment while maintaining the highest reliability possible. You will work through the application considerations of circuit breakers, relays, reclosers, sectionalizers, and fuses; and the methodologies to verify source impedances for system models, the effect of transformer connections on fault current calculations, and the concept of assumed fault impedance.

**SEPTEMBER 9, 2014 — PORTLAND, ORE.**

### NEW! OUTLOOK AND ONENOTE: DYNAMIC DUO

**Who Should Attend:** Anyone who uses Outlook and would like to increase efficiency organizing electronic communication. Also, anyone who could benefit from OneNote's function as a simple, quick storage and reference system.

**Overview:** This class is loaded with simple tactics that will save you countless hours spent on daily tasks; it combines instructor demonstration and hands-on practice with Outlook and OneNote 2010 and 2013. Laptops pre-loaded with exercises will be provided by the instructor.

**SEPTEMBER 9, 2014 — PORTLAND, ORE.**

### NEW! MONITORING BUDGETS AND FINANCIAL ANALYSIS

**Who Should Attend:** Finance and accounting employees; senior management or policy makers; or any employee seeking to increase his or her knowledge of the budgeting process that takes place at electric utilities.

**Overview:** This one-day class is offered as part of the NWPPA Accounting and Finance Certificate Program. It covers the effective techniques of monitoring budgets, and review and oversight of the budgeting process throughout the year. This class will also focus on understanding financial reporting and preparing financial analysis to ensure accurate reporting.

**SEPTEMBER 10, 2014 — BOISE, IDAHO**

### NORTHWEST COMMUNICATIONS & ENERGY INNOVATIONS CONFERENCE (NIC)

**Who Should Attend:** Managers, communications staff, energy services staff, and renewable energy employees.

**Overview:** The theme of this year's Northwest Communications & Energy Innovations Conference (NIC) is *Rendezvous at the Renaissance*. We have keynote speakers who will inspire you and challenge your thinking about how we should communicate and innovate in this challenging world of the electric utility industry.

See page 4 for more information.

**SEPTEMBER 14-17, 2014 — SEATTLE, WASH.**

### HAZWOPER 8-HOUR FIRST RESPONDER AWARENESS/RE-CERTIFICATION TRAINING FOR UTILITY PERSONNEL

**Who Should Attend:** First responders who are likely to witness or discover a hazardous substance release and need to initiate an emergency response sequence by notifying the proper people.

**Overview:** This course will refresh your knowledge and understanding of the requirements for hazardous waste operations and emergency response (HAZWOPER), as required by 29 CFR 1910.120. This course also helps to satisfy the annual HAZWOPER training required for re-certification.

**SEPTEMBER 16, 2014 — SACRAMENTO, CALIF.**

### NEW! POST-NIC WORKSHOP: CELL PHONE PHOTOGRAPHY

**Who Should Attend:** Marketers, communicators, energy services employees, public affairs employees, and any other interested employee.

**Overview:** Dave LaBelle has been teaching this class for two terms now at Kent State University's Journalism School. In this two-part workshop, he will teach attendees how to capture a professional-looking photo with a smart phone when you don't have your high-end digital SLR camera on hand. In the morning, bring your smart phone and join LaBelle for a photo shoot around downtown Seattle before the morning's first general session. Attendees will then reconvene after the NIC to critique photos and learn some tips of the trade — all of which can be done on your smart phone to capture first-rate photos! See page 4 for more information.

**SEPTEMBER 17, 2014 — SEATTLE, WASH.**

### NEW! ENTERPRISE RISK MANAGEMENT FOR UTILITIES — PART 1

**Who Should Attend:** Chief financial officers, senior-level accounting staff, auditors, general managers/CEOs, policymakers, and legal counsel.

**Overview:** Enterprise risk management (ERM) is the discipline of examining the impact of potential financial, operational, regulatory, environmental, legal, safety, and reputation risks on an organization. Implementing ERM helps utilities achieve their objectives by improving their operation and organizational effectiveness. A strong ERM program will integrate risk management with strategy, tactics, and operational processes.

**SEPTEMBER 17-18, 2014 — PORTLAND, ORE.**

### MATERIALS MANAGEMENT WORKSHOP

**Who Should Attend:** Materials management, purchasing, supply chain, and operations personnel.

**Overview:** This workshop is designed to keep you abreast of new programs and skills in the purchasing and materials management area through speakers, facility tours, and networking with your peers. The agenda will include presentations on effective communications and warehouse safety; warehouse and facility tours; and roundtables for discussing hot topics.

**SEPTEMBER 17-19, 2014 — SEATTLE, WASH.**

### NUTS AND BOLTS OF WORK ORDERS

**Who Should Attend:** Employees involved in any aspect of preparing and/or processing work orders for their electric utility, or employees outside the accounting area who want a better understanding of the work order process.

**Overview:** This workshop covers everything you ever wanted to

know about work orders and provides current information about specific documentation demands and forms necessary to meet accounting requirements. You will not only analyze the why of work order systems, but you will also review the how to of the process.

**SEPTEMBER 23-24, 2014 — ANCHORAGE, ALASKA**

#### **BILLS, BUCKS, AND BUSINESS**

**Who Should Attend:** Accounting staff and any employee who wants to understand their personal impact on their utility's financial success.

**Overview:** This one-and-a-half-day workshop is based on the premise that "every employee and every task performed at the utility has an impact on the ultimate bill sent to a consumer/member." Employees will learn skills that help your system achieve financial security and long-term benefits for consumers/members. Also, your system's financial cornerstones will be revealed in terms that all employees can understand.

**SEPTEMBER 24-25, 2014 — ANCHORAGE, ALASKA**

#### **NEW! SITUATIONAL SPANISH FOR UTILITY PERSONNEL**

**Who Should Attend:** All utility employees who interact with Spanish-speaking customers.

**Overview:** This two-day specialized class is designed for utility employees who wish to develop communication skills when dealing with Spanish-speaking customers. Comprehension will be tested throughout the class by role-playing and verbal exams. No prior knowledge of Spanish is required.

**SEPTEMBER 29-30, 2014 — BEND, ORE.**

#### **FRONT LINE LEADERSHIP #2: LEADERSHIP CHALLENGES**

**Who Should Attend:** Front line supervisors and managers, and those front line employees who will be transitioning to a supervisory or managerial role in the future.

**Overview:** This is the second in a series of four sessions leading to a Certificate in Front Line Leadership from NWPPA. The front line leader's role in facilitating performance will be described, along with ways of dealing with challenges such as denial and reluctance to accept accountability.

**OCTOBER 1-2, 2014 — BEND, ORE.**

#### **OPERATIONS MANAGER & LINE SUPERINTENDENT BOOTCAMP 2014-2015: SESSION #1**

**Who Should Attend:** Newly appointed operations managers, line superintendents, or those who have leadership potential.

**Overview:** Day 1: *Project Management and Its Execution.* Participants will learn how to understand a project cycle and develop one that works. Day 2: *Legal and Regulatory Issues.* This one-day program will cover key legal and regulatory considerations for the operations of your utility: supervising legal and regulatory compliance; managing legal and regulatory risk; and key laws.

**OCTOBER 1-2, 2014 — BOISE, IDAHO**

#### **ELECTRIC UTILITY SYSTEMS OPERATIONS**

**Who Should Attend:** Any industry (utility or vendor) employee whose job performance will benefit from a basic understanding of the operations side of the utility business.

**Overview:** This popular two-day course presents a clear understanding of the technical heartbeat of the utility by providing employees

with a comprehensive understanding of electric utility system operations, including generation (fossil fuel, hydro, and nuclear generation), transmission, and distribution (down to 120v/240v residential connections).

**OCTOBER 7-8, 2014 — RENO, NEV.**

#### **METERING: INTRODUCTION AND BASIC APPLICATION**

**Who Should Attend:** Metering, service, engineering, and operations personnel; service and meter sales representatives; purchasers of meter products; supervisors; and other individuals who require an understanding of revenue meters.

**Overview:** This two-day class will take you from start to finish on the basics of metering. You will begin with a screwdriver and a determination to dismantle your standard revenue house meter. After you learn the function of each part, the next step is getting to know how the meter fits into the big picture of revenue metering.

**OCTOBER 7-8, 2014 — SPOKANE, WASH.**

#### **NORTHWEST WAGE & HOUR ANNUAL MEETING**

**Who Should Attend:** Members of the Northwest Wage and Hour Group. Non-members may attend if they are part of a utility, are members of NWPPA, and it is the first time they have attended an NWWH Annual Meeting.

**Overview:** Join your peers at this annual meeting where labor relations leaders share their experiences, recommendations, and lessons learned about key labor relations issues. Back by popular demand, there will be three arbitration case studies to work through as well as presentations and panel discussions on FLSA and healthcare reform.

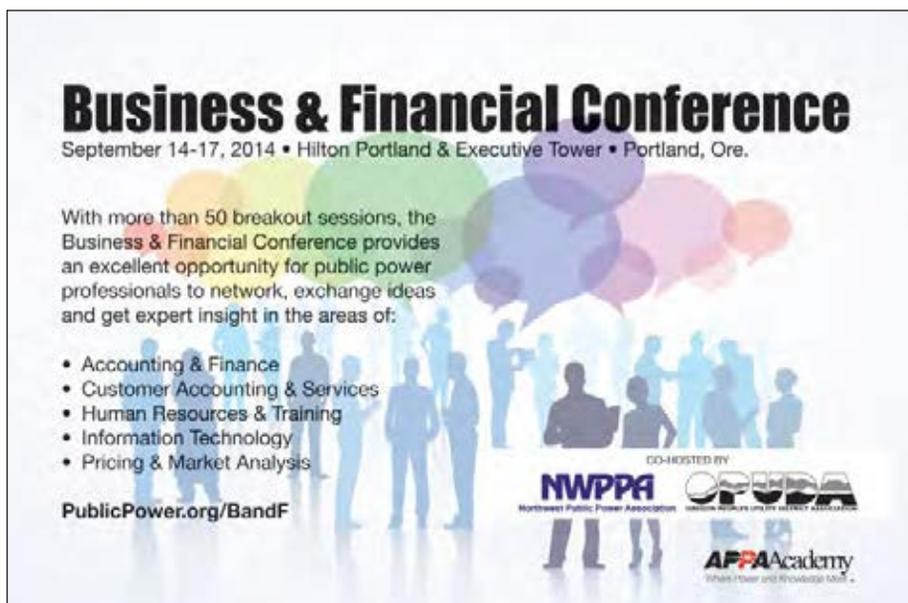
**OCTOBER 8-10, 2014 — BEND, ORE.**

#### **QUALIFIED WORKER TRAINING**

**Who Should Attend:** Individuals who do not hold an electrical journeyman certificate, engineers, technicians, meter readers, and other operations personnel who are required by OSHA 1910.269 to have this training.

**Overview:** The course covers federal regulations related to entering a secured area; minimum approach distances or clearances; personal protective equipment; job briefings; substation entrance procedures; and opening padmount transformers, switchgear, and

*Continued on page 8*



**Business & Financial Conference**  
September 14-17, 2014 • Hilton Portland & Executive Tower • Portland, Ore.

With more than 50 breakout sessions, the Business & Financial Conference provides an excellent opportunity for public power professionals to network, exchange ideas and get expert insight in the areas of:

- Accounting & Finance
- Customer Accounting & Services
- Human Resources & Training
- Information Technology
- Pricing & Market Analysis

PublicPower.org/BandF

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**NWPPA** Northwest Public Power Association  
**AFPA Academy** Where Power and Knowledge Meet

# TRAINING OPPORTUNITIES

metering compartments. Opening and/or viewing electrical equipment in secured areas is typically to take information off of nameplates, readings from meters or gauges, etc.

**OCTOBER 9, 2014 — PORTLAND, ORE.**

## IT SECTION MEETING

**Who Should Attend:** NWPPA utility and associate members who are involved in the information technology aspects of their organizations.

**Overview:** This meeting's speaker is Zachariah Tanko from Tacoma Power. He will speak on Open Source tools used to breach networks and systems. The presentation will be followed by roundtable discussions on topics of interest to the attendees.

**OCTOBER 15, 2014 — SPOKANE, WASH.**

## NEW! UNDERSTANDING THE 21<sup>ST</sup> CENTURY WORKFORCE: WHAT MAKES IT TICK?

**Who Should Attend:** Policymakers, general managers, CEOs, senior managers, mid-level managers, and human resources staff.

**Overview:** For the first time in history, four generations (Traditionalists, Baby Boomers, Gen Xers, and Millennials) have presented new challenges for managers and their employees in the workplace. These differences can affect everything, including recruiting, team building, dealing with change, motivating, managing, and maintaining and increasing productivity. In this interactive one-day session, participants will gain an understanding of what makes each generational group tick.

**OCTOBER 15, 2014 — SPOKANE, WASH.**

## NEW! WORKFORCE PLANNING: THE KEY TO CREATING YOUR SUSTAINABILITY

**Who Should Attend:** Policymakers, general managers, CEOs, and senior and mid-level managers.

**Overview:** Organizations are raising the bar with regards to knowing who their current and future leaders are, and the capabilities they possess. A strategic approach is needed to examine future leadership requirements, assess current capabilities, and determine the steps necessary to close identified gaps.

**OCTOBER 16, 2014 — SPOKANE, WASH.**

## NEW! ONE-DAY SCHOOL ON LOAD FORECASTING

**Who Should Attend:** Analysts and managers who are new to forecasting and statistic analysis, or need a refresher course in evaluating load forecasts developed for their utility.

**Overview:** Does your current load and revenue forecast reflect the economic, financial, and regulatory realities facing your utility today? Do you understand what goes into the load forecast developed by your utility and BPA? If your utility has not revisited its projected load and forecast methodology recently, it may be time to re-examine these given the TRM rate design and the new economic and regulatory environment utilities are operating in today. For BPA customers, BPA's TRM rate design relies on the load forecast developed by BPA for your utility in order to project demand and load shaping charges. The load forecast is also used to determine your utility's need for Tier 2 purchases or new resource acquisitions for the next 5 to 20 years.

**OCTOBER 16, 2014 — SPOKANE, WASH.**

## NEW! BUILDING TEAM GREATNESS

**Who Should Attend:** Managers and supervisors who support teams in an office environment.

**Overview:** Join your public power peers at this class and develop leadership skills that foster team trust, collaboration, and focus. This highly interactive session will provide you with a solid understanding of effective team dynamics, the ingredients of a high-performing team, and how you can build and lead successful teams.

**OCTOBER 21, 2014 — PORTLAND, ORE.**

## KEY TOPICS IN UTILITY ACCOUNTING

**Who Should Attend:** Employees who are new to utility accounting, or who need to understand the special requirements of utility accounting.

**Overview:** The class will begin with an overview of electric utility operations and terminology before moving on to the following topics: prescribed uniform system of accounts (for example, FERC or RUS); cash accounting versus accrual accounting; work order systems; the general ledger and subsidiary ledgers; and the four accounting cycles: revenue, collections, disbursements, and payroll.

**OCTOBER 21-22, 2014 — VANCOUVER, WASH.**

## 3 Cs 2014 WORKSHOP: CREDIT, COLLECTIONS, AND CUSTOMER SERVICE

**Who Should Attend:** Customer service, credit, and collections employees.

**Overview:** Customer service, credit, and collections employees constantly need to hone their communication skills, stay on top of legal issues, learn about new devices, and take care of themselves while coping with the stress of their jobs. New technologies are emerging, and billing and payment options abound; customer confusion and resistance to change often lands in the laps of 3 Cs staff to resolve. See page 3 for more information about this workshop.

**OCTOBER 22-24, 2014 — PORTLAND, ORE.**

## LINEMAN SKILLS SERIES: DAY 1 — AC TRANSFORMERS, ADVANCED THEORY, AND PRACTICAL APPLICATION

**Who Should Attend:** Journeyman linemen, foremen/supervisors, engineers, and those involved in planning, scheduling, and engineering operations for a utility.

**Overview:** This advanced class provides attendees with a journeyman lineman's view of AC transformers. The curriculum includes a combination of electrical theory and hands-on practice. The overall program is to teach students how transformers are used to manage and control the flow of alternating current in electrical distribution systems.

**OCTOBER 28, 2014 — STOCKTON, CALIF.**

## PATHWAYS TO LEADERSHIP SESSION 3: INSIDEOUT COACHING — MORE LEADERS COACHING, MORE OFTEN, FOR MORE IMPACT!

**Who Should Attend:** Directors, managers, graduates of Frontline Leadership, and newly appointed senior leaders.

**Overview:** InsideOut Coaching is designed to help organizations achieve performance breakthroughs by turning leaders and managers into confident and effective coaches. The G.R.O.W. Model represents the four stages of decision making; targeted questions at each stage provide the practical framework for holding effective coaching conversations.

**OCTOBER 28-29, 2014 — PORTLAND, ORE.**

## LINEMAN SKILLS SERIES: DAY 2 — REGULATORS AND CAPACITORS: POWER QUALITY FOR LINEMEN

**Who Should Attend:** Electrical linemen, linecrew foremen, substation personnel, and electrical engineers.

**Overview:** This course is designed to help the student better understand the function, purpose, and application of regulators and capacitors. Students will observe the inner workings of a step voltage regulator and applied electrical theory. Students will also learn to work safely with various capacitors in different configurations and connections, while using hands-on demonstrations.

**OCTOBER 29, 2014 — STOCKTON, CALIF.**

## ONLINE — OVERVOLTAGE PROTECTION WEBINAR (DISTRIBUTION ENGINEERING SERIES #3)

**Who Should Attend:** Engineers and senior technical personnel involved in the selection and location of lightning arrestors and proper system grounding.

**Overview:** This webinar is part of the Electric Utility Engineering Certificate Program that teaches critical concepts and skills in distribution engineering. The other two classes are *Distribution Engineering Planning & Analysis* (a four-day class) and *Overcurrent Protection* (a two-day class). This course will cover lightning theory, grounding, basic impulse insulation level (BIL), and the calculation of the margin of protection of the system and equipment.

**OCTOBER 29, 2014 — ONLINE PRESENTATION**

#### **LINEMAN SKILLS SERIES: DAY 3 — PERSONAL PROTECTIVE GROUNDING**

**Who Should Attend:** All electrical workers involved in personal protective grounding.

**Overview:** This course discusses protective grounding theory, emphasizing safety and the range of acceptable currents. It also covers visual inspection of grounding systems (mats, connectors, risers, and straps); special considerations and hazards (IEEE Standard 80); and personal protective grounds, including sizing, testing, inspection, maintenance, and use.

**OCTOBER 30, 2014 — STOCKTON, CALIF.**

#### **EMPLOYER COLLECTIVE BARGAINING TEAM PREPARATIONS**

**Who Should Attend:** General managers, operations managers, members of the employer bargaining team, and chief negotiators.

**Overview:** You will gain valuable and practical knowledge about the three phases of collective bargaining: preparation and defining the range/scope of negotiations; bargaining over issues (both non-economic and economic) and packaging of all remaining issues; package offers, offer variations, final offer, and achieving agreement or implementation of the final offer.

**OCTOBER 30-31, 2014 — PORTLAND, ORE.**

#### **STAKING TECHNICIAN CERTIFICATION — BASIC SURVEYING**

**Who Should Attend:** Staking technicians.

**Overview:** This three-day course is part of the comprehensive Staking Technician Certificate Program. It will teach students the basic and advanced methods of line route surveying. This course also includes a basic overview of GPS and its application to line design and staking. To complete the study, the student will learn how to transfer both paper and electronic field data to hand drawings or computer-aided drafting programs.

**NOVEMBER 3-5, 2-14 — STOCKTON, CALIF.**

#### **INTRODUCTION TO ROBERT'S RULES OF ORDER**

**Who Should Attend:** Policymakers, clerks to the board, executive secretaries, administrative assistants, and any utility employee participating in board or commission meetings.

**Overview:** *Robert's Rules of Order* can be baffling and intimidating. People who know how to use it sometimes seem to employ the system as a weapon, not a tool to make meetings better; but it doesn't have to be that way. In this highly interactive day-long class, attendees will learn essential principles, and practice the tools and techniques to use Robert's Rules well in order to run smooth, efficient, and fair meetings. This workshop gives ample opportunities to practice what you learn so the content stays with you.

**NOVEMBER 5, 2014 — TACOMA, WASH.**

#### **ELECTRIC UTILITY SYSTEM OPERATIONS**

**Who Should Attend:** Any industry (utility or vendor) employee whose job performance will benefit from a basic understanding of the operations side of the utility business, including engineering; operations; safety; purchasing; information technology; regulatory and rates; customer service; public relations; legal; and accounting employees.

**Overview:** This popular two-day course presents a clear understanding of the technical heartbeat of the utility by providing employees with a comprehensive understanding of electric utility system operations, including generation (fossil fuel, hydro, and nuclear generation), transmission, and distribution (down to 120v/240v residential connections). You will learn how all key pieces of equipment in the system are built, how the equipment operates, and how the equipment functions in the overall operations of a utility system.

**NOVEMBER 5-6, 2014 — SPOKANE, WASH.**

#### **STAKING TECHNICIAN CERTIFICATION — EASEMENT ACQUISITION**

**Who Should Attend:** Staking technicians.

**Overview:** This course is part of the comprehensive Staking Technician Certificate Program. Experienced line designers say obtaining the right-of-way easement is the toughest part of staking. A well-designed power line is of little use if it cannot be built on the land.

**NOVEMBER 6-7, 2014 — STOCKTON, CALIF.**

#### **FRONT LINE LEADERSHIP #3: PERSONALITIES AND ATTITUDES IN THE WORKPLACE**

**Who Should Attend:** Front line supervisors and managers that have completed *Front Line Leadership Session #1: Situational Leadership*, as well as those front line employees who will be transitioning to a supervisor or manager role in the near future and have completed *Front Line Leadership Session #1: Situational Leadership*.

**Overview:** Personalities and attitudes; we all have them. So why are they sometimes such a challenge to deal with? This course, as taught by the Ken Blanchard Companies, begins with a self-discovery pre-workshop exercise to determine your personality type. The session continues with an explanation of how best to identify and deal with the different personality types you work with. Learn why it takes a different approach with members of your workgroup and how to bridge their temperaments to their developmental levels.

**NOVEMBER 13-14, 2014 — PORTLAND, ORE.**

#### **FOREMAN LEADERSHIP SKILLS #3: REDUCING CONFLICTS; COMMUNICATION AND CUSTOMER SERVICE**

**Who Should Attend:** Foremen and crew leaders. (Please note that classes in this series may be taken in any order.)

**Overview:** Day 1 — *Reducing Conflicts and Attitude Problems*.

This class is designed to provide participants with an understanding of the dynamics of workplace conflicts and strategies of how to better manage those conflicts and improve relationships. Day 2 — *Communication and Customer Service for Line Crews*. To a large extent, the success of a business is based on the people skills of its employees. The purpose of this one-day seminar is to improve the company's business relationships through the skills of interpersonal communication with internal and external customers.

**NOVEMBER 18-19, 2014 — VANCOUVER, WASH.**

#### **ADVANCED UTILITY ACCOUNTING**

**Who Should Attend:** Senior level accounting staff, chief financial officers, and finance directors.

**Overview:** This one-and-a-half-day class will cover advanced accounting issues currently affecting utilities — new FASB and GASB reporting standards and regulatory accounting and how it can benefit a utility. The course will conclude with a roundtable discussion on issues that are a priority for your utility. Attendees should be prepared to discuss top priorities and provide feedback.

**NOVEMBER 19-20, 2014 — VANCOUVER, WASH. NWPPA**

# Government pensions: nuts and bolts of new reporting requirements (Part 1 of 2)

It's no secret: municipal utilities have experienced financial challenges in the last few years. The uncertain economy has introduced a broad set of challenges, including stagnant financial markets, poor performance of investments, and budgetary dynamics that favor short-term spending over long-term funding of pensions. As a result, in many cases, there's a significant gap between public employee retirement benefit obligations and the funds set aside to pay for them — despite intensifying fiduciary responsibilities and growing pressures to maintain benefit levels.

This gap is one of the reasons the Governmental Accounting Standards Board (GASB) has decided that more information about unfunded pension liabilities will begin appearing on the statements of net positions of governmental entities (including municipal utilities) that provide defined benefit pensions. This change will provide citizens and other users of these financial reports with a clearer picture of the size and nature of the financial obligations to current and former employees.

The GASB has issued two new standards: Statement No. 67, Financial Reporting for Pension Plans, which revises existing guidance for the financial reports of most pension plans; and Statement No. 68, Accounting and Financial Reporting for Pensions, which revises and establishes new financial reporting requirements for most governments that provide their employees with pension benefits. These new guidelines significantly change the requirements that were previously in Statement Nos. 25, 27, and 50.

It's important to note that the new statements relate to accounting and financial reporting issues only. The standards establish a shift in expense and liability recognition from a funding-based approach to an accounting-based approach. Under the previous standards, pension expense was more closely aligned with the annual funding of the plan; under the new standards, expense and liability recognition will be more closely aligned with actuarially determined amounts. The new standards do not address how governments should approach pension-plan funding, a policy decision better left to elected officials.

With that in mind, let's examine some of the changes more closely as they relate to employers who will have to follow requirements in Statement No. 68.

### Disclosing net pension liability (or asset) on the Statement of Net Position

Under the previous standards, the pension liability was calculated as the difference between the contributions entities were required to make to a pension plan in a given year versus what they actually funded for that year. Statement



*It's important to note that the new statements relate to accounting and financial reporting issues only. The standards establish a shift in expense and liability recognition from a funding-based approach to an accounting-based approach.*

No. 68 changes this, reflecting the view that pension costs and obligations should be recorded as employees earn them, rather than when the government contributes to a pension plan or when retirees receive benefits.

### A new way to calculate pension liability

The new pension standards change how pension liability will be calculated. The measurement process now entails three steps:

1. Projecting future benefit payments for current and former employees and their beneficiaries
2. Discounting those payments to their present value
3. Allocating the present value over past, present, and future periods of employee service

In addition, the net pension liability must now be reported as a liability in entities' accrual-based financial statements. And the pension plan's net position available for paying benefits must be measured using the same valuation methods used by the pension plan when it prepares its financial statements, including measuring investments at fair value.

As a result, it will require utilities with defined benefit pension plans to disclose a net pension liability on their statements of net position. That liability is the difference between the total pension liability and the value of assets set aside in a pension plan to pay benefits. The statement calls for immediate recognition of more pension expense than had previously been required, including annual service cost and interest on the pension liability plus the effect of changes in benefit terms on the net pension liability.

In addition, under the previous standards, cost-sharing employers recorded pension expense equal to required annual contribution to the plan, and had to present actuarial information in the footnotes. There was no requirement to recognize a liability for employers' individual portion of any actuarially determined underfunding for the plan in total. Instead, information on the funded status of the plan was presented in the plans' financial statements for all employers combined.

The new standard states that information for cost-sharing employers shouldn't differ significantly from that of single and agent employers. This means utilities participating in state-, county-, or city-sponsored cost-sharing plans must report a net pension liability, pension expense, and pension-related deferred inflows and outflows based on their proportionate share of the collective amounts for all members in the plan.

The result? Users of financial statements from cost-sharing plan members will now gain access to better, more transparent financial data. Indeed, reporting the net pension liability on statement of net position will portray the utilities' financial status more clearly and accurately, because the

pension liability will be placed on an equal footing with other long-term obligations.

### Deferred outflows and inflows

The effects of changes in assumptions and differences between assumptions and actual experience on the total pension liability are to be recognized initially as deferred outflows of resources or deferred inflows of resources. They're then to be introduced into the expense calculation systematically and rationally over employees' average remaining years of employment (active employees and inactive employees, including retirees). This period is likely to be significantly shorter than the period of up to 30 years over which entities have been recognizing portions of their pension expense.

In addition, the difference between the expected earnings on plan investments and actual investment earnings is to be recognized as deferred outflows of resources or deferred inflows of resources and included in expense in a systematic and rational manner over a closed five-year period rather than longer periods that have been allowed under the previous standards.

In Part 2 of the series on pension reporting, we will discuss new assumptions in the process of calculating the pension liability, expanded disclosure requirements, and challenges that governments will likely experience in the implementation process. **NWPPA**

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by Nate Boettcher and Jeff Almen

# Shotguns are for hunting, not energy efficiency messaging

This fall, Pacific Northwest hunters will make their annual trek to fields, mountains, lakes, and ponds. Whether the hunt is for big game, waterfowl, or upland birds, shotguns will often be the tool of choice.

Fall is also the time Pacific Northwest utilities load their “shotguns” and blast out the seasonal energy efficiency message about home winterization, insulation, and a heating system tune-up. Most will highlight the many virtues of lower thermostat settings and, in general, promote the economic benefits of saving energy.

While seasonal energy efficiency messages are part of every utility’s DNA, these communications are also reminiscent of the spray pattern of a shotgun’s buckshot. Energy efficiency campaigns are often a one-size-fits-all blast. While they promote the general concept of energy efficiency in hopes of driving consumer response and greater household efficiency, more often than not, the target is left unscathed.

In fact, most utilities would be hard pressed to show energy efficiency program effectiveness because, generally, accurate measurement of consumers’ response to campaigns is hard to come by. Recently, the American Council for an Energy-Efficient Economy (ACEE) posted an article to its website that stated: “Given the inconsistency in efficiency program report formatting, nomenclature, and frequency, we recommend that utilities, regulators, and program administrators in each state discuss these issues, perhaps also at a regional and national level, and work toward adopting best reporting practices.”

The ACEE is right. There has to be a better reporting model, one in which utilities use existing tools, talents, and time to effectively establish better customer segmentation capabilities and refine their analysis and reporting practices to gather, crunch, and analyze a richer set of data now being delivered by smart meters, so as to get a more accurate picture of the true return on consumer energy efficiency investment.

As the utility industry’s smart meters deliver more and better consumer use data, three core areas should be addressed to improve the effectiveness of energy efficiency efforts:

1. Consumers are diverse. Recent industry efforts to understand consumer differences have defined five different energy efficiency profiles, from “actively green” to “environmental skeptics.” Regardless of how each utility defines their consumers, utilities must do a better job of understanding consumer attitudes and motivations, collectively called consumer personas.
2. Energy efficiency messages must be appropriately developed, or customized, for a targeted group of consumers.

*Every utility is different ... And with the right measurement tools, a utility will improve its ability to show results and get ready for the next hunting season.*

3. Finally, utilities should take advantage of meter data collected by smart meters to better understand the underlying effectiveness of efficiency programs. As one NISC member recently said, “Without the measurement capability I have using meter data, I just couldn’t develop an effective energy efficiency program.”

Identifying personas may sound complicated, but frankly, it doesn’t require Gallop Poll sophistication to have value. There are a number of tools and resources that can be used, such as internal surveys, Facebook polls, the U.S. Census Bureau, or available data from external sources. In 2009, for example, Bonneville Power Association conducted research designed to identify and segment consumers in the Northwest United States. This and related information is readily available for your use.

Once a utility commits to the task of developing baseline persona data, its sense of customer personas will gain clarity and the task of targeting consumer groups with appropriate messages becomes easier.

A typical shotgun message might read: “Turn your air conditioner down two to three degrees to save energy.” But if you serve a geographical area where 90 percent of the homeowners believe comfort is the key, your ads and consumer service messages could be tailored to read: “When you’re away from home, save money by turning your A/C unit up two to three degrees.” Big-time marketers also test messages with target audiences to find key words, concepts, and benefit statements that ring true and increase acceptance.

Famous business management guru Peter Drucker once said, “If you can’t measure it, you can’t improve it.” His comment has special application in any discussion of the growing importance of energy efficiency as a fuel source. But how do utilities determine the success of an energy efficiency program? How do they evaluate the effort to determine the return on their energy efficiency investment?

Kootenai Electric Cooperative in Hayden, Idaho, recently participated in the U.S. Department of Energy’s Green Button program. The program was designed to improve access to meaningful meter data. The study results showed that customers who actively viewed their energy use, through a prod-

uct called SmartHub, decreased energy use by between 1.5 and 2 percent.

The DOE study looked at daily energy consumption over a period of time by consumers enrolled in the Green Button program. Data collected was run through weather models to normalize the effects of weather, so as not to let abnormally hot or cold weather skew the study's results. The impact analysis showed that giving consumer's access to timely energy consumption, like the Green Button, is an effective use of the utility's energy efficiency budget.

As utilities grow in their ability to develop, rollout, and refine efficiency programs, the next step is to compare enrolled consumer energy consumption against baseline data. Historically, this has been done with expensive, time-consuming audits of the program data or through models that calculate efficiency of generic programs. Next-generation tools are emerging inside meter data management systems that allow programs and weather data to be modeled very quickly and provide the utility with timely data. As new programs emerge, technology will proactively help utilities find the most cost-effective mix of programs to provide their customers. No longer will utilities need to sit by patiently waiting for the results; results will be in near real time and powerful analytics

will allow utilities to stay the course or modify their approach midstream, helping to better utilize the dollars that are spent on efficiency programs.

Every utility is different. As such, there is no perfect one-size-fits-all approach to increase the return on investments made in each utility's energy efficiency programs.

Still, a utility would be on firm ground to say that with a better understanding of consumer profiles and each group's energy efficiency hot buttons, they can craft more powerful ads and communications and increase the chance of moving consumers to energy efficiency action. And with the right measurement tools, a utility will improve its ability to show results and get ready for the next hunting season.

As utilities head into the fall, it may be time for them to put away the usual messaging shotguns in the energy efficiency hunt and try a more refined solution that gives each a better aim so that they can hit the target and meet the goal.

NWPPA

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by Neil Neroutsos

# SnoPUD takes a fresh approach to energy storage

**\$7.3 million in funding secured from Washington Clean Energy Fund**



*Snohomish PUD is working with several battery manufacturers, including UniEnergy in Washington state, to test energy storage systems at multiple substations. Photos courtesy of Snohomish County PUD.*

Later this year, Snohomish County Public Utility District plans to deploy an innovative energy storage system that aims to transform the marketplace and how utilities manage electric grid operations. The PUD, and its principal partner 1Energy Systems, will install the Modular Energy Storage Architecture (MESA) at multiple utility substations. The system will provide a standard, non-proprietary, and scalable approach to energy storage. With it, utilities and grid operators would be able to choose interoperable components — batteries, power converters, and software — to meet their specific needs with energy storage systems in the future.

“Today, devoid of standards in energy storage systems, you’re essentially getting black boxes, each one different, each with a different interface, and each one requiring a different way of integrating it into your network,” said Snohomish PUD General Manager Steve Klein. “It becomes a nightmare in terms of operational functionality, engineering, and certainly from a cost perspective.”

The PUD program has several objectives, including 1) integration of intermittent energy projects through energy

storage and information technology; 2) demonstration of dispatch of energy storage resources from utility energy control centers; and 3) improved reliability and reduced cost of intermittent and distributed generation resources.

“The MESA system promotes the expanded application of plug-and-play type energy storage systems to address the needs of today’s electric grid that increasingly depends on intermittent energy resources such as wind and solar,” said Klein.

The Snohomish energy storage program will include two large-scale lithium ion batteries, one built by LG Chem and a second by Mitsubishi-GS Yuasa. Both lithium ion batteries will utilize a Parker Hannifin power conversion system. Additionally, the PUD will deploy multiple advanced vanadium flow batteries, which will be built by UniEnergy Technologies, a PUD business customer. The batteries will be sited at substations in the utility’s service area. The project recently received \$7.3 million in matching funds from the Washington Clean Energy Fund, the largest amount awarded to a Washington utility under the program.

## SnoPUD's growing renewable portfolio

The ability to better integrate renewable energy resources is a key benefit as utilities increase their use of renewable energy. The PUD's portfolio includes numerous renewable energy sources, including:

- Wind energy from three sites in Washington and Oregon
- More than 430 customer-operated solar units
- Biomass, biogas, and landfill gas projects
- New small hydropower projects
- Plans for a tidal energy project in Puget Sound
- Potential future geothermal development

"This is about storing solar energy to power our lights even on cloudy days," said Washington Governor Jay Inslee in announcing the state funding. "We're using our Clean Energy Fund to position Washington state as a leader in energy storage and work with utilities to develop technologies and strategies that will move the market for renewables forward."

### System operations

Energy storage could help resolve a broad range of issues related to electric grid operations. It offers benefits related to frequency and voltage support, and could reduce the need to maintain spinning reserves for backup.

Controls integration and optimization software is one of the keystones of the PUD storage program. The control system will involve the different storage batteries, each with its own performance characteristics. The software will also integrate multiple types of renewable energy and manage demand response. The control system infrastructure is the next critical technology for utilities and the energy storage industry, advancing from merely demonstrating individual energy storage projects to creating an easily deployable, scalable solution that will be integrated with other grid assets.

The controls and optimization software will be integrated with the PUD's Alstom SCADA system.

"It will change how we operate our SCADA systems in that our distribution systems have always operated one way from generating resources," said PUD Assistant General Manager of Distribution & Engineering Chris Heimgartner. "We are currently working with Alstom Grid to model our distribution system to incorporate energy storage."

Successful energy storage systems, coupled with renewable energy resources, will let utilities adaptively absorb load and produce power in response to real-time grid conditions to provide stability.

A 2012 report by the University of Washington and University of Michigan engineering departments highlighted these and other operational benefits, including the significant value of using storage for arbitrage between periods of high and low demand. It also called out the value of ancillary ser-



(L-R) Snohomish PUD Engineers Jason Zyskowski and Bob Anderson review plans for an energy storage project at an Everett substation.

vices, such as frequency control, reserve, and voltage control. The report reinforced that effective energy storage will reduce line congestion and transmission losses. It will minimize the need to run expensive power plants and to spill renewable energy during times of excess energy supply.

### Renewable energy integration

For the PUD and other utilities, energy storage is an invaluable tool in resolving issues related to intermittent energy sources. During times of the day with high solar energy production, for example, batteries can be fueled for use later in the evening when customers are returning home and demand peaks.

"When our load and market prices are high, there's potential to draw from the battery to minimize purchases," said PUD Senior Manager of Power Supply Kelly Wallace. "Local renewable resources would provide the fuel, including small hydropower, biogas/biomass, solar, and other distributed generation."

Meanwhile, the PUD also plans to utilize energy storage to integrate a tidal energy pilot project in Puget Sound's Admiralty Inlet. It will use an optimized battery charge/discharge algorithm to capture deep-cycle, variable frequency, and variable-voltage energy beyond what is currently commercially manageable; it will provide consistent utility-grade power to the local distribution network. **NWPPA**

*Neil Neroutsos is a media liaison with Snohomish County PUD in Everett, Wash. He can be reached at [nsneroutsos@snopud.com](mailto:nsneroutsos@snopud.com) and (425) 783-8444.*

### Locke hired by Franklin PUD

**F**ranklin PUD (Pasco, Wash.) has hired **Carrie Locke** as the new manager of Human Resources.

Locke comes to Franklin PUD after serving as an HR manager at Washington Closure Hanford, LLC for nine years. She was an integral team member for development and leadership of key human resources programs and previously owned a consulting business providing human resources services to small businesses. She brings with her 20 years of experience covering all aspects of human resources, including workforce planning, compliance, labor relations, compensation, and benefits.

Locke holds a bachelor's degree from Washington State University and a master's degree in management from California Southern University. **NWPPA**



### Clark receives J.D. Power recognition again

**F**or the seventh consecutive year, J.D. Power recognizes Clark Public Utilities for ranking highest in customer satisfaction among midsize electricity providers in the Western United States.

The J.D. Power study measures customer satisfaction with electric utilities by examining six key factors, which cover all areas of utility operations: power quality and reliability; price; billing and payment; corporate citizenship; communications; and customer service. In all of these categories, customers gave Clark Public Utilities the highest score in the West midsize segment.

“This is what happens when employees are empowered to help and have the freedom to do what they think is right for the customers who actually own this utility,” said **Byron Hanke**, president of the utility's board of commissioners. “We don't have a lot of policies about exactly how we handle every situation, because we trust the employees to use good judgment, have compassion, and run this utility with integrity. When that's how you work, it's no wonder customers are satisfied.”

J.D. Power designs and finances the study, a standardized measure of satisfaction available for the electric residential utility industry. More than 104,000 residential electric utility customers throughout the U.S. responded online to the study. Based on these responses, the study compared 138 electric utility brands, collectively serving over 96 million households. **NWPPA**

### Results posted from final Andrew York Rodeo

**A** joint Douglas PUD/Chelan PUD team of journeymen took top overall honors at the 10<sup>th</sup> and final Andrew York Lineman Rodeo on Saturday, June 21, in Wenatchee's Walla Walla Point Park.

**Kyle Pennington** and **Kole Pennington** from Douglas PUD and **Colyn Hamon** from Chelan PUD scored a perfect 300 points and finished with an overall time of 20 minutes, 2 seconds. **Joel McIntosh** of Chelan PUD was the top apprentice lineman with 300 points and an overall time of 10 minutes and 15 seconds.

Competitors in the decathlon-style events at the finale included 21 three-man journeyman teams and 47 apprentices from around the Northwest. Results for all are posted on the rodeo website at [www.ayrodeo.com](http://www.ayrodeo.com).

**Ryan Hagel**, **Josh Welle**, and **Jason Hiatt** from Portland General Electric were the second team overall with 300 points and time of 0:22.4. Grant PUD's team of **Buck Gillmore**, **Rodney Fronsman**, and **Scott Elliott** were third overall with 300 points and time of 0:23:4.

Second-place overall apprentice was **Matt Phillips** of Avista Utilities with 300 points and time of 10:16. Chelan PUD's apprentice lineman **Brandon Hughes** was third with 300 points, finishing in 10:26.

Proceeds from the rodeo support the Andrew York Memorial Scholarship, which has awarded \$30,500 in 10 years to Washington state high school seniors active in fighting teen drug and alcohol abuse. Scholarships will continue into the future as the rodeo is expected to reach its goal of \$150,000 in the endowment managed by the Community Foundation of North Central Washington. **NWPPA**

### Agreement will improve Cowlitz River fish runs

**T**acoma Power, Lewis County PUD, and Bonneville Power Administration (BPA) have signed a long-term agreement that will improve natural fish runs in western Washington's Cowlitz River. At the same time, Tacoma Power and Lewis County PUD have formalized an agreement to work cooperatively when the time comes to seek relicensing from the Federal Energy Regulatory Commission (FERC) for their respective dams in the Cowlitz River basin.

“This agreement is the foundation for improving downstream fish collection on the Cowlitz River,” said **Ted Coates**, Tacoma Power superintendent. “All three signatories are committed to a new era of cooperation and mutual support.”

The agreement allows Tacoma Power to take ownership of BPA-owned existing fish collection facilities at Lewis County PUD's Cowlitz Falls Dam, and to install, operate, and maintain improved fish collection structures at the dam to increase fish survival. The upgraded facilities will attract more juvenile Chinook, steelhead, and Coho as the fish migrate downstream. The fish will be collected and then trucked around the dams and released to continue their trip to the ocean.

"All of us that own and operate hydro projects know that we have an obligation to put resources back in the river," said **Bob Geddes**, manager, Lewis County PUD. "This new agreement gives us a chance to do that collectively and it also puts us in a good position for the future when the project is up for relicensing."

Pending FERC approval, the key elements of the new agreement will go into effect on October 1. Construction is slated to begin in early 2015, with a goal of starting fish collection in 2017. **NWPPA**

## EPUD takes renewable energy program local

**E**merald People's Utility District (Eugene, Ore.) is making exciting changes to its renewable energy program with a new name and the addition of a \$40,000 grant for local renewable energy projects.

Customer-owners were asked to submit program names they felt would capture the essence of green power, sustainability, and the Emerald customer-owners who support it. After a successful print and social media campaign, the utility received many creative entries that were put to a vote of Emerald PUD's staff. The top vote-getter and the new name of Emerald's renewable energy program is **GREEN**.

In addition to the new name, Emerald is expanding the program to offer some exciting new features, including giv-

*Continued on page 18*

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ing customers the power to help bring new renewable projects into the local community. A portion of the money raised through GREEN will be used to fund a grant program available to any nonprofit organization, school, library, etc. in the Emerald district. These organizations can apply for a \$40,000 grant to assist in the construction of the renewable project they hope to undertake. Each year, GREEN participants can vote for the project they want to receive the grant. Now those who support renewable energy get to see their donations in action, right in their own neighborhoods!

“We’re very excited to see how the extended program can further support local, renewable energy projects in the backyards of our customer-owners,” said **Rob Currier**, Emerald’s Energy Services coordinator. “GREEN is the program for those who want to direct their dollars towards new clean energy sources close to home.”

Emerald PUD has a long-standing commitment to renewable energy, having supported solar electric installations on their own building and in several high schools they serve. The utility has also supported wind power and even biomethane energy production with their Short Mountain Methane Power Plant. Read more about this project and others on their website at [www.epud.org/about/powerResources/landfillGas.aspx](http://www.epud.org/about/powerResources/landfillGas.aspx). **NWPPA**

## Grays Harbor honors years of service

**P**ast met present on June 10 as Grays Harbor PUD employees gathered at the Aberdeen Museum of History for the 2014 Employee Service Awards and Retiree Luncheon. The annual event, hosted by General Manager **Dave Ward** and Commissioner **Arie Callaghan**, is an opportunity for the District to recognize the employment anniversaries and remarkable careers of over two dozen men and women who have given years of service to the community through their work at the PUD.

Those recognized this year were: **Phil Penttila** and **Robert Reime** for 35 years; **Norma Cosler**, **Clement Houle**, and **Charlotte Pumphrey** for 30 years; **Carl Jonsson** for 25 years; **Shelly Walczak** for 20 years; **Tanya Collins**, **Gary Forster**, **Brenda Johnson**, **Alice King**, and **Dennis Lisherness** for 15 years; **Tina Callaghan**, **Todd Furth**, **Justin Mills**, **Doug Streeter**, and **Andrew Wallin** for 10 years; and **Brian Cokeley**, **Alicia Cornwell**, **Lacey Ellingson**, **Robert Evans**, **Toni Fairchild**, **Christine Gaidrich**, **Gayle O’Conner**, **Marvin Peterson**, **Brad Shumate**, and **Jessica Spatz** for five years.

**NWPPA**

## Douglas County congratulates employees

**D**uring the July 14, 2014, Douglas County PUD Commission meeting held at the District’s East Wenatchee (Wash.) office, Commissioners **Lynn Heminger**, **Ron Skagen**, and **Jim Davis** awarded Power Operations Superintendent **Hank LuBean** with his 25-year-service award. Commissioner Heminger thanked LuBean on behalf of the citizens of Douglas County for his years of service; LuBean in turn thanked the commission and said he has enjoyed working with his co-workers and at the District.



*Above: (L-R) Commissioner Lynn Heminger, Power Operations Superintendent Hank LuBean, and Commissioner Ron Skagen.  
Below: (L-R) Kyle Pennington and Kole Pennington.*



At the meeting, the commissioners also congratulated **Kyle** and **Kole Pennington** on their first-place finish at the Andrew York Lineman Rodeo. **NWPPA**

## Officers elected to Energy Northwest Executive Board

**T**he Energy Northwest Executive Board elected officers at their public meeting in Portland, Ore., on June 26. All will serve one-year terms effective July 1.

**Sid Morrison** of Zillah will continue in his role as chair of the board. Morrison has served on the executive board since 2001. He is also the chair for the board of trustees at Central Washington University and the chair for the Yakima Basin Storage Alliance.

**Jack Janda** of Shelton will continue to serve as vice chair. He has served on the executive board since 2005 and on the Mason County Public Utility District 1 board of commissioners since 2001.

**Lori Sanders** of Kennewick will continue as board secretary. Sanders has served on the executive board since 2010, and on the Benton County Public Utility District board of commissioners since 2005. She was elected secretary of the executive board in 2013, and currently serves as vice president of the Benton PUD board.

**Dave Remington** of Spokane was elected as assistant secretary. Remington has served on the executive board since his appointment by Gov. **Gary Locke** in December 2004; he was re-appointed by Gov. **Christine Gregoire** in 2009 and by Gov. **Jay Inslee** in 2013. He is retired from Itron Inc. in Spokane, where he was senior vice president and chief financial officer. **NWPPA**

## Special meeting, election held at Blachly-Lane

**B**lachly-Lane Electric Cooperative (Eugene, Ore.) held a Special Members' Meeting on Sunday, July 13, 2014, at 6 p.m. Fifty-one members attended and enjoyed hot dogs, side dishes, and each other's company. At the meeting, ballots were counted for two director positions and proposed changes to the cooperative's bylaws.

Incumbent District 2 Director **Bob Sikes** was re-elected over challenger **Jeff Rutherford**, while **Marlene Northrup** ran unopposed in District 4.

All of the bylaw changes were approved by a majority of votes of the members. **NWPPA**

## Russell Post retires from Tacoma

**A**fter 26 years as the environmental compliance manager for Tacoma Public Utilities (Wash.), **Russell Post** retired on June 27.

"I've had an excellent career here and the people are what made it special, but it's time to move on," said Post. "While I plan to vigorously pursue a life of leisure, I will obtain a business license and be available for those who wish to make use of my experience and knowledge." **NWPPA**

## Mason 3, Grays Harbor continue run of clean audits

**A**n examination by the Washington State Auditor has produced a 35<sup>th</sup> consecutive clean audit for Mason PUD 3 (Shelton, Wash.) as well as a 14<sup>th</sup> consecutive clean audit for the Grays Harbor PUD (Aberdeen, Wash.).

**Doug Cochran**, the state auditor's chief of staff, attended a meeting on June 20 to review the annual examination of Mason PUD No. 3's finances and operations. Cochran congratulated the PUD's commissioners and staff on a good audit.

"The examination of our utility by the State Auditor's Office gives us an excellent opportunity to benchmark our performance," said **Annette Creekpaum**, PUD 3 manager. "This report is a positive reflection on all PUD employees who strive every day to protect the investment our customers have made in the utility."

In the Exit Conference held on June 23 for Grays Harbor, representatives of the Washington State Auditor's Office reported that the "District's internal controls were adequate to safeguard public assets." The report also found that the District has complied with state laws and regulations and its own policies and procedures.

"This report is the result of the excellent work of every person who works for the Grays Harbor PUD," said Commission Board President **Russ Skolrood**. "Our customers expect and deserve a well-run and responsible public utility district and this report is evidence that we continue to provide that to them." **NWPPA**

## Mason 1 employees reach milestones



(L-R) *Jocelyne Gray, Shiane Saeger, and Greg Kester.*

**T**hree of Mason County PUD No. 1's (Shelton, Wash.) employees are celebrating service milestones in 2014. PUD Auditor and Director of Finance & Customer Service **Greg Kester** is celebrating 25 years with the PUD; Customer Service Representative **Shiane Saeger** is celebrating 15 years; and Director of Operations-Water **Jocelyne Gray** is celebrating her five-year milestone.

The three employees were recognized at the PUD's annual company picnic at Potlatch State Park on June 27.

**NWPPA**

## SMUD testing new cooling system

**O**ne thing is certain in Sacramento, Calif., during the summer: the weather will be hot and dry and temperatures will hit triple digits. It is certainly a challenge to stay cool. That is why the Sacramento Municipal Utility District (SMUD) is testing a new type of heating, ventilation, and air conditioning (HVAC) technology that borrows from and builds on some tried and true techniques to deliver improved cooling performance.

*Continued on page 20*

The technology uses indirect evaporative cooling — a kind of swamp cooler — but very high performance using 80 percent less energy than conventional industrial HVAC systems without adding any humidity. It's called Climate Wizard and one of SMUD's largest industrial customers, Tri Tool in Rancho Cordova, is supporting SMUD's research and development to test it in this challenging manufacturing environment.

The installation of Climate Wizard at Tri Tool is the first project test of this 60-ton, 24,000-cubic-feet-per-minute indirect-evaporative system in the United States. The Climate Wizard system has been designed to provide supplemental cooling in the plant production area. It supplements the 90-ton HVAC unit that was ill-equipped to handle the entire cooling function for the facility.

As a result of the project, the facility has realized many new benefits that include providing fresh cool air that has significantly improved air quality, an expected overall energy reduction, and delivery of the necessary cooling required without any additional moisture in the building.

NWPPA

## New directors elected to KEC Board

Two new directors were elected to the Kootenai Electric Cooperative (Hayden, Idaho) Board of Directors at the 76<sup>th</sup> Annual Meeting on April 29, 2014.

**Todd Hoffman** of Coeur d'Alene represents District 3 and brings over 15 years of experience working in a global business environment across a wide range of industries, including transportation, technology, energy, and natural resources. He has held senior leadership roles in strategy, finance, information technology, and marketing. In the energy sector, Hoffman was responsible for pricing strategy and policy with GE Energy's Power and Water Division, where he managed annual revenue streams of over \$2.1 billion.

**David Bobbitt**, also of Coeur d'Alene, represents District 4 and is the chairman and CEO of Community 1<sup>st</sup> Bank. He chartered Community 1<sup>st</sup> Bank as an Idaho State Bank



Todd Hoffman



David Bobbitt

on June 1, 2007. Bobbitt attended North Idaho College and has post-graduate degrees from the Pacific Coast Banking School at the University of Washington and the International Seniors Program School of Business at Harvard University. Bobbitt is a career banker and actively involved in the local community. NWPPA

## Bond refinance to save \$3.5M for Cowlitz

Cowlitz PUD (Longview, Wash.) recently refinanced Production System bonds to realize approximately \$3.5 million in cost savings over the life of the bonds. These bonds, with a call date of September 1, 2014, were originally issued in 2004 primarily to pay for the Swift Canal embankment failure of 2002. The decision to refinance was not in order to restructure debt, but to take advantage of favorable interest rates while matching maturity.

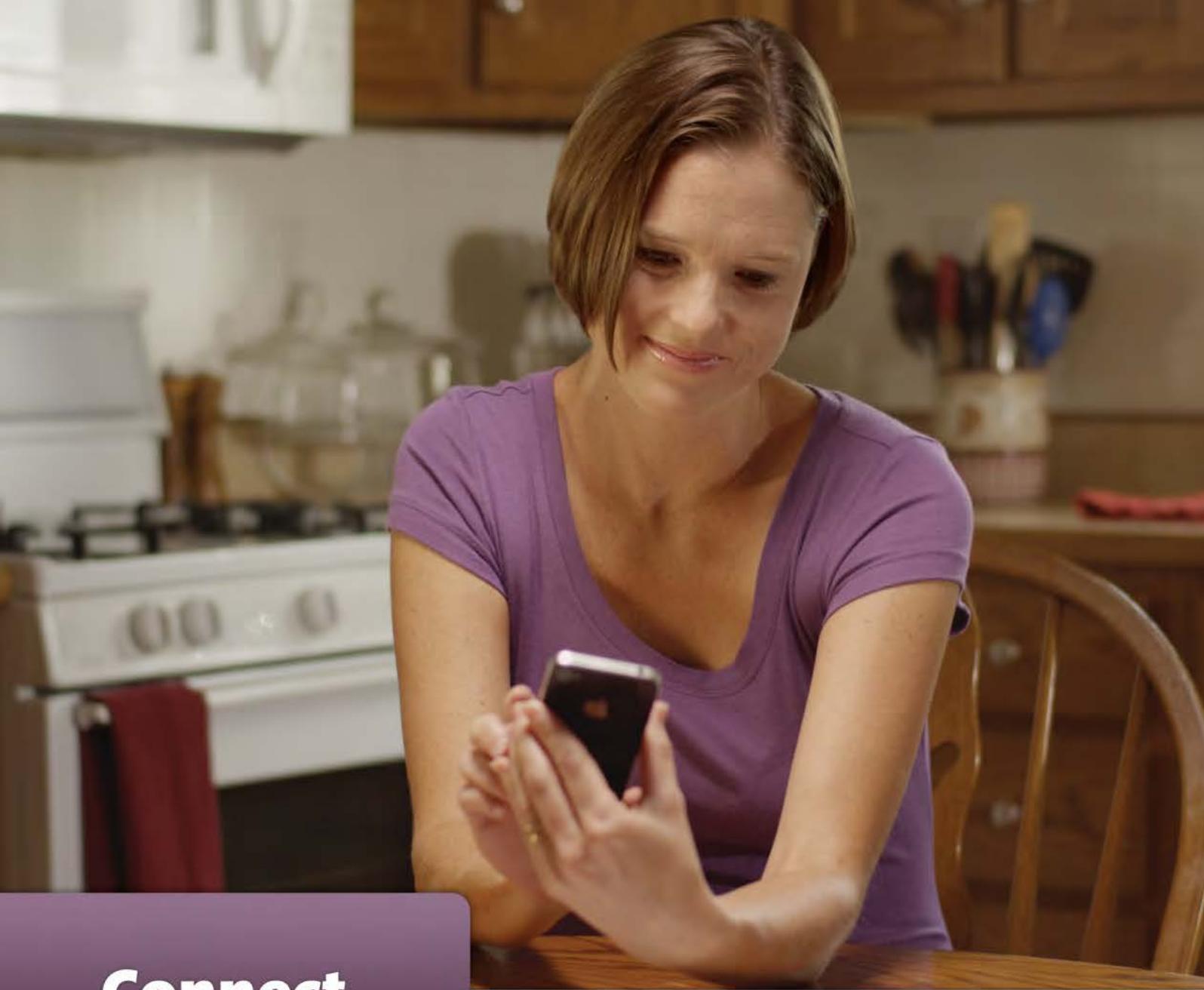
“Market conditions were very favorable to lower borrowing costs, reducing the burden on our ratepayers while maintaining our commitment to debt reduction,” said Cowlitz PUD Director of Account/CFO **Trent Martin**.

Total cash savings equaled \$5.488 million with a present value of \$3.468 million (9.81 percent) over the life of the bonds. Cowlitz PUD will continue to search for similar refinancing opportunities and is currently monitoring bonds issued in 2006, which have a call date of September 1, 2016. NWPPA

## Southern bankruptcy comes to conclusion

On June 27, 2014, the bankruptcy of Southern Montana Electric Generation and Transmission Cooperative, Inc., power supplier to four Montana Rural Electric Cooperatives (Beartooth, Fergus, Mid-Yellowstone, and Tongue River), was brought to a successful conclusion.

Southern will pay the secured creditors \$21 million over four years and the secured creditors will take responsibility for the Highwood Generating Station, a 46-megawatt simple-cycle natural-gas-fired power plant. The power rates that the four member distribution co-ops of Southern pay to purchase power are projected to remain stable throughout the term of the notes at the current rate. At the end of the four years, Southern will be disbanded and the four member co-ops will go elsewhere for power. NWPPA



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### Loos joins Novinium

**N**ovinium, supplier of full spectrum electrical cable-rejuvenation technologies, is pleased to announce it has hired **Lisa Loos** as the company's new marketing specialist. As part of the marketing team, she will assist with the company's marketing execution, including campaign management, proposal submissions, CRM database administration, as well as website design and maintenance.



Loos has more than 15 years of experience in marketing and sales, having previously worked for SafeWorks, LLC and Microsoft Corporation. She holds a bachelor's in business administration from Gonzaga University in Spokane, Wash.

Loos can be reached at [lisa.loos@novinium.com](mailto:lisa.loos@novinium.com) or (253) 288-7115.

Novinium's technology solutions address circuit owners' infrastructure problems at a fraction of the cost of existing methods, save energy, save natural resources, and reduce greenhouse gases by eliminating the need for additional production of aluminum and polymers for new cables. Further information is available at [www.novinium.com](http://www.novinium.com). **NWPPA**

### Tantalus appoints O'Leary as COO

**O**n July 15, 2014, Tantalus, a leading provider of smart grid communications and applications, announced that it has appointed **Dermot O'Leary** as chief operating officer. O'Leary joins Tantalus in this key position as the company continues to ramp up for growth and delivery of its newly enhanced communications platform, TUNet®.

O'Leary is a 35-year veteran of the utility industry, with expertise in all aspects of strategic planning, product development, manufacturing processes, supply chain processes, customer deployments, business development, contracting, and international business. He most recently served as executive vice president and general manager for the substation group at BPL Global after Serveron was acquired by BPL Global (BPLG) in 2007. Prior to that, Dermot spent the majority of his career in a number of international executive leadership positions within Schlumberger.

At Tantalus, O'Leary will be responsible for managing day-to-day operations by planning, prioritizing, and directing resources to enhance both internal and customer-facing operational processes.

Tantalus provides two-way, real-time data communication networks to monitor and control electric, gas, and water utilities. For more information, please visit [www.tantalus.com](http://www.tantalus.com). **NWPPA**

### NISC deemed a top place to work

**N**ational Information Solutions Cooperative (NISC), a leading provider of IT and software solutions to utility and telecommunication organizations, has been recognized as one of the best places to work in the IT field by *Computerworld* and one of the top workplaces in the St. Louis area by the *St. Louis Post-Dispatch*.

"We're honored and humbled by the fact that we're continually recognized as a great place to work," said **Vern Dosch**, president and CEO of NISC. "Our focus is on competitive wages and benefits, a culture that is based on transparency, and the expectations that our leaders are to be servant leaders."

NISC made *Computerworld's* 100 Best Places to Work in IT list for the 12<sup>th</sup> time, ranking No. 8 in the small business category. NISC also received recognition as one of the leading employers in the St. Louis area as it was named one of the Top Workplaces of 2014 by the *St. Louis Post-Dispatch*; NISC was ranked 21<sup>st</sup> in the mid-sized company category.

National Information Solutions Cooperative (NISC) is an information technology organization that develops, implements, and supports software and hardware solutions for its members/customers. Additional information can be found at [www.nisc.coop](http://www.nisc.coop). **NWPPA**

### Skamania signs with Futura

**W**hen Skamania County Public Utility District #1 (Carson, Wash.) decided to establish an initial geodatabase of its entire electric system, they chose Futura's GIS solutions. Through the research process, they learned that Futura's up-front verification system is second to none and allows for cleaner interface with all utility software, eliminating the need for redundant data entry and the increased potential for error. Ultimately, Skamania County PUD chose the Futura mapping system to make it easier for the utility to connect customer accounts in all departments, from engineering to customer service, in a real-time setting.

"We like the ability to have a mapping and staking system from one vendor that would integrate seamlessly and the ability to grow the system by adding the Mobile Viewer and OMS in the future," said **Melanie Sharp**, IT manager at Skamania County PUD.

As the needs of the utility grow, Skamania can add features through other Futura offerings, such as FutureMobile and Outage Management.

Futura Systems provides enterprise utility GIS solutions to hundreds of electric membership cooperatives, electric municipal systems, and other utility providers across the United States. Learn more at [www.futuraGIS.com](http://www.futuraGIS.com). **NWPPA**

## Evluma moves factory

**L**ED lighting manufacturer Evluma moved into a larger manufacturing facility at the end of July 2014. Located in Renton, Wash., the new facility embraces Lean Manufacturing philosophies and increases Evluma's manufacturing capacity by up to five times. The new site provides room to expand, allowing Evluma to bring on additional lean lines parallel with demand. Evluma made the move to better serve and support its customer base.

"Evluma celebrates six successful years in business by thanking our customers and improving our support to them by shortening lead times, strengthening quality, and controlling costs," said **David Tanonis**, VP of Sales & Marketing.

The newly remodeled, larger manufacturing site features custom-designed lean lines built by WorkSmart Systems, and packaging systems by Instapak iMold. The site also provides additional shipping docks, increasing customer truckload and LTL shipping options; a larger will-call area for servicing Seattle-based customers; and an expanded R&D laboratory for its award-winning development team.

Evluma's new address is 3600 Lind Ave., Suite 140, Renton, WA 98057.

Formed in 2008, Evluma is committed to developing environmentally low impact LED lighting solutions that are affordable and long lasting. For more information, visit [www.evluma.com](http://www.evluma.com). **NWPPA**

## ESCI welcomes Egdorf

**I**n May, **Dustin Egdorf** joined ESCI as a safety and training manager; he will be responsible for ESCI's growing Alaska customer base, and ESCI's Washington Upper Columbia Safety Group, including Okanogan PUD, Okanogan REA, Nespelem Electric, and Ferry County PUD.

Egdorf has over 15 years of experience in the electrical utility business as a journeyman lineman, line foreman, system operator, and line superintendent. He is an IBEW-certified journeyman line worker with extensive experience with co-ops, REAs, municipalities, and private electric utilities.

He has worked for Minnesota Power, Winterset Municipal Utilities, and Ameren UE Corporation. While at Ameren, Egdorf held the position of T&D safety chairman and Companywide Safety Committee chairman. While holding these positions, he led the Ameren task force responsible for implementing 100-percent fall protection within all departments of Ameren.

Egdorf is the chairman of the NWPPA Alaska Engineering and Operations Committee and is active in electric utility safety throughout Alaska and Washington.

ESCI is the industry leader in safety, training, and consulting services. ESCI's nationally recognized staff of 15 pro-

fessionals collectively offers nearly 600 years of electric utility operations, maintenance, and construction experience. For more information, visit [www.esci.net](http://www.esci.net). **NWPPA**

## Ecotone Products supports LVE

**L**ower Valley Energy (LVE), an electric co-op utility, set out to help their residential customers manage their utility bill via an energy efficiency campaign starting in December 2013. LVE used Ecotone Products' Pick, Pack & Ship service to successfully sign up and ship energy saver kits to 6,600 customer households. This corresponds to a sign up rate of 36 percent of LVE's customer base in rural Wyoming and Idaho.

The cooperative is proud of the resounding success of the energy efficiency campaign.

"Reaching 36 percent of our customers with this energy savings campaign has by far exceeded our expectations. It is exciting to positively support this many customers with products to manage their energy use at home," said LVE Communications & Marketing Manager **Brian Tanabe**.

Ecotone Products is a wholesale distributor of energy-efficient and water-conserving products covering the Continental United States. For more information, please visit [www.ecotoneproducts.com](http://www.ecotoneproducts.com). **NWPPA**

## Murray named an EVP of POWER Engineers

**A**s a result of the recent acquisition of Burns and Roe Enterprises, POWER Engineers, Inc. announced that **Gerry Murray** has been named executive vice president of its Generation Division and will lead POWER's enhanced power plant consulting practice. This new leadership role was effective June 30, 2014.

Murray has over 25 years of U.S. and international experience, with a strong background in project management, power plant engineering, construction, commissioning, and operations support. His career accomplishments in the power generation sector has included roles of increasing responsibility with GE, Parsons Brinckerhoff, Calpine, and most recently with POWER. He holds a bachelor's degree in mechanical engineering from University College Dublin, Ireland, and a master's degree in energy systems from Cranfield University, UK. He is a licensed professional mechanical engineer in the state of California.

POWER Engineers is a global consulting engineering firm specializing in the delivery of integrated solutions for energy; food and beverage; facilities; communications; environmental; and federal markets. For more information, please visit [www.powereng.com](http://www.powereng.com). **NWPPA**

by Nicole Case

# Federal agencies seek to cast a wider regulatory net with three proposed changes to ESA implementation



*Not long after the Services released their proposed changes, members of Congress weighed in on the issue ... In early June 2014, 43 members of Congress sent a letter to the Services seeking to extend the 60-day comment period; they cited the complicated nature of the proposal and the need to provide stakeholders with time to provide meaningful input.*

Utilities are no strangers to regulatory roadblocks and challenges. Regulation is inherent in the business of providing electric service to consumers. Recent regulatory proposals at the federal level point to future regulatory challenges for utilities. One such regulatory proposal involves sweeping changes to the implementation of the Endangered Species Act (ESA) that would cast a wider regulatory net over land identified as essential for the recovery of threatened or endangered species.

On May 12, 2014, the U.S. Fish & Wildlife Service (FWS) and the National Marine Fisheries Service (NOAA Fisheries) — collectively referred to as the Services — jointly released a package of three interrelated proposals concerning the designation of critical habitat under the ESA that could significantly broaden the scope of property that would fall within their control under the ESA. These proposed changes would impact critical habitat designations. While some aspects of the proposed changes are described by FWS as “minor,” taken as a whole, they could lead to significant cost increases for utility distribution, transmission, and generation businesses.

Congressman Doc Hastings (R–Wash.), chairman of the House Natural Resources Committee and a leader on common-sense ESA reform, said, “[T]hese rules could dramatically increase the amount of private and public lands designated for habitat, which in turn could result in blocking or slowing down an array of agricultural, grazing, energy transmission and production, transportation, and other activities on more than 680 current habitat designations and hundreds more slated to be finalized in the next few years.”

### The Endangered Species Act of 1973

Passed in 1973, the ESA seeks to protect endangered and threatened species and their habitat. In order for a plant or animal to be protected under the ESA, it must first be added to the federal lists of threatened or endangered wildlife and

plants by FWS or NOAA Fisheries. Once listed, a species is afforded certain protections: protection from adverse effects of federal activities; restrictions on taking, transporting, or selling species; development of recovery plans; purchase of important habitat; and federal aid to state wildlife agencies under cooperative agreements.

Under Section 4 of the ESA, the Services, concurrent with the listing of a threatened or endangered species, must also designate any habitat that is considered to be critical habitat for the listed species. While a critical habitat designation does not result in habitat being set aside for recovery of listed species, federal agency activities can result in severe delays and sometimes limitations of projects or activities in the designated habitat.

A key element of critical habitat designations is the requirement under Section 7 of the ESA that federal agencies must consult with the Services on whether a proposed federal action would adversely impact habitat designated as critical for the protection of listed species. This consultation applies to discretionary federal actions, including issuance of a permit or authorization, and granting of funds. If the Services determine that a proposed federal action would result in an adverse modification of critical habitat, the federal agency must adopt changes to the proposed action to avoid the adverse modification; these changes can be substantial, affecting the size, scope, and feasibility of a project moving forward. Consequently, critical habitat designations are controversial because they can complicate and impair activities on public and private lands.

Utilities have experience with critical habitat designations for listed species in their service territories; listed species and the designation of critical habitat have delayed distribution line maintenance and replacement, complicated relicensing of hydroelectric projects, and required changes to the operation of generating facilities.

## The proposed regulatory changes

The Services package of proposed regulatory changes has been described in a letter from four U.S. senators as “extremely complicated.” The proposal has three components: 1) a revised definition of what is considered an adverse modification; 2) a change to the procedures and standards used for designating critical habitat; and 3) a change to the existing policy that the Services apply when excluding property from critical habitat designations.

First, the Services propose a new definition of “adverse modification” of critical habitat. Under the proposed definition, the destruction or adverse modification of critical habitat means an appreciable reduction in “the conservation value of critical habitat.” The term “conservation value” means the value of its role in recovery of the listed species, which is based not only upon the current status of the habitat, but on the habitat’s potential to support recovery.

The proposed changes to designation of critical habitat would amend several existing regulations. The Services propose to define the term “geographical area occupied by the species” to include areas only occasionally used by the listed species, even when such use is indirect or circumstantial. Also, they propose a new definition of “physical or biological features” that includes features that may be short-lived habitat characteristics, and propose to delete the term “primary constituent element” and all references to it. The Services also express the likelihood that they will designate unoccupied areas as critical habitat by finding those areas essential to the species recovery.

The proposal to do away with the term “primary constituent element” from the definition of “critical habitat” combined with the Services’ statement that “essential physical and biological features do not need to be present at the time of designation” are particularly troubling. Together these proposals expand the Services’ discretion to designate large tracts of land as critical habitat even if currently unoccupied by listed species. The Services need only find that the necessary physical and biological features may develop.

Finally, the proposed rule would modify an existing policy on how the Services determine when property is excluded from designation as critical habitat. In particular, the Services propose to limit exclusion of lands subject to a voluntary conservation measure; establish a presumption against the exclusion of federal lands; and establish that exclusions are matters of agency discretion and are rare.

Taken as a whole, the proposed changes seek to broaden the Services’ discretion to designate critical habitat to include land currently unoccupied by listed species and land that may not currently have the essential physical and biological features to support the listed species but may develop those features in the future. Current exclusions for private lands are subject to voluntary conservation measures and federal lands will no longer be presumed and will be limited.

## Members of Congress weigh in

Not long after the Services released their proposed changes, members of Congress weighed in on the issue. Hastings took the lead on a letter to the Services that expressed concern with the scope of the proposed rule changes and the short timeframe for comment. In early June 2014, 43 members of Congress sent a letter to the Services seeking to extend the 60-day comment period; they cited the complicated nature of the proposal and the need to provide stakeholders with time to provide meaningful input.

A week later, four U.S. senators sent a similar letter seeking an extension of the comment period. NWPPA also sent a letter to the Services seeking an extension of the comment deadline. On June 20, 2014, the Services granted an extension for comment until midnight on October 9, 2014.

## NWPPA is concerned about these proposed regulatory changes

The Services proposed regulatory changes could have a direct impact on NWPPA members in the United States. Many members are already feeling the impact of the ESA due to listed Columbia and Snake River salmon, an ESA program that has cost Bonneville Power Administration customers approximately \$1 billion in the last decade; next, they may see project delays and increased costs due to the potential listing of the greater sage grouse. If approved, the proposed regulatory changes could open the door for large critical habitat designations.

“The proposed changes to critical habitat designations could have serious consequences for NWPPA members,” said NWPPA Executive Director Anita J. Decker. “With significant portions of land in the western states owned by the federal government, routine utility operations like distribution line maintenance over rights of way on federal land suddenly become not so routine.”

In those cases, ESA requirements are triggered and lead to significant delays in receiving permits for projects and, sometimes, significant increases in the costs of projects to avoid adverse modification determinations.

NWPPA intends to follow this issue closely and to file comments on the proposed regulatory changes by the October 9 deadline. In the meantime, the Association is working to raise awareness about the impact that the proposed changes to critical habitat designations could have on utility operations. **NWPPA**

*Nicole Case is NWPPA’s legislative consultant. She can be contacted at [nkcaseconsulting@gmail.com](mailto:nkcaseconsulting@gmail.com).*

by Ted Austin and Joyce Edlefsen

# Collaboration brings forth power from the Henry's Fork

**D**espite already having plenty of occupations, the famed, spring-fed Henry's Fork of the Snake River in Idaho now works even harder than ever.

Irrigators describe the river as the life blood of the agricultural community, essential for the production of famous Idaho potatoes and other crops. It produces trout prized by anglers around the world. Its bountiful fishery and its quality and quantity of water bring economic benefit to eastern Idaho, conservation groups say.

Now, the Henry's Fork just took on a new job — power generation at the existing Chester Diversion Dam.

Fall River Rural Electric Cooperative's Chester Dam Hydroelectric Project is the newest use of the Henry's Fork. Using 3,500 cubic feet per second of the river, the power plant turbines are designed to produce over three megawatts of power to be used by the owner-members of Fall River Electric Cooperative.

Irrigators will continue to get their share of the river as it is diverted at the dam into canals for ag producers down-

stream. Thanks to fish screening of the turbines and two canals at the dam site, and incorporation of a fish ladder to allow fish upstream access, anglers will likely see an even more productive fishery in the future.

Without collaboration among these various water users and advocates for the river, Fall River's Chester Hydro Project could not have been accomplished.

### Fall River Electric

Fall River Electric Cooperative, headquartered in Ashton, Idaho, provides nearly 16,000 electrical connects in portions of three states — eastern Idaho, western Wyoming, and southwestern Montana, including the West Yellowstone area, which serves as the western entrance to Yellowstone National Park.

Founded in Ashton in 1938, Fall River Electric has progressively grown with its communities and has searched for ways to provide safe, reliable, and renewable power at the lowest possible cost to its members.

*Workers pour concrete for the turbine intakes on the powerhouse. Photos courtesy of Fall River Electric Cooperative.*





*The above fish screens were installed on both canal inlets.*

The cooperative also has been keen on providing clean, renewable energy for its growing membership base. Fall River members own four hydroelectric facilities in the Henry's Fork watershed (including the new Chester Dam Project, the Island Park Project, the Buffalo River Project, and Felt Hydro). Its hydro operations provide nearly 15 percent of the members' energy needs, with the rest provided by the Bonneville Power Administration (BPA).

The Chester Hydro project is the most recently completed — 76 years after construction of the original irrigation diversion dam.

### **Some history**

The Chester Diversion Dam was built in 1938 as part of the Bureau of Reclamation's Minidoka Project, a system of dams to control the flow of the Snake River from Ashton, Idaho, to Bliss, Idaho — about 300 miles. The Grassy Lake Dam on Grassy Creek, a tributary of the Henry's Fork, and the Island Park Dam upstream of Chester on the Henry's Fork, were built at roughly the same time.

The original Chester Dam is 17 feet high and 457 feet wide. It diverts water into the Last Chance Canal on the north side of the dam and the larger Cross Cut Canal on the south. A major canal owned by the Fremont-Madison Irrigation District, the Cross Cut Canal takes water from the Henry's Fork to the Teton River, providing water for 112,000 acres of farmland in Fremont and Madison counties in eastern Idaho.

With a staff of one, Executive Director Dale Swensen handles day-to-day operations and management at Fremont-Madison Irrigation District. His management duties also include overseeing district business, including operation and maintenance of the Island Park and Grassy Lake dams. Organized in 1935 in conjunction with the Minidoka Project, the district helps provide irrigation water to 1,500 water users with 285,000 acres of farmland within the district. The district includes 40 canals; it has owned the Cross Cut Canal and the Cross Cut Dam, also known as the Chester Dam, since 2003 when the title was transferred to the district from the Bureau of Reclamation.

In the 1980s, when several hydroelectric projects were proposed along the river, the Henry's Fork Foundation was created as an advocate for streams and rivers in the area with the aim of conserving, protecting, and restoring the watershed and particularly its fishery. During the 80s, when the Chester Dam was federally owned, one developer submitted an application to study the feasibility of building a hydroelectric plant at the dam. That project was abandoned.

The dam's ownership transferred to Fremont-Madison, helping set the stage for what would become a partnership with Fall River Electric Cooperative to build the power generating facility at the dam. Once the Fremont-Madison Irrigation District gained title to the dam, it contracted with a company to design a hydropower plant. The district then

*Continued on page 28*



(L-R) Fall River Manager of Engineering Dave Peterson and CEO/General Manager Bryan Case looking over the plans for the turbine installation at the Chester, Idaho hydroelectric facility.

*“Our service area continues to grow and so does the demand for more power. The Chester hydropower facility will help us continue to become more self reliant. Combining it with our other hydro operations allows us to generate nearly 15 percent of the total power our members need.”*

Bryan Case, Fall River Electric general manager/CEO

partnered with Fall River Electric to help make the project work.

“Fremont-Madison was always interested in a hydro project,” said Swensen. “We were waiting for the right time for it to be feasible. We considered it as an additional income stream for the district.”

### The project

Retrofitting the Chester Dam to include a hydroelectric plant fit right into Fall River’s plans. At the groundbreaking for the Chester Hydro Project, Fall River Electric officials said the project was expected to produce enough power to help fill the co-op’s increasing power needs. At that time, the membership base for the co-op was growing between three to five percent annually.

According to Fall River Electric General Manager/CEO Bryan Case, “Our cooperative was faced with the likelihood of tiered rates from the Bonneville Power Administration (BPA) which would mean higher prices for power to our members. The Chester Project would help us secure power for our increasing member base without as significant an impact as the tiered rates would have.”

The planned three-plus-megawatt power production is possible thanks to an inflatable rubber dam that maximizes the amount of water flow that reaches the three turbines. The retrofit includes a large power plant to house the turbines, and an automated fish screen keeps fish from entering the turbines. The three-foot-high inflatable rubber dam is connected at the top to the existing 17-foot-high dam. To

service the rubber dam, a new walkway was built across the top to the structure.

Two new canal head gates were also built to divert water from the river into the canals. The small Last Chance Canal takes water from the north side of the river, while the larger Cross Cut Canal diverts water in a new concrete channel from the south side of the dam. Both canals have fish screens as part of the project.

The fish ladder was built to allow prized Henry’s Fork trout and other native fish species a chance to bypass the dam and make the journey upstream for the first time since the dam was built 76 years ago.

The components are part of a multimillion-dollar effort that required collaboration from licensing and design to the construction and operational stages. In fact, it was collaboration that enabled the project.

“As the Chester Hydro Project became a multi-year project, collaboration became vital to its success,” said Dave Peterson, Fall River Electric’s Engineer Department manager and Chester Hydro Project manager. “Most importantly, our working relationship with the Fremont-Madison Irrigation District was the key to the project. It has been extremely rewarding to see all of these entities and the government agencies involved functioning together to achieve completion of this historic venture.”

### Collaboration pays off

Fall River Electric and Fremont-Madison Irrigation are ongoing partners in the project. Fall River operates the

power plant and earns the revenue from power generation; once the cost of the hydro construction is repaid to the cooperative, the co-op and the irrigation district will split the revenue from the power production.

Collaboration with conservation groups also was essential to the project's success. Peterson said that "integrating the installation of a fish ladder required working closely with the Henry's Fork Foundation, Trout Unlimited, and the Greater Yellowstone Coalition."

Federal grants and conservation organizations actually paid for the fish ladder.

Collaboration between Fremont-Madison and the Henry's Fork Foundation had already been well established when the Chester Hydro process began. Together they helped create and still co-facilitate the Henry's Fork Watershed Council, a collaboration of government and non-profit group representatives and others interested in preserving the well-being of the watershed. Organized in 1984, the Henry's Fork Foundation (HFF) — with its staff of 10 — conducts research; provides educational and outreach programs in schools; and completes projects to restore, protect, and conserve the river and its fishery. The foundation has about 3,000 members.

The foundation became involved in the Chester Hydro Project at the licensing stage.

"All conservation groups and agencies with interest in fisheries and/or rivers routinely involve themselves in Federal Energy Regulatory Commission (FERC) licensing processes, whether for new facilities or relicensing of existing facilities," said Rob Van Kirk, HFF senior scientist. "This is because most hydroelectric projects at least have the potential to have negative effects on stream ecosystems and fisheries. So, HFF and the other conservation NGOs would automatically be involved in any licensing process for a hydroelectric facility on the Henry's Fork."

Collaboration during the process can also mean the difference between a productive process where issues are resolved and a negative exercise that wastes everyone's time and money.

"The licensing process is fairly burdensome, and conservation groups can make this process more burdensome by insisting on particular requirements," Van Kirk said. "In the case of Chester, the dam was already there, so there were no issues associated with construction of a new dam."

Another collaboration involved the fish ladder, which was not a requirement of the FERC license for the project. Not only was its design and construction funded by conservation groups and a federal grant, but the foundation will help monitor fish movement on the ladder to document timing, species, sizes, and numbers of fish using the ladder. Anne Marie Emery, an education and outreach biologist with the Henry's Fork, said Fall River Electric has been helpful in installing a DSL connection at the dam to facilitate online monitoring of the ladder via cameras. The information will be recorded and downloaded, and live streaming may also be available in the future so people can see how the ladder works.

Emery said that now, five years after installation of a new fish ladder at the Buffalo Hydro at the Buffalo River's confluence with the Henry's Fork, the value of allowing fish movement is showing in record numbers of trout counted in the Henry's Fork's Box Canyon reach.

"Hopefully we will have the same results on the Chester Dam," she said.

The fish ladder there will allow trout to move upstream in the Henry's Fork as far as the Ashton Dam as well as access the Fall River drainage.

"At Chester, we hope that the ability for fish to migrate upstream will increase survival and reproductive success," said Van Kirk. "Fall River itself contains a lot of good spawning habitat, and we hope that more use of that by fish from the Henry's Fork will increase fish populations in the Henry's Fork, especially downstream of Chester Dam."

Collaboration toward completing the projects increases the value of these existing dams to the local economy and actually improves fisheries," Van Kirk said. "It also allows us to work with Fall River Electric, which is an important employer in the upper Fremont County area. By working together, we strengthen the local economy and our community. We really enjoy working with Fall River Electric and value our relationship with them. The collaborative process itself has already been a success."

Monitoring of the fish populations in the river will show the results. Van Kirk predicts that though it may take several fish generations to establish new spawning runs at the dam, "we eventually should start to see increases in fish numbers in the Chester area, just as we have been seeing increases in fish numbers in Box Canyon, as a result of improved winter flow management at Island Park Dam and fish passage at the Buffalo River Dam."

### For Fall River Electric's benefit

For Fall River Electric the project means securing more reliable and renewable power for its members. According to Case, "Our service area continues to grow and so does the demand for more power. The Chester hydropower facility will help us continue to become more self reliant. Combining it with our other hydro operations allows us to generate nearly 15 percent of the total power our members need."

A recently released study by the U.S. Department of Energy and its Oak Ridge National Laboratory estimates that over 65 gigawatts of potential new hydropower development exists across more than three million U.S. rivers and streams, including over 28 million megawatts of potential generation in Idaho alone.

"We are pleased to be a pioneer in this effort to effectively utilize the Henry's Fork for power generation while improving its fishery," said Case. **NWPPA**

*Ted Austin is the communications manager for Fall River Electric in Ashton, Idaho; he can be contacted at [Ted.Austin@fallriverelectric.com](mailto:Ted.Austin@fallriverelectric.com). Joyce Edlefsen is a freelance writer in Fremont County, Idaho.*

# JOB OPPORTUNITIES

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## POSITION: Journeyman Lineperson

COMPANY: Wasco Electric Cooperative (The Dalles, Ore.)

SALARY: \$41.42 per hour.

DEADLINE TO APPLY: August 15, 2014.

TO APPLY: Submit resumé with cover letter to Manager of Operations, Wasco Electric Cooperative, P.O. Box 1700, The Dalles, OR 97058 or email to [info@wascoelectric.com](mailto:info@wascoelectric.com).

## POSITION: Electrical Engineer II or Senior Engineer I

COMPANY: Benton PUD (Kennewick, Wash.)

SALARY: DOE.

DEADLINE TO APPLY: August 21, 2014.

TO APPLY: Submit an online application at [www.bentonpud.org/careers](http://www.bentonpud.org/careers). Resumé and cover letter are optional and may be uploaded into the application.

## POSITION: Senior Engineer or Below #65778

COMPANY: Puget Sound Energy (Bellevue, Wash.)

SALARY: DOE.

DEADLINE TO APPLY: August 21, 2014.

TO APPLY: Apply online at [www.pse.com/careers](http://www.pse.com/careers).

## POSITION: Apprentice Lineman

COMPANY: Columbia REA (Dayton, Wash.)

SALARY: DOE.

DEADLINE TO APPLY: August 22, 2014.

TO APPLY: Submit cover letter and resumé to Human Resources Dept., Columbia REA, P.O. Box 46, Dayton, WA 99328 or email to [jobs@columbiarea.coop](mailto:jobs@columbiarea.coop).

## POSITION: Power Analyst

COMPANY: City of Tacoma (Tacoma, Wash.)

SALARY: \$91,145.60-\$116,854.40 annually.

DEADLINE TO APPLY: August 26, 2014

TO APPLY: Apply online and attach a detailed resumé and cover letter that includes job experience, major responsibilities, and accomplishments related to this position. If you have questions, contact the Human Resource Dept. at (253) 591-5400.

## POSITION: Director of Operations

COMPANY: Flathead Electric Cooperative (Kalispell, Mont.)

SALARY: DOE.

DEADLINE TO APPLY: August 28, 2014.

TO APPLY: Applications are available at the Kalispell Job Service or by calling Scott Mitton, Human Resource Specialist, Flathead Electric Cooperative, at (406) 751-4408. All applications should be submitted directly to the Human Resource Office, Flathead Electric Cooperative, 2510 Hwy. 2 East, Kalispell, MT 59901.

## POSITION: Energy/Marketing Specialist

COMPANY: Midstate Electric Cooperative Inc. (La Pine, Ore.)

SALARY: TBD.

DEADLINE TO APPLY: August 28, 2014.

TO APPLY: Submit resumé and cover letter to Human Resources, Midstate Electric Cooperative Inc., P.O. Box 127, La Pine, OR 97739, fax (541) 536-1423, or email to [smiesen@mse.coop](mailto:smiesen@mse.coop).

## POSITION: Supervisor of Energy & Power Programs

COMPANY: Benton PUD (Kennewick, Wash.)

SALARY: \$76,859-\$96,074, DOQ.

DEADLINE TO APPLY: August 28, 2014.

TO APPLY: Submit an online application, available at [www.bentonpud.org/careers](http://www.bentonpud.org/careers). Resumé and cover letter are optional and may be uploaded into the application.

## POSITION: Journeyman Meterman

COMPANY: Mason County PUD 3 (Shelton, Wash.)

SALARY: \$40.60 per hour.

DEADLINE TO APPLY: August 29, 2014.

TO APPLY: Complete a Mason County PUD 3 application at [http://www.masonpud3.org/documents/pud\\_application.pdf](http://www.masonpud3.org/documents/pud_application.pdf) and submit to Human Resources, P.O. Box 2148, Shelton, WA 98584 or [thedraf@masonpud3.org](mailto:thedraf@masonpud3.org).

## POSITION: Transmission Planning Engineer

COMPANY: ColumbiaGrid (Portland, Ore.)

SALARY: \$103,500-\$145,500 annually.

DEADLINE TO APPLY: August 29, 2014.

TO APPLY: Submit cover letter, resumé, and references to [roberts@columbiagrid.org](mailto:roberts@columbiagrid.org). Complete position description may be found at [www.columbiagrid.org/employment-opportunities.cfm](http://www.columbiagrid.org/employment-opportunities.cfm).

## POSITION: Coordinator of Energy Services

COMPANY: Wells Rural Electric Company (Wells, Nev.)

SALARY: DOE.

DEADLINE TO APPLY: September 3, 2014.

TO APPLY: Send resumé with completed WREC application to Wells Rural Electric Company, Attn. Human Resources Dept., P.O. Box 365, Wells, NV 89835, fax (775) 752-3407.

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**POSITION:** Power Engineering Manager  
**COMPANY:** Roseville Electric (Roseville, Calif.)  
**SALARY:** \$10,164-\$13,620 monthly.  
**DEADLINE TO APPLY:** September 5, 2014, or until 50 qualified applications have been received.  
**TO APPLY:** Apply online at [www.roseville.ca.us/jobs](http://www.roseville.ca.us/jobs). Contact Human Resources with any questions at (916) 774-5475.

**POSITION:** System Engineer/Information Services Manager  
**COMPANY:** Idaho County Light & Power Cooperative (Grangeville, Idaho)  
**SALARY:** \$78,000-\$88,000 annually.  
**DEADLINE TO APPLY:** September 19, 2014.  
**TO APPLY:** Job description and application can be found at [www.iclp.coop](http://www.iclp.coop). Email to Chad Hill at [chill@iclp.coop](mailto:chill@iclp.coop), mail to P.O. Box 300, Grangeville, ID 83530, or fax to (208) 983-1432.

**POSITION:** Senior Engineer  
**COMPANY:** Golden Valley Electric Association (Fairbanks, Alaska)  
**SALARY:** DOE.  
**DEADLINE TO APPLY:** Open until filled.  
**TO APPLY:** Application and full job description can be found online at [www.gvea.com](http://www.gvea.com). GVEA application must be submitted; resumés alone will not be considered.

**POSITION:** Journeyman Relay Meter Technician or Journeyman Meterman  
**COMPANY:** Central Lincoln People's Utility District (Newport, Ore.)  
**SALARY:** \$41.41 or \$42.06 per hour.  
**DEADLINE TO APPLY:** Open until filled.  
**TO APPLY:** Send resumé to Personnel, Compensation, & Benefits Manager, Central Lincoln PUD, P.O. Box 1126, Newport, OR 97365, fax to (541) 574-2122, or email to [styler@cencoast.com](mailto:styler@cencoast.com). Applications available for download at [www.clpud.org](http://www.clpud.org).

**POSITION:** Journeyman Lineman  
**COMPANY:** Central Lincoln People's Utility District (Newport, Ore.)  
**SALARY:** \$42.69 per hour.  
**DEADLINE TO APPLY:** Open until filled.  
**TO APPLY:** Send completed application with resumé to Human Resources Manager, Central Lincoln PUD, P.O. Box 1126, Newport, OR 97365, fax (541) 574-2122, or email to [styler@cencoast.com](mailto:styler@cencoast.com). Applications available for download at [www.clpud.org](http://www.clpud.org).

**POSITION:** Dispatcher I - Regular  
**COMPANY:** Matanuska Electric Association  
**SALARY:** DOE.  
**DEADLINE TO APPLY:** Open until filled.  
**TO APPLY:** Apply online at [www.mea.coop](http://www.mea.coop).

**POSITION:** Dispatcher II - Regular  
**COMPANY:** Matanuska Electric Association  
**SALARY:** DOE.  
**DEADLINE TO APPLY:** Open until filled.  
**TO APPLY:** Apply online at [www.mea.coop](http://www.mea.coop).

**POSITION:** Journeyman Meterman (U13-115)  
**COMPANY:** Portland General Electric (Portland, Ore.)  
**SALARY:** \$40.98 per hour.

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**POSITION:** GIS Specialist  
**COMPANY:** Homer Electric Association (Homer, Alaska)  
**SALARY:** DOE.  
**DEADLINE TO APPLY:** Open until filled.  
**TO APPLY:** Applications may be found online at <http://homerelectric.applicantpro.com/jobs>.

**POSITION:** Journeyman Lineman or Hot Apprentice (5th Step or above)  
**COMPANY:** Emerald People's Utility District (Eugene, Ore.)  
**SALARY:** \$35.74-\$41.56 per hour.  
**DEADLINE TO APPLY:** Open until filled.  
**TO APPLY:** To apply, submit completed EPUD application, resumé, and cover letter. Apprentice applicants must include all their Monthly Progress Reports as part of their application packet. Applications and complete description are available at [www.epud.org/careers.aspx](http://www.epud.org/careers.aspx).

**POSITION:** Plant Operator/Rover  
**COMPANY:** Homer Electric Association (Homer, Alaska)  
**SALARY:** DOE.  
**DEADLINE TO APPLY:** Open until filled.  
**TO APPLY:** Applications may be found online at <http://homerelectric.applicantpro.com/jobs>. **NWPPA**

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