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Congressional Staff Tour scheduled for Vermont



The NEPPA Legislative Committee is hosting a Congressional Staff Tour in Northern Vermont, Aug. 2-4. This event gives New England aids the opportunity to hear first-hand how energy and environmental issues affect public power communities in Maine, New Hampshire, Vermont, Rhode Island, Connecticut and Massachusetts.

The tour will begin in Burlington, Vermont where participants will be briefed on NEPPA and public power in New England, as well as New England electric generation, trans-

mission, wholesale market operations and the new regional transmission organization. A walking tour of the ECHO Center will precede lunch with a Burlington Electric Department briefing on its program to reduce greenhouse gas emissions. The afternoon will be spent viewing alternative energy sites in and around Burlington including the McNeil Plant, a methane project, gas turbine, hydro facility and a local solar house.

The second day will begin in Stowe, Vermont with a briefing at the Vermont Public Power Supply Authority on wind

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How leaders lead: **The power of influence in a changing industry**

A workshop for public power leaders and leaders-to-be

As the energy industry continues to be transformed through the forces of deregulation and market-based competition, leadership skills are more essential than ever for those utilities and companies that seek to survive and grow in this new environment. While traditional "top down" leadership has long been the predominant model in the utility industry, it is evident that more companies now recognize the need to identify and foster new leaders from all levels of an organization, as well as all disciplines. It is also apparent that cultural and generational differ-

ences in our society require new ways of thinking about leadership, and the skills that contemporary leaders need to influence others.

For public power officials, the challenges of leadership in today's industry and economy are many, including:

- How to establish productive working relationships with elected officials;
- How to introduce new projects and services;
- How to deal with increasing financial

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Executive Director's Report

What do I get for my money?

by Patrick Hyland



As a voluntary association of not-for-profit companies, NEPPA is dedicated to providing services and programs of real value to its utility members. We are often asked to demonstrate the value of membership in dollars and cents, so that public power utilities can justify the annual dues and fees that they pay to participate in association programs. Over the next few months, a number of programs and events have been planned which you may have already heard about. Some of them are detailed in this month's newsletter. For those who may wonder about the value of participating, here's a brief summary of the potential return on your investment:

Leadership Workshop – June 3

The NEPPA Public Communications Committee has scheduled a workshop on leadership, which will focus on the skills of influence and motivation, in order to secure commitment to one's ideas, plans and pro-

posals. If one participant can utilize these skills to sell an idea, convince a board, or eliminate a workplace conflict, the payback will be enormous.

Business Managers Roundtable – June 4

A group of NEPPA Business Managers is working with the staff to hold a one-day roundtable on business issues in early June. For the price of a sandwich, participants will learn about municipal credit evaluation and discuss a proposed data collection project which will provide benchmarks related to municipal utility finances. If a participating system can help strengthen its credit rating based on what it learns at the roundtable, it can lower interest costs on future debt issues.

Utility Conference & Expo – June 8

A full day's exposure to new utility equipment, tools and practices, in addition

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The Northeast Public Power Association is an organization representing and serving consumer-owned electric utilities in New England.

to insights on changing the culture of workplace safety and building strong teams. An opportunity for utility operations staff to share ideas and learn about new developments which can affect their companies.

Safety Summit – June 9

An in-depth review of utility safety practices by the NEPPA training staff. Participants will learn about safety codes and procedures, new safety regulations, and lessons learned from accidents (and near accidents) which have occurred in our region. The payback from a more safety conscious workforce is priceless.

Benevolent Fund Golf Tournament – July 12

A chance to spend a social day with professional colleagues while contributing to the NEPPA Benevolent Fund. When accidents or illness cause serious financial hardships to public power employees or their families, the fund is available to provide financial assistance as needed.

Congressional Staff Tour – August 1 – 4

Three days with staff members from the New England Congressional Delegation, which provides an unparalleled opportunity to inform and educate them about public power in New England, and our legislative and policy priorities. These relationships have proven to be invaluable when NEPPA members' interests have to be advanced or defended during Congressional legislative proceedings.

Annual Conference – August 15 – 18

An opportunity to meet professional colleagues and learn about industry developments from some outstanding experts. Ethics, governance, crisis communications, customer surveys and RTO New England will be on the agenda, and you will learn some things that you did not know. A more educated public power official is a more valuable asset to his/her organization and community.

Northeast Public Power Lineworkers' Rodeo – September 11

If competition breeds excellence, then the Lineworkers' Rodeo is the best investment a utility can make in enhancing the skills, practices and teamwork of its line crews. If you don't believe it, just speak with any of the past participants, and they will convince you of the value of this event. The evening awards banquet is the single most enjoyable event of the year for many lineworkers and their families.

Please mark your calendars and plan to join us for some of these events. Your investment will be returned many times over.

*Mark
your
calendars!*

2004 NEPPA Annual Conference

This well-attended annual event will include two days of informative sessions on current issues affecting public power in New England, and many opportunities for participants to gain new perspectives on their industry and their organizations.

August 15-18
Wyndham Hotel, Burlington, Vermont



Employment

Employment

advertising is \$30 with a maximum of

50 words or is free

to NEPPA members.

Deadline for the next

issue is May 21.

Westfield Gas & Electric Lineman/Troubleshooter.

This individual is responsible for the installation, removal, maintenance, repair and documentation of the systems and devices comprising the Department's electric distribution system. Minimum entrance requirements include but are not limited to:

- Minimum five years experience as Journeymen or First Class Lineman
- Qualified Lineman under MGL c.149 s 129c
- Four years training under an approved apprentice line program
- Massachusetts Class A or B Commercial Driver's License
- Excellent written and verbal English communication skills
- Working knowledge of the safe practices and procedures utilized maintaining energized circuits of 23,000 volts and below
- Ability to work flexible hours and respond to emergency events after business hours

An attractive wage and benefits package is associated with this position (the hourly

rate is \$30.14/Hr.). Relocation services are not provided.

Qualified candidates are requested to send a resume by May 19, 2004 with cover letter to:

Westfield Gas & Electric
P.O. Box 990;
Westfield, MA 01085-0990
Attn: Operations Dept.

Please refrain from contacting us via telephone

San Diego Gas & Electric Journeyman Linemen:

San Diego Gas & Electric offering union scale, relocation bonus, relocation costs paid, doubletime overtime, annual bonus, commitment to safety, family health insurance, homebuying and homeselling assistance, 401K, pension, interview and househunting trip with spouse paid. \$500 Referral Bonus offered by Candy, Contract Recruiter, ASAP 858/566-8151 or caplansearch@cs.com

Obituary

RMLD Commissioner Hughes dies



Long-time Commissioner Bill Hughes passed away April 5 at Reading Municipal Light Department (RMLD). He was found by an RMLD employee who was making rounds at 6:30 a.m.

In March, Bill was re-elected to his sixth term on the RMLD Board of Commissioners, a position he has held since 1989. He served as chairman of the Board from April, 2002, through April, 2003. At the March 10 Board meeting, he was voted in as vice chairman.

He was a strong presence in the

Reading community and participated as a member of the "Bright Lights," an RMLD spelling bee team, that recently competed at the Coolidge Middle School.

"I was very saddened to hear of the passing of Bill Hughes," said RMLD Board Chairman Phil Pacino. "The Pacino and Hughes families go back a long way."

"RMLD has lost a very dedicated commissioner," said General Manager Vinnie Cameron. "Since his election to the Board in 1989, Bill has worked diligently for the RMLD ratepayers and employees."

Hughes

Leadership skills

Continued from page 1

Thursday, June 3, 2004
9 AM – 2 PM
Radisson Hotel,
Marlborough, MA



demands from municipal governments;

- How to sustain employee morale and build effective working teams; and
- How to painlessly get from confrontation to collaboration when strong differences of opinion exist.

On June 3, the NEPPA Public Communications Committee will host a workshop that will provide participants with an understanding of the skills and techniques to meet these and other challenges. Public power leaders and leaders-to-be will learn

and use the powers of persuasion and influence, and not simply the power of authority. Securing commitment to one's ideas, plans and proposals is time-consuming and difficult, but it can be done when the proper techniques are used, and the appropriate skills are learned.

Participants will engage in an interactive discussion of the sources of power, the nine techniques for influencing others, and how power and influence are used within their own organizations. Leading research on power and influence will be reviewed, within the context of current business challenges. Participants will also engage in role playing and other exercises to build their influence skills. Finally, each person will develop an influence plan for how they will approach an upcoming real work situation.

Watch your mail for details on this June workshop. For more information, call Mary Harrington at NEPPA, (508) 482-5906.

Congressional Tour

Continued from page 1

power initiatives in Vermont and a farm methane project. After a tour of the Morrisville Hydro Plant at Green Mountain Reservoir, participants will have an afternoon free for recreation and sightseeing.

Day three will include a Tour of Mt. Mansfield Ski Resort and a briefing on snowmaking and electric supply in Stowe.

WMGLD employees receive cable training

Wakefield Municipal Gas & Light Department (WMGLD) Electric Division lineworkers recently received certificates signifying the completion of instructional training by RCN Corp. The training focused on advanced installation and maintenance of the fiber optic system used by RCN in Wakefield. The training allows the WMGLD lineworkers to service RCN's fiber optic and coaxial cable system if needed at any time in the future. The recent training further enhanced and updated the technical skills of WMGLD lineworkers (front row, left to right) Ed Gaudreau, John Ragucci, Rich Fedele, Dennis Sullivan and Bill Curran. (Back row, left to right) Kevin Sheeran, Fred Swenson, Ralph Brown, and John Davis.



*To public power service providers
in New England....*

Sponsorship Opportunities

are available for the

Sixth Annual Northeast Public Power Lineworkers' Rodeo

The Northeast Public Power Association and the Burlington Electric Department are pleased to offer sponsorship opportunities for the sixth annual Northeast Public Power Lineworkers' Rodeo. This annual event, held on the shores of Lake Champlain, features three-man teams of public power lineworkers showcasing their skills while emphasizing safe work practices. Sponsors will be recognized on signs and printed materials during the event, and at the evening awards banquet. They will also receive formal recognition through NEPPA's newsletter and website.

This year, sponsorships are being solicited for each of the five events that make up the Rodeo competition. The full cost of sponsorship is \$500 per event, although partial sponsorships for lesser amounts are also welcome and appreciated. In addition to signs and recognition during the Rodeo, event sponsors receive tickets to the pre-Rodeo barbeque (on Friday night) and the Saturday evening awards banquet, where they will be publicly thanked for their support. They will also have their company names printed on the official Rodeo shirt, which all competitors receive (and which are available for sale during the Rodeo).

To become an event sponsor for the 2004 Lineworkers' Rodeo, please contact Lori O'Donoghue at (508) 482-5906, ext. 11 or lodonoghue@neppa.org.



Kennebunk gets a helping hand from PSNH



Kennebunk Light & Power District recently had an operation in its sub-station that resulted in the failure of a 12M transformer. After contacting the neighboring utility and searching through NEPPA's Mutual Aid directory to find a system operating at the same voltage, KLPD went to the emergency aid web site of the Electric Council of New England. Mark Dufoe, general foreman at KLPD made contact with Steve Hogan at Public Service of New Hampshire. PSNH responded immediately and affirmatively. Arrangements were made for PSNH to install and KLPD to rent a brand new 14 Meg portable unit from Public Service of New Hampshire.

Photo by Robert Henriksen

Utility Conference & Expo

Invitation to vendors and exhibitors

There is still time to join the companies listed below as an exhibitor at the NEPPA Utility Conference at the Holiday Inn Boxborough Woods, Boxborough, Mass. NEPPA's 2004 Utility Conference and Expo will be New England's premier meeting for electric utility vendors, service providers, and public power officials. The conference will feature a one-day trade show with adjoining indoor and outdoor exhibit areas, hands-on demonstrations of the newest utility tools and equipment, and a reception and dinner for all exhibitors and conference participants. For more information or to register, call Lori O'Donoghue at (508) 482-5906, ext. 11 or lodonoghue@neppa.org.



June 8 & 9
Boxborough, Mass.

A.A. MacPherson
ALTEC Industries, Inc.
American Test Center
Associated Credit Services Inc.
AvCom
Bashlin Industries
Cogsdale Corporation
Cooper Power Systems
D.C. Bates Equipment Co., Inc.
Diversified Inspections/ITL
Dufresne-Henry
E.L. Flowers & Associates
Electric Motion Co., Inc.
EMSPEC
Graybar
H D Electric

H. J. Arnett Industries, LLC
HiPotronics
Holophane Co.
Hometown Connections
Hubbell Power Systems
Hydron Inc.
Itron, Inc.
McFarland Cascade
Merichem Company
Mohawk Limited
North Pacific Pole Company
The Okonite Company
Polywater
Power Sales Group, Inc.
Powertech Associates
Rainbow Sales

Richards Company
Ripley Company
Sauber Manufacturing Company
Schonstadt
SGC Engineering, LLC
Shamrock Power Sales
Southworth-Milton, Inc.
Spec-Lines
Spectrum Industries, Inc.
Stockwell Testing Laboratory, Inc.
Stuart C. Irby Co.
Thomas & Betts Corporation
Trayer Engineering
Utility Power Supply Company
VATECH Ferranti-Packard Transformers
WESCO Distribution Inc.

Committee Meetings

May 13

Public Communications
10 am
NEPPA office

May 27

Executive
10 am
Morrisville Water and Light Department
Morrisville, Vt

Upcoming Events

May 6-7 Spring Session

Supervisory Skills
Radisson Hotel
Marlborough, Mass.

June 3

Leadership Workshop
Radisson Hotel
Marlborough, Mass.

June 4

Business Managers Roundtable
Shrewsbury's Electric Light Plant
Shrewsbury, Mass.

June 8 – 9

Utility Conference And Expo
Boxborough Holiday Inn
Boxborough, Mass.

July 12

Benevolent Fund Charity Golf Tournament
Sterling Country Club
Sterling, Mass.

August 1-4

Congressional Staff Tour
Vermont

August 15 – 18

Annual Conference
Wyndham Hotel
Burlington, Vt.

September 11

Northeast Public Power Rodeo
Burlington, Vt.

October 4-6

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

October 7

Administrative Conference
Location TBA

