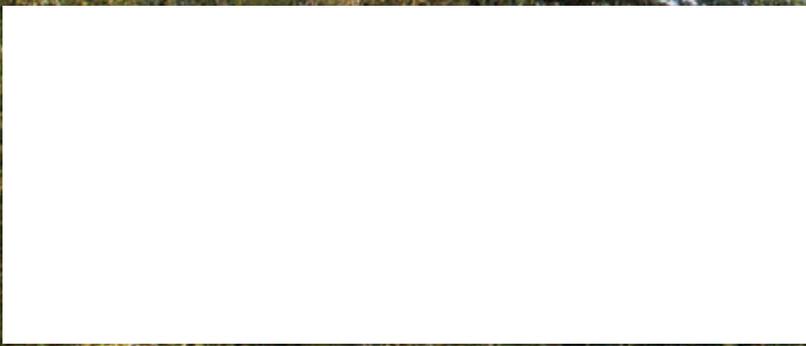




Northwest Public Power Association **BULLETIN**

December 2016
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With a retirement boom lurking over the industry, Emerald PUD remains prepared and optimistic





On the cover: Emerald PUD is currently bracing for as many as 37 possible retirements in the next 15 years; nationally, half of the U.S.'s 400,000 power industry workers plan to retire within the next few years and a nationwide worker shortage is inevitable. Knowing this, EPUD remains focused on employee development and longevity, something they have done since their inception in 1983. EPUD Journeyman Lineman Greg "Demo" Demagalski (on the cover) is an example of their employees' longevity, being a 25-year employee and one of the 50 percent of staff who have worked for the utility well past the national average. Photo by Roman Studios.

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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Attendees re-energized at this year's 3 Cs Conference

This year's 3 Cs Conference, *Power Up at the 3 Cs*, brought together over 70 attendees to Tulalip, Wash., on October 26-28, to hear about current issues and exchange ideas about best practices in customer service, credit, and collections at their utilities. Enthusiasm was high and attendees noted that they went away with renewed energy for their work.

Several managers and supervisors even arrived a day early to attend a special pre-session class, *Grow Me! A Manager's Roadmap to Developing and Engaging Employees*, facilitated by Tamara Mack of Tamara Mack Consulting on October 25. The class provided a day of instruction and hands-on exercises that gave managers and supervisors coaching-for-success techniques, tips, and tools to make their employee development conversations successful.

On the next day, Mason County PUD No. 3 General Manager Annette Creekpaum, opened the conference with her keynote presentation, *The Utility of the Future: Through the Customer Service Looking Glass*; Creekpaum talked about the dramatic changes coming to utilities and how these would alter the way utilities could – and should – provide services to their customers.

Other conference presentations ranged from technical information about PCI compliance and AMI meters to discussions on generational diversity, privacy, confidentiality, and professionalism.

During one panel presentation, attendees shared their experiences implementing utility solar projects and offered insights about the impacts of private residential solar installations to utility energy loads. Other panel presentations addressed privacy, security, and confidentiality issues as well as collections and revenue protection.

Joel Moore, network systems supervisor at Mason County PUD No. 3, talked about the growing cybersecurity threats to utilities and offered advice on how employees can help reduce the risks of being hacked by modifying their own behavior on the job. His advice included easy-to-remember tips such as not opening email attachments from unknown senders and exercising caution when clicking on links that would take them to outside, potentially unsecure websites.

Another notable presentation was by Tom DuBos, regional business manager at NISC. DuBos gave an overview of the numerous types of customer data that can be collected through today's software and how customer service representatives can use that data to analyze usage and educate customers on how to reduce their electric bills.

Finally, Carol Cambridge of Violence Free returned this year to coach attendees on how they can recognize potential volatile situations in the workplace and the actions they can take to de-escalate situations before they become violent. She then closed the conference with an inspiring presentation on self-empowerment.

If you are a customer service, credit, or collections utility employee, you definitely want to mark your calendar now for next year's 3 Cs Conference in Spokane, Wash., at the Davenport Grand Hotel, October 25–27, 2017. **NWPPA**



Umatilla Electric Cooperative's Kristy Pierson will serve as the chair of next year's 3 Cs Conference in Spokane, Wash.

Women in public power attendance doubled in second year

What do you get when you bring 110 women from our membership together for networking and learning in Portland, Ore.? NWPPA's Women in Public Power Conference!

In the conference on November 8-10, attendees explored the key focus areas of communication, confidence, connection, resilience, and knowing yourself in a multi-faceted learning experience.

Last year's inaugural Women in Public Power was such a success that we brought it back this year bigger and even better with new panels, an additional day, and more networking opportunities. And we are excited to announce that it was again a terrific success – last year's attendance neared 60; this year the conference sold out with almost double that!

To continue with the messages of last year's event, we carried over several aspects from 2015 to this year. Speed dating, as we have playfully named it, was one of those carryovers because it is a fun and structured way to meet others while continually improving on your own personal elevator speech. When you network and meet new people, what do you want others to know about you and what are you looking to learn about others? One great takeaway from the speed dating exercises was when introducing yourself, add a short pause between your first and last name because it makes your name both easier to understand and remember.

Another repeat hit was the Hogan Assessment Suite, which provides insights about values and motivation – what characteristics show up when you are at your best and what behaviors

come out when you are under significant stress. A thoughtful debrief was provided by Leigh Taylor, a partner at Touch Base Coaching, and she explained that the assessment is a great way to understand your natural tendencies. For those who attended last year, we kept it fresh by bringing in Maggie Kolkena from Third Thought to provide a deeper dive into how you might use these tendencies to your benefit to meet strategic goals.

In addition to what worked last year, we also added new elements to the conference to keep new and repeat attendees engaged. The conference added two panels of senior leaders, one made up of men, the other of women. Michelle Bertolino, utility director of the City of Roseville, moderated both and did an excellent job of asking interesting and probing questions. Both panels inspired attendees with stories about women they had learned from, how they navigated a career in the utility world, and the differences (and similarities) they saw between working with (and for) women and men.

Other new presentations included Hilary Blair, CEO of ARTiculate: Real & Clear, talking about the non-verbal cues we use, should be using, and should consider not using. Blair, a professional actress and voice coach, used a lot of humor to help demonstrate the good and bad of various cues whether conscious or unconscious. Tracey Adams, CEO of ThriveOn, helped attendees identify their top five strengths; Britt Ide, president of Ide Energy & Strategy, talked about community and the importance of joining boards (either profit or non-profit); and NWPPA's own Elaine Dixon walked us through some quiet time to reflect and focus on our noble purpose before adjourning the conference. **NWPPA**

It's not too late to exhibit at the 2017 E&O Trade Show

If you haven't purchased a booth at the 2017 E&O Trade Show in Reno, Nev., do so now while you still can! At the time this issue went to press, there were only ten 10x10 spaces and one 20x20 space still available.

Presales were held during the 2016 Trade Show in Spokane last April. If you have not purchased booth space yet and would like to, please contact Jenny Keeseey at jennifer@nwppa.org or (360) 901-3131.

More information on the 2017 E&O Conference & Trade Show can be found at www.nwppa.org/eo.

For anyone looking for a way to gain value-added company name recognition with our members while in Reno, sponsorship opportunities are also available. Please contact Janet Denman at janet@nwppa.org, or Keeseey at jennifer@nwppa.org for a complete list of options. **NWPPA**

LERG Annual Meeting navigated the changing utility landscape

On October 12–14, over 40 labor relations and human resources professionals gathered in Coeur d’Alene, Idaho, for the Labor and Employee Relations Group’s (LERG) Annual Meeting.

Each year, attendees listen to subject matter experts and share experiences, recommendations, and lessons learned about key labor relations and human resources issues. Topics covered this year included utilities of the future and the impact on HR, job survey trends, wellness, documentation, benefits cost control, internal investigations, health/welfare compliance, and the economy.

Keynote speaker Isaac Dixon, vice president of Human Resources at Lewis and Clark College in Portland, Ore., opened the meeting with a motivational presentation, *Reinventing You!* Dixon talked about the need for leaders in all types of organizations to help people focus on the positive and what is right in the organization despite the many changes it moves through. He also spoke about the need for professionals to embrace change to remain relevant.

Dixon also made the following key points:

- Change is inevitable.
- For many young workers, their chosen career may change as many as seven times (skills required, continuing education, etc.).
- In traditionally stable workplaces (such as higher ed or public power), changes in technology, delivery modalities, and client backgrounds are causing disruption, which means changes are coming!
- We can help ourselves and others through changes in positive ways.
- Change is the recipe for reinventing you.
- Reinventing yourself has become common place.
- The importance of taking care of yourself before worrying about those around you.
- The importance of leaving work behind when you leave the office and managing your life away from work.

Other speakers and topics included: Keith Robertson of Alliant Insurance Services on how to set up a wellness clinic within an organization; Chris Roden of Lewis County PUD on how the skill sets needed in positions at utilities are changing and will continue to change into the future; Jennifer Bouman-Steagall of Red Kite on how to properly document discipline issues; Ron Kirkpatrick of LBG Advisors on benefits strategic planning and cost control; Erin Jacobson of Archbright on how to properly conduct internal investigations;

Sally Wineman of Gallagher on health and welfare compliance; and Mark Roberts, former BPA economist, on the state of the economy and its impacts on utilities.

Larry Daniels of Milliman, who presents at the LERG Annual Meeting every year, also talked about the data trends the firm is seeing in its annual utility salary and wage survey and the hot jobs they see emerging today.

A significant component of the Annual Meeting is always its roundtable discussions. Throughout the event, attendees take turns reporting on the current hot issues at their utilities such as grievance, negotiations, healthcare, and new policies and programs. Other attendees then share ideas that might help their peers move forward successfully with these issues.

An extra networking opportunity at this year’s meeting was the optional evening reception and dinner cruise on Lake Coeur d’Alene; the outing helped attendees expand their peer networks to leverage after they return to their utilities.

If you are a member of the Labor and Employee Relations Group, or are interested in joining, mark your 2017 calendar now for next year’s LERG Annual Meeting in Spokane, Wash., at the historic Davenport Hotel, October 11–13. **NWPPA**



Klickitat County PUD’s Gwyn Miller was crowned as the 2017 LERG chair at this year’s annual meeting.

Time to submit nominations for 2017 board seats, awards, and resolutions

As the year draws to a close, it is again time to nominate fellow members for the NWPPA Board of Trustees, as well as submit nominations for the annual awards and resolutions. Nomination forms were mailed at the beginning of December and are due back to NWPPA by January 31, 2017.

If you have questions about any of the following categories or requirements, please contact NWPPA at (360) 254-0109 or nwppa@nwppa.org.

Call for 2017–2018 NWPPA Board nominations

We are currently seeking nominations for two vacant utility member seats and two vacant associate member advisory seats on the NWPPA Board of Trustees. The vacant utility seats are for a general manager from an Idaho cooperative and a board director or commissioner from an Idaho cooperative or municipal. The vacant associate member advisory seats are for a manufacturing entity, and a generation and transmission entity.

For those utility members interested in serving on the NWPPA Board of Trustees, please submit a letter identifying the nominee's desire to serve as well as some background information (bio with other community/industry service) to Terry Kelly, NWPPA Nominating Committee Chair, 9817 NE 54th Street, Suite 200, Vancouver, WA 98662. Board nominations may also be emailed to Anita Decker at anita@nwppa.org.

Call for 2017 award nominations

Please consider nominating individuals and/or organizations for the Life Award, Paul J. Raver Community Service Award, John M. George Public Service Award, William "Bill" McCrorie Distinguished Service Award, and Homer T. Bone Award.

All nominations received by January 31, 2017, will be reviewed and acted upon during the Awards Committee meeting in March.

Call for 2017 resolutions

Please review NWPPA's current 2016 resolutions by viewing them on NWPPA's website under the Government Relations link. If you would like to submit any new draft resolutions or provide updates to the existing resolutions, please email your input to Nicole Case at nicole@nwppa.org by January 31, 2017. The Government Relations Committee (GRC) will meet on March 9, 2017, in Missoula, Mont., to discuss comments and submissions to the proposed slate of 2016 resolutions.

A final list of GRC-approved, proposed 2017 resolutions will be made available to the full membership following GRC consideration in March. The membership will vote on the proposed 2017 resolutions in May at NWPPA's Annual Membership Meeting in Sunriver, Ore. **NWPPA**

Mark Woodward joins our Communications Dept.

Please join the Association in welcoming our newest employee, Mark Woodward, who has been hired as our senior graphic designer to replace Glenda Waite, who retired in October after 27 years with NWPPA. Woodward began his new position on November 21 and says so far, so good.



"I have found the staff at NWPPA to be very dedicated to the membership and their needs," he said. "First week interactions have been fantastic — very accommodating, friendly, and helpful — and that has helped make my transition seamless and easy."

Woodward's combination of design skills and industry experience is a perfect match for this position. He previously worked at Schweitzer Engineering Laboratories as a senior graphic designer for nearly 10 years. His responsibilities there included, but were not limited to, all corporate marketing collateral (catalog, product flyers, etc.); internal collateral; corporate brand design; conference and trade show booth artwork and collateral; ad campaigns (print and digital); and website graphics.

Born in Longmont, Colo., he earned his Bachelor of Fine Art (BFA) from Montana State University, Bozeman. In his free time, he says he is an avid

"three-putter" and his home television is almost always on the Golf channel.

Woodward's primary duties will be designing and laying out the monthly *Bulletin* and annual directory; creating original promotional materials and collateral for NWPPA events; assisting with website maintenance; and maintaining NWPPA's corporate branding. All of these are huge tasks, but Woodward says he is up to the challenge: "I'm excited to get going and hopefully bring added value while helping the Association provide professional materials and collateral to its members." **NWPPA**

Alaska trade show booths on sale in April

If your company would like to exhibit at the 2017 Alaska Electric Utility Conference & Trade Show in Anchorage, November 15–16, mark your calendar now for April 12, 2017 — that is the date booth sales will open for registration. This popular electric utility engineering and operations conference and trade show, organized by NWPPA and Alaska Power Association, is only held every other year so don't miss this opportunity. This is a chance to meet with the state's electric utilities under one roof at the Egan Civic and Convention Center.

Alaska exhibit booths will go on sale at our Engineering & Operations Conference in Reno, Nev., on April 12, 2017. All booths will be sold on a first-come, first-served basis and payment will be required at the time you request your booth. If you are unable to purchase booth space at the April conference and would like to do so, please contact Jenny Keeseey at jennifer@nwppa.org or (360) 901-3131 after April 17, 2017.

Don't miss this opportunity to meet with your current and potential Alaska-based customers! **NWPPA**

NWPPA's 2017 Conferences

Mark your calendar now to attend these upcoming conferences!

ENGINEERING & OPERATIONS CONFERENCE & TRADE SHOW
April 10-13 — Reno, Nev.

NWPPA ANNUAL CONFERENCE AND MEMBERSHIP MEETING
May 21-24 — Sunriver, Ore.

NORTHWEST COMMUNICATIONS AND ENERGY INNOVATIONS CONFERENCE (NIC)
September 17-20 — Sacramento, Calif.

LABOR & EMPLOYEE RELATIONS GROUP (LERG) ANNUAL MEETING
October 11-13 — Spokane, Wash.

3 Cs CONFERENCE
October 25-27 — Spokane, Wash.

NWPPA/APA ALASKA ELECTRIC UTILITY CONFERENCE
November 13-15 — Anchorage, Alaska

For more information on these and other events, go to our 2017 Event Catalog on our website at www.nwppa.org. **NWPPA**

A look back at public power

50 years ago — 1966

The nation's largest residential conversion project to date was launched when Seattle City Light crews began the task of converting an area of approximately 360 homes from overhead to underground (Wash.) ... NWPPA Executive Director Gus Norwood received the Distinguished Service Award from the Western States Water and Power Consumers Conference (Wash.) ... Golden Valley Electric Association completed framing of the 22,000-kilowatt steam plant at Healy (Alaska) ... Asotin County voters, for the fourth time in 26 years, defeated the proposed formation of a PUD (Wash.) ... The Molson-Chesaw-Okanogan PUD merger became final following REA approval (Wash.).

25 years ago — 1991

Columbia Basin Electric Cooperative Line Superintendent Bill Gentry retired after 43 years of employment with the utility (Ore.) ... Grant County PUD sought construction bids on the next step in development of fish passage and protection systems at Wanapum Dam (Wash.) ... Blachly-Lane and Lane Electric continued discussion of a possible merger of the two cooperatives (Ore.) ... Yellowstone Valley Electric Cooperative hired Terry Holzer as their general manager, effective March 1, 1992 (Mont.) ... Chugach Electric Association Vice President John F. Franklin became the second director in Chugach history to complete the National Rural Electric Cooperative Association's certification for cooperative directors (Alaska).

5 years ago — 2011

The commissioners of Lewis County PUD selected Bob Geddes to be the new manager of the utility (Wash.) ... Eugene Water & Electric Board announced that its new Roosevelt Operations Center has been awarded LEED® Gold Certification (Ore.) ... After four years and an investment of more than \$4 million, the participating public utility districts and Energy Northwest voted to terminate development of the Radar Ridge Wind Project near Naselle, Wash. ... The Northwest Energy Efficiency Alliance hired Susan E. Stratton as its new executive director (Ore.) ... Snohomish County PUD received low-impact certification from the Low Impact Hydro-power Institute (LIHI) for its Jackson Hydroelectric Project (Wash.). **NWPPA**

January and February 2017

Please visit www.nwppa.org to view the full course descriptions for these and other courses.

PCB MANAGEMENT – FOUNDATIONAL & ADVANCED TRAINING

Who Should Attend: All utility operations and technical personnel, as well as employees who are involved in managing, handling, and maintaining records and EPA reports for PCB items and waste.

January 11–12, 2017 – Seattle, Wash.

SENIOR LEADERSHIP SKILLS SESSION 5: SERIES 4: LEAD YOUR ORGANIZATION, SUSTAIN EXCELLENCE, AND MANAGE CHANGE

Who Should Attend: Directors, managers, graduates of the Leadership Skills Series, and newly appointed senior leaders.

January 18–19, 2017 – Vancouver, Wash.

FOREMAN LEADERSHIP SKILLS #1 – PREPARING FOREMEN FOR LEADERSHIP; LEARNING TO LEAD OTHERS

Who Should Attend: Foremen and crew leaders.

January 25–26, 2017 – Vancouver, Wash.

NEW! ICS-300, INTERMEDIATE INCIDENT COMMAND SYSTEM FOR EXPANDING INCIDENTS

Who Should Attend: Personnel expected to perform in a management capacity in an expanding incident that may require a higher level of NIMS/ICS training.

January 25–27, 2017 – Portland, Ore.

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

Who Should Attend: Foremen and crew leaders.

January 30–31 – Sacramento, Calif.

FOREMAN LEADERSHIP SKILLS #4 – DEVELOPING MANAGEMENT SKILLS; BUILDING AN EFFECTIVE WORK GROUP

Who Should Attend: Foremen and crew leaders.

February 1–2, 2017 – Sacramento, Calif.

STAKING TECHNICIAN CERTIFICATION PROGRAM – CONSTRUCTION CONTRACT ADMINISTRATION

Who Should Attend: Staking technicians and engineers.

February 6, 2017 – Seattle, Wash.

STAKING TECHNICIAN CERTIFICATION PROGRAM – JOINT USE STAKING AND MAKE-READY SURVEYS

Who Should Attend: Staking technicians and engineers.

February 7, 2017 – Seattle, Wash.

STAKING TECHNICIAN PROGRAM – OVERHEAD/POLE-LINE STRUCTURE DESIGN AND LAYOUT

Who Should Attend: Staking technicians and engineers.

February 8, 2017 – Seattle, Wash.

NEW! POT & POWER WORKSHOP: A GROWING ISSUE IN THE UTILITY INDUSTRY

Who Should Attend: General managers, policymakers, operations managers, key accounts managers, and communications managers.

February 8, 2017 – Portland, Ore.

STAKING TECHNICIAN CERTIFICATION PROGRAM – CONSTRUCTION CONTRACT ADMINISTRATION FOR CALIFORNIA UTILITIES

Who Should Attend: California utility staking technicians and engineers.

February 13, 2017 – Alameda, Calif.

STAKING TECHNICIAN CERTIFICATION PROGRAM – JOINT USE AND MAKE-READY SURVEYS FOR CALIFORNIA UTILITIES

Who Should Attend: California utility staking technicians and engineers.

February 14, 2017 – Alameda, Calif.

SENIOR LEADERSHIP SKILLS SERIES SESSION 1, SERIES 5 – LEAD YOURSELF

Who Should Attend: Directors, managers, graduates of the Leadership Skills Series, and newly appointed senior leaders.

February 14–16, 2017 – Vancouver, Wash.

NEW! ONLINE – KEY ACCOUNTS PROGRAMS

Who Should Attend: Utility professionals tasked with developing, leading, contributing, and/or maintaining a key accounts or business support program.

February 14–28, 2017 – Online Presentation

STAKING TECHNICIAN PROGRAM – OVERHEAD/POLE-LINE STRUCTURE DESIGN AND LAYOUT FOR CALIFORNIA UTILITIES

Who Should Attend: California utility staking technicians and engineers.

February 15–17, 2017 – Alameda, Calif.

EXCEL MASTERY

Who Should Attend: Anyone who currently uses Excel and would like to increase knowledge and efficiency applying calculations and database tools.

February 22, 2017 – Vancouver, Wash.

FOREMAN LEADERSHIP SKILLS #2 – EFFECTIVE PROBLEM SOLVING; TRANSITIONING FROM EMPLOYEE TO FOREMAN

Who Should Attend: Foremen and crew leaders.

February 22–23, 2017 – Vancouver, Wash.

LEADERSHIP SKILLS SERIES SESSION #1 – SITUATIONAL LEADERSHIP

Who Should Attend: Supervisors and managers, and employees who will be transitioning to a supervisory or managerial role in the future.

February 22–23, 2017 – Redding, Calif. NWPPA



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By Anna Markham

Industry gift-giving campaigns assist recipients throughout the area this holiday season

A familiar figure, along with his contingent of elves, delivered a sled full of toys and winter clothing to the Benton-Franklin Head Start during the recent holiday season.

“This year marks the 20th anniversary of the first time I dressed as Santa,” said David McCullough, Energy Northwest employee, who over the years has perfected his role at the annual Head Start holiday parties. “When I first started, I had 30 children between the ages of 3 and 4 looking at me with wide eyes. When the teacher asked, ‘Who wants to give Santa a hug?’ the kids gathered around me. I was hooked.”

The traditional appearance of Santa and his elves dates back to 1980. Every year, Energy Northwest employees, board members, contractors, and friends personally select the wish lists of children from local low-income families. This year Energy Northwest will fulfill the wishes of more than 400 children. Since the program began, the public power agency has fulfilled the holiday wishes of more than 11,000 local Head Start children.

“Along with other EN employees, I’m happy to give back to the community,” said Cassy Fey, who served as the agency’s



Excitement fills a classroom at the Benton-Franklin Head Start Children’s Center in Richland, Wash., as Santa David McCullough, Energy Northwest employee, and Elf Kaitlyn McCullough deliver gifts contributed by the generosity of Energy Northwest employees, board members, and contractors.

“It’s amazing to watch employees get excited about adopting the children and talking about what they want and need...”

— Cassy Fey, Energy Northwest employee

Head Start committee chair. “It’s amazing to watch employees get excited about adopting the children and talking about what they want and need, and how it will bring happiness to the children during a season of giving. It’s also a great opportunity to teach our own children that when we have a community in need, we help – and the greatest gift we receive is giving to others who need it more.”

The Head Start parties have also become a tradition for the McCullough family. Kaitlyn McCullough attended a Head Start party with her Santa-playing father when she was eight years old. This year, her daughter — Santa’s granddaughter — filled the role of Santa’s elf.

Energy Northwest, its local utility members, and a local labor union provide assistance to other programs in the Mid-Columbia region year round, including Helping Hands, which helps low-income

families offset home energy costs. Benton PUD started the Helping Hands program in 1984 and throughout the year the utility receives donations from employees and customers for the program. This year Benton PUD customer service representatives raised \$40,500.

During the holidays, Franklin PUD employees donate toys, games, movies, books, craft kits, cookbooks, and other items to gift baskets that are later given away in a raffle with proceeds donated to Helping Hands. Franklin PUD raises approximately \$3,500 annually.



Lynn Hill, Benton PUD customer service representative, adds decorations representing donations to Helping Hands. Each day in the month of December, the tree fills with decorations that track the utilities fundraising efforts. Photo by Karen Miller, Benton PUD.

Energy Northwest's Women in Nuclear and North American Young Generation in Nuclear chapters also support the program through an annual breakfast.

For the past seven holiday seasons, the United Association Plumbers and Steamfitters, Local 598, has led the Fitters Bikes for Tikes program. Since the program's inception, public power agency employees have joined community members to assemble more than 8,000 bikes for distribution to children. **NWPPA**

Anna Markham is with Energy Northwest Public Affairs and can be reached at ammarkham@energy-northwest.com.

Head Start

Created in 1965, Head Start is the most successful, longest-running, national school readiness program in the United States. It provides comprehensive education, health, nutrition and parent involvement services to families earning income at or below the federal poverty level. More than 25 million pre-school aged children have benefited from Head Start.

Helping Hands

Helping Hands gives customers, employees, and members of the community an opportunity to donate to a fund used to assist local residents in need of paying their electric bill. Funds collected throughout the year are disbursed to qualified customers by Benton Franklin Community Action Connections.

Fitters Bikes for Tikes

Since 2009, the United Association Plumbers and Steamfitters, Local 598, has received donations to purchase helmets and bikes for distribution to children in eastern Washington and eastern Oregon communities. Local 598's membership, students, community leaders, and volunteers gather annually to assemble all bikes prior to distribution.



By Sarah Smith

Helping utilities make the smartest decisions on smart grid investments

With its robust network of brainy researchers and long history of electric utility partnerships spanning the rural to the urban, the Pacific Northwest would seem to be an ideal setting to pioneer a smarter transmission grid.

Although no one's ever managed to make an electrical grid and its countless electrons sit for an IQ test, it's not hard to define the difference between a 20th century grid of average intelligence and a smarter grid that can keep pace with a 21st century economy and lifestyle.

"The key characteristic of a smart grid is its two-way communication abilities," said Lee Hall, the Distributed Energy Resources manager for the Bonneville Power Administration, which recently released a major study clarifying the business case for a smart grid in the Northwest.

"Smart grid" refers to an electric transmission and distribution system – from power plants to end users – with superior communication skills and the gift of self-awareness. A smart grid is capable of monitoring its own health and performance in real time, using data streams of feedback to instantly attune itself to changing conditions in supply or demand.

That can mean responding with agility to a major equipment failure two states away, a heat wave, an ice storm, or changing power market conditions. A more nimble and reliable grid has the promise of being more resilient to climate change.

The direct benefits of smart grid, according to the U.S. Department of Energy, include more efficient transmission of electricity, lower operating and kilowatt costs, faster restoration of electricity after outages and reduced energy use during hours of peak demand. Optimization and efficiencies on the power system can help control capital costs, keep future electricity rates low, and preserve a low-carbon future.

The key to unlocking these benefits is helping utilities gain greater certainty in identifying the most appropriate investments for their particular needs. That's why BPA and its partners created the Smart Grid Regional Business Case, released earlier this year. The study, which followed the \$178 million, five-year Pacific Northwest Smart Grid Demonstration project, analyzed the costs and benefits of smart-grid technologies and identified investments with the highest potential value for the region.

"The study helps identify mature smart grid technologies that should be invested in right now versus those that still need to be researched and validated as good investments," Hall said.

The smart grid is not a singular entity, but a diverse collection of tools and technology supporting an integrated, more responsive and potentially more automated grid. Its components can include everything from digital sensors on transmission lines to substation automation to interactive appliances



Forging an energy storage partnership with Franklin PUD and the City of Richland was conceptually unique. Each utility installed an energy storage device that would be controlled by Benton PUD. The battery-based 10-kilowatt system would store electricity during off-peak periods when the price is cheap, and then distribute the energy later when the demand is high. Photo provided by BPA.

in homes. What they all have in common, Hall emphasized, is a potential role in enhancing power delivery and energy use through intelligent two-way communication.

"In past years, there had been a lot of claims about the value of smart grid," he said. "When we looked under the hood, there often wasn't enough information to support actual investment decisions. We needed to get a better handle on the opportunity, and that's where the value of the study lies."

The business case concluded that smart grid investments do offer cost savings to utilities and ratepayers. Overall, for the Pacific Northwest as a region, the final results show that the benefits will very likely exceed the costs by about \$6 billion, with a return of \$1.80 for every \$1 spent.

Among the study's main conclusions:

- Smart grid infrastructure investments can offset conventional investments, offering better long-term returns that help to keep rates low and reliability high.
- Of particular promise are technologies for optimizing transmission and distribution, grid reliability, and demand response.
- Not all benefits are enjoyed by those who would need to invest, so further work is required to realize the regional savings.
- BPA continues to work with utilities and industry partners to further its understanding of smart grid.

By putting various smart grid tools and capabilities into a context for decision making, the report provides regional utilities with results and information they can leverage in making their own targeted investments.

“How utilities act on this information will depend very much on their own specific needs,” said Stephanie Vasquez-Pettit, BPA’s project manager of the report. “Utilities in the Pacific Northwest have a wide variety of customer bases, installed assets, demand charges, management preferences, and other factors to consider. For some utilities, the investments required and the benefits will be a slam dunk, and for others it may be a hard sell.”

The study was developed with input from regional stakeholders, including the Northwest Power and Conservation Council, Battelle Memorial Institute, Ecofys, the City of Milton-Freewater in northeastern Oregon, City of Port Angeles in Washington state, and Idaho Power. It incorporated findings from the Pacific Northwest Smart Grid Demonstration Project, which wrapped up in 2015, and other studies. For a summary of the report, go to www.bpa.gov. **NWPPA**

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By Garrett Hylton

WREC and ESG take a new approach on energy efficiency programs

In 2012, Wells Rural Electric Co. in Nevada partnered with the Efficiency Services Group (ESG) in Oregon to create a program that would make energy efficiency and conservation more accessible to the cooperative's members. WREC had long offered a wide range of rebates to its members, but the goal of this partnership was to take a more hands-on approach to help members realize savings as conveniently as possible.

The result was the Direct Installation Program, where ESG employees actually went door-to-door across WREC's service territory to install energy-efficient lighting, shower heads, and smart power strips at no cost to WREC members. They also performed home energy "snapshots" to gather information about the homes to guide future rebates and program offering.

This door-to-door approach has reached more than 80 percent of WREC's residential members and has led to 2.8 million kilowatt-hours saved since October 2015 alone.

"We wanted to approach energy efficiency differently," said Jeff Cromie, WREC's manager of office and member services. "Rebate programs are great, but the easier you can make it for the member, the more participation you'll get. The Direct Installation Program not only allowed us to do something positive for nearly all of our residential members but it's been an outstanding foundation that will allow us to shape our services to best fit what our members need on a local level."

LED-ing the way

During the first wave of installations, ESG employees replaced traditional incandescent bulbs with more efficient compact fluorescent (CFL) bulbs. They were such a large success that ESG went back and installed light-emitting diode (LED) bulbs along with energy-efficient shower heads and smart power strips that reduce phantom load.

So far, ESG has visited more than 3,500 members' homes and installed more than 60,000 energy-efficient lights, more than 1,100 high-performance shower heads, and more than 1,000 advanced smart power strips, not to mention doing the same at almost 200 of our members' commercial businesses.

When you consider that LED bulbs use at least 75 percent less energy and last far longer than incandescent bulbs, those savings add up quickly.

"From our standpoint, LEDs are just a superior product," said Spencer Egbert, WREC's director of facilities and energy efficiency. "Not only do they put out superior light, they do so using a fraction of the electricity and last so much longer. As they've become more cost effective in recent years, it's a no-brainer from a conservation standpoint to make sure they're prominent throughout our service territory."

WREC members share in that enthusiasm.

Steve Rodriguez, an administrator at Wells Combined School, and his family had tried to participate in previous lighting programs but were much more satisfied with having professionals come into their home to do it for them.

"I thought it was pretty cool," Rodriguez said. "I was shocked we could have this done for free. WREC had done light bulb programs in the past and we bought some, but then never went to get reimbursed for them. This is what will get people to go energy efficiency; they're doing all the work for you."

Shaping the future

While the energy savings of the lights, shower heads, and smart power strips alone is significant, the real benefit of the Direct Installation Program might be realized in the years to come. In addition to installing energy-efficiency products while in members' homes, ESG employees also gather data about each home that's pertinent to their heating, cooling, and electricity consumption.

Within that data lies the key to the future of WREC's energy-efficiency programs as WREC uses that information to guide future energy efficiency and rebate programs.



“Basically, the snapshot data allows us to identify opportunities our members will benefit most from,” Egbert said. “We’ve had great rebates in the past, but they’re typically calculated on a regional level. The Direct Installation Program will allow us to dig in on the local level and do what’s best for members.”

For example, the snapshot data revealed huge needs or opportunities for duct sealing, insulation, window upgrades, and ductless heat pumps on the residential side and commercial HVAC, refrigeration, and lighting. Some of these rebate opportunities are already available to members while WREC is working to design rebate programs for others.

“Ultimately, rebates are only effective if people are willing to take advantage of them,” Egbert said. “Rather than hoping members take advantage, we’re trying to be proactive and identify opportunities we know exist and turn them into no- or low-cost programs that improve our members’ quality of life.”

Member-centric approach

Last but not least, WREC has worked with the National Information Solutions Cooperative (NISC) to integrate the snapshot data into the cooperative’s member services and account management software. This integration allows member service representatives to see what programs WREC members qualify for when they access their accounts, allowing them to share with members what opportunities are available to help reduce their electricity consumption. In the past, it would have been difficult to initiate those conversations without that information.

“We’re trying to follow the leadership of our board and CEO and keep our members’ best interests at heart,” Cromie said. “We want to be as proactive and efficient as possible in helping them take control of their electricity usage and hopefully save money on their monthly bills.” **NWPPA**

Garrett Hylton is the communications director at Wells Rural Electric Company in Nevada. He can be reached at guhylton@wrec.coop.



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By Jenae Elliott

A day in the life of a lands officer

When someone puts up a tent as a permanent residence, cuts down and steals timber, builds an illegal drug lab, or installs a makeshift dock on Tacoma Power’s property, there’s one person to call: Utility Lands Officer Kyrra Wilson.

Since 1999, when Natural Resources created the lands officer position, Wilson has had the job that sounds more like a superhero than a utility employee: reducing crime and destruction, ensuring structures along Power’s lake shores comply with permit agreements, and protecting the project area’s rich cultural artifacts.

Patrol and protect

Tacoma Power’s hydroelectric projects and surrounding reservoir shorelines, parks, and wildlife lands are in remote areas that can attract illegal activities. There to patrol and protect the 45,000 acres of project property is Wilson and a team of Department of Fish and Wildlife police officers contracted by the utility. Since she doesn’t have the authority to write tickets, issue fines, or bring criminal charges, the state officers do just that. Last year, officers issued 100 citations under Wilson’s direction.

On this particular day, Wilson met with an officer to talk about removing an illegal fishing shed on a remote piece of property that Power bought to protect fish habitat. The only way to get to the shed is by boat or through a field owned by



Kyrra Wilson, Tacoma Power’s utility lands officer.

.....
“Power wants to be a good neighbor to adjacent landowners and recreational users.”

— Kyrra Wilson

.....
a neighbor who’s expressed dissatisfaction with the utility in the past. Wilson and the officer suspect the shed is tied to this neighbor. Using the hood of the officer’s patrol truck as a desk, she unfolded a map and a plan to show how Power crews will use a boat to get to the shed without the neighbor noticing and carry the building material back to a dump truck sitting at a nearby launch.

Better together

Safety is always top of mind for Wilson, so she often works alongside a police officer. In particularly dangerous situations, she even wears a bulletproof vest of her own. But such extreme

measures aren’t always needed. Tacoma Power and Wilson have plenty of friends and happy neighbors in the project areas, too. That’s in part because of her work to build relationships with the people who live next to Tacoma Power property.

She talks about many of the landowners as if they were her very own neighbors – casually referring to them by last name, mentioning where they work, recalling their family history of how the land has passed through generations, and knowing precisely the fence post or other markers on the property that show where their land ends and Tacoma Power’s begins.

“Power wants to be a good neighbor to adjacent landowners and recreational users,” Wilson said. “My approach is to develop relationships and build trust and confidence upfront. It’s challenging, but it’s one of the most important aspects of my job. When I have a relationship with the neighbors, it personalizes the utility, instead of people thinking of us as a big, bad far-away company.”

Neighborhood watch

Once Wilson meets neighbors and builds a relationship, they often become an extra set of eyes and ears for suspicious activity. Wilson has received calls from neighbors who've heard chainsaws in wildlife areas, noticed a long-abandoned car, or stumbled across a poached fawn. Other times, she's the one spotting something out of the ordinary. Even at 50 miles per hour on a winding road, Wilson spotted a shelter made of fallen branches on the reservoir shoreline. As she slowed to a crawl to inspect the area, she smirked and asked, "Do you see that?" To the untrained eye, nothing seemed out of the ordinary, but Wilson knew she found another issue to document, report, and eventually clean up. She stopped her truck, grabbed her camera, inspected, and photographed the area.

"It's my job to know more about the land we manage than anyone else," she said. "It's the key to being successful in this job, and it gives me credibility with all the people I deal with."

Inspections and permits

Wilson's knowledge of land management extends to the shoreline, where she inspects docks and other structures. As part of Tacoma Power's licenses for hydroelectric projects, the Federal Energy Regulatory Commission requires the utility to develop, submit, and comply with a plan to manage its shorelines, including the structures placed by the homeowners. In its Shoreline Management Plan, Tacoma Power outlines acceptable uses, building materials, safety standards, and other requirements homeowners must comply with to get a permit from the utility for their structure. When a homeowner submits a permit application, Wilson and other Natural Resources staff inspect the area to ensure the structure meets the requirements and won't disturb an archeological site.

Shoreline say-so

Wilson recently revoked a permit after inspecting an aging dock that a homeowner failed to maintain. A quarter of it has sunk, and the ladder that used to be attached has made its way to the other side of the lake. Wilson walked deep into a wooded area overgrown by blackberry bushes to take pictures that will help employees from the Cowlitz River Project identify the right dock when they get ready to remove it. Walking a little further, she pointed out a cove where she found a hidden houseboat illegally moored in a hard-to-see spot. Using the registration number, she identified the boat's owner and is working through legal channels to notify him that the boat will be impounded if it's not removed.

That experience is the epitome of her job. She never knows what she'll find during a day's work, and that's part of the appeal for her.

"I get to go out and deal with something different every day," Wilson said. "It's a hodgepodge of compliance, nature, forestry, people, and projects. And sometimes I even get to do my work from a boat on a nice sunny day. It's a great job!"

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Jenae Elliott is a community relations specialist at Tacoma Power. She can be contacted at jelliott@cityoftacoma.org.

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We remember: Robert L. McKinney

Robert L. McKinney, a former general manager of the Cowlitz PUD, died on October 30. He was 90 years old.

McKinney was a former U.S. Navy ensign who served on the USS Boxer during WWII. He followed his service by graduating from the Oregon State University electrical engineering program. Before coming to Cowlitz PUD, he worked as a consulting engineer to public agencies in the Pacific Northwest and Nebraska, and also worked for Bonneville Power Administration.



McKinney was Cowlitz PUD's top official for 26 years before he retired in 1991 at the age of 65. He entered the PUD during a time of controversy, amidst complaints that the agency was inconsistent in applying company policy. McKinney also steered the PUD through one of the biggest debacles in history, when a settlement over the Washington Public Power Supply System litigation ended up costing the agency more than \$34.4 million.

He served on the board of directors of the American Public Power Association and was the board president from 1983 to 1984. He received the Alex Radin Distinguished Service Award, APPA's highest honor, in 1987.

McKinney is survived by Patricia, his wife of 67 years; sons, Thomas (and Linda), David (and Dana), and Gregory (and Stephanie); five grandchildren; and nine great-grandchildren.

NWPPA

SMUD to participate in CAISO EIM

On October 21, the Balancing Authority of Northern California (BANC) and the Sacramento Municipal Utility District (SMUD) announced their intent to initiate negotiations with the California Independent System Operator Corporation (CAISO) to participate in the western energy imbalance market (EIM).

After completing an extensive cost/benefit analysis in conjunction with its members and the Western Area Power Administration's Sierra Nevada Region (WAPA-SNR), BANC has concluded that there are benefits for some of its members to join the EIM. BANC is interested in entering into an arrangement with the CAISO for EIM participation that would allow phasing in those members who would like to participate in the EIM. The key for BANC will be an agreement that recognizes the unique situation faced by the BANC members as public power entities and their existing arrangements.

SMUD has elected to be the first member of BANC to participate in the EIM.

"We view this as an extension of our existing market engagement with the CAISO. SMUD also believes this further demonstrates our commitment to collaboratively work with California entities to help achieve the state's energy and environmental goals," said SMUD CEO **Arlen Orchard**. NWPPA

Clark recognizes O'Rourke with service award

The board of commissioners recognized Protection & Control Working Foreman **Patrick O'Rourke** for 35 years of service to Clark Public Utilities (Vancouver, Wash.) on October 25, 2016.

O'Rourke began his career as a groundshelper in 1980, was hired as a meter reader, and then entered the lineman apprenticeship, becoming a journeyman lineman. As a lineman, O'Rourke then apprenticed on meter relay and moved into a meterman role. He is now a protection and control working foreman in the substation group and recently ran in the gubernatorial primary race.

Over his many decades of service, O'Rourke has shown an unwavering commitment to helping utility customers; he assured commissioners as he received his award that after all these years, he still loves coming to work. NWPPA



Clatskanie PUD rating returned to stable

The Clatskanie People's Utility District (Ore.) is pleased to announce that Moody's Investors Service removed the negative outlook on Clatskanie PUD's A3 rating and returned it to stable. The District recently went through an evaluation process of their rating that is used as a financial measure of the PUD. This rating affects the interest rate that the District would pay when borrowing money through the bonding process.

"We are really pleased the rating agency acknowledged the financial health and stability of the District by confirming our A3 rating with a stable outlook," said CPUD Finance Manager **Barb Haas**. "It took a group effort, by the staff and the board, to demonstrate our commitment to keeping the District fiscally sound. I am grateful to work with such a dedicated group of people who work together to make our PUD an asset to the community."

General Manager **Marc Farmer** expressed how pleased he is with the good news from Moody's: "I am very proud of our staff and their combined efforts to get the Moody's rating changed from negative to stable. Because of their dedicated efforts, the District will reap the financial benefits for years to come through lower interest rates on future bonds." **NWPPA**

Salem employees participate in fundraising

Throughout the month of October, Salem Electric (Ore.) employees fundraised for events to support local organizations.

In honor of National Breast Cancer Awareness Month, Salem Electric employees walked in the Discover Pink Walk at the State Capitol on October 1, and hosted Salem Electric's third annual Breast Cancer Awareness employee event on October 6. Donations for both events totaled \$1,083 and benefited the Medical Foundation of Marion & Polk Counties, a foundation that provides information, mammogram screenings, and support for those in Marion and Polk counties facing the battle of breast cancer.

On October 10-14, Salem Electric employees participated in a week-long fundraising event to support the United Way. Each day, employees paid to compete in different activities including a bean bag toss, putting contest, and Crock-Pot top chef competition. Donations from the week's activities totaled \$2,036 and benefited the United Way of the Mid-Willamette Valley, a foundation that serves people in Marion, Polk, and Yamhill counties. **NWPPA**



Salem Electric employees model their Breast Cancer Awareness attire.

Emerald's Currier recognized as clean energy leader

Emerald People's Utility District (Ore.) Energy Services Coordinator **Rob Currier** is one of "4 Under 40" honorees selected by the Northwest Energy Coalition. This honor recognizes clean energy leaders under the age of 40 who model the passion and expertise needed to achieve a clean energy future.



"This award is a reflection of Emerald PUD's leadership," Currier said. "Emerald has always led the way on energy efficiency and renewable energy efforts. I am committed to keeping that torch alive."

"Rob is a leader in the public power community," said Power Manager **Kyle Roadman**. "He is dedicated to energy efficiency and is a true asset to our organization."

Currier received his award at the Northwest Energy Coalition's 35th Anniversary Awards Gala on November 17 in Portland, Ore. **NWPPA**

Okanogon PUD suspends Pateros-Twisp construction

Under the mitigation measures outlined in the Environmental Impact Statement (EIS), Okanogon PUD (Wash.) suspended construction on the Pateros-Twisp 115-kilovolt transmission line project in mid-November, with an anticipated re-start date of April 2017. The EIS identified that construction activities will not occur during the winter months to avoid potential impacts to mule deer winter range and bald eagle use.

Construction activities consist of installing structures from Watson Draw to the Twisp substation, including establishing access to the right of way, structure locations, and installation of poles. Project contractor Michels Power installed 233 of the 255 structures as designed for the project. Additionally, approximately 160,000 feet of the nearly 800,000 feet of required conductor was installed. As outlined in the EIS, reclamation has been completed on access roads and areas surrounding structure locations. The reclamation included seeding, hydro-seeding, grading, contouring, and applying mulch to stabilize construction areas.

Future construction will consist of installing the remaining structures and stringing conductor along Highway 153 and over land from Watson Draw to Highway 153. Estimated project completion is mid-summer 2017. When complete, the transmission line will create a loop feed to the Methow Valley, improve electrical reliability, and reduce electricity losses. **NWPPA**

CVEA celebrates Allison Creek Hydro Project

On October 5, Copper Valley Electric Association (Glennallen, Alaska) was joined by a group of roughly 60 people (including Governor **Bill Walker**, Senator **John Coghill**, Mayor **Ruthie Knight**, current and past CVEA Board members, and several key project contributors) to celebrate the completion of the Allison Creek Hydroelectric Project.

The group enjoyed tours of the powerhouse, through the tunnel, and up the mountain to the diversion structure, as well as a commissioning ceremony and powerhouse dedication. CVEA COO **Travis Million** delivered an informative presentation that outlined the major components and specialized nature of the project as well as challenges the project encountered along the way. His presentation was followed by an upbeat video capturing moments from the start of the project to the finish, and congratulatory remarks from Walker, Coghill, and Knight.

Following the ceremony was a powerhouse dedication unveiling a stainless steel plaque containing names of key contributors, and each of them were presented with a commemorative key to the project.

The 6.5-megawatt hydroelectric project promises to displace 725,000 gallons of fuel annually, eliminate 12,000 tons of emissions each year, allow Solomon Gulch Lake to store more water going into the winter, generate 15 million kilowatt-hours to increase CVEA's renewable energy portfolio from 55 to 69 percent of total generation requirements, and provide benefits for generations to come. **NWPPA**



CVEA President Paul Kildal flips the switch and takes Allison Creek from construction to commercial hydropower generation.

SnoPUD honored for IT work

Snohomish County PUD (Everett, Wash.) has been honored for its ongoing work to upgrade information technology systems and to advance cybersecurity protections within the energy industry. Three energy and technology organizations, based in the U.S. and South Africa, recognized the utility this fall for its achievements in these areas.

PUD Chief Information Officer **Benjamin Beberness** was named 2016 Energy Sector Security Executive of the Year by EnergySec, an organization that supports enhanced security for technology infrastructure. The PUD has been a national leader in cybersecurity, evidenced by its many collaborations in the public and private sectors, organization of three Cybersecurity Summits, and cyber penetration exercises conducted with the Washington National Guard.

The PUD also was named Utility of the Year by SAP, a multinational software corporation, for the utility's ongoing "ONE" program, a multi-year software implementation that creates a foundation for the utility's future business growth. The program greatly consolidates hundreds of software programs as part of a PUD continuous improvement effort.

Finally, South African Metering & Smart Energy International, a media and research organization serving the utility industry, honored the PUD as a Global Smart Energy Elite for both its work with cybersecurity and utility transformation through the ONE program. The PUD achievements will be featured in the organization's fall magazine. **NWPPA**

EN named to Military Friendly® Employers List

Energy Northwest earned the 2017 Military Friendly® Employer designation by Victory Media, publisher of *G.I. Jobs*®, *STEM Jobs*™, and *Military Spouse*. First published in 2003, *Military Friendly*® Employers is the most comprehensive job resource for veterans today. Each year, the list of Military Friendly® Employers is provided to service members and their families, helping them discover the best post-military career opportunities available.

"One in four Energy Northwest employees are veterans – 28 percent," said CEO **Mark Reddemann**. "To some degree this reflects the industry's career pipeline from the nuclear Navy. Yet it also reflects the value we place locally on the high caliber of skills, talent, and character our team receives with each new veteran hire from all branches of the military."

Energy Northwest is continually expanding its partnership with regional military bases and veteran organizations. As more members of the nation's nuclear workforce prepare for retirement, the need is growing for well-trained and highly skilled individuals. In many cases, military veterans have training and skill that directly correlates to those required for energy industry positions.

"Veterans have a strong sense of pride and fit well with public power and EN's culture of excellence," Reddemann said.

Energy Northwest will be showcased along with other 2017 Military Friendly® Employers in the December issue of *G.I. Jobs*® magazine, the January 2017 issue of *Military Spouse Magazine*, and on militaryfriendly.com. **NWPPA**



Pend Oreille recognizes employees

Pend Oreille PUD presented service awards to employees at its annual Employee Day on October 10 in Newport, Wash. Service award recipients were **Rod Clark, Lisa Curry, Robert Fritz, Mike Peterson, Tommy Petrie, Dennis Schult, and Amy Sawyer** for 5 years; **Mike Boyle, Jane Emrick, Rusty Gill, Stan Haney, Christy Parry, and Karen Willner** for 10 years; **Mike Chantry, Paul Kiss, Brenda Miller, and Jim Reed** for 15 years; **Dan Peterson**, commissioner, for 20 years; and **Karl Laska and Dean Welter** for 25 years.

“Our customers depend on the PUD to provide reliable and low-cost electricity, water, and broadband services,” said General Manager **Colin Willenbrock**. “That service is made possible by its highly skilled and dedicated employees. We are proud to recognize them and their contributions to our utility and greater community.” **NWPPA**

Grays Harbor enhances online experience

Beginning last month, the Grays Harbor PUD (Aberdeen, Wash.) enhanced the Energy Services program that it provides to its customers. A simplified Energy Services Web page, located on the Grays Harbor PUD website (ghpud.org), now allows customers to navigate program offerings more efficiently.

The transition to this new webpage is part of a larger effort that will transform the way Grays Harbor PUD customers access energy efficiency rebate programs. By the summer of 2017, customers will be able to schedule energy audits, work with contractors, and submit applications and required documentation online.

“Along with providing a more efficient and user-friendly experience, the new Energy Services system will allow the PUD to better design and more effectively implement the energy efficiency programs offered to our customers,” said PUD Energy Services Analyst **Jacob Henry**.

In addition to the improved Web page, there will be an all new Online Energy Survey feature. This survey will allow existing customers to answer questions about their home and energy usage that will provide recommendations on how they can save energy and the PUD programs which will help them attain those savings. **NWPPA**

EWEB's Run to Stay Warm celebrates 10 years

What started in 2007 as a small community fundraiser has grown into one of Eugene's (Ore.) finest running events. Last year the race attracted more than 1,300 runners and walkers from across the country and raised almost \$45,000; this year, the Run to Stay Warm celebrated its 10th anniversary.

EWEB's Run to Stay Warm, featuring a half-marathon, 10K, 5K, and Kids' 400-meter dash, was on November 20. The event started at EWEB Headquarters, followed Prefontaine's old stomping grounds along the Willamette River, and ended at EWEB's River Edge Plaza.

All proceeds benefit income-eligible customers who are struggling to pay their utility bills and stay warm through the winter months. In its first nine years, the run raised more than \$165,000 for EWEB's Customer Care Program.

“This race has something for everyone, from elite to novice runners and walkers,” said **Kristen Langham**, the race coordinator. “It's a beautiful time of year to be on the running paths along the river, and the bonus is you're doing something good for the community.”

Prizes were awarded to the top three overall male and female finishers and to age division winners in each race; everyone completing the half-marathon received a finisher medal; and prizes will be awarded for the Kids' 400 meter dash.

EWEB's Customer Care Program helps more than 4,000 households with their utility bills each year. **NWPPA**

Northern Lights project honored with EE award

On November 1, 2016, Idaho Lieutenant Governor **Brad Little** recognized the recipients of the 2016 Idaho Awards for Leadership in Energy Efficiency. These awards highlight the Idaho organizations that are exceptional state leaders in implementing energy efficiency at their local facilities. Due to the efforts of the Northern Lights Conservation department through BPA funding, Alta Forest Products was selected for one of the five 2016 State of Idaho Awards for Excellence in Industrial Energy Efficiency Awards due to their efforts at improving the energy efficiency of their Naples, Idaho, plant.

The recipient of the 2016 Governor's Award for Leadership in Energy Efficiency is the Idaho National Laboratory.

Each organization showed an enduring commitment to reduce their energy use and environmental impacts in the state. The projects implemented would save enough energy to power over 1,100 Idaho homes for a year, demonstrating that these organizations are exceptional state leaders in implementing energy efficiency at their local facilities. **NWPPA**

SEL names new director of Quality

Schweitzer Engineering Laboratories (SEL) has promoted Joe Casebolt to director of Quality for the company. Casebolt steps into the position formerly held by Tony Lee, who was recently named vice president of SEL's Global Factories division.



As director of Quality, Casebolt will lead a team of more than 80 employees dedicated to ensuring SEL products and services conform to their published specifications and exceed customer expectations. He will also oversee the company's global quality management systems, product reliability, and compliance and supplier quality assurance.

"Joe is a dynamic leader who brings technical understanding, creativity, and simplicity to his assignments," said Luis D'Acosta, CEO. "These skills and experience will be invaluable in leading our Quality division and as part of our executive team."

Casebolt joined SEL in 2001 as an associate software engineer after earning a B.S. in computer engineering from the University of Idaho. He has held a variety of positions within the company, including engineering manager, development manager and, most recently, engineering director of the Automation Controllers department.

SEL invents, designs, and builds digital products and systems that protect power grids around the world. For more information, visit selinc.com. **NWPPA**

Justrite acquires C.I. Agent Solutions

C.I. Agent Solutions joins the Justrite Safety Group Company, bringing products and services that deliver technical secondary containment solutions to help solve customers' environmental risk issues.

"Our motto as a company is that everybody must win, and this acquisition directly reflects that belief," said C.I. Agent Solutions' founder Dan Parker. "We feel it's in the best interest of our current customers, our staff, and the environment, and we're very eager to continue our successful growth as part of the Justrite family of products and solutions."

A global leader in the development of solutions for SPCC secondary containment compliance; underground vault and manhole maintenance; and hydrocarbon management and filtration, C.I. Agent Solutions has installed more than 10,000 systems for the power utility industry and Fortune 500 industrial clients worldwide.

Its flagship product, C.I. Agent Oil Solidifying Polymers, solidifies oil on contact into a recyclable rubber-like mass, then acts as a barrier to prevent oil from leaving a containment area. To learn more about C.I. Agent Solutions, visit www.ciagent.com. **NWPPA**

Worcester promoted at Stanley Consultants

Stanley Consultants, a consulting engineering firm with offices worldwide, has appointed Stanley Worcester, P.E., as the company's chief electrical engineer.



As chief electrical engineer, Worcester provides technical leadership throughout the electrical discipline on quality control; standards and specifications; developing drawing details and computations; performing project checking, audits, and assessments; providing software tools and new member orientation and training. As electrical chief, he serves on the company's Technical Committee, which is composed of the company's engineering discipline experts.

Worcester has over 25 years of professional experience, primarily in electric power generation, and is a certified NACE international cathodic protection specialist. He joined Stanley Consultants in 2001 and was appointed associate electrical chief in 2007. He has a degree in electrical engineering from Kansas State University and is a licensed professional engineer in multiple states.

Founded in 1913, Stanley Consultants is a global consulting engineering firm that provides program management, planning, engineering, environmental, and construction services worldwide. For more information on Stanley Consultants, please visit www.stanleyconsultants.com. **NWPPA**

Ted Light hired at EES Consulting

To enhance its lines of business, EES Consulting has hired Ted Light as a project manager.

Light brings expertise in energy efficiency and demand-side management to EES. Prior to joining EES, he worked at the Energy Trust of Oregon for nine years. While there, he managed the development of an innovative new conservation potential assessment model and used it to develop forecasts of future efficiency acquisitions and emerging technologies; created models for calculating avoided costs and benefit-cost ratios; and assisted programs with insightful analyses. He also managed Energy Trust's industrial lighting, small industrial, and agriculture programs; served as a technical resource for the Commercial Strategic Energy Management (SEM) program; and was the organizational lead for demand response.

Light is a Certified Energy Manager and holds a B.S. in aerospace engineering from Purdue University.

EES is a multidisciplinary professional engineering and management consulting firm that provides a broad array of services to clients. For more information, visit www.eesconsulting.com.

NWPPA

Henkels & McCoy promotes Luetkehans to vice president position

Henkels & McCoy, Inc., is pleased to announce the promotion of **Steve Luetkehans** to vice president of Business Development for Power. In this role, Luetkehans is responsible for leading the Power Transmission, Distribution, and Substations (TDS) business development team in evaluating and pursuing power opportunities for H&M.



Luetkehans joined H&M in 2011 as the director of Business Development for the Central Region, where he played a significant role in the development of power opportunities while also coordinating business development efforts with other regions and utility markets across the company. Prior to this, he spent over 20 years as a business development and sales executive in the utility and energy infrastructure, transportation, and industrial markets.

Luetkehans holds a Bachelor of Science degree in business and marketing from Miami University, and he is a participant in the Edison Electric Institute, Institute of Electrical and Electronics Engineers, American Wind Energy Association, and the Western Golf Association/Evans Scholars Foundation, where he has served as director since 2004.

Henkels & McCoy, Inc., is a leading utility construction firm providing critical infrastructure for the power, oil and gas pipeline, gas distribution, and communications markets throughout North America. For more information, please visit www.henkels.com. **NWPPA**

TriAxis merges with DEEI

David Evans Enterprises, Inc. (DEEI), a firm of more than 1,000 people and headquartered in Portland, Ore., merged with TriAxis Engineering, Inc., a 25-person, electrical engineering firm headquartered in Corvallis, Ore., on November 4, 2016. TriAxis Engineering will become a division of DEEI's subsidiary David Evans and Associates, Inc. (DEA), a nationally recognized professional services consulting firm.

Paul Hazel, P.E., the CEO of TriAxis Engineering, said, "The merger allows our staff to focus on our key expertise of electrical engineering with excellent in-house support in other disciplines. TriAxis and DEA have worked together on energy projects for more than 10 years with clients, including electrical cooperatives, energy developers, and larger electric utilities."

Founded in 1996, TriAxis Engineering specializes in services for electric utilities, industrial clients, and independent power producers. For more information, contact **Michelle Willis** at (503) 499-0287 or mmwi@deainc.com. **NWPPA**

Council names Kujala director of Power Planning

On October 12, the Northwest Power and Conservation Council named **Ben Kujala** as the director of Power Planning. Kujala has been acting director since April; he replaces **Tom Eckman**, who retired in July.

Kujala joined the Council staff in 2013 as a senior analyst. He recently led the redevelopment of the Regional Portfolio Model for the Seventh Power Plan, which the Council completed in February. He also coordinated efforts to link multiple power system models into a cohesive analytical framework for the plan, which the Council revises every five years.

He is an expert in power system analysis and has represented the Council with regional transmission planners and the Western Electricity Coordinating Council. Kujala is a member of the Power and Energy Society of the Institute of Electrical and Electronics Engineers and has been heavily involved with the working group on loss of load expectation. He received a bachelor's degree in mathematics and a master's degree in statistics from Portland State University.

The mission of the Northwest Power and Conservation Council is to ensure, with public participation, an affordable and reliable energy system while enhancing fish and wildlife in the Columbia River Basin. For more information, visit www.nwcouncil.org. **NWPPA**

McLaren's Hnatowich celebrates 35 years

McLaren Inc. is very pleased to announce that its longest tenured employee, **Michele Hnatowich**, celebrated her 35th anniversary with the company in November.

Initially hired as a bookkeeper in 1981, she soon became office manager and later expanded her responsibilities to inside sales support. Over the years, she developed strong relationships with customers and principals, and built a reputation for providing outstanding customer support. Her dedication to the company and her work enables the outside sales staff to operate efficiently throughout the territory, knowing that day-to-day needs of the customers will be met without delay.

Hnatowich is now a part owner of McLaren Inc. and shows no signs of slowing down, so McLaren expects her to keep providing excellent service for years to come. Everyone at McLaren Inc. wants to express their appreciation for having her as a very important part of the organization.

McLaren Inc. is a manufacturers' representative that has been serving the Pacific Northwest since 1961. For more information, call (425) 827-9400 or email micheleh@mcclareninc.com. **NWPPA**

By Deborah Sliz

114th Congress ends with whimper, not bang



The surprise election of Donald J. Trump as president and the GOP retention of the majority in the House and Senate – albeit with smaller margins – have upended expectations for end-of-year action on several measures that NWPPA has supported. Those include hydropower and vegetation management provisions in the broad energy bill, and wildfire suppression budget reform.

To the frustration of Senate Energy and Natural Resources Committee Chair Lisa Murkowski (R-Alaska) and Ranking Member Maria Cantwell (D-Wash.), House Speaker Paul Ryan (R-Wis.) on December 7 declared the energy bill dead – citing conferees’ failure to reach agreement on “various” issues. Throughout the conference, the House demonstrated less enthusiasm for the bill than the Senate, perhaps because GOP members thought they could get a stronger bill next year when Republicans control Congress and the White House.

Following Ryan’s pronouncement, Sen. Murkowski admonished the House for abandoning the effort, saying, “The House may want to claim that this bill cannot move forward because we are running out of time. The reality is that the House is attempting to run us out of time, in order to prevent this bill from moving forward, even though it contains the priorities of dozens of its members. I urge my House colleagues to reconsider and to allow our conference report to come up for a vote before we adjourn.”

Sen. Cantwell, who partnered closely with Murkowski on the bill, agreed, saying, “We should capitalize on these long and hard-fought agreements and should enact them before going home for the year and having to start over again in the next Congress. If we miss this opportunity now, we are not likely to have another one next year.”

Despite these exhortations, after passing a measure to fund the federal government through April 28, and a Corps of Engineers water resources bill, the House adjourned – effectively ending their work in the 114th Congress and the energy bill effort. As of press time, the Senate was expected to remain in Washington another day or so, but there was no expectation that the energy bill could be revived.

In a positive development for NWPPA’s cooperative members, the FY 2017 funding bill contains \$5.5 billion for the Rural Utility Service, which NWPPA and NRECA supported.

NWPPA energy priorities stranded

For the past two years, NWPPA has actively supported provisions in the House and Senate energy bills (S. 2012 and H.R. 8) that sought to expedite the federal hydropower licensing/relicensing process. The average length of time it takes an applicant to relicense an existing facility is about 10 years, according to hydropower advocates. This compares unfavorably with the average length of time it takes to permit, design,

and construct a combined cycle gas turbine – between three and four years – and is a disincentive to hydropower development.

Although the House and Senate provisions differed in some significant respects, both tried to expedite the process by authorizing the Federal Energy Regulatory Commission (FERC) to be the “lead agency” for purposes of coordinating all federal licensing permits or approvals needed under the Federal Power Act, and requiring federal and state agencies to cooperate with FERC.

Both bills would also have authorized the Commission to develop a schedule for all federal agency actions with an appeal process if an agency fails to meet its deadline. Both also contained provisions designed to preclude an agency from requiring new studies that duplicate existing research. All these features would have been a significant improvement over the current FERC process.

NWPPA also strongly endorsed the “Sense of the Senate” language in S. 2012 that urged that the definition of renewable energy in federal policy be expanded to include hydropower. While such a resolution is not binding law, it would have reflected strong congressional support for hydropower as a renewable resource.

Vegetation management unresolved

NWPPA also strongly urged conferees to accept the House bill provisions on vegetation management. That language would set time frames to expedite approvals by the Bureau of Land Management and Forest Service for utility requests to access rights-of-way to perform vegetation management on federal lands. If an agency failed to grant a permit within the time allocated, a utility would be absolved of liability in the event a wildfire or other damage that occurs as a result of failure to control the vegetation. This provision – known as the Zinke (R-Mont.)-Schrader (D-Ore.) bill – won some bipartisan support in the House, but did not have a Senate companion provision.

NWPPA argued that timely vegetation management is needed to prevent outages and wildfires, and that small utilities do not have the resources to hire a forester to prepare a vegetation management plan, as the Forest Service urges.

Senate Democrats in the NWPPA delegation opposed changing the law on liability, but understood the access problem and NWPPA’s concerns, and offered modifications to

the House language. The short lame duck session and member desires to get home for the holidays, however, prevented further negotiation on the issue and the conferees were unable to reach agreement.

Wildfire budgeting remains a problem

Another legislative priority for NWPPA was to fix how Congress and the Department of Agriculture budgets for wildfire suppression. Over the last eight years, the Department has “borrowed” significant funds from its overall land management program to fund wildfire suppression. The money transfers undermine efforts by the Forest Service and other land management agencies from conducting management activities that could reduce long-term fire risks.

Mindful of the problem, Sens. Murkowski and Cantwell circulated a draft “budget fix” bill last summer, and hoped it could advance as a stand-alone bill or as an addition to the energy bill. Republicans in the House and Senate agreed that the issue needed resolution, but insisted that the budget fix be linked to policy changes in forest management; however, the additional issue proved too difficult to resolve and the budget fix died alongside the energy bill. The problem is not going

away, and NWPPA members can expect to pick up the banner in the next Congress to find a better budget mechanism.

It is not clear today whether there will be another effort to pass an energy bill in the 115th Congress. When asked, Sen. Murkowski said the Energy and Natural Resources Committee that she will continue to chair will be busy with nominations and other business, and may not be able to advance an energy bill in 2017. A lot of course, depends on the energy agenda of President-elect Trump and whether it will find bipartisan support in Congress.

What remains a big win for NWPPA and the Northwest is the strong partnership that Sens. Murkowski and Cantwell forged over the two years that they worked on S. 2012. That effort may bear good fruit in the 115th Congress. **NWPPA**

Deborah Sliz is president and CEO of Morgan Meguire, NWPPA’s Washington, D.C., consulting firm. She can be reached at either (202) 661-6196 or dsliz@morganmeguire.com. Sliz will be retiring at the end of this year, and NWPPA would like to thank her wholeheartedly for her service and public power advocacy over the past several decades. We wish her the best in retirement. NWPPA has engaged the services of Morgan Whitney beginning January 1, 2017, to provide continuity of federal information to our members.

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By Kristine Lindemulder

With a retirement boom lurking over the industry, Emerald PUD remains prepared and optimistic

Today's employees average less than five years at a job according to the Bureau of Labor Statistics. So why has Emerald People's Utility District experienced employee longevity far exceeding the national average? Although competitive wages and benefits are important factors, Emerald's culture is largely responsible for the utility's retention of talent.

In 1983, Emerald PUD emerged as a new operating utility in Lane County with a 42-person workforce. The small group of employees realized the uniqueness of their situation – they were starting a utility from the ground up, learning the ropes of running a utility, and discovering they had a voice in establishing its processes and procedures. Coworkers quickly bonded into friends as the team tackled the responsibility together.

Utility-wide, staff and management shared the excitement of being part of this new, voted-in public power provider, and it showed in the service they delivered to customers. Employees regularly went above and beyond their job descriptions to accommodate customer and community requests, assisting with everything from hanging local event banners across roadways to hosting customer appreciation barbecues. Emerald's team was eager to give back to the communities and do right by its customers.

Management recognized the efforts being made to provide superior service and further empowered staff to deliver it. Employees were given the freedom to oversee their own positions and decide how they could best perform their tasks. For the good of the customer, they were permitted to make decisions and take action without first securing a supervisor's authorization. Employees were trusted to do the work they were hired to do. Management fostered a happy, empowered, satisfying workplace, and as a result, employees were content and enthusiastically gave 110 percent in their performance. Together, they had developed Emerald's lasting culture of empowerment.

Now 33 years later, Emerald has grown to 76 employees – including seven of the original team members. Ten percent of Emerald's workforce has reached their individual 30-year anniversaries, having been hired by the utility in its first few

years of operation. In addition, another 40 percent of Emerald's employees have been with the utility between 10 to 29 years.

At Emerald PUD, it is believed that a strong employee culture promotes longevity; however, the reverse can also be said – when you have a strong, satisfying culture, it is longevity that helps protect that culture from changing. Throughout Emerald's history, as new generations of workers have joined the team, the culture has remained unchanged. This can be credited in part to long-term employees who lead by example, putting the customer first in every situation.

While Emerald no longer hosts the customer appreciation barbecues of its early years, the sense of gratitude to customers for choosing public power has never faded. Employees continue to be committed to customers and excited to be part of the Emerald team. They are deeply devoted to seeing our communities thrive, and have a long history of contributing generously in many different ways, giving back to the communities we serve and helping to make them great places to live and play. The mindset of charitable giving is a large contributing factor to Emerald's culture.

"Emerald employs a remarkable group of people who value each other and the community we serve," said Emerald PUD General Manager Scott Coe. "There's a level of dedication here that's seen only when likeminded individuals come together with a common goal. For us, it's providing exceptional service to our customer-owners."

Emerald keeps a finger on the pulse of the utility by regularly gauging employee satisfaction levels in a variety of ways. In addition to managers' open-door policy for employees to ask questions and give feedback, staff can also make anonymous suggestions through a locked submission box. Emerald also

utilizes an array of annual employee surveys. In fact, the utility has repeatedly ranked in the Top 20 of “Oregon’s 100 Best” for large, nonprofit workplaces. In this survey, Emerald routinely scores high in many categories, including pride and belief in the organization; treatment by supervisors and management; and flexibility to balance family, community, and job obligations – all important factors for encouraging employee longevity.

Succession planning

As most utility employees are aware, our industry is facing one of the highest retirement profiles in the U.S., and we are no exception. Emerald is currently bracing for as many as 15 possible retirements in the next 10 years and up to a possible 22 retirements over the next 15 years.

Emerald believes that by developing the skills of current employees, we help the utility maintain its talented workforce even beyond the coming retirements. Additionally, by promoting employees internally, we ensure the continued delivery of reliable service and excellent customer care. As we prepare for numerous retirements in the near future, Emerald will opt to grow its talent internally for a number of reasons:

Dedicated workforce – Committing to our own workforce is one of the least-cost ways to ensure we recruit and retain quality staff. Emerald prides itself on employing some of the best in the business, and employees’ commitment to customer service is second to none.

Local employment – Hiring locally ensures Emerald’s staff is committed to the people and communities they serve. Local employees are not only part of the local community, but often times have grown up in the immediate area.

Enhanced teamwork – Giving employees opportunities to work in different parts of the utility promotes a broader understanding of the needs of the workforce and allows employees to better serve customers.

In 2015, Emerald asked its team of employees to complete a voluntary succession planning survey. Its purpose was to get a better understanding of the staffing challenges that lie ahead as well as which departments and positions held interest for employees. It also provided information on how employees viewed their futures with the utility. The survey’s instructions provided this explanation, and asked employees to answer the questions based on current impressions about their personal retirement details. The survey contained the following questions:

- How much longer do you see yourself working at Emerald PUD? At what age would you like to retire?
- Would you consider a different type of schedule than a regular 40-hour week? (For example, reduced hours for your final one to two years of employment.) If so, what kind of flexible work schedule appeals to you?
- Are there other jobs or functional areas that you’re interested in and willing to train for? If so, what are they and what would you need in order to prepare yourself for them?



Top: Doug Hoover, landfill gas generator operator at the Short Mountain Landfill Facility, is one of EPUD’s 30+ year employees. Photo by Patty Jo Angelini, EPUD.

Bottom: Alice Schroeder, SPHR-CP, human resources manager, is another of EPUD’s 30+ year employees. Photo by Patty Jo Angelini, EPUD.

- Do you feel you need additional training to be more successful in your current job? If so, what is that training?

Emerald received an excellent response from staff, with 93 percent of employees participating in the survey. Of those who responded, 100 percent answered that they planned to continue working at Emerald until they reached retirement. Responses also provided further insight to the departmental direction employees hope to pursue in the coming years.

A number of employees specifically stated they would like to become managers, supervisors, or foremen, and have taken steps in that direction since the time of the survey. To progress toward this goal, one employee has started management classes through NWPPA, and another has asked to become more involved with OSHA/Safety Compliance. Additional employees have begun training internally by job shadowing the positions that interest them.

Continued on page 28

Emerald has taken great strides to prepare for the loss of many long-term employees through managerial development of existing team members and by providing sufficient time for new hires to train with retirees before their departures. Still, we know that half of the U.S.'s 400,000 power industry workers plan to retire within the next few years and a nationwide worker shortage is inevitable. Emerald prepares for that inevitability by reaching out to the community.

Promoting future utility careers

Emerald offers two programs designed to promote careers in the utility industry.

Yearly, the utility offers five EmPOWERing Scholarships to any Emerald customer or their family member. Valued at \$1,250 each, the scholarships are promoted at the start of every year, and the recipients are typically announced in May.

Emerald began the scholarship program by offering five \$500 scholarships to graduating high school seniors in our district with the goal of helping students who might not have the means to afford the next step in education, especially the students who weren't likely to be awarded large scholarships based on academic excellence. Over the years, the program has evolved. The dollar amount has increased to \$1,250 per recipient, and in 2008, we expanded the program to include adults seeking second-career training. The eligibility requirements remain simple: applicants must live within Emerald's district or have a family member within the district; must have a high school diploma or equivalent; must be furthering their education through college or lineman academy, specifying which qualifying program and institution they will attend; and must be interested in pursuing a job in the utility industry. For those who are unsure what utility industry jobs entail, we suggest applicants complete a job shadow with one of Emerald's employees to learn more.

In 2009, Emerald implemented the EmPOWERing Job Shadows program to raise awareness about careers in the utility industry and to encourage more people to take an interest in the field. This program offers job shadow opportunities year round in all aspects of utility work, including linework, tree trimming, engineering, power resources, energy services/conservation, customer service, accounting, and communications. In the seven years since the program began, we've completed hundreds of job shadows, with the majority of participants shadowing our linemen — an encouraging number of future utility workers!

Emerald promotes its EmPOWERing programs by working closely with local schools and guidance counselors. Emerald employees provide program details directly to students by attending career day events at high schools, and program information is also shared on Emerald's website and through social media marketing efforts on the utility's Facebook and Twitter pages.

Throughout its 33 years in operation, Emerald has been exceptionally fortunate in the area of staffing. At the beginning, a positive and dynamic work culture formed organically between staff and management through their love of the utility and the people they served. The culture has persevered, providing each subsequent hire with a sense of empowerment and resulting in many successful long-term and lifetime employees. Now, as the last of the original team members near retirement age and prepare to leave the utility they helped build more than three decades ago, Emerald readies itself for the next generation of managers and employees. Set with a solid plan for employee development and two fruitful programs to inspire future workers to start their training, Emerald People's Utility District is prepared and optimistic. **NWPPA**

Kristine Lindemulder is the communications coordinator for Emerald People's Utility District in Eugene, Ore. She can be contacted at either (541) 744-7410 or kristine@epud.org.



Top: Journeyman Lineman and Line Crew Foreman Jerry Lay is one of EPUD's 30+ year employees. Photo by Roman Studios.

Bottom: Substation Foreman Ken Peake at Cheshire Substation is another of EPUD's 30+ year employees. Photo by Patty Jo Angelini, EPUD.



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POSITION: [EVP of Administration & Finance](#)
COMPANY: Valley Electric Association (Pahrump, Nev.)
SALARY: DOE
DEADLINE TO APPLY: December 31, 2016
TO APPLY: Visit www.vea.coop for more information.

POSITION: [Protection T&E Engineer III R16-389](#)
COMPANY: Portland General Electric (Portland, Ore.)
SALARY: DOE
DEADLINE TO APPLY: December 26, 2016
TO APPLY: Visit www.portlandgeneral.com/careers.

POSITION: [Journeyman Lineman \(U16-101\)](#)
COMPANY: Portland General Electric (Portland, Ore.)
SALARY: \$42.74 per hour
DEADLINE TO APPLY: January 18, 2017
TO APPLY: Visit www.portlandgeneral.com/careers.

POSITION: [Electrical Engineer](#)
COMPANY: Kittitas PUD (Ellensburg, Wash.)
SALARY: DOE
DEADLINE TO APPLY: December 24, 2016
TO APPLY: Visit www.kittitaspud.com.

POSITION: [Controller/Accountant](#)
COMPANY: Surprise Valley Electrification Corp. (Alturas, Calif.)
SALARY: DOE
DEADLINE TO APPLY: December 25, 2016
TO APPLY: Visit www.nwppa.org/job to learn more.

POSITION: [Power Plant Engineer III-IV](#)
COMPANY: Northern California Power Agency (Middletown, Calif.)
SALARY: \$43.70 – \$67.62 per hour
DEADLINE TO APPLY: December 26, 2016
TO APPLY: Visit www.ncpa.com/careers.

POSITION: [Human Resources Manager](#)
COMPANY: Matanuska Electric Association (Palmer, Alaska)
SALARY: DOE
DEADLINE TO APPLY: December 27, 2016
TO APPLY: Visit www.mea.coop.

POSITION: [Finance & Administrative Services/Chief Financial Officer](#)
COMPANY: Northern California Power Agency (Middletown, Calif.)
SALARY: \$89.38 – \$111.73 per hour
DEADLINE TO APPLY: December 30, 2016
TO APPLY: Visit www.ncpa.com/careers.

POSITION: [Specialist IV, Capital Project Estimator R16-339](#)
COMPANY: Portland General Electric (Portland, Ore.)
SALARY: DOE
DEADLINE TO APPLY: December 31, 2016
TO APPLY: Visit www.portlandgeneral.com/careers.

POSITION: [Substation Journeyman](#)
COMPANY: PacifiCorp (Portland, Ore.)
SALARY: DOE
DEADLINE TO APPLY: December 31, 2016
TO APPLY: Visit www.pacificcorp.com/car.html.

POSITION: [Information Technology System Administrator](#)
COMPANY: Alaska Village Electric Cooperative (Anchorage, Alaska)
SALARY: DOE
DEADLINE TO APPLY: December 16, 2016
TO APPLY: Visit www.avec.org.

POSITION: [Vice President of Operations](#)
COMPANY: Golden Valley Electric Association (Fairbanks, Alaska)
SALARY: DOE
DEADLINE TO APPLY: January 16, 2017
TO APPLY: Visit www.gvea.com.

POSITION: [Vice President of Engineering Services](#)
COMPANY: Golden Valley Electric Association (Fairbanks, Alaska)
SALARY: DOE
DEADLINE TO APPLY: January 16, 2017
TO APPLY: Visit www.gvea.com.

POSITION: [Specialist II, Designer \(R16-538\)](#)
COMPANY: Portland General Electric (Portland, Ore.)
SALARY: DOE
DEADLINE TO APPLY: December 30, 2016
TO APPLY: Visit www.portlandgeneral.com/careers.

POSITION: [Outside Sales – NW Washington & SE Alaska](#)
COMPANY: General Pacific, Inc. (Fairview, Ore.)
SALARY: \$60,000 – \$80,000 per year
DEADLINE TO APPLY: December 17, 2016
TO APPLY: Visit <https://generalpacific.bamboohr.com/jobs>.

POSITION: [Executive Director](#)
COMPANY: Commonwealth Utilities Corporation (Saipan, Hawaii)
SALARY: DOE
DEADLINE TO APPLY: December 21, 2016
TO APPLY: Visit www.nwppa.org/job to learn more.

POSITION: [Energy Specialist I/II](#)
COMPANY: Columbia River PUD (St. Helens, Ore.)
SALARY: \$27.13 – \$43.46 DOQ per hour
DEADLINE TO APPLY: December 31, 2016
TO APPLY: Visit www.crpud.net/jobs.

POSITION: [Energy Control Center Operations Training Coordinator](#)
COMPANY: Snohomish County PUD (Everett, Wash.)
SALARY: \$86,178 – \$129,267 (DOQ)
DEADLINE TO APPLY: December 22, 2016
TO APPLY: Visit <https://careers.snopud.com>.

POSITION: [General Manager](#)
COMPANY: Skamania PUD No. 1 (Carson, Wash.)
SALARY: DOQ
DEADLINE TO APPLY: January 23, 2017
TO APPLY: Visit <http://skamaniapud.com> to learn more.

POSITION: [Specialist IV, Real Time Transmission Scheduler \(R16-645\)](#)
COMPANY: Portland General Electric (Portland, Ore.)
SALARY: DOE
DEADLINE TO APPLY: December 23, 2016
TO APPLY: Visit www.portlandgeneral.com/careers.

POSITION: [Director of Operations](#)
COMPANY: Clearwater Power Company (Lewiston, Idaho)
SALARY: Competitive
DEADLINE TO APPLY: December 19, 2016
TO APPLY: Visit www.clearwaterpower.com.

POSITION: [Accountant II](#)
COMPANY: Clearwater Power Company (Lewiston, Idaho)
SALARY: Competitive
DEADLINE TO APPLY: December 28, 2016
TO APPLY: Visit www.clearwaterpower.com.

POSITION: [Manager of Financial and Office Services](#)
COMPANY: Clearwater Power Company (Lewiston, Idaho)
SALARY: Competitive
DEADLINE TO APPLY: December 28, 2016
TO APPLY: Visit www.clearwaterpower.com.

POSITION: [Chief Financial Officer](#)
COMPANY: Inland Power & Light (Spokane, Wash.)
SALARY: \$104,002 – \$152,536
DEADLINE TO APPLY: January 13, 2017
TO APPLY: Visit www.inlandpower.com/careers.

POSITION: [Journeyman Lineperson](#)
COMPANY: City of Ellensburg (Ellensburg, Wash.)
SALARY: \$42.44 per hour
DEADLINE TO APPLY: December 31, 2016
TO APPLY: Visit www.ci.ellensburg.wa.us to learn more.

POSITION: [Lineman](#)
COMPANY: City of Centralia (Centralia, Wash.)
SALARY: \$44.23 per hour
DEADLINE TO APPLY: December 31, 2016
TO APPLY: Visit www.cityofcentralia.com for more details.

POSITION: [Engineering Manager](#)
COMPANY: P.U.D. No. 1 of Okanogan County (Okanogan, Wash.)
SALARY: DOE
DEADLINE TO APPLY: January 31, 2017
TO APPLY: Visit www.okanoganpud.org.

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