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NEPPA to offer professional training program for crew leaders

The importance of crew leadership cannot be overstated. The crew leader is the vital link between the planning and accomplishment of management goals for a public utility, as they relate to system operations. These positions - line superintendents, foremen, general foremen, lead linemen, crew leaders - are responsible for the day-to-day management of field operations for public power utilities, including job planning, job safety, employee



training, evaluation, and crew productivity.

NEPPA is offering a program specifically designed to provide supervisory and leadership skill training for the field supervisors and future field supervisors of public power systems. The course will cover all of the elements of the crew leader's responsibilities, and will provide a review of the knowledge, skills and abilities required for successful crew leadership, and the resources used in carrying out assigned tasks. It will also focus on the supervisory skills needed to effectively lead field crews, including decision-making, delegation, discipline, coaching and time management. Participants will gain a clear understanding of the challenges

inherent in crew leadership positions, and the skills and commitment required to meet these challenges.

The course will be offered in two locations in 2006: Oct. 17 -19 at the Radisson Hotel in Milford, Mass. and Tuesday, Oct. 31 - Nov. 2 at the Golden Eagle Resort in Stowe, Vt.

The program is open to crew leaders, supervisors, superintendents, lead linemen, foremen and managers of operations personnel who have not had formal training in supervisory or leadership skills, or who wish to improve their understanding and utilization of effective leadership skills. Also, operations personnel who may be selected for future crew leadership positions are invited to attend.

The course will be taught by Wyn Braun, a NEPPA trainer with over 30 years experience in the electric utility industry. As regional operator, shift supervisor, and regional manager for the Niagara Mohawk Power Corporation, he has supervised staff at all levels of an electric utility, with responsibility for teaching, training and testing employees in all areas of electric utility work. He has dealt with a large variety of personnel and labor issues, including arbitration, grievance procedures and job performance counseling.

Watch your mail for more information or visit www.neppa.org



Executive Director's Report

And the Winner is...

by Patrick Hyland



In late June, eight economists issued an "Open Letter to Policymakers," urging them to "stay the course" with regard to policies to encourage wholesale and retail electric competition. The letter states that recent increases in electricity prices were primarily due to increases in fuel costs, not the failure of markets or market mechanisms. The authors further state that "there is growing evidence that...consumers have saved billions of dollars in energy costs as a result of competitive markets when compared to the traditional regulation in effect before competition was implemented." The group includes some well known professors from some of the nation's leading universities, such as Alfred Kahn from Cornell, Paul Joskow from MIT, and William Hogan from Harvard.

Less than 3 weeks later, the Cato Institute issued a paper by Professor Robert Michaels from California State University which analyzes the costs and benefits of vertical integration in the electric utility industry.

The study concludes that there has been no meaningful comparison of the costs and benefits of restructuring, most notably as it took place in California, and that vertical integration (of generation, transmission and distribution) is a more efficient organizational structure for the electric power industry than the "deintegrated," or restructured, model. (The Cato Institute, it should be noted, is a Washington think tank that is committed to the principles of limited government and free markets!)

In late 2005, two professors from Carnegie Mellon University (Jay Apt and Lester Lave) also published a paper on wholesale and retail electricity competition, in which they concluded that "...there is no evidence that restructuring has produced any measurable benefit to consumers or to the systems which have restructured." They further note that restructuring has introduced several elements into the industry which act to raise costs, not lower them.

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Staff

Patrick Hyland
executive director
phyland@neppa.org

Mary Harrington
communications director
mharrington@neppa.org

Kris Nicolas
administrative director
knicolas@neppa.org

Sheila Boone
administrative secretary
sboone@neppa.org

David Fabrizio
safety director
dfabrizius@neppa.org

Lori O'Donoghue
training & events coordinator
lodonoghue@neppa.org

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Houlton, Maine

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Hingham, Mass.

Eric C. Werner
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tel: 508.482.5906
fax: 508.482.0932
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The Northeast Public Power Association is an organization representing and serving consumer-owned electric utilities in New England.

MMWEC proposes new power plant to meet public power needs

A 280-megawatt power plant proposed by the Massachusetts Municipal Wholesale Electric Company (MMWEC) may be small in terms of the resources needed to meet New England's growing appetite for electricity, but the plant represents a large piece of the future power supply for Massachusetts municipal utilities.

"The proposed MMWEC unit is one small power plant for New England but a large and crucial part of the supply for public power in Massachusetts," said MMWEC General Manager Glenn O. Steiger. "With MMWEC and the region facing power shortages in the near future, and few new plants under development, building a new unit is a practical and economic choice for municipal utilities," he said.

Many municipal utilities set new peaks in demand during the recent heat wave that drove New England's demand for electricity to a record 27,374 megawatts. In the face of increasing demand, the region's electricity supply has remained stagnant, and the lack of new resources is threatening power system reliability, according to power grid operator ISO New England.

"The risks of relying on the marketplace are simply too great, and development of the MMWEC unit will give municipi-

pal utilities a measure of control over the price and reliability of their future power supplies," Steiger said.

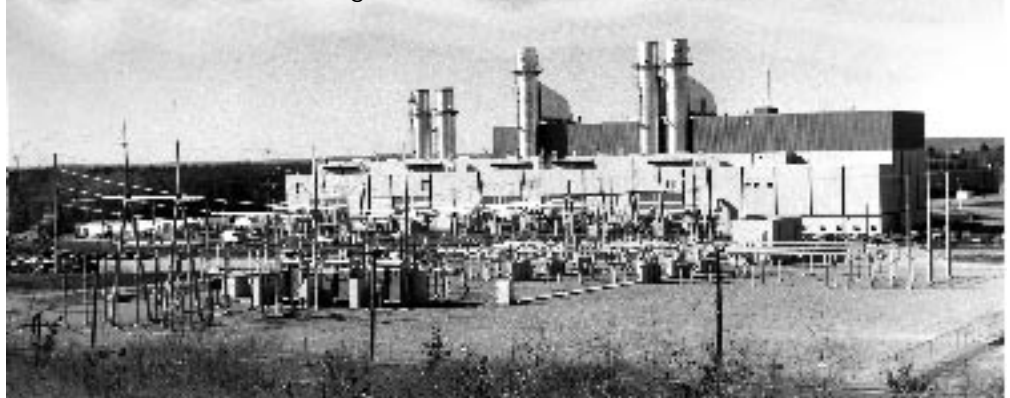
MMWEC is proposing construction of a natural gas and oil-fired plant at its Stony Brook Energy Center in Ludlow, home to the non-profit, public corporation's existing 520-megawatt Stony Brook plant. The site already has pipelines, transmission facilities and other infrastructure needed to support the new unit, which is planned for operation in 2010.

As the provider of power supply, financial and other services to the state's municipal utilities, MMWEC is projecting a power supply deficit of about 500 megawatts for its 26 member utilities by 2012. After studying the options available to meet this need, MMWEC decided to move forward with plans to build the new unit and now is seeking to enroll participants in the project.

The organization is recommending that its member utilities subscribe to 195 megawatts of the plant's capacity. Initially, the balance of capacity is being offered to the 14 non-member Massachusetts municipal utilities and a publicly owned utility in Rhode Island, the Pascoag Utility District. After that, any remaining capacity will be

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Early photo of the Stony Brook Energy Center in Ludlow, where MMWEC is proposing construction of a natural gas and oil-fired plant.



Golf tournament raises money for Benevolent Fund

NEPPA raised over \$800 for charity at the Benevolent Fund Golf Tournament held on July 11 in Charlton, Mass. Proceeds from this annual tournament are donated to the New England Public Power Benevolent Fund, established to aid public power employees or their families who are facing financial difficulties due to disabling accidents, extended illness, or tragic loss of life.

Winning teams are as follows:



- 1st Place:** John Tzimirangas, Hingham Municipal Light
Bill Bottiggi, Braintree Electric Light
Vin Cameron, Reading Municipal Light
Joe Gilmore, UTEC
- 2nd Place:** Bob Plourde, WESCO
Greg Sticka, Credit Suisse
John Terrasi, Shrewsbury's Electric Light
- 3rd Place:** Robert Reynolds, VPPSA
Dana Wildes, VPPSA
Chuck Underhill, VPPSA
Brian Evans-Mongeon, VPPSA

Closest to the pin contests were won by Barry McGlew of WESCO and Joe Gilmore of UTEC. Sam Bachhuber of Okonite won the Long drive contest.

NEPPA would like to thank our generous sponsors for their support.



First place winners are Vin Cameron, Reading Municipal Light; John Tzimirangas, Hingham Municipal Light; Bill Bottiggi, Braintree Electric Light and Joe Gilmore, UTEC.

AVCOM, Inc.
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Vermont Energy Ventures
ALTEC Industries
Consulting Engineers Group, Inc.
Arthur J. Hurley Co., Inc.
TCI, Inc.
The Okonite Company
PURMA
Hometown Connections

Public Utility Management Program resumes in October

The fall session of NEPPA's 2006 Public Utility Management Program will begin on October 2, with nearly 20 students scheduled to attend the second half of this year's program. The classes will take place again at the New England Center on the campus of the University of New Hampshire, and there is still time for new students to register.



The program, now in its 13th year, features in-depth review and instruction on critical topics, and is designed to assist public power officials in keeping their management skills sharpened and their understanding of industry issues up-to-date. Also, the program provides participants with a unique opportunity to work with colleagues from around New England in an interactive and enjoyable setting.

The fall program will cover the following topics led by experts in their fields:

The Art of Leadership by Dan Pelley, President, Dan Pelley Educational Services

Managing the Generational Mix by Rockie Blunt, President, Blunt Consulting Group

Financial Concepts and Mathematical Tools for Utility Managers by Scott Corse, CEO, Vermont Public Power Supply Authority

Public Relations and Public Power: What Every Manager Needs to Know by Robin Schell, Senior Counsel, Jackson Jackson & Wagner, and Tom Desilets, Marketing Manager, Shrewsbury Electric & Cable Operations

Classes will begin on Monday afternoon, Oct. 2 and will conclude on Wednesday noon, Oct. 4. Lodging is available at the New England Center for all participants. NEPPA members who wish to register or who have questions about the program should contact Pat Hyland at the NEPPA office.

Also coming up in the fall...

To learn more about these programs, or to register, go to www.neppa.org.

Communicating the Reality of Rate Increases

9:00 am to 2:30 pm
Friday, September 15, 2006
Kennebunk Inn, Kennebunk, Maine



How may I help you? Communication skills for customer service personnel

10 am – 2 pm
Friday, October 6, 2006
Shrewsbury Town Hall, Shrewsbury, Mass.



Employment

Employment advertising in News Line is \$30 with a maximum of 50 words or is free to NEPPA members. Deadline for the next issue is Aug. 24

DEL-JEN, INC

HIGH VOLTAGE EXTERIOR ELECTRICIAN

Del-Jen, Inc is seeking an experienced High Voltage/Power Production electrician in support of Civil Engineering operations at Hanscom AFB. Must be able to perform rough wiring, power distribution wiring, electrical equipment and fixtures wiring, installation and maintenance of electrical power distribution systems. Successful candidate will maintain, repair and install high and low voltage electrical distribution systems. Minimum of 7 years of experience in related field.

Benefits: Union position, \$28.69/hr, bonus, 3 wks vacation, 11 holidays, 100% company paid medical/dental/vision insurance, 401(k), 100% company paid short-term disability, and life insurance. For more information, please visit us on the Internet at www.del-jen.com

Apply by sending your resume to: Del-Jen, Inc., HR Department, 120 Grenier Street, Bldg 1810, Hanscom AFB, MA 01731 Fax: 781-377-4332 e-mail: mkurtiak@del-jen.com

GROVELAND MUNICIPAL LIGHT DEPARTMENT LINE WORKER

The Groveland Municipal Light Department is accepting applications for an experienced line worker. The Groveland Municipal Light Department is a municipal electric utility located 30 miles North of Boston serving

approximately 2,600 customers. We are currently in the process of converting our distribution system from 4.16Kv to 13.8Kv, and are seeking a self motivated, team oriented individual to join our department at this exciting time of growth. The successful candidate must have a high school diploma or equivalent, a valid CDL license or the ability to obtain one within 90 days, and be available for on-call duty. Responsibilities include construction and maintenance of overhead and underground distribution system up to 13.8Kv. All levels of experience are encouraged to apply, and compensation is commensurate with experience. Please send resume to:

Groveland Municipal Light Department
23 School Street, Groveland, MA 01834
Attn: Mike Cloutier.

An Equal Opportunity Employer.

TOWN OF HULL MUNICIPAL LIGHT DEPT. OPERATIONS MANAGER

The Town of Hull (pop. 11,300), a seacoast community located approximately 25 miles south of Boston, seeks a qualified candidate for the position of Operations Manager of the Municipal Light Department. The position reports to the Town Manager and is responsible for the direction and supervision of the electric transmission and distribution system and office operations.

Qualifications include considerable management experience in electric utility operations and strong leadership and communication skills. BS degree or equivalent in Electrical Engineering.

Copy of the job description is on the Town's website at www.town.hull.ma.us. Salary and benefits are negotiable. Applicants must submit a resume to the Town Manager, 253 Atlantic Avenue, Hull, MA 02045.

Contact email: cmccabe@town.hull.ma.us Visit our website at www.town.hull.ma.us

Vermont Electric Cooperative, Inc. is seeking applications for 1st Class Lineworker A for our Newport Service District. Position requires safe installation, maintenance and removal of overhead and underground transmission and distribution systems.

Vermont Electric Cooperative, Inc.



- Minimum Qualifications**
- High School diploma or equivalent
 - 5 years experience as an electric utility Lineworker
 - Must have satisfactorily completed an approved Lineworker training program.
 - Must be proficient in the use of hotline tools and underground locating equipment.
 - Must acquire and apply a working knowledge of VEC standards and the National Electric Safety Code.
 - Must possess a Commercial Driver's License
 - Will gain and maintain proficiency using VEC's Information Systems as they pertain to Operations.
 - Working knowledge of current Microsoft Office programs is required.
 - Must be able to interpret and apply the regulations, policies and procedures under which VEC operates.
- Send cover letter and resume to:**
- Vermont Electric Cooperative, Inc.
Human Resources
42 Wescom Rd.
Johnson, VT 05656
802-635-2331
800-832-2867

Executive Directors Report

Continued from page 2

These include:

- Uncompetitive and incomplete markets for essential services;
- Paying market clearing prices for all generation;
- Expensive new institutions; and
- A large increase in the cost of capital due to increased uncertainty.

What's a fellow to do? Unlike weather forecasters, there is no simple way to tell who's right and who's wrong among dueling economists. Who did their homework correctly, and who overlooked a few things? It's impossible to know, especially for those who are stuck with the results of restructuring, and don't know if they should feel like they are on the right path or the road to hell.

What we do know, at least here in New England, is that restructuring has changed

the electric power industry so profoundly that it is truly impossible to compare "what is" to "what might have been." Laws have been passed, companies have been bought, sold and broken apart, and new, complex markets have been opened for business. At the same time, a whole new generation of energy professionals and investors are growing up in this new world, with little knowledge of, or concern for, the old days.

It may be too late to go back here in New England, but fundamental disagreements among economists on the costs and benefits of restructuring should be a real concern to officials and policymakers in other states and regions. A solid understanding of real world experience, and not just economic theories, may help others make the right decisions elsewhere.

Member Notes

Control Microsystems

Control Microsystems Of 48 Steacie Drive, Kanata, Ont. has joined NEPPA as a Corporate Member. Sherry Droeske can be reached by phone at (613) 591-1943 or fax at (613) 591-1022. Control Microsystems is a market leader in the development and manufacturing of SCADA hardware and software. The company's SCADAPack™ controllers are installed in over 100,000 installations around the world and are known for their high value and reliability. All Control Microsystems products are marketed around the world through a comprehensive network of product representatives, resellers and distributors. As part of its industry-leading customer support program, Control Microsystems offers direct technical and sales support through dedicated factory teams. For more information visit www.controlmicrosystems.com

McCauley Lyman, LLC

McCauley Lyman, LLC, has joined NEPPA as a corporate member. Don McCauley, principal, is the main contact and can be reached at (781) 250-3701 or faxed at (781) 250-3737. The law firm is located at 890 Winter Street, Suite 170, Waltham, Mass 02451.

Waters Consulting Group, Inc.

Waters Consulting Group, Inc. has joined NEPPA as an associate member. It is located at 5050 Quorum Drive, Suite 625, in Dallas, Tex. Xylia Rosenzweig is the primary contact and can be reached by phone at (214) 466-2433 or faxed at (972) 481-1951. Waters Consulting has extensive experience in the human resources field and offers a comprehensive approach to candidate recruitment, selection, and evaluation.

offered to other public power entities in New England.

In a phased approach to project development, MMWEC currently is seeking commitments to fund approximately \$5 million in development work over the next two years, including work on the regulatory, environmental, permitting, contracting, and financing aspects of the project. When this work is complete, MMWEC and its project participants will decide whether to proceed with construction and financing for the new unit, which is estimated to cost about \$220 million.

"The initial responses from potential project participants have been positive, and we expect the project to be fully-subscribed by September," Steiger said. "Massachusetts municipal utilities are uniquely positioned to build and own new generation, and there are significant benefits of ownership that will flow directly to municipal utility consumers," he said.

Most utilities are barred from building power plants under industry restructuring rules that favor plant ownership by private, independent generating companies. However, municipal utilities have retained their ability to develop new plants and deliver the benefits at cost-based rates to their consumers. In addition, unit ownership will reduce significantly the exposure of municipal utilities to New England's highly volatile spot energy markets.

The proposed MMWEC unit will use the latest and most efficient combined-cycle generating technology in which hot exhaust from the main turbine is used to produce steam and generate additional electricity in a separate steam turbine. The unit also will use the latest emissions control technologies in order to meet or exceed the current air quality standards.

"MMWEC is planning a highly-efficient, state-of-the-art generating unit that will result in significant power cost savings for participating utilities," Steiger said. "We are pursuing other resource options for our member utilities, but the new unit will fill about 40 percent of the gap in our members' power supply," he said.

MMWEC is planning to meet the balance of its members' needs with a combination of unit ownership, contract purchases, spot market energy purchases and demand management programs in order to maintain diversity in their power supply portfolios. Such diversity spreads power supply risks across a broader range of resources and provides protection against the uncertainty of wholesale power prices.

MMWEC is a non-profit, public corporation and political subdivision of the Commonwealth of Massachusetts that provides a wide range of power supply, financial and other services to the state's consumer-owned, municipal electric utilities.

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www.neppa.org

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You will find the answers to many of your questions and a whole lot more.

Upcoming Events

August 17

Regional Power Supply
Littleton Electric Light & Water
Littleton, Mass.
9:00 a.m.

August 31

Public Communications
NEPPA Office
Milford, Mass.
10:30 a.m.

August 22

Board of Directors
Radisson
Plymouth, Mass.
7:00 a.m.

Upcoming Events

August 20 – 23

Annual Conference
Radisson Hotel
Plymouth, Mass.

September 15

Communicating the Reality of Rate
Increases
Kennebunk Inn
Kennebunk, Maine

October 2 – 4

Public Utility Management Program
Fall Session
New England Center
Durham, N.H.

October 6

Communications Skills for Customer
Service Professionals
Shrewsbury Town Hall
Shrewsbury, Mass.

December 8

Annual Membership Meeting
Tournament Players Club Boston
Norton, Mass.

