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NEPPA honors commissioners at Annual Conference

See more on NEPPA's 2006 Annual Conference on pages 2-6

Each year, NEPPA recognizes outstanding industry leaders for their contributions to public power including members of governing boards who have served their communities with distinction for a long period of time.



(above)
 Wayne Doerpholz presents an award to Andy Kozinetz, *(at right)* Swanton commissioners receive their awards. Neal Speer, George Lague, Brian Savage and Christopher Leach.

Eight commissioners, all nominated by their utility general managers, were honored at NEPPA's Annual Conference held in Plymouth, Mass. Aug. 20 – 23.

Three of the recipients are long-term members of the Swanton Village Electric Department.

According to General Manager George Lague, "all three have a good read on the pulse of the community and have been extremely supportive in all areas of municipal organization including electric, water, wastewater, fire and police departments, and they all bring unique skills to the organization."

All areas of village operations benefit from the expertise of Neal Speer, who owns a construction business and brings a wealth of knowledge to his role on the Board.

Brian Savage, a banker by trade

and running for a seat in the Vermont legislature, brings his financial background to the utility and contributes to its operation as a well-oiled business.

Christopher Leach is a mechanical engineer by technical training and very involved in the utility's electric system. "He drives home the point that we have to constantly reinvent, be proactive, and continue to be involved with associations like NEPPA to get the bigger picture," said Lague.

Wayne Snow, Town of Georgetown Electric Department's general manager, nominated Commissioner Arthur Rauseo, for an award saying that the long-time resident of Georgetown has demonstrated a keen understanding of his community and



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Executive Director's Report

Facing New Realities

by Patrick Hyland



The 2006 NEPPA Annual Conference is now history, and we are already beginning to make plans for next year's event in Maine. Before it fades from memory however, it is well worth our time to reflect on some of the insights and advice offered by our conference speakers in Plymouth. Overall, the speaking program got positive evaluations from our members and guests, who heard from 10 speakers over two days on a variety of topics. In keeping with our theme of "Facing New Realities," most of our speakers focused on trends and developments with important implications for New England public power officials. Here are a few of them:

New England: New Century, New Game

– Neal Peirce politely reminded his New England audience of why our region is rapidly losing out to other parts of the country when it comes to economic growth and vitality. We are, he said, rapidly losing our "seedcorn" of young, educated people who are moving elsewhere due to the cost of

housing, high taxes and overregulation. It is time, he said, for our region's governors to take a leadership role in collaborating on such critical issues as energy, housing and healthcare, if we are to reestablish New England as a vital and competitive section of our country.

New England's Energy Future – Gordon van Welie, CEO of ISO-New England, pointed out the impact of our over-reliance on gas-fired generation, with electricity prices closely tracking natural gas prices in the past two years. He also underscored the difficulties in siting new baseload generation plants in New England, along with the opposition to new LNG terminals and pipeline infrastructure, resulting in continued high reliance on existing resources. While most New England states have adopted renewable portfolio standards as part of their energy plans, there is a very large gap between renewable targets and actual capacity, raising the question of whether our

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

2006 Annual Conference benefits from the generosity of its sponsors

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Thank you!



Fred Avila, president of AVCOM

AVCOM honored at Conference

AVCOM, Inc. a manufacturer's representative company that serves electric utilities throughout New England, is the recipient of NEPPA's 2006 Outstanding Associate Member Award.

AVCOM has consistently made sponsorship donations to NEPPA's Benevolent Fund Golf Tournament and Annual Conference Golf Tournament, as well as sponsoring players for these events. In addition, the firm has been a regular exhibitor at NEPPA's Expo & Operations Conference, and has always provided gifts to this event for raffles.

"AVCOM is one of the most loyal and supportive members that we have and we are very fortunate to have AVCOM, Inc. in our membership," said Pat Hyland who presented the award to Fred Avila, president of AVCOM.

"Fred Avila has, when asked, offered advice and suggestions to the NEPPA staff to help improve the quality of our annual trade show, and has always responded when NEPPA has solicited the support of its members at different times." Hyland added.

Facing New Realities

Continued from page 2

For those who did not attend this year, please circle August 19 –22 on your 2007 calendar and plan to join us at the Samoset Resort in beautiful Rockport, Maine!

policy goals are truly achievable over the next 10 years.

Electric Deregulation: Is it Working?

- Ashley Brown and John Anderson engaged in a friendly debate about the pros and cons of electric restructuring, and shared the opinion that things would be much better now if “politicians and regulators” didn’t get so involved in writing new laws and regulations for competitive power markets. California, according to Brown, showed what can happen when the politicians “buy off” every interest group to avoid controversy and opposition to restructuring legislation. In Anderson’s opinion, the “organized markets” (such as ISO-New England) are simply not competitive, and must be fixed in a number of ways – as soon as possible.

Human Impact Planning – Dr. Gerri King described the profound implications of a major crisis – whether natural or man-made – on the organizations that sustain them, including the serious psychological

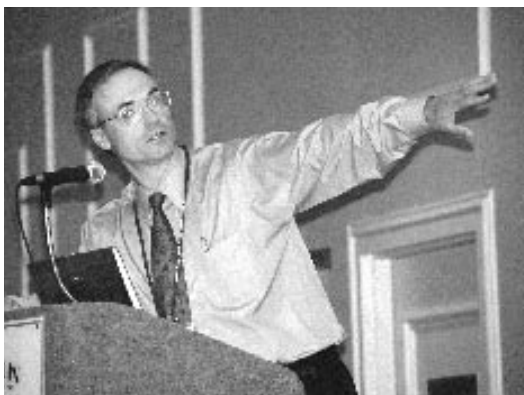
impacts on their employees. She reminded us that human beings in a crisis always consider their loved ones first, and that organizations must therefore have plans and contingencies in place to deal with the human aspects of crisis and disorder. Her descriptions of companies coping with the aftereffects of Hurricane Katrina last year were especially poignant and timely.

What you need to know about

Retirement – Warren Mackensen provided a comprehensive review of what retirement planning is all about, and offered excellent advice for those getting closer to the big day. Along with his detailed financial advice, he also reminded us that retirement is an opportunity to “follow your passions and fulfill your dreams,” and to try to answer the important question: “What is the purpose and meaning of my life?”

These and other speakers gave us all a lot to think about during our few days together. They reminded us that we all share common concerns, aspirations and goals, and that we really can benefit from the experiences of others as we live our own lives, both personal and professional. They also reminded us of the big difference between rhetoric and reality as public policies are formulated by our elected and appointed leaders. We hope that each of you who attended found something of value in this year’s conference.

Annual Conference speakers (clockwise) Gordon van Welie, Dr. Gerri King, Howard Axelrod, John Anderson and Fran Cummings



Gallagher is Person of the Year

NEPPA's most prestigious award, the Person of the Year, is presented each year to an individual who has made sustained, outstanding contributions to NEPPA and to public power, both in the northeast region and nationally.

This year's recipient, Bill Gallagher, has been part of the NEPPA organization from its founding days, and has been a leader in public power both regionally and nationally.

He recently retired as CEO of Vermont Public Power Supply Authority shortly after completing his term as chair of American Public Power Association. As the leader of a national association, he brought honor and recognition to his state and region, and provided the type of strong, focused leadership to APPA that could be seen in his own career as CEO of VPPSA. In that capacity, his knowledge, skills and vision won the respect of his colleagues throughout the region, and made VPPSA one of the country's leading joint action agencies.

He has also been a strong and dedi-

cated supporter of NEPPA throughout his career. As long-time chairman of the NEPPA Regional Power Supply Committee, he brought purpose and stature to that group, and made it a force to be reckoned with at NEPOOL and at ISO-New England as restructuring swept through our region. He has consistently and forcefully spoken on behalf of the consumer throughout the deregulation years, and remains committed to reforms of electric markets that benefit actual consumers and not just market participants.

"We are fortunate indeed to have had Bill Gallagher on our side for so many years," said NEPPA President Ted Garille, who presented the award.

Although retired from his full-time job, the VPPSA Board has retained his services as a part-time consultant, so he will continue to be able to serve the public power community in some capacity and impart some of the experience and wisdom he has garnered over the past 43 years.



Century and service awards presented

NEPPA Service Awards, presented each year to individuals who have made significant contributions to the association, were given to Fred Anderson, Ray Shockey and John Morley, all of whom completed their service on the Board of Directors during this year.

In addition, the Pascoag Utility District received a NEPPA Service Award for its generous support to the construction of a new NEPPA training center.

"Everybody at Pascoag participated in creating this facility - they made it happen," said NEPPA Safety Director David Fabrizio who presented the award. "Their donation of time, equipment and expertise has been invaluable."

The NEPPA Century Award is presented to public power systems who are celebrat-

ing their 100th year of service in the current year. Sean Hamilton accepted this award on behalf of Templeton Municipal Light Department.



Ann Polacek and Judy Allaire of the Pascoag Utility District accept a NEPPA service award.

Commissioner Awards

continued from page 1

public power. A local merchant, former water commissioner, and former member of the finance committee, he has demonstrated a firm commitment to his community and to public power, missing only two meetings since 1991.

Bob Jolly, general manager of Marblehead Municipal Light department presented an award to his commissioner Charles Phillips who has been on the Marblehead board since 1996, and provided leadership to the department as Massachusetts passed restructuring legislation, as well as overseeing major system upgrades during the past 10 years. "He has demonstrated consistent and strong support for the utility," said Jolly.

Wayne Doerpholz, general manager of South Hadley Electric Light Department, presented a Commissioner's Service Award to Andrew J. Kozinetz, who has been an active board member since 1975.

"I am extremely pleased to present this to Andy who so richly deserves it for his many years of tireless service to South Hadley, his dedication, his foresight, and his confidence in me, as we've worked

through the changes in the power industry over the last 30 years," said Doerpholz, who credits Kozinetz with using his business skills and experience to guide the utility through expansion, turmoil and great change.

Not able to be present at the conference but receiving Commissioner Service Awards were George "Ted" Hissong of Kennebunk (Maine) Light & Power District, and Guy Luke of Braintree (Mass.) Electric Light Department.

Kennebunk General Manager Sharon Staz accepted the award for Hissong saying, "As a Trustee, Ted has helped guide us through state restructuring and has been a true asset to the District always holding it to the highest standards."

Bill Bottiggi of Braintree Electric Light Department accepted the award for Guy Luke who has 24 years of service to the utility and played a significant role in guiding the Department through the development of a cable loop throughout the town, the addition of a new substation and the development of a new power plant scheduled to open in 2009.

Reading employees honored

The Distinguished Service Award is presented to individuals who have rendered outstanding service to a NEPPA utility. Vin Cameron, general manager of the Reading Municipal Light Department, presented this award to Jane Parenteau, RMLD energy services manager, and Bill Seldon, RMLD senior energy analyst, for their outstanding work related to the recovery of escrow funds from Calpine Energy Services in the wake of their bankruptcy in 2005.

"Thanks largely to their diligent and dedicated efforts, the ratepayers of the Reading Municipal Light Department did not experience what could have been large price increases due to the Calpine bankruptcy," said Cameron. "Their performance during this period for the RMLD deserves the credit and recognition that is symbolized by this award."



Bill Seldon, Jane Parenteau and Vin Cameron

Crew Leadership 2006

A professional training program for public power field supervisors

October 17 – 19
Radisson Hotel, Milford, Mass.

October 31 – November 2
Golden Eagle Resort, Stowe, Vt



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

Save the Date!

Annual Membership Meeting

December 8
Tournament Players Club Boston
Norton, Mass.

How may I help you?

Communication skills for customer service personnel

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



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Around New England

Eugene J. Sullivan, Jr. joins WMGLD



Sullivan

Eugene J. Sullivan, Jr., a former commissioner for the Massachusetts Department of Telecommunications and Energy (DTE), joined the Wakefield Municipal Gas and Light Department (WMGLD) staff as the incoming financial assistant. He will succeed William Connelly when Connelly retires in September.

Sullivan, a former member of the WMGLD Board of light commissioners, resigned his position as light commissioner in July before submitting his resume for the financial assistant position.

As DTE Commissioner from 1998 to January 2006, Sullivan was an integral part of the agency that regulates rates and services provided by electric utilities,

natural gas, telecommunications, water, transportation, pipeline, and cable television industries in the Commonwealth. During his years at the DTE, he was responsible for reviewing hundreds of millions of dollars in energy contracts and refinancing.

In addition to his association with the DTE and as a utility consultant, Sullivan served as the director of Railroad Operations for the Massachusetts Bay Transportation Authority (MBTA), where he oversaw the entire commuter rail system in Massachusetts, and as general manager of Metro Vias in Buenos Aires, Argentina during its transition from a government-run to private transportation system.

Bilicki participates in energy forum

Reading Municipal Light Department's (RMLD) Key Accounts Manager Joe Bilicki participated in U. S. Representative John Tierney's (D-Mass) "Opportunities for Savings Through Energy Efficiency and Renewable Energy: A Forum for Communities and Schools of the the 6th Congressional District."

Tierney's goal was to give local decision makers an understanding of the various programs and incentives available to put energy efficiency to work. Discussion panels focused on developments around local power generation, including wind and solar energy. Department heads, facility managers, selectpersons and town administrators came away with the resources and contacts to put efficiency to work for their cities, towns or schools.

"I am excited to represent RMLD and other public power utilities on a panel discussion about incentive programs and opportunities for municipal power customers," said Bilicki. "RMLD is taking proactive measures in educating its customers about the importance of conservation in today's volatile energy market, and we are offering our customers the opportunity to support renewable energy.



Around New England

BELD offers new heating and power generation systems

Braintree Electric Light Department (BELD) and Climate Energy, LLC are offering Braintree homeowners the opportunity to be among the first in the United States to purchase a Climate Energy Warm Air Micro-CHP System, Powered by Honda™. These state-of-the-art heating systems that generate electricity will be installed in up to five homes within BELD's service territory by KeySpan Home Energy Services. The systems are designed to replace existing warm air central heating furnaces.

Climate Energy's Micro-CHP (Micro-Combined Heat and Power) System brings to the homeowner many of the conservation and environmental benefits that previously could only be achieved with solar and wind technologies. The system produces low-cost electric power by using the natural gas heating fuel twice: first to produce electric power, and then to heat the home. Homeowners experience lower electric bills while ultimately reducing the nation's overall energy use and pollutant emissions.

Growing tomatoes is big business in Madison

Madison Electric Works is preparing to welcome a new customer, U.S. Functional Foods. The utility was notified in spring of this year that the corporation had bought farmland and was building a 25-acre greenhouse to grow tomatoes. Ten more greenhouses are potentially planned for the future.

The utility built nine miles of 35 kv line and a new 45MVA substation to accommodate the additional load.

"We didn't have much lead time," said Calvin Ames, utility superintendent, as the first structure is expected to be operational by October. Madisons' load will increase fourfold in order to serve the new facility.

Madison's low transmission and distribution rates were important factors in the company's decision to locate there.

Calvin Ames of Madison Electric Works stands in front of a new 25-acre greenhouse built to grow tomatoes.



Retired Sterling Light manager dies at 80

William H. Rugg, 80, a lifelong resident of Sterling, died Thursday, Aug. 17, 2006, in the Sterling Healthcare Center after an illness.

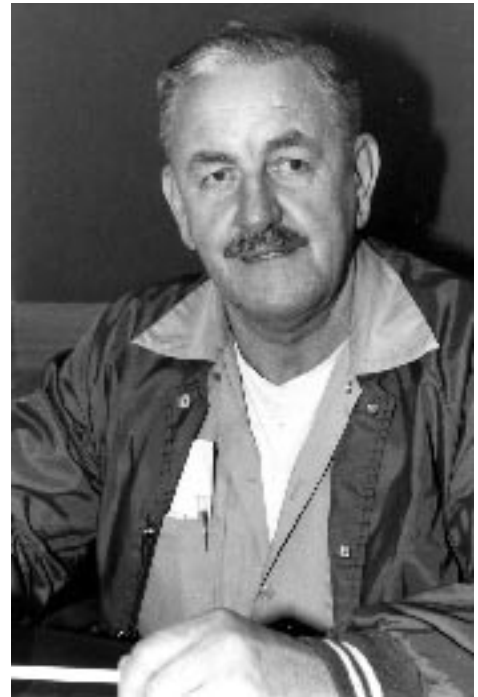
Mr. Rugg started as a lineman for the Sterling Light Department, retiring as manager after 42 years of service. He was also a self-employed plumbing and heating contractor in Sterling for many years and a Sterling Firefighter from 1947 to 1992. He was a member of the Hiram O. Taylor American Legion Post 189 in Sterling and a life member of the Worcester West Forest Warden Association.

He was born in Sterling, son of Clifford H. and Helen G. (Mirick) Rugg. He was an Army veteran of World War II serving in the European, African and Middle Eastern theaters. After the war he worked for Village Farmer Supply in Sterling.

His wife, Ruth (Farnsworth) Rugg, died in 1984. He leaves four sons, two daughters, a brother, two sisters, seven grandchildren; nine great-grandchildren, and

numerous nephews and nieces. A brother predeceased him.

Donations may be made in Mr. Rugg's memory to the Sterling Firefighter's Association, P.O. Box 1081, Sterling, MA 01564.



*William Rugg of Sterling
(NEPPA file photo)*

ATTENTION NEPPA MEMBERS!

Threat of litigation due to Internet billing systems

All NEPPA members should be alerted to the threat of potential litigation, due to alleged patent infringements of Internet-based payment programs. The potential litigation is related to claims made by Emergis Technologies, Inc., which holds a broad patent covering the "business method" and system for presentment and payment of bills over the Internet. Over the past year, Emergis has sent letters to many gas and electric utilities which permit their customers to pay their bills over the Internet, either directly to the utilities or through third-party service providers. At least three public power systems have been sued by Emergis for patent infringement in federal district court.

Any NEPPA member that receives a letter from Emergis should not ignore it. It should be referred immediately to legal counsel, and it would also be appreciated if you would notify NEPPA, so that any opportunities for group legal action with respect to patent litigation can be explored.

Public power faced with thorny workforce challenge



Rick Dacri is an organizational development consultant, coach and President of Dacri & Associates, LLC. Since 1995 his firm, Dacri & Associates, has worked with employers to help them manage their workforce. Rick has expertise in developing recruitment strategies and has helped numerous employers to find good people. Dacri & Associates is a business partner of NEPPA and consults to a number of NEPPA members. Rick can be reached at 1-800-892-9828, rick@dacri.com or www.dacri.com

Public power utilities are faced with the difficult challenge of recruiting and maintaining a strong workforce in a marketplace that has a limited number of potential candidates. Fewer and fewer individuals want to enter the profession. What makes this situation even more taxing is that the industry is also saddled with an aging workforce where many are preparing to retire.

The American Public Power Association in its recent workforce planning study (Work Force Planning for Public Power Utilities: Ensuring Resources To Meet Projected Needs; 2005) cited the following:

1. A significant portion of the public power work force will be eligible to retire during the next five to seven years;
2. The positions that will experience the most retirements may also be the most difficult to replace: first line supervisors, senior managers, and general managers/CEOs;
3. The loss of critical knowledge and the inability to find replacements with utility specific skills are the two biggest challenges that public power utilities face as a result of the aging work force; and
4. Public power utilities need to do more to plan for their future workforce needs.

Half of the respondents indicated that more than 20% of their workforce would be eligible to retire in the next five years and 63% identified "skilled trades" as being among the utility positions with the most likely retirements over the next five years.

The most significant challenges faced by small utilities will be the loss of knowledge due to retirements, the difficulty find-

ing replacements, and the lack of bench strength within the organization. One of my NEPPA clients summed it up when she stated "it's like watching history go out the door. The linemen in this district are getting older and I worry about who will be here in 5 years." Just pick up a NEPPA News Line and you'll see each month several employment ads for managers and first class line workers.

Many managers are hoping that if they raise wages they may be able to fix their recruitment problem in the short term. However, getting into a bidding war is a fight most cannot win. There will always be someone bigger, with deeper pockets, who will win this game. And frankly, hoping is not a good business strategy.

The only way to avert a crisis is to start doing things differently. Recruiting the same old way, hoping to find candidates in the same pool everyone else is fishing in, will not result in more candidates. Your recruitment must be strategic. The type of candidate you are looking for and the places you will find them will require nontraditional approaches. Working with fewer, more skilled workers may be part of the answer, but clearly not all of it.

Every manager's role is to put together the best available workforce for today while simultaneously preparing for the future. While retirements and a shrinking labor pool make the job harder, the viability of your utility requires finding a solution to this workforce crisis.

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 Sept. 22*

BARTON VILLAGE ELECTRIC FIRST CLASS LINEMAN

Barton Village Electric located in the Northeast Kingdom of Vermont is seeking a first class lineman for its electric department. Compensation is based on union contract with IBEW local 300. Excellent benefit package available. Will be required to obtain a Vermont Commercial Drivers License within 6 months of employment. A pre-employment physical and drug screening will be required. Applications may be requested by calling (802) 525-4747. Verification of first class lineman qualifications will be required.

TOWN OF BELMONT MUNICIPAL LIGHT DEPT FIRST CLASS LINE WORKERS

Belmont Municipal Light Department is accepting applications for two full-time Line Worker openings. Duties include installation, maintenance and repair of underground and overhead primary and secondary distribution systems; and responses to emergencies, including standby duties. Requires a minimum of five years of line worker experience; a high school diploma or equivalent; vocational/technical training, or any equivalent combination providing the requisite knowledge, skills and abilities. Position requires possession of a Massachusetts Commercial Driver's License and High Voltage Line Worker certification. Subject to Federal Drug and Alcohol Testing requirements. The salary range is \$24.26 to \$33.95 per hour. Send resume with references to : humanresources@town.belmont.ma.us or apply at the Human Resources Department, Town Hall, 455 Concord Avenue, Belmont, MA 02478. Positions open until filled.

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. EOE

HINGHAM MUNICIPAL LIGHTING PLANT ELECTRICAL ENGINEER

The Hingham Municipal Lighting Plant is accepting applications for Electrical Engineer. Application with a copy of the job description may be obtained at The Hingham Municipal Light Plant, 222 Central Street, Hingham, MA 02043. Position open until filled. An Equal Opportunity Employer.

MMWEC REAL TIME ENERGY TRADER

This position is responsible for developing a strategy for MMWEC's energy needs and supply portfolio, including decisions on how to secure natural gas and fuel oil and bid the Stony Brook Units for the day ahead or real time markets. Develop bid prices for MMWEC's load for the ISO-NE day ahead market and execute bilateral energy purchases for supplying MMWEC load in the ISO Energy Market. Responsible for communicating and coordinating with other internal groups. Background in power and energy trading and/or scheduling, energy markets, energy commodity contract instruments and bidding protocols with Independent System Operator and knowledge of ISO regulations is preferred. Bachelor's degree in business, economics, finance, or engineering and 2-3 years experience trading in financial or physical power or natural gas or 5 years of job-related experience required. Send resume to Human Resources, Massachusetts Municipal Wholesale Electric Company, P.O. Box 426, Ludlow, MA 01056. At MMWEC, you'll enjoy a highly competitive salary and a wide range of benefits. An equal opportunity employer, M/F/H/V. Fax - 413-589-9234 e-mail - ceaston@mmwec.org Please visit us on the web at www.mmwec.org

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 Send resumes to: Del-Jen, Inc., HR Department, 120 Grenier Street, Bldg 1810, Hanscom AFB, MA 01731 Fax: 781-377-4332 email mkurtiak@del-jen.com

Upcoming Events

September 14

Annual Conference
NEPPA Office
Milford, Mass.
10:00 a.m.

October 13

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

October 13

Board of Directors
Grand Summit Hotel
Mt. Snow, Vt

Upcoming Events

September 15

Communicating the Reality of Rate
Increases
Kennebunk Inn
Kennebunk, Maine

October 31 – Nov. 2

Crew Leadership
Golden Eagle Resort
Stowe, Vermont

October 2 – 4

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

December 8

Annual Membership Meeting
Tournament Players Club Boston
Norton, Mass.

October 6

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

October 8 – 11

APPA Legal Seminar
Hyatt Regency
Cambridge, Mass.

October 17 –19

Crew Leadership
Radisson Hotel
Milford, Mass.

