



MAY 2019

REU EMPLOYEE NEWSLETTER

# THE INSIDE *Line*

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# REU

Redding Electric Utility

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## Two RPP Units Serviced in April

A major scheduled overhaul of the Unit 5 gas-turbine generator at the Redding Power Plant (RPP) took place in April. The unit's turbine and combustor were removed and replaced at an estimated cost of \$7.6 million.

The turbine, weighing two tons, and the compressor, which weighs about three tons, are each roughly the size of a Volkswagen, according to Greg Deedon, electric manager—Power Plant.

When asked to compare the work at Unit 5 (known as a hot section overhaul) to a car repair, Greg said it was like replacing the head gasket and crank-shaft bearings in a car's engine. "It's a bigger job than an oil change, but smaller than a complete engine overhaul."

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**Norm Schneider**, RPP power plant mechanic, proudly displays his work on a custom hoisting tool he crafted that was used in the repair work at RPP Unit 4.

## REU Lineworkers Learn and Compete at National Event

Four REU lineworkers — Chris Bryant, Matt Drew, Jarrod Gregory, and Jordan Michaud — participated in advanced safety training and competed in the 19th annual Public Power Lineworkers Rodeo in Colorado Springs, Colorado, on March 29th and 30th.

Unlike the Redding Rodeo, there were no bull-riding contests at this rodeo. Instead, it was a series of competitive events demonstrating electrical lineworker skills and safe work practices.

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Newsletter team: Lynn Arts, Carmen Bahr,  
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Photo credits

Page 1: Redding Power Plant Staff

Page 2: KIXE-TV

Page 3: John Egan

Page 4: Dave Jackson, John Egan

Page 5: John Egan, KIXE-TV

Page 7: Redding Power Plant Staff

Page 8: Friends and family members  
of employees



REU employees **Luisa Klapperich** (left) and **Kirtis Vanderbeck** (right), both from Customer Service, interact with attendees at the Whole Earth and Watershed Festival, held April 20.

## REU Employees Staff Booth at Environmental Festival

Thousands of people came to the 13th Annual Whole Earth & Watershed Festival on April 20th, drawn by beautiful morning weather. REU was one of about 160 exhibitors at the event, which ran from 11 a.m. to 4 p.m. at Redding City Hall.

Festival attendees had the chance to pick up a free LED bulb and enter a raffle for two Nest self-learning thermostats from REU. Employees also distributed information on how customers could reduce their energy waste and lower their electric bills with home repairs and equipment upgrades.

Lowell Watros, an electric utility resource planner who managed REU's participation in the event said, "I have spent a lot of time working on environmental issues, and since the festival is a major local environmental event, of course REU would have a presence there."

"Electric issues and environmental issues are increasingly intertwined," Lowell continued. "We want to help customers use electricity as wisely as possible, which reduces the environmental impact of producing electricity while also reducing their electric bill."

With the theme of "Healthy Living, Healthy Communities, Healthy Planet," the festival featured music by local and regional artists, food and beverages, an eco-fashion show, public talks at the Keynote Theater, and information from a wide variety of North State exhibitors on nutrition, lifestyles, and environmentally friendly products. The event also featured two large STEAM (Science, Technology, Engineering, Arts, Math) tents offering related activities targeted to students in grades 4 through 12. **TIL**





## REU Lineworkers Learn and Compete at National Event

(Continued from Page 1)

Darrell Christensen, electric manager—Line, commented, "Competing in the APPA Lineworkers Rodeo should be a source of tremendous pride for all employees. Sending a team from REU to compete on a national level is a big deal. I'm proud of our team's showing, and we'll all be working to disseminate and implement the best safety practices learned at the rodeo."

Roughly four inches of snow fell the night before the rodeo. The next morning, that snow quickly turned into mud as an estimated 2,000 participants, observers, and vendors slogged across the grounds where the rodeo was held. Throughout the morning, competitors were treated to snow flurries that alternated with a clear Colorado sky, while the temperature hovered around 30 degrees.

Despite weeks of practice, the REU team did not win an award at the rodeo, where our team competed against 79 other teams from publicly owned utilities across the country. However, the REU team finished 30th overall — a sharp improvement over our showing in last year's rodeo.

Team members emphasized that the event was all about safety. "In our

REU lineworkers **Jarrold Gregory** (right) and **Jordan Michaud** (left) compete in one of five events at the 19th Public Power Lineworkers Rodeo, held March 29th and 30th in Colorado Springs, Colorado.

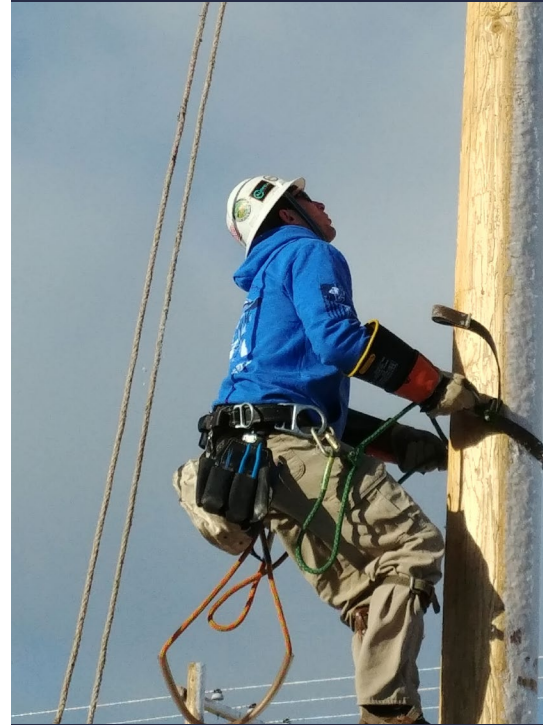


REU lineworkers **Chris Bryant** (left) and **Jarrold Gregory** (right) discuss a safety issue with another lineworker while other REU team members **Matt Drew** (dark coat), **Jordan Michaud**, and **Ben Goehring** look on.

business, safety has to be Job 1, because in some cases, your first mistake could be your last," said Jordan, who led the team.

The day before the competition, team members participated in two 2-hour safety workshops: "Combating complacency in line work" and "We are all safety leaders — Lessons learned from safety missteps."

Our journeyman crew competed in five events. The winning teams were the those with the fewest deductions and fastest times. "We improved our performance from last year's event, but we were competing against the best of the best, and at that level, you need to be flawless as well as fast," commented Ben Goehring, electric program supervisor—Line, who is on-the-job supervisor of the team members. **TIL**



REU lineworker **Jordan Michaud** climbs a utility pole as part of the competition at this year's Public Power Lineworkers Rodeo.







Managers Bill Hughes and Lisa Bryan share a light moment before the start of a meeting.

## Retention & Recruitment: Building REU's Future Workforce

*"Humble, Hungry, and Smart"* is a phrase that's been heard more and more at REU over the past few years. What does it mean? To find out, and to learn about other issues related to employee retention and recruitment, The Inside Line sat down with four managers to discuss promoting existing employees, recruiting new employees, and which skills are becoming especially valuable as REU's business requirements continue to evolve.

REU used to hire and promote employees based solely on their skills and qualifications. That's changing. Today, cultural fit is an important element in promoting existing employees and hiring new ones. *"Humble, Hungry, and Smart"* is at the core of the organizational culture REU is building.

The four managers agreed that a *Humble* employee or candidate was someone who felt comfortable in their own skin, someone who is secure in their sense of self, and who is okay with occasionally being wrong and needing to learn a different approach. The *Humble* person doesn't have to be in control all the time and is willing to put others ahead of themselves.

For Joe Bowers, electric manager—Financial Services, *Hungry* can be summed up in one word: initiative. "Don't bring people problems, bring them solutions," he said. He

welcomes employees who stick their heads into his office to say "I've got some free time — is there anything you could use some help with?" He added, "That's a proactive approach I really appreciate."

Lisa Bryan, electric manager—Customer Service, feels the same way: "We have some employees who will do the work you assign, which is important, but they don't go beyond that. We're trying to groom employees to not only do their jobs well but also to be interested in understanding and supporting the bigger picture."

Nathan Aronson, electric manager—Resources, added: "To me, *Humble* is more about team success than your own personal success. The *Humble* person realizes it's amazing what can get done if no one's worried about who gets the credit."

The managers agreed that *Smart* isn't about book knowledge or where you went to school. Rather, it's about being "people smart." Bill Hughes, electric manager—Energy Management, commented: "Being people smart is understanding how your actions and your words affect others. It's being able to interact effectively with others. Often that's called 'emotional intelligence.' "

Using the *"Humble, Hungry, and Smart"* paradigm has been very successful in terms of finding people who fit well within the organization. But sometimes a manager who's recruiting for a new position can't find a candidate with the right skill set. In that case, the managers said, they'll hire the candidate who is *"Humble, Hungry, and Smart,"* and provide training to bring that person's skill set up to the initial job requirements.

"People want to be around positive people," commented Joe. "We're looking to have as many positive people as we can. Also, we want employees who other employees want to have on their team."



Joe Bowers



Managers **Nathan Aronson** (Resources), **Lisa Bryan** (Customer Services), and **Bill Hughes** (Energy Management) discuss data.

## Retention & Recruitment: Building REU's Future Workforce (Continued from Page 4)

Beyond “Humble, Hungry, and Smart,” the four managers offered some tips for internal candidates applying for other jobs. Number One: Don’t assume the job is yours for the taking just because you happen to be an REU employee.

“Take the time to prepare for the interview,” recommended Nathan. “Think about the questions the hiring manager might ask. Make sure your resume and cover letter don’t have misspellings and are targeted to the job you’re pursuing. Show up on time for the interview. Go beyond the bare minimum.”

Lisa added, “I recommend that internal candidates leave their office, go home, change their clothes, or at least walk around the block to refresh their mindset before they come to an interview.”

Another factor for job candidates is whether they’re active in the community. REU is a public agency, and its priorities are not the same as an investor-owned utility or a profit-seeking company. As Bill noted, “For a POU, it’s all about the customers and community. For an IOU, it’s all about the investors. These are very different business models.

“As a POU, being active in the community is at the core of REU’s reason for being. That’s why we support STEM education,” he continued. “That’s why we support community organizations. That’s why we exhibit at community events like

the Safety Fair, the Health Expo, the KIXE-TV fundraising telethon, and the Whole Earth & Watershed Festival.”

“Community service is important for us,” Lisa agreed. “Some people just want to earn a dollar and look for that next step up. But we’re here to serve the community. That takes a person with a different outlook. Not everybody is cut out for that.” So if you plan to interview for a new position, make a point of demonstrating your own personal commitment to making the community a better place.

Joe added, “All things being equal, I am inclined to select someone who has been active in the community when they had nothing personally to gain from it. To succeed at REU, you really have to care about the community.” **TIL**

In the REU 2020 strategic plan, attracting, developing, and retaining a qualified workforce was identified as one of five pressing strategic issues REU faces. Later this year, REU will provide the Redding City Council with a comprehensive employee retention and recruitment plan. Until then, we thought an interview with four hiring managers who are part of the Leadership Team could provide employees with some idea about the kind of employees REU will need to succeed as an organization.

REU employees staffed the phones at last November’s KIXE-TV fundraiser telethon. Pictured in the back row are **Leslie Bryan**, Regulatory Affairs; **Tonia Gale**, Energy Management; **Ted Miller**, Assistant Director; **Joe Bowers**, Financial Services; and **Paul Sydow**, Utility Operations. In the front row are **Lisa Bryan**, Customer Services; **Bill Hughes**, Resources; **Bernie Fargen**, Assistant Director; and **Pat Keener**, Legislative Affairs.







Please join us for the annual summer all-employee breakfast on June 18th at 7 a.m. at the Redding Power Plant, 17120 Clear Creek Road. A delicious breakfast will be prepared by members of the Leadership Team and the executive assistants. At 8 a.m., Director **Dan Beans** plans to discuss the need for emergency preparedness in light of the Carr Fire and Snowmageddon. Please RSVP to **Valerie Ibarra**.

We've been publishing The Inside Line for nearly a year. During that time, we've received some comments and suggestions from readers, but we'd like to get a little more scientific about what's working and what could be improved. Sometime in May, you'll receive an email invitation to participate in a brief online survey. We hope you'll take a few minutes to help us make your newsletter better!

## Energy Plan Filed with California Regulators

REU filed its Integrated Resource Plan (IRP), our long-term energy roadmap, with the California Energy Commission (CEC) on April 11th. The plan must be reviewed and approved by the CEC staff and then by the CEC commissioners. It's a lengthy review process that Nick Zettel, assistant director—Resources, doesn't expect to conclude until sometime next year.

This is the first time REU has had to file a long-term energy plan with the CEC. Legislation passed in 2015 required about 16 publicly owned utilities in the state to file a 20-year IRP for the first time by April 30th. The state's three investor-owned electric utilities already file IRPs. Nick said he doesn't expect the CEC to have any major objections to our energy plan.

Nick said the IRP process, particularly its workshops and engagement with external stakeholders, was an opportunity to take a fresh, comprehensive look at all of REU's energy resource options — on both the supply side and the demand side.

"The regulatory review process is a long one, and the legislature, and the market, keep adding new wrinkles," he said in a recent interview. "The prices for wind, solar, and battery energy storage continue to decline, though at different rates. Customers are becoming more vocal regarding their power options."

"The IRP we filed complies with a bill passed in 2015, which required all utilities to get 50% of their electricity from clean, renewable resources by 2030 and to double their energy-efficiency programs," he continued.

But last year, as REU and every other electric utility in the state with annual electric sales over 700 gigawatt-hours (GWh) were finalizing their IRPs, the state legislature passed another bill requiring 60% of electricity to come from renewable resources like solar and wind by 2030. And, by 2045, the legislation required all utilities to receive 100% of their electricity from "carbon-free" resources.

"Carbon-free resources" was a term created to allow utilities like REU, which rely on legacy hydroelectric plants, to be able to count those so-called "large hydro" generators in their resource mix.

"The IRP has been a complicated, multiyear process where the goal posts keep getting moved," Nick observed. "But that's just one sign of how dynamic our business has become. No more 'set it and forget it.' "

The different elements of REU's IRP have also been discussed in the July 2018, November 2018, and February 2019 issues of *The Inside Line*. **TIL**

## ONLINE SURVEY







Redding Power Plant contractors aligning the new Unit 4 steam turbine valve.

## Two RPP Units Serviced in April *(Continued from Page 1)*

"The equipment manufacturer, Siemens, requires certain work to be done on the units after 20,000 hours of run time, in order to keep them performing optimally," Greg continued. Typically, a hot section overhaul is done about every nine years. Unit 5, which has generating capacity of 45 megawatts (MW), last had this type of overhaul in 2009, he added.

The job required the effort of 15 workers, most of whom were contractors. They began the overhaul on April 2nd and are scheduled to finish on April 30th.

In a smaller, unrelated RPP project that was also performed in April, the Unit 4 steam turbine received bearing repair work due to damage incurred during the winter snow

storm. That job, estimated to cost \$30,000 to \$40,000, took about two weeks to complete. Unit 4 is capable of generating up to 28 MW of electricity.

Historically, energy resources outside of Redding are abundant this time of year and REU's customers use less electricity in April compared to summer months. That's why these repair jobs were scheduled for April. Even if customer demand for electricity had increased while repairs were under way, REU could easily have met that demand through its access to plentiful of hydropower, thanks to a wet winter that has filled reservoirs. **TIL**



Contractors from Siemens dismantling and hoisting sections of the Unit 5 turbine.







**Mar Martinez-Aguilar** joined REU in March as an executive assistant for Resources. Previously she worked at the public health division of Shasta County. Mar and her fiancé Larsen have two cats (Alaska and Mew-Two), three fish, and one tarantula (Gollum). Mar notes that Larsen loves them all, no matter what he says! Mar and Larsen love to hike, swim, fish, and hunt.



On May 30, after 28 years of service, **Darrell Christensen**, electric manager–Line, will be retiring. All employees are invited to a farewell reception for Darrell on May 30th from 1-3 p.m. in the Shasta conference room in the Avtech building.

When asked about how he plans to fill his time after leaving REU, Darrell said, “I can assure you that I will not be sitting around looking for something to do. I plan to work on projects around the home, help my wife with her business, and spend more time with my grandchildren and family. That’s in addition to the normal retirement plans of more golfing, fishing, and relaxing.” Sounds busy!

Thanks, Darrell, for 28 wonderful years!



**Bill Hughes** and his wife Amy After a 25-year career with REU, Bill Hughes, electric manager–Energy Management, will retire effective May 3rd. We encourage employees to join us for a going-away pot-luck lunch (Mexican food!) on May 2nd from 11 a.m. to 1 p.m. at the Redding Power Plant. When no longer worrying about energy management issues, Bill will be free to devote attention to home projects, travel, church service, his four grandchildren, and perhaps some consulting work. Bill said he would most miss REU employees and the great examples they have been to him. We wish Bill all the best in his next adventures!



The Energy Management group has a new employee — **Kelly Campbell** — who joined REU as a utility analyst in Settlements on March 25th. A Redding native, Kelly and her husband Jason have two children (Sophie and Ryan), two dogs (Bella and Lola), two cats (Swish and Murphy), and one goldfish (Goldie).

## MAY 2019

**May 2nd:** Bill Hughes’ going away pot-luck lunch, at RPP, 11 a.m. to 1 p.m.

**May 10th:** KinderCollege Day, at Simpson University, for kindergarten students, 9:15 to 11:45 a.m.

**May 30th:** Darrell Christensen farewell reception, 1-3 p.m., Shasta Conference Room, Avtech

**June 18th:** All-Employee Breakfast, at RPP, 7 to 9 a.m.

SUN	MON	TUE	WED	THU	FRI	SAT
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5	6	7	8	9	10	11
12	13	14	15	16	17	18
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