

IMEA

INDIANA MUNICIPAL ELECTRIC ASSOCIATION



COVINGTON, INDIANA

Serving our Members
for over **75 YEARS**

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Our Story

We (IMEA) are a non-profit organization serving as the state trade association representing the issues, concerns and policies of municipally owned and operated electric utilities within the boundaries of Indiana. We provide a multitude of services to assist our members in providing the highest quality of service to their customers and associates. We are committed to providing the highest quality Safety and Training programs and keeping our members informed of new technologies and resources to include leadership development and a certified Lineman Apprentice program.

Our Board of Directors are committed growing the membership and expanding our services to better meet the members' needs. We are committed to the advancement of public power and the protection of municipally owned electric utilities.

Public Power Strong!



Indiana Municipal Electric Association

ISSUE 3 2018

Continuing Education

Duane Richardson

IMEA Customizable Training Programs

Employee training is essential for an organizations success. Determining your training needs is the first and most critical step in creating a training plan for any organization. IMEA can conduct a needs analysis by researching and identifying training needs throughout your organization; then, create a relevant and customized training plan for your organization.

The importance of training your employees – both new and experienced - cannot be over emphasized. One of the most effective ways of avoiding the same fate is by having a well-trained workforce.

The Utility Industry is constantly changing. Continuing education is necessary for workers to stay current with the latest developments, skills, and new technologies required for their fields. However, many of the career paths (primarily lineworkers) within an electric utility require little or no continuing education beyond the initial skills training.

Certain professions also require continuing education to comply with laws, remain licensed or certified, or maintain membership in an association or licensing body. Overall, continuing education is considered a way for utility professionals to keep abreast of their fields so they don't lag behind.

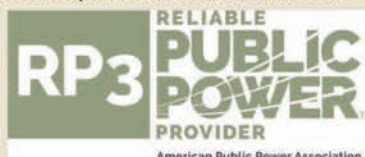
In 2019 IMEA will be launching an Advanced Lineworker Program comprised of multiple one and two day classes required for completion, a Supervisory Development Series and a Safety Leadership Series.

Our Brown Bag workshops will be offered quarterly focusing primarily on customer service skills that apply to all utility professionals. We will also be offering Webinars with a variety of Safety & Training Topics.

Whether it is required or not, continuing education is important for safety and career satisfaction. Continuing education can boost confidence and lead to opportunities for career advancement.



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For over 30 years, the Indiana Municipal Power Agency has provided a low-cost and reliable power supply in an environmentally-responsible manner to municipal electric utilities throughout the state. Today, IMPA is more than just a power provider - we're a family. Just like a family, IMPA is there to support your utility and your community no matter the situation. We work with our Members to support local initiatives, monitor and maintain infrastructure, foster community development, grow economic bases, protect and advocate municipal rights, and build relationships with local citizens.

Contact Eric Burch, Manager of Member Services for IMPA, to learn what the IMPA family can do for you.



www.impa.com * info@impa.com * (317) 573-9955 * Twitter: @IMPAPower



Welcome to History of Fountain County

Fountain County was officially formed on April 1, 1826. Later that year, the county seat was established at Covington. The location of the county seat was a point of contention for some years because Covington was not centrally located in the county. The first Fountain County courthouse was a two-story frame building constructed in Covington in 1827. Two years later in 1829 it was decided that a brick building was needed, and plans were made for a new courthouse; but in 1831 an act was passed that called for the relocation of the county seat, but after further discussion it was decided that it should remain where it was. Eventually the coming of the railroads helped to alleviate the geographical concern. A brick courthouse was completed in 1833. The population in Fountain County is 2,645.

New Development Taking Place

Rivercrest Golf Club is developing a new subdivision including 40 lots north of the golf course. The City of Covington will be providing the electric service for this subdivision in two phases.

The City of Covington broke ground on April 22, 2018 on a major park project spear headed by community citizens. With the help of a grant from the Indiana Department of Natural Resources for \$200,000 & community donations, the project is estimated at \$700,000. The Covington Community Playground will include a splash pad, an earth friendly playground made with all natural wood toys including a castle, a butterfly garden, new family restroom and pavilion. More than 300 engraved bricks and trees with plaques to be placed at the playground entrance were also sold to community members to help fund the project.

New Employees of Covington Municipal Electric Utility

Let's welcome the two newest employees to Covington Municipal Electric Utility, Apprentice Mike Cadman will begin his apprenticeship in October with Indiana Municipal Electric Association to. Gene Frye has been hired as a groundman operator with Covington Municipal Electric Utility.



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Thank You!

Thank you to all of the municipalities that selected Spectrum Engineering to provide professional engineering services to their local communities in 2016.

We look forward to working with the exceptional people in public power and the communities they serve in 2017!





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ABOUT THE IMEA

IMEA has operated as the statewide service association representing the issues and concerns of municipally owned and operated electric utilities while promoting the benefits and public power business model since 1941.



Are You Ready for Generation Z?

Make Room, Millennials:

GEN Z's are entering the workforce!

Much attention has been given to millennials in the workplace—particularly regarding how organizations can best integrate this generation into their operations. The conversation is shifting, though, as members of generation Z begin to take their place alongside their predecessors. The millennial label typically is given to those born between 1980 and the mid-1990s. Some argue that millennials suffer from excessive entitlement that can lead to demands for work flexibility and higher pay. Others credit millennial managers for being flexible, advocating for diverse work environments, and having an inclusive leadership style.



Meet Gen Z

They've come of age in an era of increased access to information; rapidly advancing technology; economic downfall marked by the Great Recession; media coverage of violence and political dysfunction; and conversations of equity and equality in our society. Due to the influence of the 2008 Recession, they are saving money and taking steps early in life toward employment opportunities that will lead to financial security, but financial compensation is not Gen Z's only career priority. They also want to give back and, like millennials, share a passion for making a difference and for work that allows them to see that their contributions are improving society. In the workplace, generation Z will behave differently than employees from older generations. Because they've never known a world without computers and the internet, and because their smartphones and mobile technology seem to be an extension of their physical selves, they have an understanding of and ability to wield technology that is one of their strongest assets to organizations.

Leading a Blended Work Family

As organizations welcome another generation, they will face new opportunities to thrive and challenges to overcome. Leaders can positively harness these differences by taking a few proactive steps:

Understand the contexts—technological, political, social—that shape each generation. Ask: What was happening the world during each generation's childhood and adolescence?

Connect contextual factors to observable generational behaviors. Ask: How might these behaviors influence their behaviors at work?

Recognize, learn from, and celebrate the differences in how cohorts behave. Ask: How do these differences benefit the organization?



INTEGRITY MATTERS

AEP Energy Partners (AEP) understands that each municipality, cooperative and utility customer has different power supply needs and risk profiles. As one of the largest wholesale suppliers in the country, AEP specializes in offering customized wholesale power supply products based on the specific needs of our customers' electric system. AEP's energy experts carefully balance the forces of price and risk to create the right power supply product at a competitive price.

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Disaster Planning / Mutual Aid

Working with FEMA

Indiana municipals are no strangers to natural disasters, It is important for public power utilities to have some understanding and expectations regarding interactions with FEMA. Being familiar with FEMA requirements will benefit you greatly if you experience a declared disaster or if you respond to a Mutual Aid Request.

Cost Recovery and Mitigation

FEMA provides reimbursement to public power utilities for costs related to Declared Disasters, including restoration and mitigation. From the perspective of an impacted utility, the primary goal in dealing with FEMA is to not "leave money on the table."

Utilities should be familiar with FEMA eligibility guidance and how it is applied in order to receive reimbursement from FEMA, utilities need to understand FEMA's established policies and procedures. However, FEMA's rules and regulations are open to some interpretation, and FEMA employees and contractors do not always give the same guidance on issues such as eligible costs or documentation.

Utilities should be familiar with their FEMA counterparts

Due to the sometimes complex nature of interactions with FEMA, it is a best practice for local governments, utilities, as well as state associations and JAAs, to have annual discussions with a representative of their FEMA region.

Utilities should designate a FEMA specialist

FEMA requirements can be intimidating and frustrating for those unfamiliar with FEMA and its processes. It is therefore a best practice to dedicate staff to this specialized area of expertise.

Utilities should leverage political partners to support Disaster Declarations.

Disaster-related costs are only reimbursable for disasters that receive a federal

Declaration under the Stafford Act, and Declarations are issued on a county-by-county

basis. Therefore, utilities should be aggressive in working with their governor and

congressional delegation to support getting a Declaration for the utility's county.

Utilities should understand their rights to appeal, where indicated.

Utility applicants may disagree with FEMA eligibility determinations. In some cases,

redress or compromise may be possible through simple conversations with FEMA,

especially if a utility already knows its FEMA counterparts.

FEMA Public Assistance

The majority of federal reimbursement assistance to public power utilities comes from

FEMA's Public Assistance grant program. It is therefore crucial to understand the rules

and practices around PA.

Contact IMEA If you have questions or need assistance working with FEMA.



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Engaging Disengaged Employees

Why should employers strive to cultivate highly engaged employees?

Engaged employees are more likely to stay with your organization, build stronger relationships with coworkers and help increase productivity.

But remember, job satisfaction does not equate to employee engagement. It's possible that an actively disengaged employee is perfectly happy in his or her job.



What Increases Engagement?

Various researchers may categorize these differently, but they all agree on a few simple truths about what drives employee engagement.

Success. This is likely the most important of all engagement drivers. Nobody wants to feel unsuccessful, and research shows that the more successful employees feel, the more dedicated to the job they become.

Autonomy. A good rule of thumb is that management decides on what needs to be done, leaving individual staff to decide on how best to do it.

Employees are more engaged when they see the positive outcomes from work, understand how to contribute to the organization's mission and success, and have their ideas

Connection. Employees are not assets, machines are assets. They need personal connections. When employees feel heard and valued, they become more engaged.

Growth. People are more engaged when someone shows interest in their development and provides opportunities to grow and improve.

Meaning. Most of us need to feel meaning and purpose in our jobs. Employees want to make a difference for others and feel proud of what they do.

Impact. Employees are more engaged when they see the positive outcomes from work, understand how to contribute to the organization's mission and success, and have their ideas incorporated to help the organization succeed.

These six qualifiers of employee engagement are true regardless of age, career level, salary, location, industry.





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PREPARING FOR THE FUTURE

Careers in Public Power

Hiring and retaining reliable employees is becoming more and more difficult in today's competitive market. Have you considered exposing high schoolers in your Community to a career in Public Power? There are no guarantees; however, hiring local increases the odds that you will retain that employee.

Nearly 75% of all high school students have a difficult time choosing a career path prior to graduation. What if you made their decision just a little bit easier by providing a career day at your utility. Communities around the nation are approaching High Schools to share just what it takes to light the nation by "hosting a day in the life of a lineman". These particular programs provide students with a hands-on look at the industry and the chance to hear from linemen about the challenges and joys of their chosen vocational path.

Many can earn over \$60,000 a year, without earning a four-year college degree. That's a realistic expectation. This is where you will see a few eyes light up. The trades got a bad rap for the last few decades. People thought that to be successful you had to go to college, get a desk job and ride it out until retirement. However, when the economy tanked, and those jobs disappeared, workers started looking around for an alternative. What they found was that jobs in the skilled trades are always in demand and pay great.

We want students to know that they have other options, such as working for their local municipality and going through the IMEA Apprentice Lineman Program and working up to a salary that's lofty by many rural standards.

If you would be interested in hosting a career day at your utility or would like to attend a career day at your local school the IMEA Staff would be happy to assist and even participate in the events.

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