

NOTICE OF BOARD MEETING

The regular meeting of the Board of Directors of the Delaware County Electric Cooperative, Inc. will be held **Tuesday, February 28, 2023, at 5:00 pm**
Location is Room 121 at the Co-op's office, 5 North Depot Street, Delhi, New York 13753 to act on the following agenda.

AGENDA

- I. Opening Business:
 - a. Call to Order
 - b. Roll Call - Determination of Quorum
 - c. Adoption of Agenda [packet page 1]
- II. Consent Agenda:
 - a. Minutes of January 31, 2023 Regular Meeting [packet pages 2-5]
 - b. New Memberships [packet page 6]
 - c. Bad Debt Collection Report & Resolution [handout]
 - d. Director Compensation [handout]
 - e. Corporate Calendar [packet page 7]
- III. Review of Policies:
 - a. Energy Conservation & Efficiency [packet pages 8-9]
 - i. Current Energy Efficiency Programs [packet pages 10-16]
- IV. Announcement of Upcoming Policies to be Reviewed:
 - a. March 2023: Procurement, Receiving & Disbursement; Insurance and Fidelity Coverage; Estate Capital Credits
- V. CEO/General Manager John Gasstrom's Report: [packet page 17]
- VI. CFO Cannizzaro's Monthly Report: [handout]
 - a. Monthly Financials [handout]
- VII. Operations Manager Sullivan's Monthly Report: [packet page 18]
 - a. Quarterly Line Crew Update [presentation]
- VIII. Manager of System Planning, Job Training & Safety Small's Monthly Report: [packet page 19]
- IX. CSA Linehan's Monthly Report: [oral report]
 - a. Member engagement, social media, media & website
 - b. Youth Delegate update
- X. Director/Staff Association Reports:
 - a. NYAPP Monthly Zoom Call, Friday, 02/17/2023
- XI. New Business:
- XII. Future Business:
 - a. NRECA Annual Meeting, March 5-8, 2023, Nashville, TN
 - b. Strategic Planning Meeting with Board, **Tuesday, 03/21/2023 @ 5pm**
 - i. Interview Youth Delegate candidates
 - ii. Strategic Planning Meeting
 - c. DCEC Regular Board Meeting, **Tuesday, 03/28/2023 @ 5pm**
 - i. Tree report to Board
 - d. Legislative Conference, April 16-19, 2023, Washington DC
- XIII. Executive Session:
- XIV. Adjournment:

The aim of Delaware County Electric Cooperative, Inc., is to make electric energy and related services available to members at the lowest cost consistent with sound economy and good management.

Cooperative Stakeholders

- Members
- Employees
- Community
- Business Partners
 - Suppliers
 - RUS
 - CFC
 - Federated
 - Other cooperatives
 - NYSERDA
- Government
- Regulators

Delaware County Electric Cooperative
Board Meeting Minutes
January 31, 2023

I. Opening Business: The regular monthly meeting of the Board of Directors of the Delaware County Electric Cooperative, Inc. was held January 31, 2023 at the Co-op's office, 5 North Depot Street, Delhi, New York.

A. Call to Order: The meeting was called to order at 5:00 p.m. by President Pick.

B. Roll Call - Determination of Quorum:

Stephen Oles	P
Edward Pick Jr.	P
Paul Menke	P
Laurie Wehmeyer	P
Steve Burnett	P
Jeffrey Russell	P – via phone conference
Edward Furgol	P

DCEC staff members that participated in-person were, DCEC's CEO/General Manager John Gasstrom, DCEC's CFO Mark Cannizzaro, DCEC's Operations Manager Ryan Sullivan, and CSA Janelle Linehan. DCEC's Legal Counsel Jeffrey Clark from Livingston Associates participated via phone conference.

II. Executive Session: A motion was made to enter executive session at 5:00pm by Director Burnett. The motion was seconded by Director Menke. All DCEC staff were excused. A motion was made to exit executive session at 5:06pm by Director Menke. The motion was seconded by Director Burnett.

I.C. Adoption of Agenda: A motion was made by Treasurer Menke to adopt the updated agenda. The motion was seconded by Director Burnett. The motion passed.

III. Consent Agenda: A motion was made to approve the consent agenda as presented by Director Furgol. The motion was seconded by Secretary Wehmeyer. The motion passed.

IV. Board to Vote on accepting proposed 2023 Regular Board Meeting dates:

A motion was made to approve the meeting dates by Secretary Wehmeyer. The motion was seconded by Director Oles. The motion passed.

V. Policies:

A. Auditing of Cooperative Books, Records and Accounts:

A motion was made to approve the policy by Treasurer Menke. The motion was seconded by Director Burnett. The motion passed.

B. Deposits:

A motion was made to approve the policy by Director Furgol. The motion was seconded by Treasurer Menke. The motion passed.

C. Disconnects: (ADDED TO AGENDA):

A motion was made to approve the policy by Secretary Wehmeyer. The motion was seconded by Director Burnett. The motion passed.

D. Service Rules and Regulations: (ADDED TO AGENDA):

A motion was made to approve the policy with two changes:

- 1) Changing the Formulary rate rider to "\$x.xxxx"
- 2) Revision of footnote language: "*The FRA rate may be modified, suspended, and/or reinstated by the Board of Directors as financial conditions dictate."

by Treasurer Menke. The motion was seconded by Secretary Wehmeyer. The motion passed.

E. Flame-Resistant Clothing for Employees Working On or Near Exposed Energized Parts:

A motion was made to approve the policy by Secretary Wehmeyer. The motion was seconded by Director Furgol. The motion passed.

VI. Announcement of Upcoming Policies to be Reviewed:

President Pick read upcoming policies to be reviewed.

VII. Designate voting delegate(s) for NRECA:

A motion was made by Treasurer Menke to keep President Pick as voting delegate with Secretary Wehmeyer as the alternate voting delegate. Director Burnett seconded the motion. The motion passed.

VIII. CEO/General Manager John Gasstrom's Report:

CEO Gasstrom discussed government relations, cooperative relations, staffing and employee relations, grants, and community interaction. Gasstrom also gave a presentation on the ACRE program.

IX. CFO Cannizzaro's Monthly Report:

a. Monthly Financials (December 2022 soft close)

CFO highlighted lines 1, 3, and 7 of the Income Statement; lines 2, 9, 13, and 48 of the Balance Sheet.

X. Executive Session: A motion was made to enter executive session at 6:12pm by Director Oles. The motion was seconded by Secretary Wehmeyer. DCEC staff CEO/General Manager John Gasstrom, CFO Mark Cannizzaro, Operations Manager Ryan Sullivan, and CSA Janelle Linehan were invited to stay. A motion was made to exit executive session at 7:22pm by Director Menke. The motion was seconded by Director Burnett.

XI. 2023 Budget Proposal:

A. Budget Assumptions and Results

B. Work Plan Budget

C. Capital Budget

D. Outside Services Budget

E. Employee Training & Travel Budget

F. Director Budget

G. Income Statement Budget

H. Formulary Rate Adjustment Review

A motion was made to approve the budget by Director Burnett and seconded by Director Furgol. The motion passed.

A motion was made to lift the suspension of the Formulary Rate Adjustment by Director Menke and seconded by Director Burnett. The motion passed.

X. Operations Manager Sullivan's Monthly Report:

a. Quarterly Fleet Update

Operations Manager Sullivan discussed notable outages and occurrences and updates on special projects. Discussed bucket truck ordering options and long lead times on fleet.

XI. Manager of System Planning, Job Training & Safety Small's Monthly Report:

CEO Gasstrom reviewed report.

XII. CSA Linehan's Monthly Report:

CSA Linehan gave report on member engagement, social media, media, and website. Discussed Youth Delegate participation at Legislative Conference.

XIII. Director/Staff Association Reports:

- a. NRECA CEO Close-Up, January 8-11, 2023
CEO Gasstrom gave report from meeting.
- b. NYAPP Meeting, January 18-19, 2023
CEO Gasstrom and President Pick gave report from meeting.
- c. NYSRECA Meeting, January 26, 2023
CEO Gasstrom gave report from meeting.

XIV. New Business:

A motion was made to renew CEO's employment agreement renewing contract for one year by Director Oles. The motion was seconded by Treasurer Menke. The motion passed.

XV. Future Business:

- a. Director Holiday Dinner at The Hidden Inn, Friday, 02/17/2023 @ 6:30pm
- b. DCEC Regular Board Meeting, Tuesday, 02/28/2023 @ 5pm
 - i. Line report to Board
- c. NRECA Annual Meeting, March 5-8, 2023, Nashville, TN
- d. Interview of Youth Delegate Candidates prior to March 3/28/2023 Board Meeting
- e. Legislative Conference, April 16-19, 2023, Washington DC

XVI. Executive Session:

None.

XVII. Adjournment: There being no further business on the agenda, President Pick adjourned the meeting at 8:29pm.

Respectfully submitted,

Secretary, Laurie Wehmeyer

5 North Depot Street, P. O. Box 471, Delhi, New York 13753-0471
607-746-2341

[illegible]

DIV	ACTIVITY	F	M	A	M	J	J	A	S	O	N	D	J	PROCESS
BOARD	Nominating (Director Search) Committee Meeting	1												MEETING
BOARD	Annual Meeting Kick-off Planning (incl consideration of Bylaw changes)	1												MEETING
BOARD	Legislative Youth Tour Interviews/Selection	1												MEETING
BOARD	Board decision/approval of proposed bylaw changes (for Annual Meeting)	1												ACTION
BOARD	NYSRECA Legislative Conference (tbd)	1												MEETING
BOARD	Finance Committee Meeting		1			1			1					MEETING
BOARD	Organization & Staffing Committee Meeting			1			1					1		MEETING
BOARD	NEAEC Annual Meeting			1										MEETING
BOARD	Board Self-Evaluation Survey (odd years only, next 2023)					1								COMPLY
BOARD	NYSRECA Annual Meeting					1								MEETING
BOARD	OEC Annual Meeting						1							MEETING
BOARD	CEO Goals & Objectives Mid-Year Review						1							REPORT
BOARD	NRECA Survey - Directors, Attorneys, Auditors							1						PROCESS
BOARD	Cooperative Officers Job Descriptions Review							1						COMPLY
BOARD	Organizational Meeting of Board (incl. Committee appointments)							1						COMPLY
BOARD	NRECA Region 1 Annual Meeting							1						MEETING
BOARD	Kick-off Budgeting Process (prelim capital budget)								1					BUDGET
BOARD	Annual Sexual Harassment Training								1					COMPLY
BOARD	Capital Credit retirement - decision by Board								1					ACTION
BOARD	Re-instatement of Accounting/Audit Firm (resolution)								1					AUDIT
BOARD	Oneida-Madison EC Annual Meeting								1					MEETING
BOARD	Steuben REC Annual Meeting								1					MEETING
BOARD	CEO Performance Review – kick off & plan Jan O&S Committee Mtg								1					PROCESS
BOARD	Approve Holiday Gift for Board/Staff/Employees										1			PROCESS
BOARD	NRECA Annual Meeting	1												MEETING
BOARD	Board appoints Nominating Committee (Directors identify members)	1												ACTION
BOARD	Consider GM contract renewal/update											1		PROCESS
MGMT	Line Extension Policy Rate Review			1										PROCESS
MGMT	DEC Pesticide Business/Agency Registration (April/May, tri-annual, next in 2022)			1										COMPLY
MGMT	Update Standard Costs			1										PROCESS
MGMT	NYS ORPS Equalization & Assessment report (4/15)			1										COMPLY
MGMT	Strategic Plan Review	1			1			1				1		COMPLY
MGMT	ROW & Line-Inspection contracting Bid				1									PROCESS
MGMT	Semi-annual review of Corporate Calendar					1						1		PROCESS
MGMT	Renew Purchase of TCCs with NYISO/NYPA					1								PROCESS
MGMT	CFC Annual Forum						1							MEETING
MGMT	ROW & Line-Inspection contracting Awards/ Contract Bid Report to Board for Budget							1						BUDGET
MGMT	Self-Eval to Board							1						REPORT
MGMT	DCEC Annual Meeting								1					MEETING
MGMT	Year-End Financial Projection (Capital Credit Retirement Assessment)									1				REPORT
MGMT	Review DPS Data for Annual Member Deposit Rate Effective 1/1									1				COMPLY
MGMT	All-Employee Meeting (last week October)									1				PROCESS
MGMT	Order Holiday Gift Cards for Board/Staff/Employees									1				PROCESS
MGMT	Year-end Financial Projection (Formulary Rate Planning)											1		BUDGET
MGMT	Operating Plan/Budget Presented											1		BUDGET
MGMT	Capital Credit Retirement (if applicable)											1		PROCESS
MGMT	Employee Performance Reviews – prep												1	STAFFING
MGMT	Operating Plan/Budget Approved												1	BUDGET
MGMT	Christmas Party												1	STAFFING
MGMT	Update PPAC “System Loss Factor” based on prior year analysis												1	PROCESS
MGMT	Exempt Employee Salary Action												1	PROCESS
MGMT	Employee Performance Reviews												1	REPORT
MGMT	NYSRECA Meeting												1	MEETING
MGMT	Year-End Accomplishments Review / Goals & Objectives Approval												1	REPORT
MGMT	Legislative Youth Delegate kick-off (interviews/selection by late March)												1	PROCESS

POLICY

SUBJECT: Energy Conservation & Efficiency

POLICY: It shall be the policy of the Cooperative to:

- A. Examine its own use of energy to identify areas where the Cooperative can save energy and operate more energy efficiently. This includes, but is not limited to, plant engineering design and construction, lighting and climate control, and use of vehicles.
- B. Support Federal, State, and local initiatives encouraging energy conservation and alternative energy use.
- C. Honor the Cooperative's contractual commitments to the New York Power Authority (NYPA) with respect to energy efficiency under the hydro purchasing long term agreement between NYPA and the Cooperative effective through September 1, 2040, which include the following:
 - a. Collect \$0.001 per kWh sold from members and place those funds in an account dedicated to energy efficiency, renewable energy, or other related technologies.
 - b. Submit an annual report that tracks and highlights the Cooperative's expenditures and achievements under the program.
- D. Develop and carry out information and education programs for member-consumers to increase awareness of importance of using energy efficiently and actions they can take to conserve energy. The Cooperative shall look to offer cost-effective programs that offer incentives and other assistance to members for implementing projects that would result in energy conservation, energy efficiency, and development of clean, renewable energy sources.
- E. Develop and implement training as appropriate for employees.

PROCEDURE: As outlined in the policy.

RESPONSIBILITY: CEO/General Manager

DELAWARE COUNTY ELECTRIC COOPERATIVE, INC.

Adopted by Board of Directors Feb 24, 1981

Reviewed by Board of Directors Apr 24, 1990

Renumbered--was No. 89 Apr 25, 1990

Revised by Board of Directors Sept 27, 2011

Reviewed by Board of Directors Oct 28, 2014

Reviewed by Board of Directors Oct 25, 2016

Revised by Board of Directors Apr 28, 2020

Reviewed by Board of Directors Feb 28, 2023



ENERGY STAR APPLIANCE REBATE PROGRAM

In order to qualify for the Energy Star rebate, the following conditions must be met:

- 1.) The appliance must be purchased within 180 days of rebate application.
- 2.) The appliance must be Energy Star rated as noted on the sales receipt or on the Energy Star informational tag.
- 3.) The member must complete the Energy Star rebate form on backside or on www.energystar.gov. The form may be submitted in person, by mail, by fax at (607)746-7548, or by e-mail to ee@dce.coop.
- 4.) The receipt showing the date of purchase must be attached to the Energy Star rebate form.
- 5.) The old appliance must be removed from service and disposed in an environmentally responsible manner. The Cooperative may require proof of disposal.

All rebate checks are subject to available funds. Please call the Co-op before making a purchase to confirm rebate funds availability. Please allow at least 30 days for DCEC to issue your rebate check. All rebate programs are subject to modifications or termination without notice.

Up to 3 Appliances per
Membership per Year &
HIGHER REBATES Now Available
see next page for info

***All members of all Service Classes
are eligible for this program!***

If you have any questions concerning the Rebate Programs, please contact:

Delaware County Electric Cooperative
5 North Depot Street | P.O. Box 471 | Delhi, NY 13753
(607) 746-2341 | ee@dce.coop | FAX (607) 746-7548

Rebates are available on the ENERGY STAR certified products listed below.

Appliances	Rebate
Window Mounted Air Conditioner	\$100
Refrigerator/Freezers Replacement	\$200
Clothes Washer/Dryer	\$200
Dishwasher	\$200
Home Heating Boiler/Furnace	\$500
Heat Pump Hot Water Heater smaller than 120 gallons	\$800
Combined Heat & AC Unit/ Heat Pump	\$1,000

Energy Star Rebate Application

Please note that this program is subject to change due to the availability of funds. To confirm the program details, please call (607) 746-2341 or email ee@dce.coop.

Member Name:

(please print)

DCEC Account Number:

(found in the upper left portion of your monthly bill)

Type of Energy Star Appliance:

(refrigerator, freezer, clothes washer, dryer, dishwasher, combined heat and AC unit/heat pump, window-mounted air conditioner, home heating boiler/furnace)

Date Purchased: _____

(please attach receipt)

By signing my name below, I certify that the information provided on this form is true and correct to the best of my knowledge. I also attest that the old appliance, which this Energy Star appliance replaces, has been removed from service and disposed in an environmentally responsible manner.

Signature

Date



NEW LED lighting Program

RESIDENTIAL MEMBERS: The Cooperative will furnish a matching reimbursement up to \$150 for LED light bulbs and fixtures with proof of purchase within 180 days of purchase. Limit one rebate per account per year for members in service class SC-1, SC-2, and SC-D.

** The service class is listed on your bill as shown in image below.




COMMERCIAL MEMBERS: The Cooperative program pays for up to 100% of equipment costs up to a maximum contribution of \$3,000 or the average monthly bill for the member, whichever is lower for permanent LED lighting fixtures installed on member premises, new or retrofit. Energy efficiency rebates cover permanently installed equipment costs only, not labor and not portable equipment. Limit one rebate per account per year in service classes SC-D, SC-3, SC-4A, SC-4B, SC-5, and SC-7.

** The service class is listed on your bill as shown in image below.

*** Please send an email to ee@dce.coop to begin rebate application.

Rate
Schedule /
Reference is
your Service
Class



**Delaware County
Electric Cooperative**
5 North Depot Street, P.O. Box 471, Delhi, NY 13753-0471

Phone: (607) 746-2341 - Fax: (607) 746-7548
Automated Payment System: (844) 209-7162

Willie Wiredhand
123 Fake St.
Paradise, USA

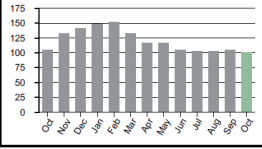
224
STUART M KAPLAN
495 TERRY CLOVE RD
DELANCEY NY 13752-4144

KWH USAGE HISTORY

Current Month's Average KWH Per Day	
Last Year	This Year
4	3

Average Cost Per Day

Last Year	This Year
\$.35	\$.33



The DCEC office will be closed on November 11th in observance of Veterans Day. THANK YOU to all who have served our country.

Acc	Service Location	Service Description	Service From	To	Days
1	4-67-9A PT N		09/15/2020	10/15/2020	30

Meter Number	Pres Read	Prev Read	Mult	KWH Used	Rate Schedule / Reference
114476075	14287	14187	1.00	100	101/RESIDENTIAL SC-1

To apply for this program please use form on next page.

DCEC LED Rebate Application – RESIDENTIAL ONLY

Member Name:

(please print)

DCEC Account Number:

(found in the upper left portion of your monthly bill)

LED Bulb or Fixture:

Date Purchased: _____
(please attach receipt)

By signing my name below, I certify that the information provided on this form is true and correct to the best of my knowledge.

Signature

Date



In order to qualify for the LED Lighting Program rebate, the following conditions must be met:

- 1.) The LED light bulbs and/or fixtures must be purchased within 180 days of application.
- 2.) The lights bulbs and/or fixtures must be LED.
- 3.) The member must complete the LED Lighting Program rebate above. The form may be submitted in person, by mail, by fax at (607)746-7548, or by e-mail to ee@dce.coop.
- 4.) The receipt showing the date of purchase must be attached to the LED Lighting Program rebate form.

All rebate checks are subject to available funds. Please call the Co-op before making a purchase to confirm rebate funds availability. Please allow at least 30 days for DCEC to issue your rebate check. All rebate programs are subject to modifications or termination without notice.



If you have any questions concerning the Rebate Programs, please contact:

Delaware County Electric Cooperative

5 North Depot Street | P.O. Box 471 | Delhi, NY 13753

(607) 746-2341 | ee@dce.coop | FAX (607) 746-7548

Rebates Available for Smart / Programmable Thermostats

Delaware County Electric Cooperative is now offering rebates for Smart/Programmable Thermostats. If you have purchased a Smart/Programmable Thermostat within 180 days of rebate application and you are in service class 1 (SC-1), service class (SC-2), or service class (SC-D), then you are eligible for up to a \$500 rebate.

*Limit of one rebate per account per year.



In order to qualify for the Smart/Programmable Thermostat rebate, the following conditions must be met:

- 1.) The Smart/Programmable Thermostat must be purchased within 180 days of rebate application.
- 2.) The Thermostat must be Smart and/or Programmable.
- 3.) The member must complete the Smart/Programmable Thermostat Program rebate. The form may be submitted in person, by mail, by fax at (607)746-7548, or by e-mail to ee@dcec.coop.
- 4.) The receipt showing the date of purchase must be attached to the Smart/Programmable Thermostat Program rebate form.

All rebate checks are subject to available funds. Please call the Co-op before making a purchase to confirm rebate funds availability. Please allow at least 30 days for DCEC to issue your rebate check. All rebate programs are subject to modifications or termination without notice.

Please note that this program is subject to change due to the availability of funds. To confirm the program details, please call (607) 746-2341 or email ee@dcec.coop.



DCEC Smart/Programmable Thermostat Rebate Application

Member Name:

(please print)

DCEC Account Number:

(found in the upper left portion of your monthly bill)

Type of Thermostat:

Date Purchased: _____
(please attach receipt)

Signature

Date



If you have any questions concerning the Rebate Programs, please contact:

Delaware County Electric Cooperative

5 North Depot Street | P.O. Box 471 | Delhi, NY 13753

(607) 746-2341 | ee@dce.coop | FAX (607) 746-7548



Want to know what your home needs for better comfort, health and energy efficiency?
CONTACT us today!



Home Energy Audit

What is Included?

BLOWER DOOR TEST

Measure the amount of air leakage.

APPLIANCE CHECK

Determine if your HVAC equipment is energy efficient and safe.

COMPREHENSIVE REPORT & RECOMMENDATIONS

Find which improvements will have the greatest benefits.

What Are the Benefits?

LOWER ENERGY BILLS

IMPROVED INDOOR AIR QUALITY & HOME



Please note that this program is subject to change due to the availability of funds. To confirm the program details, please call (607) 746-2341 or email ee@dce.coop.

Enjoy Year Round Comfort & Savings!

CEO/GM Report

February 2023

Government Relations and Outside Organizations:

- CEO Gasstrom and President Pick attended a virtual NYAPP meeting on 2/17. Updates were given on NYS budget and legislative activity, Federal updates with Congress and the IJIA, and on activity with the Long Island PPTN for offshore wind. Notable was that NYPA power costs were down for the month of January, averaging at \$42/MW as opposed to values over \$100 in December and last January.

Cooperative Relations:

- DCEC, Otsego and OMEC had a joint meeting in Hartwick to discuss shared safety efforts.

Staffing and Employee Relations:

- Progress has been made with the Line Clearance Arborist position filled and the line apprentice position in progress.
- CEO held an all staff meeting and received SWOT analysis inputs from staff.

Grants:

- DCEC received a letter of encouragement from the DOE in response to our high-level concept paper and has been meeting to discuss the construction of a full proposal.

Rates:

- A kickoff meeting was held to discuss the process of analyzing different structures for electric rates. These efforts and analysis will be continuing through the coming months.

Community Interaction:

- CEO continues to work with SUNY-Delhi on workforce development issues. Had encouraging meetings with Dr. Bonderoff and Dr. Tessier.
- Bill insert went out requesting participation to serve on the nominating committee and with information about serving on the Board of Directors.



Operations Manager Update

Engineering & Operations:

- Notable Outages and Occurrences: Minor outages in this period.
- Disconnections: Door knockers place and payment arrangements made.
- Right of Way Crew: In house data not available at time of report will be relayed at meeting. Asplundh working along CR 33 and adjacent roads in Kortright.
- Headquarters: No activity currently.
- Special Projects: Working on workplan with PSE.
- Fleet Concerns: Awaiting pricing from vendors.

Safety Report:

- Injury Report: Three incidents since last report. As of now none are lost time.
- Safety Committee Activity: Committee Selections Made at 2/5/23 All employee safety meeting.

Respectfully submitted Ryan Sullivan 2/15/23



SYSTEM PLANNING JOB TRAINING and SAFETY UPDATE – February 2023

INTERVIEWS:

Ryan Sullivan, James Small and Mike Pietrantonio conducted in-person interviews for the possible line apprentice position for DCEC.

- * We narrowed the field of candidates based on our verbal interview process to the top four.

- * We developed an outdoor skills assessment to give us the ability to test the applicants in the field. The test was based on 10 skills, and each was given an associated point value for each task. Upon completion we're able to give an overall point average based on the combined assessment scores from the three of us. When we combined the outdoor skills with the interview scores it gave us some good information to help guide us in our decision-making process.

TRAINING:

Lieutenant James H. Small from the Delhi Police department met with John, Ryan and myself to go over active shooter training and de-escalation tactics for the field and office personnel. They will also do a building and threat assessment of our facility. This is a free service for the community and they only ask for donations to keep the program up and running.

SAFETY:

- *We held our monthly safety meeting for all employees, we had 23 in attendance. We discussed the updated employee contact list, critical customer list and laminated sheets that were handed out for crews to use while in the field.

- *Went over the updated building safety inspection sheets, they were passed out to one member of each area (Line, ROW, Office). These will be used to check all required safety items each month to keep us in compliance.

- *Passed out Level 7 cut resistant gloves to all the lineman and ROW employees.