

# Northwest Public Power Association **BULLETIN**

November 2014  
Volume 68, Number 11

## **Businesses say no to energy-wasting ways**

SnoPUD energy-saving competition takes new angle on efficiency



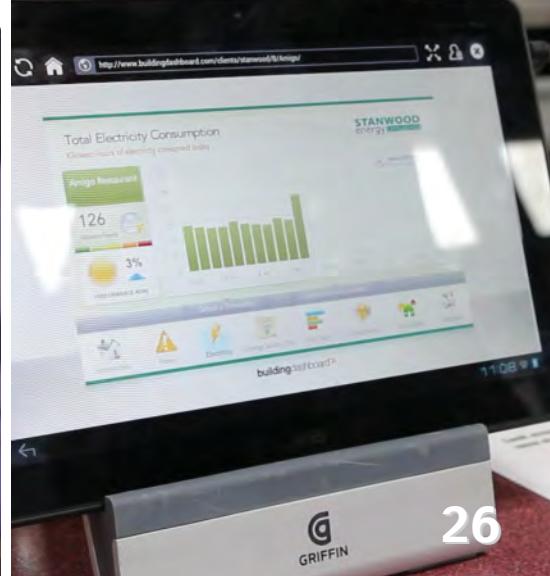
**STANWOOD**  
energy CHALLENGE



12



14



26

**On the cover:** Sixteen small businesses in Snohomish County PUD's service territory accepted a recent challenge to see how much energy they could save. The competition, named the Stanwood Energy Challenge, emphasized energy savings through changes in individual or organizational behavior and decision making.

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

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

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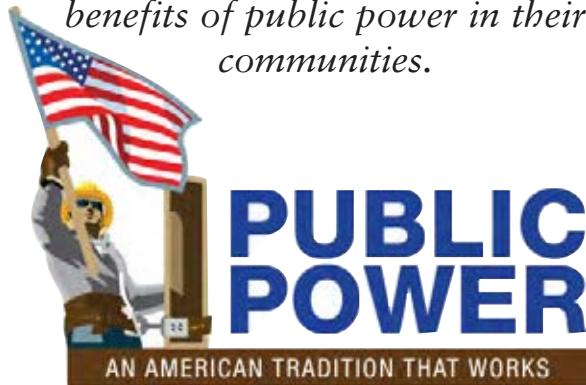


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# Utilities celebrate Public Power Week with customers, members

October 2014 marked Public Power Week's 28<sup>th</sup> anniversary as a country-wide program to celebrate the importance of public power to local citizens and other key publics, including state and national officials. Public Power Week recognizes the more than 2,000 community-owned electric utilities across the country that serve more than 47 million people — that's about 14 percent of the nation's electricity consumers.

*Thank you to all of our member utilities that submitted write ups and photos about what they did to spread the word about the benefits of public power in their communities.*



### Chelan PUD (Wenatchee, Wash.)

On Friday, October 10, customer-owners were invited to enjoy apple cider and doughnuts when visiting Chelan PUD offices in Chelan, Leavenworth, and Wenatchee.

On Saturday, October 11, Chelan PUD hosted festivities for customers at Pybus Market in Wenatchee from noon to 3 p.m. Chelan PUD employees and community partners offered a variety of information to help people enjoy fall fishing and prepare for winter; and they held drawings for prizes to help customers save energy and stay safe during winter storms. Customers took part in short programs such as preparing for winter, making a kit, having a plan; advice from the Fishin' Magician Dave Graybill on how to "hook that Chinook;" how tos for saving energy and money; and tips for staying safe in storms and at home if the lights go out.

### Columbia River PUD (St. Helens, Ore.)

Columbia River PUD asked members that stopped by their office during Public Power Week to take an extra coat along because the PUD hosted a winter clothing drive for SAFE of Columbia County.

"Public Power Week is all about celebrating the partnership between the PUD and the community we serve," said PUD Senior Financial Analyst Sam Liebelt. "Since October is Domestic Violence Awareness Month, we thought it was a great opportunity to support SAFE of Columbia County with a clothing drive."

In addition to new or gently used winter clothing, the PUD collected cash contributions for SAFE and items from their wish list, which includes facial tissue and paper towels; bath towels and wash cloths; pillows; bus passes; shampoo and conditioner; gas vouchers; and gift certificates for haircuts, clothing, etc.

The week-long open house at the PUD included refreshments in the lobby and daily prize drawings. Customers who attended also had the chance to vote for the finalists in the PUD's 2015 Calendar Photo Contest.

### Emerald PUD (Eugene, Ore.)

Emerald PUD celebrated Public Power Week by giving back to the communities it serves. On Monday, October 6, the public power utility awarded its first-ever GREEN grant in the amount of \$40,000 to the local non-profit organization Community Food for Creswell. Funding from the grant will allow the organization to realize the 13.2-kilowatt solar electric system proposed in their contest submission, thereby helping to advance their mission to provide food to those in need by lowering operating costs.

"GREEN, an acronym for Giving Renewable Energy to Emerald Neighborhoods, is accomplishing what its name suggests by supporting local, renewable energy projects in the backyards of Emerald's customer-owners," said Emerald Energy Services Coordinator Rob Currier. "It allows customers to support new, clean energy sources in the local area, and gives them the power to choose how program dollars are spent."

### Grays Harbor PUD (Aberdeen, Wash.)

On October 8, the PUD hosted a drive-thru event from 6 to 10 a.m. in the PUD parking lot. PUD employees were on hand to answer questions and hand out complimentary hand-crank flashlights, power outage preparedness information, free doughnuts, and Starbucks coffee.

*Continued on page 4*



*Grays Harbor PUD Systems Operation Superintendent Vaughn Hamilton and Operations Secretary Mary Fry hand out coffee and doughnuts during one of the PUD's annual Public Power Week celebrations.*



*(L-R) Service Engineering Technician Mike Dahman, PUD 3 Manager Annette Creekpaum, and Service Engineering Technician Chris Jorgenson get ready to teach customers and their children about electrical safety at OysterFest.*



*Grays Harbor PUD volunteers pose for a photo following another successful Public Power Week drive-thru event.*



*The team of educators from the PUD 3 have a light moment at the end of a long, exciting Public Power Week.*

In addition to the drive-thru event, the mayors of several cities in Grays Harbor issued proclamations recognizing Public Power Week and the special relationship their communities share with the Grays Harbor PUD. These included Aberdeen Mayor Bill Simpson, Hoquiam Mayor Jack Durney, Cosmopolis Mayor Vickie Raines, Montesano Mayor Ken Estes, Westport Mayor Michael Bruce, and Ocean Shores Mayor Crystal Dingler.

## **Mason County PUD No. 3 (Shelton, Wash.)**

Mason PUD 3 kicked off the first day of Public Power Week with its customers at Skookum Rotary's annual

OysterFest celebration; nearly 20,000 people attend the event each year, generating almost \$200,000 for local non-profit organizations through the sale of seafood dishes.

The PUD 3 Education Committee wrapped up Public Power Week by sharing information about electrical safety, renewable energy, meter reading, what linemen do, fiber optic networks, energy conservation, and lots more with 500 Mason County fifth-grade students. PUD 3 also had an open house and energy expo for customers, and made presentations to the Mason County Economic Development Council and North Mason Chamber of Commerce. **NWPPA**

# Great minds gathered, collaborated at NWWH Annual Meeting

Forty labor relations, HR, and general managers came together in Bend, Ore., from October 8 to 10, 2014, for two-and-a-half days of presentations, case studies, and roundtable discussions on labor relations issues.

A highlight of the meeting was the arbitration case studies. Bob Oberstein of Snohomish County PUD gave attendees various arbitration scenarios to review and report on what rulings they would make if they were the arbitrators for the case. Then professional arbitrators Luella E. Nelson and Zane Lumbley shared how they would have ruled on the cases.

"One of the encouraging things about doing the ask-the-arbitrator program the way Bob did is that it lets us see that, regardless of which side we are talking to, most people are trying to do the right thing and even agree on what the right thing is," said Nelson.

Lumbley concurred and said, "We were pleased to see how closely the audience's views tracked ours, even in the scenarios in which we found for the grievants. I think that's a testament to the open minds of those present and may explain why we don't see a great number of arbitration hearings in the sector."

Other activities included a presentation on current FLSA issues by attorney Kent Pearson of Bullard Law who then joined Jennifer Bouman of Red Kite to respond to questions from the audience.

Healthcare reform was on the agenda again this year with a presentation titled *Steps to PPACA Compliance* by Nancy Kokenge and Sally Wineman of Arthur J. Gallagher & Co. Beverly Freeman of Chelan County PUD talked about how her utility had put together their compliance plan and she shared a spreadsheet template they developed to help them determine their costs over the next few years.

Roundtable discussions were held about the labor relations concerns that the various utilities have faced this year; it is always a favorite part of the meeting and is a key part of developing their networks with their peers.

The final presentations, traditional each year, were the *Review of the 2014 Milliman Compensation and Benefits Surveys* with Larry Daniels of Milliman Consultants; and a review of the economy, *Recovered, Tapered, and Challenged*, presented by John Mitchell, an economist. **NWPPA**

## Northwest Wage & Hour Information Services



Above: (L-R) Mason County PUD 3's Michelle Wicks, Modern Electric's Joe Morgan, Avista's Terry Bushnell, NECA's Tracy Harness, and Avista's George Brown. Below: The 2014 NWWH Steering Committee had some fun at Wednesday night's reception. (L-R) Kristin Masteller, George Brown, Bonnie McCombs, Terri Filosi, Gwyn Miller, Bob Oberstein, Lora Provolt, and Laurie Muggy.



## 2015 E&O award nominations, contest entries being sought

**T**ake the time now to recognize outstanding engineering, operations, and safety personnel at your utility by preparing nominations for NWPPA's annual E&O and safety awards. Award recipients will be announced at the 2015 NWPPA Engineering & Operations Conference and Trade Show in Tacoma, Wash., during the week of April 6, 2015.

Nominations and entries are being sought for the following awards and contest:

### **NWPPA Excellence in Engineering or Operations Award**

Every year NWPPA solicits nominations from member utilities that have employees that may qualify for the Excellence in Engineering or Operations Award, also known as the Milton Hunt McGuire Award, for their contributions to the industry. Past winners have made contributions to the industry through new methods in engineering or operations; innovative designs or early adoption of technology that lead the way or break new ground; and even through support through advising engineering programs at universities.

### **NWPPA Career Commitment to Safety Award**

Introduced in 2013, this annual award focuses upon the importance of safety in our industry by recognizing one individual that has outstanding proficiency in safety; demonstrated leadership in safety in his or her utility and the industry; and has made a significant contribution to safety within the industry over his or her career.

### **NWPPA Safety Heroism Award**

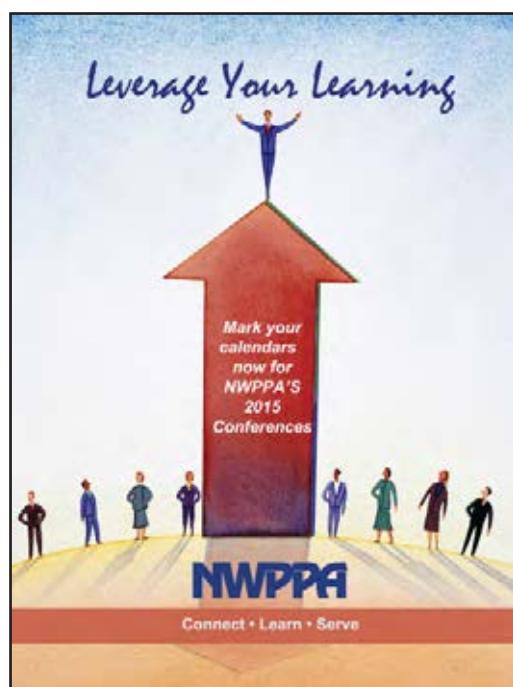
Also introduced in April 2013, this award recognizes a member utility employee or team that displayed an act/s of unselfish and voluntary assistance in a situation where loss of life, significant injury, or significant property loss would have occurred but for the efforts of the individual or team.

### **NWPPA Annual Safety Contest**

The annual NWPPA Safety Contest recognizes the combined efforts of all areas of a utility in maintaining a safe work environment for its employees. Awards are based upon your utility's safety record that was reported to OSHA for 2014.

Award nominations are due by January 16; safety contest entries are due by February 13. For nomination/entry forms and rules, go to [www.nwppa.org](http://www.nwppa.org) and select the banner page for the 2015 E&O Conference and Trade Show. For additional information, please contact Jenny Keesey at (360) 816-1458 or [jennifer@nwppa.org](mailto:jennifer@nwppa.org).

Remember to also register yourself and others before the holidays for the 2015 E&O in Tacoma. You won't find a better buy for a conference with linemen and engineering roundtables; over 30 speakers on a variety of timely topics; over 170 exhibiting companies; and networking with colleagues (new or known) that are important to get your job done. To register, go to [www.nwppa.org](http://www.nwppa.org). **NWPPA**



## **NWPPA Conferences in 2015**

### **NWPPA Engineering & Operations Conference and Trade Show**

April 6-10, 2015  
Tacoma, Wash.

### **NWPPA Annual Conference and Membership Meeting**

May 17-21, 2015  
Anchorage, Alaska

### **Northwest Communications & Energy Innovations Conference (NIC)**

September 13-16, 2015  
Lake Tahoe, Nev.

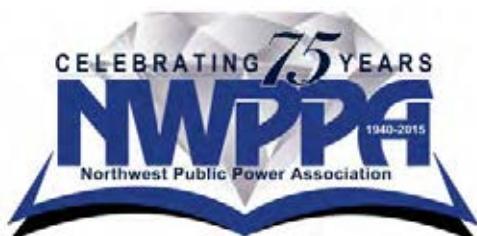
### **APA Alaska Electric Utility Conference (AEUC) and Trade Show**

October 26-29, 2015  
Anchorage, Alaska

**For more information on these and other events, go to [www.nwppa.org](http://www.nwppa.org).**

# Getting to know the NWPPA Board

- Name: Terry Kelly
- Utility: Salem Electric (Salem, Ore.)
- Position: General manager
- Years in utility industry: 32
- Years on NWPPA Board: First year
- What are the current challenges at your utility? Staffing is the big one. Over the next five to eight years, several long-term employees will be at retirement age. This presents both challenges and opportunities. We are working on succession planning and workforce development to identify and develop internal people with the potential to fill key positions as they open. Tools are available and some have already been implemented to assist with the loss of system and process knowledge. Recruitment and advertising will provide new candidates who may not have the vast amount of historic knowledge long-term employees have, but will bring new ideas, processes, and experiences that can be extremely valuable. Reinforcing the value of, and providing the opportunity for, continued staff education and training for all employees is also very important.
- What do you see as the current challenges in the industry? Compliance. With the distribution of power being mostly unchanged in decades, the process of complying with all the rules and regulations of multiple local, state, regional, and federal agencies has created a tremendous increase in work load. Even in smaller utilities, the position of a compliance officer is becoming more common. These needs may require contracting some of the detailed reporting requirements as well as extensive and ongoing staff training.
- How does NWPPA help your utility and the industry with these challenges? NWPPA is a reliable resource for information, posting employment opportunities, education, and, perhaps most importantly, meeting people in the industry that can provide advice and knowledge.
- Any hobbies outside of the public power world? Spending time with family and following our daughter around to various sporting events occupies most of my time. I also enjoy working with wood, especially reclaimed wood. **NWPPA**



Connect • Learn • Serve



## A look back at public power

### 50 years ago — 1964

Central Lincoln PUD was the first PUD in the Northwest to adopt a program making available financing for electrical improvements and additions, including certain specified electrical appliances and electric heating systems (Ore.) ... Grays Harbor added 423 electric consumers to its distribution system after a long negotiation and litigation between the PUD and Puget Sound Power & Light Company (Wash.) ... McMinnville Water & Light Department, the oldest municipal electric utility in the Northwest, was honored at a McMinnville Chamber of Commerce dinner (Ore.) ... Nespelem Valley Electric Cooperative was renting 175-watt mercury-vapor lights for \$2/month (Wash.).

### 25 years ago — 1989

Northern Wasco County PUD combined a 50th-anniversary party with ground breaking for its new five-megawatt, one-turbine power house at The Dalles Dam (Ore.) ... The Northwest Power Planning Council established a 10-year goal of replacing approximately 35 percent of wildlife habitat affected by hydroelectric dams along the Columbia River ... Chelan County PUD developed an emergency radio help program to assist the public (Wash.) ... Kootenai Electric Cooperative installed a ground-source heat pump that will warm the headquarters building with heat extracted from the ground (Idaho) ... Wells Rural Electric Company's Trash-A-Thon helped clean up their communities by garnering 1,008 bags of trash (Nev.).

### 5 years ago — 2009

Naknek Electric Association held a spud-in ceremony to christen its first geothermal exploration well, which is augering its way toward possible hydrothermal fluids in rock fractures thousands of feet deep (Alaska) ... The team that keeps Tacoma Public Utilities' vehicles in top shape earned recognition as one of the top 100 government fleets in the nation by *Government Fleet Magazine* (Wash.) ... Chugach Electric Association, Matanuska Electric Association, and Anchorage Municipal Light & Power united to expand Smart Power, an energy-efficiency and conservation program for members established by Chugach (Alaska) ... Retirees of the Oregon Trail Electric Cooperative met for the first OTEC Retiree Group luncheon. **NWPPA**

## TRAINING OPPORTUNITIES

# December 2014, January and February 2015

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

### ORECA WINTER MEETING — 957.1: HOW TO EVALUATE AND IMPROVE BOARD PERFORMANCE

**Who Should Attend:** Policy makers of electric cooperatives and public utility districts.

**Overview:** All effective organizations, corporations, and institutions do at least one thing: they implement a formal process to evaluate their performance to find areas where they can improve. This course is designed for cooperatives and public power district boards.

**DECEMBER 2-3, 2014 — SALEM, ORE.**

### UNDERSTANDING DIFFERENCES IN UTILITIES: A HISTORICAL PERSPECTIVE

**Who Should Attend:** Accounting and finance staff, policy makers, and any staff interested in learning about public power history.

**Overview:** This one-day workshop provides an introduction for employees about the history of electricity, the rise of public power, and current trends in the electric utility industry. The history of public power is rich and enduring because of the work of a grassroots group of men and women with a vision for a better life.

**DECEMBER 3, 2014 — SPOKANE, WASH.**

### BASICS OF BUDGETING AND FINANCIAL FORECASTING

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

**Overview:** In this one-day seminar, attendees will create a basic budget that ties the following elements together: a Work Plan, a verbal presentation of what will be accomplished during the next budget year; an operating (profit and loss) budget analyzing income and expenses anticipated to accomplish the work set out in the Work Plan; a capital budget outlining what assets will be purchased or built as outlined in the Work Plan; a cash budget tying together the operating and capital budget; and a balance sheet outlining changes to assets, liabilities, and owner equity (net assets).

**DECEMBER 4, 2014 — SPOKANE, WASH.**

### FRONT LINE LEADERSHIP SESSION #5: SUPERVISING UNION EMPLOYEES

**Who Should Attend:** Operations directors, managers, line superintendents, labor relations professionals, and human resource managers who supervise union employees and deal with stewards and officers of the union.

**Overview:** The MARC program provides a well-organized format to produce uniform interpretation of the contract, rules, and policies, which reduces inconsistencies in dealing with employees. It also ensures that union procedures with proper documentation are consistently followed in handling grievances, providing job performance counseling, administering disciplinary action, and making job promotion decisions.

**DECEMBER 9-11, 2014 — SPOKANE, WASH.**

### NEW! HACK ATTACK!

**Who Should Attend:** General managers and policy makers.

**Overview:** Cyber attacks are eclipsing terrorism as the primary threat facing the United States. To help our executive and policy maker members keep current with cyber security, we have prepared *Hack Attack!*, a half-day workshop in Portland that will address some of the major emerging cybersecurity risks faced by electric

utilities and provide some best practices of utilities who are keeping pace with their cybersecurity programs.

**DECEMBER 10, 2014 — PORTLAND, ORE.**

### FOREMAN LEADERSHIP SKILLS #4 — DEVELOPING MANAGEMENT SKILLS & BUILDING AN EFFECTIVE WORK GROUP

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

**Overview:** Day 1: *Developing Valuable Organization Management Skills*. One of the more difficult tasks any leader faces is learning to effectively manage his or her job and that of others. The realities of shorter deadlines, competing priorities, endless meetings, constant interruptions, and higher quality expectations are just a few of the challenges individuals face on a day-to-day basis. Day 2: *Building a More Effective Work Group*. Almost everything we do in our work is done within the context of a team effort. However, more often than not, the difficult part facing the team leader is inspiring individuals to work together toward a common end or goal.

**DECEMBER 10-11, 2014 — VANCOUVER, WASH.**

### ENVIRONMENTAL TASK FORCE MEETING

**Who Should Attend:** Utility environmental professionals (new and experienced), government agency staff, vendors, and anyone who is tasked with or interested in environmental issues, regulatory compliance, or mitigation in the environmental arena of electric utilities.

**Overview:** This is a regular meeting of the long-standing Environmental Task Force (ETF) that examines environmental issues and the impact of current and proposed environmental regulations on electric utilities. The ETF meets three times per year to review and discuss new and proposed regulations and issues facing each utility; and to hear from subject matter experts on key issues of the day, as well as from vendors with new technology or services. This is a solution-focused, learning, and networking venue that brings utility, industry, and government environmental professionals together on a regular basis.

**JANUARY 12, 2015 — SEATTLE, WASH.**

### DEPARTMENT OF TRANSPORTATION HAZARDOUS MATERIALS TRAINING FOR UTILITY PERSONNEL

**Who Should Attend:** Anyone with a job that puts him or her in contact with hazardous materials (hazmat) that are transported in any way.

**Overview:** This one-day course will serve as training to certify employees as "hazmat employees" as well as provide knowledge to guide hazardous materials transportation programs. Please note that if you are required to have the in-depth security training, it is very company and materials specific. Participants will need to submit that security plan for review prior to class, or the employer must train and certify compliance with that requirement.

**JANUARY 13, 2015 — SEATTLE, WASH.**

### FOREMAN LEADERSHIP SKILLS #1: PREPARING FOREMEN FOR LEADERSHIP AND LEARNING TO LEAD OTHERS

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

**Overview:** The electric utility industry of the 22<sup>nd</sup> century will look much different than it does today. With the changes in workforce and new technology comes the need for new technical job skills as

well as the skills needed to coach, motivate, and inspire crew members. This two-day course is designed to prepare new and future foremen, crew leaders, and others in supervisory capacities for the challenges of effective leadership in an environment that includes a new generation of workers with different frames of reference toward employers and the workplace.

**JANUARY 13-14, 2015 — ROSEVILLE, CALIF.**

#### **OPERATIONS MANAGER AND LINE SUPERINTENDENT BOOT CAMP — SESSION 2**

**Who Should Attend:** Newly appointed operations managers, line superintendents, or those who have potential or are being considered for these or other management positions.

**Overview:** This series is designed to provide tools and knowledge that will help prospective, new, and existing line superintendents or operations managers succeed. Topics in the series focus on the day-to-day work of a person in management regarding legal; regulatory; project management; work with contracts and contractors; finance and accounting; human resources; field customer service; and more. It is highly recommended that you have first completed either the Foreman Leadership series or Front Line Leadership series.

**JANUARY 14-15, 2015 — SEATTLE, WASH.**

#### **PCB MANAGEMENT — FOUNDATIONAL AND 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 PCB waste.

**Overview:** Is your utility in compliance with U.S. EPA regulations regarding PCB use and management? As part of NWPPA's Environmental Series, this important two-day course has been designed to meet the needs of both PCB rookies who are new to the PCB regulations, as well as those pros who are well versed in the rules. This two-day course provides practical help for electric utilities and is filled with utility best practices on how to gain and maintain compliance with U.S. EPA rules regarding PCB use and management.

**JANUARY 14-15, 2015 — SEATTLE, WASH.**

#### **EXCEL WITH EXCEL**

**Who Should Attend:** Excel users who already know the basics but want to take their Excel skills to a new level.

**Overview:** Increase your effectiveness and take back your time by learning short cuts, new techniques, and streamlined ways to maximize the capabilities of this software. You will learn how to incorporate features such as sorting, filtering, pivot tables, conditional formatting, and spark lines as well as how to integrate Excel with Word and PowerPoint. The course combines instructor demonstration and hands-on practice with Excel 2010 and 2013. Laptops pre-loaded with exercises will be provided by the instructor.

**JANUARY 21, 2015 — PORTLAND, ORE.**

#### **PERFORMANCE MANAGEMENT: THE SUPERVISOR'S ROLE**

**Who Should Attend:** Supervisors who conduct performance reviews for their direct reports, as well as human resources staff who support the review process.

**Overview:** One of several important means of communication is the employee review; it can build trust and drive performance if used appropriately and thoughtfully. In addition, it takes time and the management team may not agree on or understand the evaluation criteria being used. During this engaging and thought-provoking two-day program, you will learn how to conduct effective employee reviews and look at options for performance metrics and how to use them.

**JANUARY 27-28, 2015 — PORTLAND, ORE.**

#### **APPLYING THE NESC TO DAY-TO-DAY UTILITY WORK**

**Who Should Attend:** Engineers, staking engineers, operations supervisors, line superintendents, foremen, technicians, linemen, safety personnel, and inspectors. Prior knowledge of the *National Electrical Safety Code* (NESC) is not required.

**Overview:** Understanding the *National Electrical Safety Code* (NESC) rules is a must for personnel responsible for operating a safe utility system. This two-day class focuses on the rules in the NESC. On day one, the class will provide a general overview of each part of the NESC; on day two, applying the code to day-to-day work will be stressed by focusing on practical NESC examples and applications.

**JANUARY 28-29, 2015 — VANCOUVER, WASH.**

#### **FOREMAN LEADERSHIP SKILLS #1 — PREPARING FOREMEN FOR LEADERSHIP AND LEARNING TO LEAD OTHERS**

**Who Should Attend:** Foremen and crew leaders.

**Overview:** The electric utility industry of the 22<sup>nd</sup> century will look much different than it does today. With the changes in workforce and new technology comes the need for new technical job skills as well as the skills needed to coach, motivate, and inspire crew members. This two-day course is designed to prepare new and future foremen, crew leaders, and others in supervisory capacities for the challenges of effective leadership in an environment that includes a new generation of workers with different frames of reference toward employers and the workplace.

**JANUARY 28-29, 2015 — SPOKANE, WASH.**

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

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

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

**JANUARY 28-29, 2015 — VANCOUVER, WASH.**

#### **STAKING TECHNICIAN CERTIFICATION PROGRAM — NESC & UTILITY SPECIFICATIONS**

**Who Should Attend:** Staking technicians.

**Overview:** This three-day course is part of the Staking Technician Program. The NESC establishes the rules used in the design and maintenance of power systems. This course provides staking technicians with a working knowledge of the NESC and its application. The course will focus on those rules that specifically apply to distribution line design, such as grounding, overhead line clearances, overload factors, strength reduction factors, ice loading, and underground line construction.

**FEBRUARY 2-4, 2015 — SEATTLE, WASH.**

#### **THE CUSTOMER FOCUS**

**Who Should Attend:** All employees who want to improve their internal and external customer relationships.

**Overview:** This two-day course focuses on building the knowledge, attitudes, and skills necessary to deliver outstanding customer service. Topics covered include public relations, effective listening, rapport-building strategies, conflict resolution, effective communication tools, and stress management. Participants will learn how to handle potentially unproductive interactions and how to create positive experiences for both internal and external customers.

**FEBRUARY 4-5, 2015 — PORTLAND, ORE.**

# TRAINING OPPORTUNITIES

## STAKING TECHNICIAN CERTIFICATION PROGRAM — OBTAINING PERMITS

**Who Should Attend:** Staking technicians.

**Overview:** This one-and-a-half-day course is part of the Staking Technician Program. Today, property owners are more reluctant to give right-of-way easements for overhead or underground power lines. Consequently, more use is being made of existing public rights-of-way. To do this, permits must be obtained from the governing agency. This module of the staking program covers: the information required on a permit; methods to set up an efficient permitting process; how good personal contacts can ease the process; and preparation of permit documents and drawings.

**FEBRUARY 5-6, 2015 — SEATTLE, WASH.**

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

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

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

**FEBRUARY 10, 2015 — IDAHO FALLS, IDAHO**

## LINEMAN SKILLS SERIES — ALL 3 DAYS

**Who Should Attend:** Linemen, linecrew foremen, substation personnel, electrical engineers, safety managers, and all personnel that would benefit from a theoretical and practical knowledge of AC transformers, regulators, capacitors, and grounding.

**Overview:** Day 1 — *AC Transformers, Advanced Theory, and Practical Application*. This advanced class provides attendees with a journeyman lineman's view of AC transformers. The curriculum includes a combination of electrical theory and hands-on practice. Day 2 — *AC System Troubleshooting*. The course will cover troubleshooting problems and what to look for in single-phase problems; how to fix three-phase problems from wrong voltages and how they occur, to giving alternative solutions to solve the problems; and equipment used to solve problems and how it works electrically. Day 3 — *Personal Protective Grounding*. This course discusses protective grounding theory, emphasizing safety and the range of acceptable currents. It also covers visual inspection of grounding systems (mats, connectors, risers, and straps); special considerations and hazards (IEEE Standard 80); and personal protective grounds.

**FEBRUARY 10-12, 2015 — IDAHO FALLS, IDAHO**

## LINEMAN SKILLS SERIES: DAY 2 — AC SYSTEM TROUBLESHOOTING

**Who Should Attend:** Line and other operations personnel, such as metering, service, engineering, and other individuals who require understanding of AC theory and how it relates to equipment used to troubleshoot problems.

**Overview:** The course will cover troubleshooting problems and what to look for in single-phase problems; how to fix three-phase problems from wrong voltages and how they occur, to giving alternative solutions to solve the problems; and equipment used to solve problems and how it works electrically. Participants will gain an understanding of single-phase and three-phase problems of all kinds; what causes ferro-resonance; emergency alternatives to field situations; the equipment and troubleshooting; and safety hazards that are of concern in shooting three-phase transformer banks and three-phase capacitor banks.

**FEBRUARY 11, 2015 — IDAHO FALLS, IDAHO**

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

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

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

**FEBRUARY 12, 2015 — IDAHO FALLS, IDAHO**

## PATHWAYS TO LEADERSHIP 1: ALL FIVE SESSIONS

**Who Should Attend:** Directors, managers, graduates of the Frontline Leadership Series, and newly appointed leadership and individual contributors.

**Overview:** Pathways to Leadership is a powerful learning experience that blends classroom training, coaching, and everyday work into one integral leadership development process. It focuses not just on what leaders learn but also how they learn it. This series of classes, online tools, templates, and application assignments enable the leader to practice and apply essential skills within the context of an actual job.

**FEBRUARY 18, 2015-MAY 4, 2016 — VARIOUS LOCATIONS**

## BILLS, BUCKS, AND BUSINESS

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

**Overview:** This one-and-a-half-day course is based on the premise that "every employee and every task performed at the utility has an impact on the ultimate bill sent to a consumer/member." The impact of your job will be measured and evaluated; practical examples will be provided for improving favorable outcomes and minimizing those that are not as favorable. Employees will learn skills that help their system achieve financial security and long-term benefits for consumers/members.

**FEBRUARY 18-19, 2015 — VANCOUVER, WASH.**

## FOREMAN LEADERSHIP SKILLS #2: EFFECTIVE PROBLEM SOLVING & TRANSITIONING FROM EMPLOYEE TO FOREMAN

**Who Should Attend:** Foremen and crew leaders.

**Overview:** Day 1 — *Effective Problem Solving and Decision Making*. How do you know if your crew is performing at its best? Do you see potential for improvement but you do not know where to start? This course will provide you with tools for diagnosing your own team and matching your diagnosis to an intervention technique. Day 2 — *Transitioning from Employee to Foreman: Keys to Discipline and Delegation*. The second day is designed to provide participants with an understanding of the dynamics of workplace relationships and strategies for how to better manage those and improve relationships through an effective delegation of duties, tasks, and responsibilities.

**FEBRUARY 18-19, 2015 — ROSEVILLE, CALIF.**

## IT WORKSHOP

**Who Should Attend:** IT professionals and others who are responsible for information technology programs.

**Overview:** Cyber security continues to be a key focus of the annual IT workshop. During the workshop, attendees will hear presentations on the general manager's role in cyber security programs, how to conduct internal phishing, the issues created when employees bring their own devices (BYOD), the management of fiber optics for broadband Internet, the upcoming trend in IT/OT

convergence, the complexities of managing social media, and case studies on utility cyber security breaches.

**FEBRUARY 18-20, 2015 — PORTLAND, ORE.**

#### **PATHWAYS TO LEADERSHIP 1 — LEAD YOURSELF**

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

**Overview:** Session 1 will provide a clear roadmap of the entire Pathways to Leadership learning experience. You will see how this program is specifically designed for the workplace leader within the public power electric utility industry. This three-day session will focus on the foundation of leadership by helping you to first lead yourself. Specifically, you will participate in activities, engage in discussion, and apply tools that will enable you to know your role, know yourself, align yourself, and account for your own success.

**FEBRUARY 18-20, 2015 — VANCOUVER, WASH.**

#### **LINEMAN SKILLS SERIES: DAYS 1 & 2 — AC TRANSFORMERS, ADVANCED THEORY, AND PRACTICAL APPLICATION**

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

**Overview:** This advanced two-day class provides attendees with a journeyman lineman's view of AC transformers. The curriculum includes a combination of electrical theory and hands-on practice. The overall program is to teach students how transformers are used to manage and control the flow of alternating current in electrical distribution systems. Attendees will be provided with an opportunity to work with and arrange transformers in a variety of configurations to achieve specific voltage outputs using hands-on equipment and computer simulation.

**FEBRUARY 24-25, 2015 — SEATTLE, WASH.**

#### **LINEMAN SKILLS SERIES: ALL 3 DAYS**

**Who Should Attend:** Linemen, linecrew foremen, substation personnel, electrical engineers, safety managers, and all personnel that would benefit from a theoretical and practical knowledge of AC transformers, regulators, capacitors, and grounding.

**Overview:** Days 1 and 2 — *AC Transformers, Advanced Theory, and Practical Application*. This advanced two-day class provides attendees with a journeyman lineman's view of AC transformers. The curriculum includes a combination of electrical theory and hands-on practice. The overall program is to teach students how transformers are used to manage and control the flow of alternating current in electrical distribution systems. Day 3 — *Personal Protective Grounding*. This course discusses protective grounding theory, emphasizing safety and the range of acceptable currents. It also covers visual inspection of grounding systems (mats, connectors, risers, and straps); special considerations and hazards (IEEE Standard 80); and personal protective grounds, including sizing, testing, inspection, maintenance, and use.

**FEBRUARY 24-26, 2015 — SEATTLE, WASH.**

#### **ENTERPRISE RISK MANAGEMENT FOR UTILITIES — PART 2**

**Who Should Attend:** Chief financial officers, senior-level accounting staff, auditors, general managers/CEOs, policymakers, and legal counsel. (Please note that attendees are not required to take Part 1 before taking this class.)

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

tactics, and operational processes. The instructor will help participants identify specific organizational needs and develop implementation plans that can be effectively executed within their utilities.

**FEBRUARY 25-26, 2015 — SEATTLE, WASH.**

#### **FOREMAN LEADERSHIP SKILLS #2: EFFECTIVE PROBLEM SOLVING & TRANSITIONING FROM EMPLOYEE TO FOREMAN**

**Who Should Attend:** Foremen and crew leaders.

**Overview:** Day 1 — *Effective Problem Solving and Decision Making*. How do you know if your crew is performing at its best? Do you see potential for improvement but you do not know where to start? This course will provide you with tools for diagnosing your own team and matching your diagnosis to an intervention technique. Through the use of case studies, class discussion, and interactive sessions, participants will address typical concerns, including identifying, diagnosing, and resolving problems; making optimal decisions; and using relevant documentation to track progress and evaluate results. Day 2 — *Transitioning from Employee to Foreman: Keys to Discipline and Delegation*. The second day is designed to provide participants with an understanding of the dynamics of workplace relationships and strategies for how to better manage those and improve relationships through an effective delegation of duties, tasks, and responsibilities. Participants will gain insight into the connection between relationships and how motivation through delegation will assist you in reconciling both.

**FEBRUARY 25-26, 2015 — SPOKANE, WASH.**

#### **PATHWAYS TO LEADERSHIP SESSION 4 — LEAD YOUR ORGANIZATION — MAXIMIZE PERFORMANCE WITH ORGANIZATIONAL TOOLS**

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

**Overview:** Pathways to Leadership Session 4 will focus on leading within your organization by maximizing the performance of your team. There is a big difference between knowing how to survive in the organization and knowing how to help your organization succeed. This session will help you do both. You will learn and apply key tools for maximizing and sustaining high performance within your team; in doing so, you will make clear ties to the success of your organization.

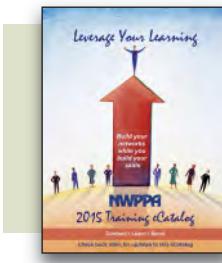
**FEBRUARY 25-26, 2015 — VANCOUVER, WASH.**

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

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

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

**FEBRUARY 26, 2015 — SEATTLE, WASH. NWPPA**



**Find more information on these and other courses at [www.nwppa.org](http://www.nwppa.org).**

by Julie Desimone

# Five tips to a successful year-end audit



*Though these tips do not represent a comprehensive list of all issues that must be addressed in preparing for the year-end audit, identifying and dealing with these few items early in the audit should help make it as efficient and effective as possible.*

If you are in charge of the year-end audit, you've probably already started to get phone calls from your external auditor to set up scheduling for the audit. Accounting and finance directors are starting to think about the year-end audit and preparation of financial statements as well. A successful audit is one that creates the smallest impact to a utility's daily business. The following are five tips that will help lead to a successful year-end audit. Though these tips do not represent a comprehensive list of all issues that must be addressed in preparing for the year-end audit, identifying and dealing with these few items early in the audit should help make it as efficient and effective as possible.

### **Tip 1 – Communication, communication, communication!**

Communication in the audit process is vital to an efficient audit. It should begin well before year-end and include a planning session with management and accounting that outlines all key dates and issues. It should continue throughout the audit process and include meetings during the audit to discuss any issues that have been found by the external auditors. We also recommend this process be extended until the audit has been issued by the external auditors.

Currently, audit standards also require the external auditor to communicate with "those charged with governance," typically the board of directors or commissioners,

at least twice during the audit process. This can be done verbally or in written format. The first is during the planning stages of the audit and ensures that those charged with governance understand the basic premise of the external financial audit; the second is once the audit has been completed and requires certain communications of items found, or lack thereof, during the audit process.

### **Tip 2 – Prepared by client listing**

Your external auditor should prepare a "prepared by client listing" (PBC) that will identify the information that needs to be prepared by the utility. Ensuring that this information is ready for the external auditor by the time the audit begins is essential to a smooth audit process. If certain items will not be ready at the start of the audit, we recommend communicating this with your auditor before the audit begins and come up with a game plan of how and when the final items will be completed.

### **Tip 3 – Be available for inquiry**

Even though the external auditor starts with a lot of information from the PBC list, this is just a starting point. The external auditors will have additional questions and will most likely need to talk with many employees throughout the utility. Having these individuals ready for these discussions will ensure an efficient audit.

#### **Tip 4 – Identify subsequent event and non-recognized events**

A subsequent event is an event or transaction that affects the financial statements that occurs subsequent to year-end but before financial statements are issued. Some of those transactions and events require adjustments to the financial statements while others may require disclosure in the notes to the financial statements.

In the GASB standard there are recognized and non-recognized events. Recognized events consist of those events that provide additional evidence with respect to conditions that existed at the Statement of Net Position date and affect the estimates inherent in the process of preparing the financial statements. All information that comes available prior to the issuance of the financial statements should be used in evaluating the conditions on which the estimates were based. The financial statements should be adjusted for any changes in estimates resulting from the use of such evidence.

A good example of this is if the utility is involved in litigation at year-end and estimates a loss liability on the financial statements. If, after year-end but before issuance of the financial statements, a settlement occurs and the amount is significantly different than the estimate at year-end, management would be required to adjust the estimate to the settlement amount. This statement does not necessarily stop when the financial statements are issued. If the lawsuit settlement described occurred after the financial statements were issued and the amount is significantly different than the estimate, it is important to contact your auditor. A reissuance of the financial statement may be warranted when information is obtained after issuance and it would materially impact the estimates made in the financial statements.

Non-recognized events consist of those events that provide evidence with respect to conditions that did not exist at year-end but arose subsequent to that date. These events should not result in adjustment of the financial statements. Some of these events, however, may be of such a nature that their disclosure is essential to a user's understanding of the financial statements. For example, the utility enters into a significant joint venture after year-end, but before the issuance date of the financial statements. In most cases, this transaction would be included as a subsequent event in the notes to the financial statements, but not recorded in the financial statements.

Identifying these events early in the audit process is important as your auditor may need to audit these events

*Make sure to come up with a plan to finish the external audit and follow up with the auditor on a routine basis until the audit is issued.*

subsequent event in the notes to the financial statements, but not recorded in the financial statements.

Identifying these events early in the audit process is important as your auditor may need to audit these events to ensure that reporting and disclosure are appropriate.

#### **Tip 5 – Follow up**

Make sure to come up with a plan to finish the external audit and follow up with the auditor on a routine basis until the audit is issued. This is probably one of the most important steps to the audit process as there is usually a period of time from field work until issuance and daily, or sometimes even weekly, communication is not occurring consistently. If a plan is developed and communicated, this can lead to a very effective audit. **NWPPA**

*Julie Desimone is a partner in the Portland office of Moss Adams LLP, the largest accounting and consulting firm in the West. She can be reached at (800) 820-4476.*

The advertisement features the GOLIGHT logo with a stylized 'G' icon and the word 'GOLIGHT' below it. The main headline reads 'LIGHTING THE WAY'. The phone number '800.557.0098' and website 'www.golight.com' are listed. Three product models are shown: 'Golight/RadioRay - LED / HALOGEN', 'Stryker- HID / HALOGEN / LED', and 'GXL - LED'. Each model has a list of features. Below the products, a slogan reads 'If it happens at night... ...It happens with GOLIGHT!!' and shows a truck equipped with GOLIGHT lights driving through a dark landscape.

- Golight/RadioRay - LED / HALOGEN**
  - LED (200,000 cd) or Halogen (225,000 cd)
  - 370° Rotation x 135° Tilt
  - Portable or Permanent Mount Options
  - 3 Year Limited Warranty
  - Wireless or Hard-Wired Remote Control
- Stryker- HID / HALOGEN / LED**
  - HID (550,000cd) Halogen (200,000cd) LED (320,000cd)
  - 370° Rotation x 135° Tilt
  - Portable or Permanent Mount
  - 5 Year Limited Warranty/1Year Ballast
  - Wireless or Hard-Wired Remote Control
- GXL - LED**
  - 10 Year Warranty
  - Floodlight Output 6000 Max Lumens
  - Spotlight Intensity 110,000 Candela
  - Quick Manual Adjustment
  - Internal Thermal Management

**If it happens at night... ...It happens with GOLIGHT!!**

by Vonette McCauley

# The City of Roseville brings back Count Watts this fall

Roseville Electric Utility is pleased to announce the return of Count Watts, its friendly, energy-saving vampire. Last year during National Public Power Week, the utility introduced Count Watts to educate children and parents about “voltage vampires”: devices that waste power when not in use because they are still plugged into an outlet. Due to Count Watts’ popularity, Roseville Electric Utility plans to extend the campaign beyond the fall season to create awareness year-round.

“The Voltage Vampire campaign was a perfect seasonal event for October, but Count Watts’ popularity has inspired us to take his timeless message beyond the fall and incorporate him into events all year,” said Roseville Electric Utility Retail Services Supervisor Marty Bailey. “Count Watts has become a unique and fun way to connect with the community, especially children, at events.”

The Voltage Vampire campaign was developed a few years ago to help customers think about the way in which their behavior affects their household energy use. In 2011, the average American household owned 25 consumer electronic devices. A Pew research project in January 2014 shows that of American adults: 90 percent have a cell phone, 58 percent have a smartphone, 32 percent own an e-reader, and 42 percent own a tablet computer. And not surprisingly, studies in 2013 show 78 percent of Americans aged 12 to 17 have cell phones.

All of these devices require a charger and many phone and tablet owners keep their charging devices plugged in even though their device may be in their purse, briefcase, or backpack. Because households have many more electronics in their homes, the kid-focused Voltage Vampire campaign was developed to get families thinking about how they use electronics. Roseville Electric Utility identifies voltage vampire devices as household electronics, including those in the bathroom, office, and kitchen, that when left plugged in continue to use energy. These devices silently waste power and can increase electric bills, even when they are not being used. The Peninsula Press, a multimedia news site powered by Stanford University’s Graduate Program in Journalism, reported in 2011 that idle chargers alone were responsible for an



Count Watts attended Roseville’s Family Fest on October 11 to educate both children and adults about common voltage vampires in their homes.

estimated 10 percent of residential energy use and equated to at least \$4 billion paid for wasted energy annually.

To bring attention to the issue, Roseville Electric developed a Voltage Vampire display at its Roseville Utility Exploration Center several years ago. In 2013, the exhibit was expanded to the Voltage Vampire campaign and the development of a mascot. The Count Watts vampire mascot premiered last year at the Roseville Electric Utility’s Public Power Week event and was incorporated into the Roseville Utility

Exploration Center's Voltage Vampires seasonal exhibit. The exhibit, which included a cartoon likeness of the Count, educated visitors about household power suckers that drain energy while plugged in, even when not in use. Last year, Count Watts made a personal appearance during the Roseville Utility Exploration Center's Halloween event to further remind everyone of the common household items that waste energy and can drain wallets.

Participants at the event entered to win one of 20 Smart Strip power strips by naming the top three voltage vampires found in their homes. Many common items including televisions, DVRs, and video game consoles were among the popular answers. Winners were able to take their Smart Strips home and immediately start fighting phantom energy.

This year, the campaign not only includes the Count Watts mascot, but an expanded event with an activity guide, coloring contest, and a reusable trick-or-treat bag. Count Watts was present again this year at the City of Roseville's Family Fest to commemorate National Public Power Week. In an effort to educate the community, Count Watts' Spooktacular highlighted energy waste in a fun and engaging

manner. The Count Watts mascot put a friendly face on the concept of energy waste and allowed the topic to become more relatable to children. Other activities at the event included an Energy Hog Knockout game where kids topple Voltage Vampires, and a Phantom Energy House where Count Watts shows the wattage used by different appliances and other household items left in "standby" mode.

Because of the positive feedback the Voltage Vampire campaign has received, Count Watts is slated to make additional appearances at Roseville Electric Utility's booth at the Celebrate the Earth Festival in April 2015 and summertime activities such as Movies in the Park. These appearances attract children and their parents to the outreach booth, giving utility representatives an opportunity to discuss other energy-saving rebate programs and customer services offered by their community-owned power provider, Roseville Electric Utility. **NWPPA**

*Vonette McCauley is the public relations manager at Roseville Electric in California. She can be contacted at either (916) 774-5625 or [vmccauley@roseville.ca.us](mailto:vmccauley@roseville.ca.us).*



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by Wendy Ostrom Price

# Flathead Electric Board and management uphold commitment to transparency, accountability, and patriotism

**C**iting the importance of openness and member involvement, trustees of Flathead Electric Cooperative (FEC) have voted unanimously to re-adopt its Transparency Standards for the co-op.

"We have always tried to be forthright in representing our member-owners, but renewing these written standards makes it official," said Flathead Electric Board President Earl Messick. He added that while the Montana Electric Cooperatives' Association (MECA) has a proposed set of standards for all co-ops in the state, Flathead Electric's policies go beyond the norm. "With the obvious exception of members' personal account information, we want those we serve to be fully aware that they have access to information regarding their co-op; that they have every right to attend board meetings; and that we embrace their involvement," he said.

In addition to re-adopting Transparency Standards, the board also unanimously re-approved (as they have for more than a decade) policies regarding trustee conduct and fidu-



*"We have always tried to be forthright in representing our member-owners, but renewing these written standards makes it official."*

Earl Messick,  
Flathead Electric Board President

ciary responsibility. Messick says the policies revolve around mutual respect for their colleagues and accountability to the members.

"As trustees, we owe it to each other to engage in good faith, fair, and legal dealings," said Messick. "We also owe members our integrity, our loyalty to their interests, and our assurance that we are thorough in researching issues that might impact the co-op. We understand that we work for the people, and renewing these policies is a restatement of our pledge to them."

The Flathead Electric Board has also adopted a resolution directing staff to continue prioritizing the purchase of American-made products. General Manager Mark Johnson says 95 percent of the materials FEC purchases are already considered U.S. products, but he'd like to see that percentage grow even further.

"Buying American helps the economy, lowers trade deficits, improves working standards, and reduces energy consumption (thereby helping the environment) by alleviating the need to transport merchandise from overseas," said Johnson. In addition, he said, quality and safety requirements can be lower in other countries, "so, for example, you can end up with flimsy items, higher lead content in paint, etc."

Acknowledging that many necessary items are not made in this country and that it is sometimes challenging to find American-made products that are priced competitively (compared to those made in China for instance), Messick says there are still important reasons to consider being patriotic in your purchases.

"Every day we hear more and more about jobs being outsourced. In a time when the economy continues to struggle, buying American products can help the nation recoup



*"The members deserve to know what's going on with their co-op and they deserve the best efforts of Flathead Electric employees."*

Mark Johnson,  
Flathead Electric General Manager

losses dramatically and put more of our citizens to work," said Messick.

Besides concurring with trustees on national loyalty, Johnson says his management philosophies also align well with board policy when it comes to transparency and upholding the public trust: "I have an open-door policy both for employees and members at large, because I believe that free-flowing communication is the best way to stay informed for all concerned. I have an expectation of talking regularly with staff at the co-op regarding the various issues at our utility, so I need to make myself available to them in return."

As to the member-owners, Johnson is keenly aware that they are the ones he and employees must be transparent with and accountable to. "The members deserve to know what's going on with their co-op and they deserve the best efforts of Flathead Electric employees," said Johnson. "I appreciate the fact that we answer to the local people who actually buy our product, instead of to outside interests."

And he says he will answer to member-owners on their terms. "Some folks want summary reports while others prefer intricate details of the challenges facing the very complex

electric industry. Some people like to call — others send emails or write letters. I've been approached by people with questions at sporting events, at the grocery store, and so on. It doesn't matter where or how the contact is made, it may be the only opportunity I get to meet that member so I am happy to discuss whatever is on their mind," said Johnson. "Some conversations aren't easy, because maybe a member experienced equipment damage during an outage, or we trimmed one of their favorite trees to get it out of overhead wires. But after talking things out, we generally come to an understanding that while we need to share the benefits of belonging to a cooperative, we need to share the responsibilities as well. It has been my experience that most problems can be traced to miscommunication of one kind or another, so it's very important to connect and exchange ideas because at the end of the day, we're all in this together." **NWPPA**

*Wendy Ostrom Price is the public relations officer at Flathead Electric Cooperative, Inc. in Kalispell, Mont. She can be reached at either (406) 751-1820 or [w.ostrom-price@flathead.coop](mailto:w.ostrom-price@flathead.coop).*

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### Wilkinson receives LaZelle Award

The Alaska Power Association (APA) held its annual meeting in Valdez, Alaska, September 9-12. APA Executive Director Crystal Enkvist and Valdez host Robert Wilkinson, CEO of Copper Valley Electric Association, kicked off the meeting at the Valdez Museum.

A highlight of the meeting was the recognition of significant achievements for APA members, including Wilkinson being honored with APA's Mason LaZelle Achievement Award.

The LaZelle Award, named for Mason LaZelle, the general manager of Matanuska Electric Association in the 1960s, honors the memory of a leader who understood the symbiotic relationship between rural and urban Alaska, and who was a key player in helping to keep electric power affordable for all Alaskans no matter where they live in the state. It is the Alaska Power Association's highest honor.

NWPPA



(L-R) APA Executive Director Crystal Enkvist and Copper Valley Electric Association CEO Robert Wilkinson, who received this year's Mason LaZelle Achievement Award.

### Clallam PUD bond rating affirmed

Moody's Investors Service has issued a bond rating of Aa3 for Clallam PUD's (Port Angeles, Wash.) outstanding revenue bonds, reaffirming a stable outlook.

Moody's reported that "the Aa3 rating primarily reflects the district's stable and rural service area, solid debt service coverage with low debt load, and satisfactory legal provisions. Management also consistently adheres to sound financial goals."

David Papandrew, the PUD's treasurer/controller said, "We are pleased that Moody's confirmed our current ratings. We work hard as a District to remain financially sound, and good bond ratings are especially important as we look to improve facilities, reliability, and service in the future."

The bond rating agency provides independent credit ratings, indices, risk evaluation, and company valuations.

In affirming the PUD's bond rating, Moody's acknowledged the District's successful management, a positive financial position, good risk management, and a board of commissioners that is willing to implement rate adjustments as necessary to protect the District. NWPPA

### SnoPUD tidal project won't advance

On September 30, Snohomish County Public Utility District (Everett, Wash.) announced it will no longer pursue its pilot tidal energy research project in Admiralty Inlet, west of Whidbey Island.

"The PUD and its funding partners have worked for years to get regulatory clarity regarding the requirements and associated costs to enable a well-informed decision," said PUD General Manager Steve Klein. "After eight years in the federal, state, and local permitting process, and a decision by the U.S. Department of Energy to not share the rising costs of the next stage of the project, we cannot justify going forward. The tidal project, however, remains worthwhile to pursue on behalf of the nation to further the potential development of marine renewable energy."

According to the PUD, the requirements became more onerous than expected for a temporary research project.

While the project will not move forward without additional research partner funds, a great deal of value has been derived from the study process over the past eight years. The University of Washington developed numerous underwater monitoring devices that have application to a variety of ocean-related activities. In addition, much of the work has been focused on the baseline conditions of the sea floor and related usage by various fish and marine mammals. This data has greatly enhanced the collective knowledge of the environment and species that inhabit Puget Sound. The results have helped inform tidal energy researchers worldwide. NWPPA

### Hatchery completed in Penticton, B.C.

After breaking ground over a year ago, construction is complete on a new sockeye hatchery on Shingle Creek in Penticton, B.C.

The hatchery will be operational this fall and is a component of a 49-year agreement signed by Grant PUD (Ephrata, Wash.) in 2011 with the Okanagan Nation Alliance (ONA). The ONA is a collaborative group made up of eight first-nation communities partnering with Grant and Chelan PUDs. As a portion of the agreement with the ONA, Grant PUD agreed to pay 55 percent of construction costs for the facility and 66 percent of the annual operations and maintenance costs in exchange for producing up to 1.143 million sockeye fry Grant PUD is required to release annually. The site is located on the Penticton Indian Band's reservation and was chosen because of its optimal conditions and geographic location for producing sockeye.

These requirements stem from the 2006 Salmon and Steelhead Settlement Agreement, signed by resource agencies, tribal representatives, and Grant PUD, which requires

the utility to mitigate for impacts to sockeye salmon as a result of operation of Priest Rapids and Wanapum Dams. This \$10.5 million hatchery allows Grant PUD to meet its requirements for sockeye obligations well into the future, with ONA contracted to be the operator of the facility.

"Salmon and steelhead runs continue to break records each year. Habitat restoration, and hatchery efforts, coupled with our successful fish passage modifications at our dams (like the fish bypasses), demonstrate that our hard work and collaboration is paying off," said Commissioner Terry Brewer.

Returning adult salmon and steelhead passing Priest Rapids Dam this year are approaching one million. The 10-year average for salmon and steelhead at Priest Rapids dam is 331,322 (2004-2013); the 20-year average is 231,081 (1994-2013). [NWPPA](#)

## Hard work pays off at Salem Electric

**A**s of September 2014, Ben Hardwick has completed Salem Electric's (Ore.) Line Apprenticeship Program and achieved his journeyman lineman status. Hardwick was hired in 2008 as a groundman. The program, recognized by the Oregon Bureau of Labor & Industries, includes 6,000 hours of on-the-job training in various areas of line work. In addition, apprentices are required to attend 144 hours of related training annually over three years to meet the program's classroom requirements.

Then just last month, Salem Electric promoted Willie Ball to an energy specialist and Marcos Huerta to an energy analyst.

Ball was hired at Salem Electric in 1987 as a utility man. He was promoted to energy auditor/inspector in 1991 and to energy analyst in 1997. For the last 20+ years, Ball's duties have focused on residential weatherization and energy conservation education. His new position will focus on Salem Electric's programs for commercial and industrial members.

Huerta joined the cooperative as a customer service representative (CSR) in 2009. As a CSR, Huerta honed his customer service skills as he responded to members' multiple



Ben Hardwick



Willie Ball



Marcos Huerta

and diverse questions and requests. As an energy analyst he will have the opportunity to help members navigate through the numerous energy conservation programs and services Salem Electric offers.

Congratulations to all! [NWPPA](#)

## OPALCO unveils broadband

**A**t the October 16 meeting of the OPALCO Board of Directors, a motion was unanimously approved that includes a \$7.5 million acceleration of efforts to provide Internet connections to as many members as possible — and, eventually, serve the entire membership. A new organization will be formed to deliver these services, separate in its finances and staffing. The detailed plan and presentation are available at [opalco.com](#).

"The plan is doable, well balanced, and does not rely on OPALCO for all of the funds," commented Board Member Dr. Jerry Whitfield of Shaw Island. "I'm impressed with the inspired leadership of (Foster) Hildreth and (Gerry) Lawlor, their level of understanding of the problems ahead, and their ability to pull it off."

A rate schedule for member connections begins with basic Internet (10Mbps down/up data + home phone) services at \$95 per month. Rates include a credit of \$1,500 per member connection to help offset the initial costs.

OPALCO's team has been out talking with homeowners associations to encourage neighborhoods to work together and share the cost of connection — the most cost-effective way to serve the largest number of members. Research shows that more than 1,300 members are ready to subscribe as soon as services are available. The start-up phase of the project aims to connect 25 percent of the membership (about 2,900 members) in the first three years.

This community effort would not be possible without the connection to OPALCO's dynamic grid control backbone: more than 100 miles of a fiber-optic network which was built to monitor and control the electrical distribution system. As the grid control backbone reaches farther, more members will be able to connect. [NWPPA](#)

## SMUD, Synectics test hybrid cooling system

**T**he Sacramento Municipal Utility District (Calif.) and Synectics, a SMUD business customer, are collaborating on a new approach to more efficiently manage climate control in the office.

Synectics, an environmental services and information technology company, is repurposing a warehouse for use as office space. The challenges are obvious: warehouses are made for storing things and not for housing people working all day, especially during the summer. Cooling the space for

*Continued on page 20*

comfort can be very expensive, which impacts the bottom line; and add to Synectics' challenge a server room that generates a lot of heat. Conventional air-conditioning systems must work harder because their efficiencies decline as temperatures rise just when cooling is most needed.

SMUD research and development, and business customer experts from SMUD's Savings by Design program, came up with a set of solutions that is helping Synectics realize 80-percent savings on their energy bill. The most exciting aspect is the new type of cooling system SMUD suggested, a technology being tested at other businesses.

The new technology is called Climate Wizard, which uses indirect evaporative cooling. Climate Wizard borrows from tried and true "swamp cooler" technology but with very high efficiency and no added humidity — particularly important since Synectics is located near the confluence of Sacramento's two rivers.

Since installation last spring, the facility is enjoying many benefits, including fresh cool air, improved air quality, and overall energy reduction and cooling without any additional moisture in the building. Post-monitoring data for the project is validating the benefits through the past hot summer. **NWPPA**

### Kyle reaches 30 years at Douglas



(L-R) Douglas County PUD Commissioner Ron Skagen, Distribution Engineering Manager Jerry Kyle, and Commissioner Lynn Heminger.

**D**uring the September 22, 2014, Douglas County PUD Commission meeting in East Wenatchee, Wash., Commissioners Lynn Heminger, Ron Skagen, and Jim Davis awarded the 30-year service award to Distribution Engineering Manager Jerry Kyle.

Commissioner Heminger thanked Kyle on behalf of the citizens of Douglas County for his years of service with style and humor. Kyle thanked the commission and recounted the past 30 years of great bosses, commissioners, work assignments, and training opportunities. **NWPPA**

### Mitman, Connolly named as new BPA execs

**L**ast month, Nancy Mitman was named executive vice president and chief financial officer for the Bonneville Power Administration (BPA), and Kieran Connolly was named BPA's vice president of Generation and Asset Management in Power Services.

Mitman has served in an acting capacity in that role since July 2013, with oversight of BPA's capital and debt management, accounting, cash management, and budgeting.

"Nancy brings a wealth of knowledge from many different aspects of the budgeting and financial apparatus of BPA," said Deputy Administrator Greg Delwiche. "She has very ably and capably been serving as our acting chief financial officer for more than a year, and she has clearly demonstrated that she is the right person for the job."

During her tenure as acting chief financial officer, Mitman guided BPA's finance team through a new agreement with Energy Northwest to restructure debt; the restructuring promises to reshape and lower the costs of BPA's overall debt portfolio in ways that could save more than a billion dollars for regional ratepayers over the long term. Additionally, it provides substantial near-term rate benefits and frees up access to capital.

Mitman began her career at BPA in 1988 as an accountant and steadily rose through the ranks of management and leadership in Finance. In addition to multiple stints as acting chief financial officer, she has served as BPA's treasurer and deputy chief financial officer. Mitman holds an accounting degree from Montana State University.

Connolly's appointment leaves only one executive position vacant among the five in BPA Power Services.

"Managing the federal system with our partners to meet the multiple purposes it serves is fundamental to the success of BPA and the region," said BPA Administrator Elliot Mainzer. "Kieran's knowledge, background, and experience are ideally suited for this position as we continue to manage power system operations in a changing and challenging Northwest energy landscape."

Since April 2007, Connolly has served as BPA manager of Generation Scheduling, which includes hydroelectric duty scheduling of the 31 dams in the Federal Columbia River Power System, day-ahead system planning, and policy issues that impact real-time power system operations. Before that,



Nancy Mitman



Kieran Connolly

Connolly was manager of Regional Coordination in Power Services Generation and Asset Management's Power and Operations Planning group.

Connolly began his career at BPA in 1991 as a supply system analyst. He holds a B.S. degree in business economics from Willamette University and an M.B.A. from the University of Portland. **NWPPA**

## Sabala receives Edwin B. Parker Award

**O**n October 23 at the Oregon Connections Telecommunications Conference in Hood River, Ore., Douglas Electric Cooperative General Manager Dave Sabala received the Edwin B. Parker Enduring Achievement Award.

The Edwin B. Parker Enduring Achievement Award is presented to individuals whose contributions in telecommunications have been rendered with the greatest civility; who serve as a role model and mentor to many; and who have provided a lasting legacy influencing for years to come the course and future of telecommunications in Oregon. **NWPPA**

## WPUDA welcomes Scott Richards

**T**he Washington PUD Association (WPUDA) is pleased to announce that Scott Richards is joining the association's lobbying team; Richards will be focusing on telecommunications issues.

"We are pleased to add Scott to our contract lobbying team. His extensive legislative background and his knowledge of utility issues will greatly enhance our ability to effectively advocate for all of our members," said George Caan, executive director of the Washington PUD Association.

After nine legislative sessions as nonpartisan staff to the Washington State House of Representatives, Richards recently hung up his own shingle as a lobbyist and consultant. During his time with the legislature, he staffed the Technology, Energy and Communications Committee, and the Technology and Economic Development Committee — committees responsible for telecommunications and energy policy in the House.

Before moving to Washington state, he served as director of Energy and Environmental Policy at the Council of State Governments; development manager for the London Energy Partnership; assistant director at the Kentucky Environmental Quality Commission; and a research specialist with the Kentucky Water Watch Program. He holds an MSc from the London School of Economics and a B.A. from Transylvania University in Lexington, Ky. **NWPPA**



## Beartooth members discuss next steps

**T**he last three years have been tough ones for Beartooth Electric Cooperative (Red Lodge, Mont.), but there seemed to be a palpable sense of hope in the air as a future after Southern Montana Electric Generation & Transmission Cooperative was batted around at the member gathering on September 27. The bankruptcy proceedings of Southern were largely concluded with its confirmed reorganization early this summer. As one of the four remaining members of Southern, Beartooth is responsible for about \$3.5 million of its bankruptcy debt.

"We have documented our need to leave Southern and defended that position throughout the bankruptcy," Beartooth Trustee and Southern Board Member Arleen Boyd reported to the membership. "An immediate exit is still in our best interests, and requires that we prepay our required share of the debt. Under Southern, we've just agreed to a new contract for power at better rates, and the savings will allow Southern to pay off the debt in less than the four-year payment period specified in the bankruptcy. The worst case would be three years and maybe less."

Ballots were counted and election results were announced for three uncontested trustee positions. Dan Dutton (District 1) and Dave Peterson (District 7) were both returned for a second three-year term. Julie Lindgren, who was appointed earlier this year to represent Roberts and Bear Creek, was confirmed for her first three-year term.

The contract of Interim General Manager Richard Peck has already been extended twice. He recommended that the co-op reduce its management costs and achieve economies of scale by contracting with Lower Valley Energy (LVE) for management services, rather than hiring a replacement general manager and financial manager when he and Robert Walker leave later this year. Peck explained that shared management is a rising trend among small co-ops, enabling them to afford highly competent management. **NWPPA**

## Pyper celebrates 20 years

**O**kanogan County PUD (Okanogan, Wash.) recently congratulated Executive Assistant Julie Pyper for reaching the 20-year-service mark with the PUD.

The PUD hired Pyper on October 6, 1994, to be the manager's secretary. In October 2007, she was appointed as the PUD's human resource director, a position she held until she elected to vacate the position in March 2009. Pyper then returned to the Administration Office in the position of executive assistant to the general manager, the position she holds today. **NWPPA**

### T&B® coupling improves safety, reduces install time

The new T&B® Fittings Non-Metallic Expansion/Deflection Coupling from Thomas & Betts (T&B) improves safety and reduces installation time for joining rigid polyvinylchloride (PVC) conduit that is subject to movement in any direction at structural joints.

Its design makes the T&B® Fittings Non-Metallic Expansion/Deflection Coupling up to five times faster to install, while its versatility enables a five-to-one reduction in stock keeping units (SKUs). The T&B® Fittings Non-Metallic Expansion/Deflection Coupling is manufactured in the United States.

"The new, patent-pending T&B® Fittings Non-Metallic Expansion/Deflection Coupling provides a flexible connection of PVC conduit runs that resists moisture ingress and stress caused by movement at structural joints," said Chad Smith, vice president, product management and marketing, at Thomas & Betts. "It safely accommodates axial or parallel deflection of up to  $\frac{3}{4}$ -inch, and angular deflection up to 30 degrees from the relaxed position. It can be used indoors or outdoors, for direct burial or embedded in concrete."

The T&B® Fittings Non-Metallic Expansion/Deflection Coupling complies with 2014 National Electric Code® (NEC®) Article 300.4(H) for use where a raceway crosses a structural joint intended for expansion, contraction or deflection in buildings, bridges, parking garages, piers, hospitals, and water and waste water treatment plants. Additional features include a flexible neoprene outer jacket with tamperproof stainless steel straps for resistance to moisture and corrosion, and an inner sleeve to provide a constant and smooth inner diameter in any position to facilitate wire pulling and prevent damage to wire insulation.

Thomas & Betts Corporation, a member of the ABB Group, is a global leader in the design, manufacture, and marketing of essential components used to manage the connection, distribution, transmission and reliability of electrical power in utility, industrial, commercial, and residential applications. For more information, please visit [www.tnb.com](http://www.tnb.com) or call (800) 238-5000. **NWPPA**

### Landis+Gyr contracting more smart grid projects

A global leader in the smart grid and energy management industry, Landis+Gyr announced 31 new advanced metering and smart grid network deployment contracts with municipal and cooperative utilities during the first seven months of 2014.



The initial agreements include more than 300,000 metering endpoints. Over time, contract volume and revenue could triple in size, as several customers have the potential to expand their projects. The new business represents a mix of customers migrating from one-way network technology and new customers deploying Gridstream® networks for two-way advanced metering, load and grid management and consumer engagement capabilities.

"Landis+Gyr has a longstanding reputation of providing migration strategies and support for municipal and cooperative utilities, and we're seeing an increasing number of these utilities replacing legacy network and metering technology to enable more benefits for utility operations and consumers," said Prasanna Venkatesan, executive VP, Americas at Landis+Gyr.

The migration path to future-ready communication networks and grid sensors includes both Gridstream RF mesh network technology, offering reliable connectivity to meters, sensors, and grid automation devices, and Gridstream PLX, a next generation PLC network that supports 15-minute interval data from every meter.

"Public power utilities from Alaska to Alabama are choosing Gridstream not only for the technology, but the support options, proven history, and leading-edge applications to augment every department in the utility," Venkatesan said. "The benefits of smart grid technology for reliability, power quality, energy efficiency, and infrastructure management are driving a significant return on investment for utilities of all sizes."

Landis+Gyr is the leading global provider of integrated energy management products tailored to energy company needs and unique in its ability to deliver true end-to-end advanced metering solutions. More information is available at [landisgyr.com](http://landisgyr.com). **NWPPA**

### Randy Altshuler joins HDR

Last month, HDR announced that Randy Altshuler has joined the firm as its West region transportation director; he will be based in the Oakland office. His responsibilities include leading business development activities and growth strategies throughout the West region.

Prior to joining HDR, Altshuler was West transportation business line leader with AECOM. His 35 years of experience includes positions of increasing responsibility within AECOM, Parsons Brinckerhoff, and Parsons Corporation. The first 15 years of his career were spent in the public sector, including the New York City Transit Authority and Massachusetts Bay Transportation Authority.



HDR has been partnering with its clients to shape communities and push boundaries of what's possible since 1917.

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## Evluma updates its LED AreaMax

ED lighting manufacturer, Evluma, offers an optional integrated solar photocontrol and an anti-corrosion coastal materials package as it updates the LED AreaMax product line with a sleeker, lighter casting. The new casting increases the LED luminaire's overall architectural appeal while continuing to protect the original, award-winning, utility-grade electronics and light engine. The LED AreaMax luminaire serves outdoor street, area, and security applications and is currently offered in a 40-watt and a 70-watt configuration.

Evluma has been changing the utility lightscape since the introduction of the AreaMax in 2012 and the announcement of a 10-year warranty in 2014. Rugged, die-cast construction; a glass lens; and 20kVA surge protection have made the AreaMax a dependable all-weather luminaire. The

new body design is lighter, sleeker, and offers ease of installation without losing any of its thermal properties. Ordered with the integrated photocontrol, the AreaMax becomes a single-solution luminaire.

"It's plug and play," said Sales Manager Paul Jamerson. "This new balanced design opens up new markets, appealing to utilities and municipalities interested in consolidating the look of their residential lighting. It's the same robust technology, the same manufacturing philosophy, but with a more sophisticated look and feel."

"Designed by Evluma engineers to be low profile, economical, and weather resistant, the new Evluma integrated photocontrol yields superior maintenance and efficiency gains," said Evluma President and CEO Keith Miller.

Formed in 2008, Evluma is committed to developing environmentally low impact LED lighting solutions that are affordable and long lasting. For more information, please contact David Tanonis at (925) 998-4297 or [dtanonis@evluma.com](mailto:dtanonis@evluma.com). **NWPPA**

by Nicole Case

# EPA's proposed power plant regulation remains controversial; can utility industry find a common ground?

**A**s reported in our July 2014 D.C. Report in the *Bulletin*, the Environmental Protection Agency's (EPA) June 2014 proposal to regulate the emission of greenhouse gas from existing power plants — called the Clean Power Plan — has created a “political firestorm.” The ambitious and complex rule seeks to reduce greenhouse gas emissions from existing power plants by providing each state with reduction targets, steps each state may take to reach those targets, and setting a nationwide goal of reducing emissions by 30 percent below 2005 levels by 2030. States have a year to develop their plans to meet these targets; two if they work with other states to do so.

The proposed rule, while specific in its goals and targets, lacks clarity and created confusion in its legal authority and technical assumptions. As predicted by Morgan Meguire's Elizabeth Kelsey, the only certainties with the proposed rule were that lawsuits were sure to follow and that the rule will serve as a “politicized lightning rod” in the run up to November's mid-term election.

The flurry of activity since June in Washington, D.C., and across the country has proven Kelsey's predictions as truth. Let's recap what has occurred on the proposed rule to date.

The EPA published the proposed rule in the Federal Register on June 18, 2014. That same day, Murray Energy Corporation, the nation's largest privately held coal mining company, challenged the proposed rule in federal court. Six weeks later, 12 states also sued the EPA on the proposed rule. The states challenge the agency's authority under section 111(d) of the Clean Air Act to regulate existing power plants. As you would expect, the 12 southern and upper Midwest states behind the lawsuit are heavily reliant on coal for their electricity.

In a surprising turn of events, the federal appeals court presiding over the Murray Energy challenge ordered the EPA to file a brief in response to the lawsuit; courts typically wait until a rule is final before taking action on a legal challenge. To acknowledge that the suit may go forward before the rule is finalized is unusual but not necessarily indicative of the court's leaning on the merits of the lawsuit.

Meanwhile, letters to the Administration poured in, highlighting the controversial nature of this regulatory undertaking. On June 3, 2014, in a move meant to be a pre-emptive strike, 41 Republican senators, led by Senate Minority Leader Mitch McConnell (Ky.) and Senator Mike Vitter (La.), sent a letter opposing the proposed rule to the President. Citing the severe financial impact on U.S. families for little environmental gains, the Republican senators urged the President to withdraw the proposal.

Eighteen past and present state utility commissioners weighed in, sending a letter raising concerns with reliability of the electric system under the proposed rule to the EPA. In their letter, the state utility commissioners characterized the Administration as out of step with the general public who support a rational and sensible approach that is sensitive to the needs of the environment and the middle class. Attorney generals for 13 states also sent a letter to EPA Administrator Gina McCarthy seeking withdrawal of the proposed rule and citing the agency's failure to consider key data in justifying the proposed rule.

Over the summer and into the fall, the U.S. Congress held a number of oversight hearings on the proposed rule. Hearings were held in the House Energy and Power Subcommittee and House Science Committee, and featured witnesses representing state utility commissions and Administration officials. Probably the most significant hearing was held by the House Energy and Power Subcommittee where all five members of the Federal Energy Regulatory Commission (FERC) testified. The FERC commissioners were particularly critical of the proposed rule's impact on reliability, which FERC Chair Cheryl LaFleur called “job one” of the commission; and on electricity costs, citing EPA's own acknowledgement that costs will increase (the EPA assumes electricity cost increases will be nominal). Commissioners Phil Moeller and Tony Clark expressed concern on the fundamental change that the proposed rule will have on how the U.S. power system will be operated: “Today, power plants are dispatched by cost — economic dispatch; the EPA rule will require plants to be dispatched according to emissions.” Moeller also expressed concern about the jurisdictional overreach of the EPA and the need to address gas pipeline constraints in areas like the Northeast. “I question whether we can afford to build needed pipelines if so much money is going into increasing our gas (power plant) fleet,” said Moeller.

In a particularly politicized move, House and Senate Republicans launched an investigation into the Natural Resources Defense Council's (NRDC) role in the development of the EPA's proposed rule. This investigation came after the *New York Times* published an article, “Taking Oil Industry Cue, Environmentalists Drew Emissions Blueprint,” on July 6, 2014, that claimed top NRDC employees wrote the blueprint that formed the basis for the EPA's proposed rule.

Outside the beltway, states aligned along party lines in support of or opposition to the proposed rule. Most notably for NWPPA, the governors of the states of Alaska and Idaho joined 13 other Republican state leaders to oppose the EPA's

plan, calling it “illegal.” At the same time, Democratic governors from California, Oregon, and Washington joined the Premier of British Columbia in announcing support for the plan.

The EPA, under pressure from 53 U.S. senators (including 10 Democrats), extended the deadline for comments on the proposed rule until December 1, 2014. In their letter to McCarthy, the senators wrote that “[t]his extension is critical to ensure that state regulatory agencies and other stakeholders have adequate time to fully analyze and comment on the proposal . . . the challenge is not only one of commenting on the complexity and sweeping scope of the rule, but also providing an opportunity to digest more than 600 supporting documents released by EPA in support of this proposal.” This comment extension is viewed by some as a political move, taking pressure off vulnerable Democrats prior to November’s mid-term elections. It also acknowledges that stakeholders need more time to analyze and prepare comments on the complex and ambitious plan.

NWPPA is considering taking advantage of the additional time to comment on the proposed rule. While the impacts of the proposed rule varies by utility and state, there are certain fundamental policy concerns electric utilities can all share: the continued reliability of our interconnected electric systems, the need to continue the provisions of affordable electric service, and recognition of early efforts to reduce greenhouse gas emissions. The EPA’s proposed rule presents challenges to utilities on all three of these overarching policy issues.

The EPA’s proposed rule presents challenges to the continued reliability of the system by the ambitious timeline set for meeting reduction targets and assumptions made about the availability of generating alternatives; switching from coal generation to natural gas, renewable energy, and energy-efficiency measures assumes the availability of those alternatives. This assumption has been questioned by stakeholders across the country. FERC Commissioner Moeller, as noted above, questioned pipeline capacity in the Northwest; Senator Murkowski questioned the availability of energy-efficiency gains in a state where homes must already be efficient to withstand severe winter weather. Given the need for maintaining system reliability, the EPA should set reduction targets that can be met in a manner and under a timeline that ensures a reliable system.

The cost of the proposed rule also presents a challenge to utilities. In a recently published study by a private economic consulting company (NERA Economic Consulting), the EPA’s proposed rule is estimated to cost at least \$366 billion, raising residential electricity costs in 43 states by double digits on average over 15 years. The study, which was funded by clean coal, farm, and energy advocates, concludes that consumers and businesses would pay \$41 billion or more per year, which is nearly five times the cost of all Clean Air Act regulations for power plants prior to 2010. The EPA should conduct a comprehensive and transparent economic analysis of the costs of the proposed plan with an eye towards the impact on consumers and the economy.

Electricity consumers have already made investments in

clean energy and efficiency that should be a part of the calculation that the EPA uses to determine state reduction targets; however, it is not clear that the EPA has credited states for early action to reduce greenhouse gas emissions. According to the Northwest Power & Conservation Council, in the Pacific Northwest, energy efficiency improvements by electric utilities total 5,600 average megawatts, saving electricity consumers \$3.5 billion in electricity costs. This achievement cost electric utilities \$375 million (2006 dollars), making energy efficiency the second largest resource in the Pacific Northwest behind hydroelectric power. Some states have also made commitments to use cleaner sources of generation, often at the expense of cheaper power. These achievements should be considered in any baseline calculations under the proposed rule. To ask states that have taken early action to do even more under the rule means that states who have made the strongest commitment to the rule’s policy goals are often left with the more expensive measures to comply, while other states may be able to meet their less stringent goals with low-hanging fruit.

With a goal of finalizing the rule in 2015, the EPA is unlikely to extend the comment period beyond December 1. November’s mid-term elections, however, may make it difficult for the EPA to meet that deadline. If Republicans take the majority in the Senate, one of their biggest targets would be the EPA’s proposed rule, particularly given McConnell is one of the proposal’s most vociferous opponents. Working in tandem with a Republican-led House of Representatives, a Republican majority in the Senate could make finalization of the rule more difficult for the Administration. **NWPPA**

*Nicole Case is NWPPA’s legislative consultant. She can be contacted at [nicole@nwppa.org](mailto:nicole@nwppa.org).*

## Update on S. 2588, the Cyber Security Information Sharing Act of 2014

The American Public Power Association and the National Rural Electric Cooperative Association have joined forces in support of cyber security legislation that is aimed at combating cyber-attacks through information sharing. S. 2588, the Cyber Security Information Sharing Act of 2014, would help businesses achieve timely and actionable awareness to improve detection, mitigation, and the ability to respond to cyber threats. S. 2588 is ready for Senate action and industry is urging the Senate to pass the legislation.

NWPPA supports information sharing to aid utilities efforts to combat cyber-attacks. For more information on the S. 2588 and how you can support its passage in the U.S. Senate, contact Nicole Case at [nicole@nwppa.org](mailto:nicole@nwppa.org).

General managers and board members can learn more about the threat of a cyber-attack and how to prepare and prevent future attacks in NWPPA’s half-day workshop, *HACK ATTACK!* The workshop will be held on December 10 from 10 a.m. to 2:30 p.m. at the Portland Airport Sheraton. For more information on the *HACK ATTACK!* workshop and to register for it, go to [www.nwppa.org/events](http://www.nwppa.org/events). **NWPPA**

## COVER STORY

by Neil Neroutsos and Joel Scruggs

# Businesses say no to energy-wasting ways

## SnoPUD energy-saving competition takes new angle on efficiency



(Left) Ken Walker of Ace Hardware was one of 16 business customers in Stanwood, Wash., who joined the Stanwood Energy Challenge, a five-month competition to save energy. (Right) The challenge included a broad range of local businesses, including restaurants, small retailers, dentists and realtors.

**G**ood things happen when a community comes together and competes. In Stanwood, Wash., 16 small businesses accepted a recent challenge from the Snohomish County Public Utility District to see how much energy they could save.

"The Stanwood Energy Challenge was a fun way to engage the community in learning more about how small actions and changes can eliminate energy waste," said Laura McCrae, utility analyst for the PUD.

The program engaged two teams, comprised of eight small businesses each, in a five-month competition to see which team could reduce its energy use by the largest percentage. Staged in a semi-rural community about 50 miles north of Seattle, the challenge recruited hardware stores, restaurants, dental clinics, realtors, architectural firms, and other businesses. To add an element of fun, the businesses selected team names: the C-Hawks and the Watt Watchers.

Unlike traditional energy-efficiency programs that focus on the replacement of inefficient equipment such as appliances and lighting, the competition emphasized energy savings through changes in individual or organizational behavior and decision making.

The Bonneville Power Administration (BPA), one of the program partners, provided funding. The PUD selected PEI, a Portland energy efficiency company, to provide pilot design

and implementation. The project team also included Lucid, an Oakland firm, which used its Building Dashboard software platform to provide businesses detailed insight into their real-time electricity usage and to track the teams' success. Tablets were placed in visible, public areas of each business to share real-time results. On-site signage helped educate customers and raised community awareness.

"Competitions like this help us better understand how to measure behavior-based energy efficiency and show us there's plenty of energy savings waiting to be had through employee behavior change in the Northwest," said Richard Gené, BPA's vice president of Energy Efficiency.

With energy used in commercial buildings accounting for about a third of the region's energy load, the challenge demonstrated that with a little time, ingenuity, and feedback, businesses can change their energy use behavior.

### Engaging businesses

In addition to the participating businesses, the PUD reached out to local business associations, civic leaders, and other community groups to garner support. City government formally endorsed the program and hosted organizing meetings and a celebratory awards program. The chamber of commerce and merchants' association communicated the success of the program to the greater community.

"While small businesses are a rich opportunity for energy efficiency, they are often the most difficult to reach," McCrae said. "The PUD knows these smaller organizations are typically busy with core business activities and often don't have the interest or expertise to focus on reducing their energy use."

A key feature of the program was using the dashboard to empower businesses with real-time energy information in order to help them identify low-cost opportunities for savings.

"Every penny counts — anything from the doors being sealed, to your lighting, to your neon signs," said Jose Amador, owner of Amigo Mexican Restaurant. "There are so many ways to save money that if you're not looking at it, it'll literally take away your profits."

Businesses reported that educating employees and getting them actively involved in the competition were critical to success.

"Our employees were very excited," said Andy Egloff, vice president of Coastal Community Bank. "There are a lot of eye-opening things going on around here now, from the light bulbs to the computer terminals."

### **And the winner is...**

Once the results were verified in early summer, the C-Hawks edged out the Watt Watchers, with respective energy reductions of 11.4 percent and 11.1 percent. Moreover, the benefits went beyond electricity savings as the actions businesses took also may have trimmed their natural gas, propane, and water use.

The PUD recognized the participants during an awards ceremony at the Stanwood City Council meeting in July. The Hare Award, for the biggest early saver, was given to Northwest Veterinary Clinic, which cut its use by 20 percent in the first month of the competition. The Tortoise Award, for the biggest late saver, went to Designs Northwest, which saved 38 percent in the final month. Windermere received the Most Valuable Saver Award due to its impressive efforts to troubleshoot energy issues with lighting and thermostats.

### **Program design**

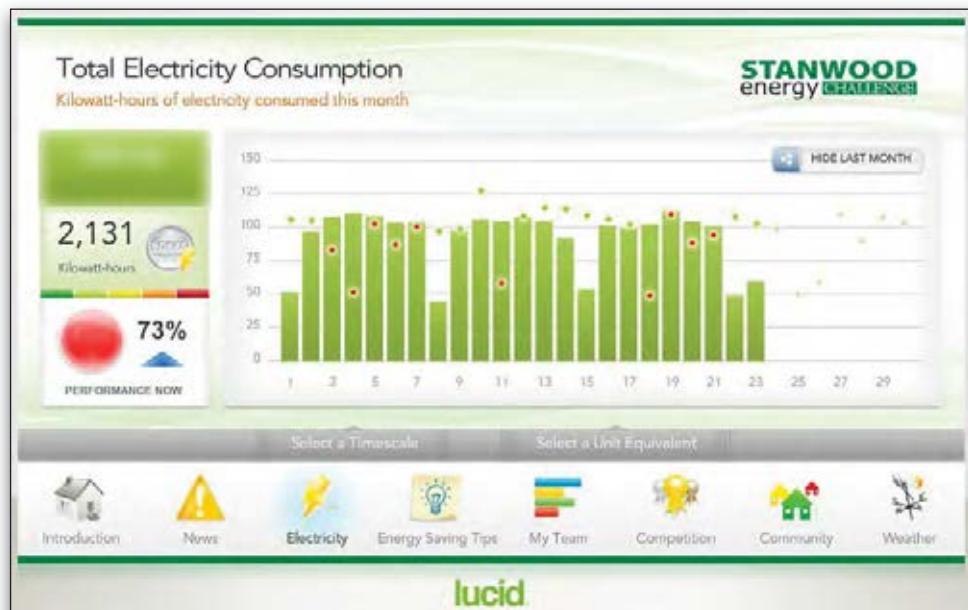
One key aspect of the Stanwood Energy Challenge is that it developed plans for measurement and verification well ahead of the program implementation. The project team knew that they needed hourly (or shorter) energy use data to verify savings estimates.

The pilot plan also called for differentiating between energy savings from behavior changes and those from equipment upgrades and other efficiency measures. It approached small businesses from a different angle. The goal was to see what behavior and operational changes employees could make to save energy in small businesses, given the context of a supportive community and a fun competition. The challenge encouraged behavior change (free savings), maintenance opportunities (thermostat settings and HVAC system tuning), and simple upgrades (light bulbs and thermostats); it also informed participants about more complex upgrades such as lighting fixtures and HVAC systems.

The dashboard provided several layers of information that proved useful during the competition. Electricity use, for example, could be tracked in several ways: by kilowatt-hours, energy use in dollars, and by how savings contributed to CO<sub>2</sub> reduction. Businesses could compare their energy use today versus yesterday, this week versus last week and by other time periods. The dashboard also offered a library of energy saving tips, grouped by business type (retail, office, restaurants, etc.). Participants could see how their individual businesses performed compared to other team members. Businesses could also view team-to-team performance results.

Businesses reported that the competition was not only an opportunity to save on energy bills, but it gave them opportunities to be role models in the community. It allowed them to show other businesses what could be done to reduce energy waste.

*Continued on page 28*



*A key feature of the program was using the above dashboard to empower businesses with real-time energy information in order to help them identify low-cost opportunities for savings.*



Snohomish PUD Commissioner Kathleen Vaughn (center) and Utility Analyst Laura McCrae (far left) honored a group of business customers who participated in the Stanwood Energy Challenge at a community event this summer.

The competition benefitted greatly by engaging the community prior to kick-off. The City of Stanwood and the local business associations committed to help recruit businesses and support it through ongoing communications. At the same time, the PUD obtained internal buy-in from various utility departments which would help ensure success, including Key Accounts, Metering, Communications & Marketing, and Planning & Evaluation.

While word of mouth helped communicate the challenge, the PUD also issued press releases, pitched stories to local media, and ran newspaper advertisements. In addition, the utility produced signage and sent updates to program participants and supporters. It created a collection of videos and written testimonials, which were posted along with other program information on a special website ([www.stanwoodchallenge.com](http://www.stanwoodchallenge.com)).

Ongoing interaction with all team participants by the PUD and PEI kept businesses excited about their savings results and actively involved in the process. PUD and PEI team members made sure they were available to troubleshoot any issues that arose. When they began the process of connecting the dashboard tablets, for example, they ran into issues of how tablets would be incorporated into the businesses' networks, each with its own unique configuration. Lucid, PEI, and the PUD Metering Department worked together to troubleshoot issues and resolve them prior to the launch.

The program demonstrated that through a combination of community, competition, teamwork, doing the right thing for the environment, and eliminating waste, it could provide motivation for energy savings. It demonstrated that such an approach could catch on in a community to achieve not only

success with savings, but overall success in business operations.

The Stanwood Energy Challenge model is one approach to behavior-based energy efficiency; other utilities are piloting behavior-based programs in an effort to keep the energy efficiency pipeline flowing.

"It's a great time to test models to changing customer behavior about when and how much energy they use," said Larry Blaufus, senior manager of customer accounts and energy services at Clark Public Utilities.

In the last few years, BPA has partnered with Snohomish PUD, Cowlitz Public Utility District, Springfield Utility Board, and Clark Public Utilities to test different models. A 2013 Snohomish PUD pilot tested a combination of energy-use feedback mechanisms and a competition between stores at 110 Starbuck's locations in the Northwest. The Clark and Cowlitz pilots are using frequent energy-use reports that show how households compare to their neighbors and other households in the region along with energy-saving tips to change behavior. Clark also tested whether adding a Facebook tie-in could bolster interest in the program. Cowlitz, a

Longview, Wash.-based utility with complete advanced metering infrastructure, also tested high-energy-usage alerts to trigger behavior changes. Meanwhile, Springfield partnered with a multi-tenant commercial building to test occupant engagement to change behavior.

Regarding the role of behavior change in future conservation programs, Blaufus said Clark is taking a wait-and-see-the-savings approach.

"We are hopeful that we can learn what's effective and refine the approaches in advance of even greater conservation challenges," he said.

While saving energy is the goal, there are also non-energy benefits to programs like this. Through the challenge, some businesses installed more energy-efficiency measures and others identified how operational changes could save them money on their energy bill.

"But that's not all," noted Summer Goodwin, BPA's behavior-based energy efficiency program lead. "The competition raised energy awareness in the community and forged new relationships with the utility, which is invaluable."

Results from the pilots are expected later this year.

To learn more about the community competition, visit [www.StanwoodChallenge.com](http://www.StanwoodChallenge.com). The website includes energy-saving resources, as well as testimonials and videos featuring many of the participating businesses. **NWPPA**

*Neil Neroutsos is a media liaison with Snohomish County Public Utility District in Everett, Wash.; he can be reached at (425) 783-8444 or nsneroutsos@snohud.com. Joel Scruggs is a public affairs specialist with the Bonneville Power Administration in Portland, Ore.; he can be reached at (503) 230-5511 or jlscruggs@bpa.gov.*



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- The *Bulletin* is mailed by the 15th of each month.
- Complete the online Job Opportunities ad placement form at [www.nwppa.org](http://www.nwppa.org).
- NWPPA reserves the right to edit all listings in order to fit size requirements in the publication.

## POSITION: Electrical Journeyman Lineman-Cable Splicer (U14-109)

COMPANY: Portland General Electric (Portland, Ore.)

SALARY: \$40.95-\$43.03 per hour.

DEADLINE TO APPLY: November 21, 2014.

TO APPLY: Apply online at [https://PGN.igreentree.com/CSS\\_External/CCSPage\\_Referred.ASP?Reg=U14-109](https://PGN.igreentree.com/CSS_External/CCSPage_Referred.ASP?Reg=U14-109). If you have questions, please call (503) 464-7250.

## POSITION: Transmission Planning Engineer

COMPANY: Public Utility District No. 1 of Douglas County (East Wenatchee, Wash.)

SALARY: DOE.

DEADLINE TO APPLY: November 21, 2014.

TO APPLY: Apply online at [www.douglaspubd.org](http://www.douglaspubd.org).

## POSITION: Power Generation Technician - Terror Lake Hydroelectric Facility

COMPANY: Kodiak Electric Association, Inc. (Kodiak, Alaska)

SALARY: \$43.83 per hour.

DEADLINE TO APPLY: November 24, 2014.

TO APPLY: Contact Nancy B. Sweeney, Human Resources, Kodiak Electric Association, Inc., for more information and an application packet at [nbsweeney@kodiak.coop](mailto:nbsweeney@kodiak.coop), (907) 486-7709, fax (907) 486-7767, or P.O. Box 787, Kodiak, AK 99615

## POSITION: Assistant Operations Supervisor

COMPANY: Elmhurst Mutual Power & Light Company (Tacoma, Wash.)

SALARY: \$84,000-\$94,000 annually.

DEADLINE TO APPLY: November 24, 2014.

TO APPLY: Email Administrative Assistant Diane Young at [dianey@elmhurstmutual.org](mailto:dianey@elmhurstmutual.org) or call (253) 531-4646 for an application packet.

## POSITION: Project Engineering Technician

COMPANY: Kootenai Electric Cooperative, Inc. (Hayden, Idaho)

SALARY: DOE.

DEADLINE TO APPLY: November 26, 2014.

TO APPLY: Complete a KEC employment application and supporting materials, available at [www.kec.com](http://www.kec.com). Mail to HR Manager, Kootenai Electric Cooperative, Inc., 2451 W. Dakota Ave., Hayden, ID 83835, or fax to (208) 762-8154.

## POSITION: Field Engineering Technician

COMPANY: Kootenai Electric Cooperative, Inc. (Hayden, Idaho)

SALARY: DOE.

DEADLINE TO APPLY: November 26, 2014.

TO APPLY: Complete a KEC employment application and supporting materials, available at [www.kec.com](http://www.kec.com). Mail to HR Manager, Kootenai Electric Cooperative, Inc., 2451 W. Dakota Ave., Hayden, ID 83835, or fax to (208) 762-8154.

## POSITION: Program Manager, Emerging Energy Technologies (R13-405)

COMPANY: Portland General Electric (Portland, Ore.)

SALARY: DOE.

DEADLINE TO APPLY: November 28, 2014.

TO APPLY: Apply online at [https://PGN.igreentree.com/CSS\\_External/CCSPage\\_Referred.ASP?Reg=R13-405](https://PGN.igreentree.com/CSS_External/CCSPage_Referred.ASP?Reg=R13-405). If you have questions, please call (503) 464-7250.

## POSITION: Power Generation Senior Mechanical Engineer

COMPANY: City of Tacoma (Tacoma, Wash.)

SALARY: \$91,020.80-\$116,688.00 annually.

DEADLINE TO APPLY: November 29, 2014.

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

## POSITION: Journeyman Lineman

COMPANY: Jefferson County PUD (Port Townsend, Wash.)

SALARY: \$42.04 per hour.

DEADLINE TO APPLY: November 30, 2014.

TO APPLY: Apply online at [www.jeffpud.org](http://www.jeffpud.org). Complete application and submit with resumé and cover letter.

## POSITION: Journeyman Lineman

COMPANY: Benton Rural Electric Association (Prosser, Wash.)

SALARY: \$42.47 per hour.

DEADLINE TO APPLY: December 1, 2014.

TO APPLY: Submit a Benton REA Application for Employment form, Attn: Jeff Ekrut, Operations Manager, P.O. Box 1150, Prosser, WA 99350.

## POSITION: Vice President, Transmission Marketing & Sales

COMPANY: Bonneville Power Administration (Portland, Ore.)

SALARY: \$120,794-\$181,500 annually.

DEADLINE TO APPLY: December 2, 2014.

TO APPLY: Qualification requirements, guidelines on how to apply, and detailed information can be found at [www.usajobs.gov/GetJob/ViewDetails/385084900](http://www.usajobs.gov/GetJob/ViewDetails/385084900).

## POSITION: Vice President, Northwest Requirements Marketing

COMPANY: Bonneville Power Administration (Portland, Ore.)

SALARY: \$120,794-\$181,500 annually.

DEADLINE TO APPLY: December 2, 2014.

TO APPLY: Qualification requirements, guidelines on how to apply, and detailed information can be found at [www.usajobs.gov/GetJob/ViewDetails/385084300](http://www.usajobs.gov/GetJob/ViewDetails/385084300).

## POSITION: Manager of Power Production

COMPANY: Cordova Electric Cooperative, Inc. (Cordova, Alaska)

SALARY: \$90,000-\$110,000, DOE.

DEADLINE TO APPLY: December 2, 2014.

TO APPLY: Submit resumé and cover letter detailing your interest and qualifications for this position, and three professional references. For information and application, go to [http://cordovaelectric.com/?page\\_id=109](http://cordovaelectric.com/?page_id=109).

## POSITION: Journeyman Meterman (U13-115)

COMPANY: Portland General Electric (Portland, Ore.)

SALARY: \$40.98 per hour.

DEADLINE TO APPLY: Open until filled.

TO APPLY: Apply online at [https://PGN.igreentree.com/CSS\\_External/CSS\\_Page\\_Referred.ASP?Reg=U13-115](https://PGN.igreentree.com/CSS_External/CSS_Page_Referred.ASP?Reg=U13-115).

## POSITION: Real-Time Marketing Supervisor

COMPANY: Grant County PUD (Ephrata, Wash.)

SALARY: \$45.67-\$63.94 per hour.

DEADLINE TO APPLY: Open until filled.

TO APPLY: Apply online at [http://www.appone.com/applinkportal.asp?R\\_ID=910482&AdCode=NW00371583](http://www.appone.com/applinkportal.asp?R_ID=910482&AdCode=NW00371583).

## POSITION: Electrical Engineer II or Senior Engineer I

COMPANY: Benton PUD (Kennewick, Wash.)

SALARY: DOE.

DEADLINE TO APPLY: Open until filled.

TO APPLY: For position details, minimum requirements, and application information, go to [www.bentonpud.org/careers](http://www.bentonpud.org/careers).

## POSITION: General Manager

COMPANY: Nespelem Valley Electric Cooperative (Nespelem, Wash.)

SALARY: DOE.

DEADLINE TO APPLY: Open until filled.

TO APPLY: Submit cover letter, resumé, recent salary history, and three business and personal contact information references to General Manager, Nespelem Valley Electric Cooperative, Inc., P.O. Box 31, Nespelem, WA 99155.

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**POSITION: Supervisor of Energy & Power Programs**

COMPANY: Benton PUD (Kennewick, Wash.)

SALARY: DOE

DEADLINE TO APPLY: Open until filled.

TO APPLY: For position details, minimum requirements, and application information, go to [www.bentonpud.org/careers](http://www.bentonpud.org/careers).

**POSITION: Electrical Engineer I**

COMPANY: Benton PUD (Kennewick, Wash.)

SALARY: DOE

DEADLINE TO APPLY: Open until filled.

TO APPLY: For position details, minimum requirements, and application information, go to [www.bentonpud.org/careers](http://www.bentonpud.org/careers).

**POSITION: Information Technology Services Department Manager**

COMPANY: Turlock Irrigation District (Turlock, Calif.)

SALARY: Up to \$151,434 annually.

DEADLINE TO APPLY: Open until filled.

TO APPLY: Detailed brochure is available at [www.ralphandersen.com](http://www.ralphandersen.com). Inquiries welcomed to Robert Burg at (916) 630-4900.

**POSITION: Engineer or Staking Field Engineer**

COMPANY: Ravalli Electric Cooperative (Corvallis, Mont.)

SALARY: DOE

DEADLINE TO APPLY: Open until filled.

TO APPLY: Send a cover letter with resumé and salary requirements to Jim McKay, [jimm@ravallielectric.com](mailto:jimm@ravallielectric.com) or mail to Manager of Engineering, Ravalli Electric Cooperative, P.O. Box 190, Corvallis, MT 59828.

**POSITION: Distribution Designer**

COMPANY: Peninsula Light Company (Gig Harbor, Wash.)

SALARY: \$26.10-\$37.04 per hour, DOQ.

DEADLINE TO APPLY: Open until filled.

TO APPLY: Apply online at [www.penlight.org/jobs](http://www.penlight.org/jobs).

**POSITION: Dispatch Manager - Regular**

COMPANY: Matanuska Electric Association (Palmer, Alaska)

SALARY: DOE

DEADLINE TO APPLY: Open until filled.

TO APPLY: Download, complete, and submit MEA employment application at [www.mea.coop](http://www.mea.coop).

**POSITION: Journeyman Lineman**

COMPANY: Klickitat PUD (Goldendale, Wash.)

SALARY: \$40.61 per hour

DEADLINE TO APPLY: Open until filled.

TO APPLY: Submit your written application to Klickitat PUD, c/o Human Resources, 1313 S. Columbus, Goldendale, WA 98620, or fax to (509) 773-4969. [NWPPA](http://NWPPA)

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