

## July / August 2021

Sun	Mon	Tue	Wed	Thu	Fri	Sat
<b>25</b>  <i>July</i>	<b>26</b> 7:00 pm – Safety and Human Resources Committee	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>
<b>1</b> <i>August</i>	<b>2</b> 6:15 pm – Technology Comm. 7:00 pm – City Council	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
<b>8</b>	<b>9</b> 6:15 pm – Electric Committee 6:15 pm – Board of Public Affairs 7:00 pm – Water and Sewer Committee 7:30 pm – Municipal Properties ED Committee	<b>10</b> 4:30 pm – Board of Zoning Appeals 5:00 pm – Planning Commission	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>
<b>15</b>	<b>16</b> 6:00 pm – Tree Commission 6:00 pm – Parks and Rec Committee 7:00 pm – City Council	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>
<b>22</b>	<b>23</b> 6:30 pm – Finance and Budget Committee 7:30 pm – Safety and Human Resources Committee	<b>24</b> 4:30 pm Civil Service Comm.	<b>25</b> 6:30 pm – Parks and Rec Board	<b>26</b>	<b>27</b>	<b>28</b>
<b>29</b>	<b>30</b> <i>5<sup>th</sup> Monday</i>	<b>31</b>				

*City of Napoleon, Ohio*

**SPECIAL MEETING AGENDA  
SAFETY AND HUMAN RESOURCES COMMITTEE**

**Monday, July 26, 2021 at 7:00 pm**

Council Chambers, 255 West Riverview Avenue, Napoleon, Ohio  
to join the meeting via WebEx [www.napoleonohio.com/Events](http://www.napoleonohio.com/Events)

- 1) **Approval of Minutes: May 24, 2021** (In the absence of any objections or corrections, the Minutes shall stand approved)
- 2) **Wildsparq – Leadership Development**
- 3) **Any other matters currently assigned to the Committee**
- 4) **Adjournment.**

*Roxanne Dietrich*

Roxanne Dietrich ~ Clerk of Council

*City of Napoleon, Ohio*  
**SAFETY AND HUMAN RESOURCES COMMITTEE**  
**MEETING MINUTES**  
**Monday, May 24, 2021 at 7:00 pm**

**PRESENT**

Committee Members	Daniel L. Baer-Chair, Jeff Comadoll, Molly Knepley
City Manager	Joel L. Mazur-via WebEx
City Staff	Fire Chief Clayton O'Brien, Chief of Police David Mack
City Staff via WebEx	Kelly O'Boyle-Finance Director, Lanie Lambert-HR Director
Clerk of Council	Roxanne Dietrich
Others	News Media

**ABSENT**

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**CALL TO ORDER**

the Safety and Human Resources Committee meeting was called to order by Chairman Baer at 7:00 pm.

**APPROVAL OF MINUTES**

The minutes from the February 22, 2021 Special Safety and Human Resources Committee meeting were approved as presented.

**SAFETY SERVICE STRATEGIC PLANNING**

Chief O'Brien began, tonight we will be explaining the safety services strategic plan and how it affects the Police and Fire Departments. A strategic plan provides direction for the organization with some measurable goals, similar to the City's Master Plan. A strategic plan is a recommended best practice. The timeframe for these plans can go from three years to five years. We would be doing a three to five year plan. The Police Department has never done a strategic plan. The Fire Department did an internal strategic plan that was directed by the previous City Manager on specific issues that addressed moral and utilization of trust. An internal plan involves only the people in the organization to create the plan whereas, the external strategic plan is also known as a community driven plan. The external strategic plan would include external stakeholders such as business owners, other residents and different people within the community to help us understand what they expect from each of our organizations. Chief Mack added, in law enforcement there is a lot of conversation nationally on how to reconnect with our communities. This is a way for myself to try to reach out and get ahead of that a little. Chief O'Brien stated that is one of the main reasons we brought this to you tonight. As we move forward in conducting the strategic plan it will involve the community and could involve different members of the Safety and Human Resources Committee, City Council or whoever. The community would be involved and may be reaching out to you. By educating everyone on what the plan is and what it provides for our organizations, I believe is the best way to move forward. Chief Mack continued many times these include surveys similar to what we did for the reciprocity tax. There are other ideas we would like to try to reach a larger crowd and get input. Chief O'Brien commented one of the questions may be why are you doing a combined strategic plan for safety services when you are two separate organizations? Not only are our organizations very similar in the way they work, but in a small town we would be using the same external stakeholders plus there would be better use of time with everyone engaged at the same time to complete the plan. In the end, we will have two different strategic plans, but the plans will have a lot of similarities too. Because we are similar, we want to make sure we are working in sequence. Everyone has the same problems, they are just on different scales. If we have similar issues we have to resolve in our departments, then we can resolve them together or in a very similar fashion which in the end helps financially, is more effective and a lot more efficient. Mazur noted it is hard enough to find volunteers so, having a combined strategic plan for both organizations is good. There is also some tie-ins for the departments with dispatch. Chief O'Brien moved on to Outcome of the Plan. We would gain buy-in from both the external and internal stakeholders and would provide measurable objectives that we can complete. You create smart objectives and utilize the SWOT analysis to identify your strengths and weaknesses, your



# Wildsparq





# What is **Wildsparq**?

## Self-Paced Learning

- **Dynamic Monthly Leadership Lessons (20-30 mins)** — Each lesson leverages content inspired by thought leaders and is broken up into bite-sized “learning bursts”: graphics, grids, illustrations, movie clips, places to reflect & respond, etc.

## Group Engagement

- **Small Group Discussions (45-60 mins)** — In the monthly team meeting, you’ll have the opportunity to learn with and from your colleagues by discussing the core lesson and where it applies to your team.
- **Equipping a Team Leader** — One person on each team is equipped with a Leader’s Guide & Leader’s Slide Deck to help facilitate the team meeting.



Learn to utilize the Celebrate, Champion, and Challenge feedback model for your family, team, and organization.



#### Celebrate, Champion, and Challenge

You'll explore three key elements of feedback and how you can apply them to your team.



#### Appreciate Me

Feedback is critical for the growth of a team. You'll explore how to properly celebrate and champion teammates through affirmation.



#### Rising to the Challenge

You'll walk through a practical feedback model for your team and organization, Feed Me feedback!



## Sample Lesson Topics

Inspired by  
**Susan Scott**



Learn to handle tough conversations effectively as well as how failing to deal with conflict can radically affect relationships and results.



#### What's at Stake?

Great leaders know that dealing with conflict can transform relationships and results. Let's explore how asking that 1 question can change how you view difficult conversations.



#### Don't Be McFly

You will learn to face conflict head on and arrive at great results on the other side.



#### Stuck in the Middle

It's one thing to understand how to attack conflict personally, but what if you are stuck in the middle? It's vital to learn the core elements of effective peer mediation.



# Wildsparq for **City of Napoleon**

This solutions allows us to...

- **Alleviate the administrative burden** of creating and implementing a strategy from scratch. No other tool can provide relevant content, deliver content, and track the engagement like Wildsparq can.
- **Accelerate the growth** of our leaders through team-based learning. Wildsparq pushes past just learning in isolation to drive real application through consistent meaningful conversations.
- **Amplify our reach** by coming in at a price point that allows us to impact more people.



# Wildsparq for **City of Napoleon**

This solution provides...

- **Improved Engagement:** We have to develop new ways to connect, build trust, and have meaningful conversations with our future and current leaders.
- **Enhanced Visibility:** Lack of visibility in the growth of our leaders leads to more difficulty holding those leaders accountable for their growth.
- **Increased Alignment:** Responding to the ever-changing environment quickly and effectively is a huge challenge, making it nearly impossible to keep the team aligned and growing together.



# What's Included

- **Wildsparq Content Selection Consultation**
  - *Work with the Client to determine the best course of action around Wildsparq lesson selection and order of delivery.*
- **Wildsparq Team Leader Training**
  - *Wildsparq will host and lead a Team Leader training for all participants leading and facilitating monthly Wildsparq discussions.*
- **Wildsparq User Kick-Off Training**
  - *Wildsparq will co-lead with Client a kick-off event for all participants to cast vision, create buy-in, and answer participant questions.*
- **Wildsparq Leadership Platform**
  - *Platform includes Reporting, Monthly Leadership Lessons, Leadership Guides, Resources, Leaderboard, DISC Assessments, and Individual Dashboards.*
- **Wildsparq Consultative Sessions**
  - *Wildsparq will provide a minimum of four Wildsparq impact calls (engagements) with Client during the first 90 days to provide guidance around best practices and results.*



## A Few of Our Partnerships



## The Impact of High Leadership Maturity

Leaders tend to learn best with other leaders and from other leaders—inside or outside of their organization

Source:

The impact of High Leadership Maturity from Deloitte University Press | [dupress.deloitte.com](http://dupress.deloitte.com).

37% Higher

Revenue Per Employee

9% Higher

Gross Profit Margin

5x More Likely

To be highly effective at responding to change



*“Organizations with a strong learning culture are 92 percent more likely to develop novel products and processes, 52 percent more likely to be the first to market with their products and services, and 17 percent more profitable than their peers. Their engagement and retention rates are also 30-50 percent higher”*

# Leadership Lessons



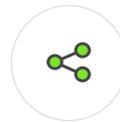
## WILDSPARQ CREATES ENGAGED EMPLOYEES

All you need to equip your entire organization with intentional training and leader development that will change the way you and your people do business.



### Character

Great leaders develop the inner character that propels value driven actions at work, home, and in the community.



### Connection

Great leaders know how to make an authentic and memorable connection with others.



### Competency

From leading team meetings to handling change, great leaders do the practicals with competence.



### Influence

True leadership influence extends from the workplace to the family and community.

## GET STARTED WITH OUR FREE DEMO

*Drive employee engagement and team unity, all at a fraction of the cost or time of traditional leadership development tools. Schedule a demo by visiting [wildsparq.com](http://wildsparq.com)*



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# Character



Develop a servant leadership paradigm and learn how it practically plays out at work and home.



#### Redirect Your Ambition

Learn to redirect your ambition to achieve organizational goals, an essential element of Level 5 Leadership as discussed by Jim Collins in Good to Great.



#### The Servant Leader

What does it really mean to put others before yourself? This Sparqwork will explore several core traits of a servant leader.



#### Servant Leader Case Studies

Putting others before yourself can change the world. Read about real stories of servant leadership.



Understand how to effectively develop trust and recognize how it affects relationships and results within a family, team, organization.



#### Trust Matters

At work and home, trust is the glue that holds healthy relationships together. We will look at elements of trust and how it affects all of life.



#### Little Things Matter

Gaining trust for the long haul is often about doing the little things today. Learn how little things can change big things.



#### Tangible Trust

Trust is a living thing that tangibly affects individuals and organizations. Learn more about how it practically affects you daily.



In these lessons, Lee Ellis, a former Air Force pilot, talks about his years in captivity and what he learned from the leaders around him.



#### Guard Your Character

Character is the foundation of leadership and healthy relationships in general. Learn how to proactively guard it with a clear plan and a community around you.



#### Stay Positive

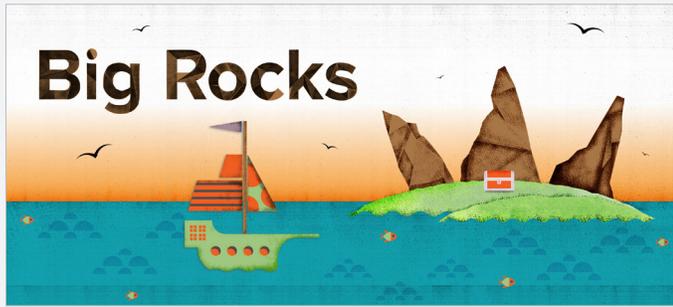
POW's aren't the only people who face hardship. While none of us can control what the next day will bring, we can control one thing: our attitude. A positive attitude is critical to success.



#### Confront Your Doubts and Fears

Doubts and fears lurk in the background for us all and can derail even the best leaders. We want to help you learn to recognize and fight those fears with courage daily.

# Character



Understand the principles and apply the practicals of life management. This will help you maximize your time, talents, and resources more effectively.



#### Big Rocks First

Gain perspective through clarifying what is important to you and what is not. Learn a simple system to evaluate and pursue your priorities on a regular basis.



#### Bridge The Gap

As leaders, how do we bridge the gap that exists between our priorities and the way we actually live?



#### Team Traction

Take the same personal principles around Big Rocks and apply them to your team.



Evaluate personal character issues and reflect upon the holistic nature of integrity as it relates to relationships, results, and facing reality.



#### It Caught Up With Lance

Integrity is more than simply being an honest person. It's about living a whole integrated life. We will explore integrity and its' implications.



#### Integrity: More than a Word

Having and cultivating integrity will allow you to meet the challenges you face daily at work and home. We will continue to explore integrity and its' implications.



#### Organizational Integrity

We will examine case studies of individuals and companies who have been impacted by integrity.

# Connection



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Learn to utilize the Celebrate, Champion, and Challenge feedback model for your family, team, and organization.



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### Rising to the Challenge

You'll walk through a practical feedback model for your team and organization, Feed Me feedback!



Understand how an individual's deep desires drive decision making and learn skills to enhance your ability to connect to the deep desires of family, coworkers, and clients.



### Don't Serve Customers, Change Their Lives

Let's walk through how bad customer service can have an extremely negative impact on people, and how exceptional customer service has the power to change lives.



### Is Anyone Listening?

You'll learn more about what customers truly desire by a change in your perspective and the power of active listening.



### Raving Fan Action Plan

This Sparqwork will guide you to create a plan around customer service that will establish your organization as an agent for transformational change.

# Connection



IQ is important, yet there is another kind of 'smart' that correlates strongly with success in all aspects of life. Some call it emotional intelligence. We call it relational wisdom.



#### **Life is About Relationship**

Relational skills are the single biggest predictor of performance in the workplace and the single strongest driver of leadership and personal excellence.



#### **3D Emotional Intelligence**

Relational wisdom is simple in principle, yet often complex in application. Developing relational wisdom requires growing in self-awareness, other-awareness, and values-awareness.



#### **READ and SERVE**

This lesson will introduce you to the practical relational READ and SERVE skills. These will allow you to accurately discern your own emotions and engage in a relationally responsible and productive manner.

# Competency



Recognize daily distractors and risk factors for burnout. Unpack motivational drivers and develop a set of personal practices to enhance endurance in order to reach personal and professional goals.



#### Focus

You'll explore various factors that affect focus and how it can make you more productive at work and home.



#### Will

This Sparqwork will help your team discover motivations in persevering through difficulty.



#### Endurance

Throwing off self-care, and inability to handle stress can inhibit your ability to have true endurance.



Utilize best practices and processes of intentionally developing others through training, dynamic team meetings, and effective 1-on-1's.



#### Cycle of Training

You'll learn how effective and great training ensures continuity of your organization from both an operational and culture standpoint.



#### Best Team Meetings Ever

Team meetings. What comes to mind when you hear those words? Apply these practical tools and have the best team meetings ever!



#### One-on-One 101

Is it possible to create a one-on-one that no one wants to miss? Learn how to have amazing one-on-ones.



Grow in understanding personal attitudes towards change as well as how to navigate change in a way that ensures morale and energy are intact on the other side.



#### Change is Hard

Learn how to navigate change in a way that ensures morale and energy are intact on the other side.



#### From Here to There

Change: opportunity or drudgery? You get to choose. Explore how opportunity is always the right choice.



#### Change is Hard Case Studies

You'll explore case studies of change gone awry and change executed with precision.

# Competency



Thinking like an owner requires a clear understanding of not only your goals but the goals of the organization as well. Learn to build a culture of 'owners' within your organization.



#### **See A Need, Meet A Need**

Thinking like an owner starts with initiative. Open your eyes to the needs of your organization and respond to those needs today.



#### **Connect the Dots**

Understanding why you do what you do and how it connects to the larger story of the organization will help you think like an owner.



#### **Empowered and Accountable**

Thinking like an owner involves taking responsibility, empowering others and embracing accountability for results.



Real innovation is about learning to give average ideas a chance to become great. Learn practical ways to tap into innovation and keep it at the heart of your organization.



#### **It's Not Magic**

Creativity and innovation aren't magical qualities only a few enjoy. Explore a few simple practices to help you bring more innovation to your role.



#### **Collective Creativity**

Learn a framework and a few tools to harness the creative minds of your team.



#### **Organization Innovation**

Organizations that last build a culture of innovation. Learn the practical tips to keep innovation at the core of your organization for years to come.

# Influence



Write and communicate key events that have shaped your life, uncover your unique identity through the lens of the DISC assessment and craft a Legacy Statement and Legacy Words.



#### Story

In our world, and within your company, stories are a big deal. Your team will learn to articulate their stories to build trust and team synergy.



#### Identity

Use the DISC assessment to uncover your unique identity. Learn to connect, lead, and motivate others more effectively at work and home.



#### Legacy

Each of us will leave a legacy - whether intentionally or unintentionally. Team members will consider their own legacy and the impact it can have in their daily lives.



Multiplying leaders make everyone around them better. They understand how to stretch, encourage, and get more from others in healthy ways. Learn to harness the power of a multiplying impact at home, at work, and in the world.



#### The Multiplication Effect

Execute. Own. Develop. Reproduce. Each word represents levels of growth for a Multiplier. Learn the principles of multiplication and how their effects compound over time in all areas of life.



#### Multiplying Leader

Multiplying leaders intentionally develop others and reproduce 'first generation' leadership principles. Learn about the key characteristics of a multiplying leader.



#### Multiplying Movements

Experience the stories of people who created multiplying movements. They started small, trusted the process, and have changed many lives along the way.



Be able to clearly define culture, identify key components of healthy cultures, and learn to assess family, team and organizational cultural health.



#### Culture Counts

Honestly, most can't even define what culture is... Let's define culture, understand how to cultivate it, and make your culture awesome.



#### Culture Killers

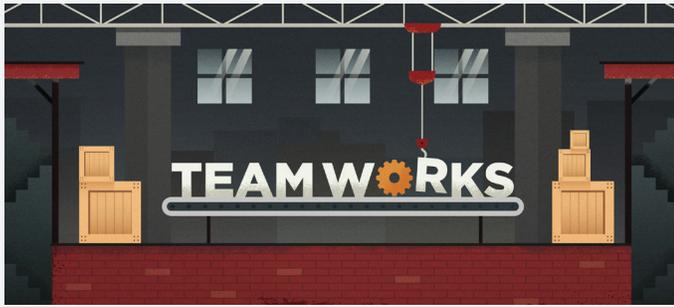
Culture Killers can seep into an organization and poison its' passion and productivity. You need to know what they are and how to avoid them.



#### Culture Case Studies

You'll see real examples of amazing and not so amazing company cultures.

# Influence



Learn the key components of dynamic teams, how to evaluate the health of a team, and how you personally affect team dynamics as a team leader or team member.



#### Big Team, Little Me

Little of great value was ever accomplished alone. You'll learn how team health affects your entire organization.



#### Energy Vampires

Jon Gordon says that Energy Vampires suck the life out of teams and organizations. You'll learn the characteristics of Energy Vampires and how they can harm teams.



#### The Art of Adding Value

A mindset to add value to in every room you enter can change your team and the world. A posture of generosity is a valuable quality to develop -- and doesn't cost you anything.



The best leaders are great coaches to those they lead. In these lessons, we'll explore the characteristics of effective Leader Coaches as well as give you a practical model to help you coach others.



#### The Leader as Coach

Coaching is more than pep talks and a pat on the back. In this lesson, we'll unpack how coaching is different than other forms of leadership and introduce you to the first two critical skills of a Leader Coach.



#### The COACH Model

Learn to use The COACH Model™ to lead others more effectively and personally evaluate your leadership wake.



#### Coaching for Impact

As you implement The COACH Model™, you'll need to be aware of the most common coaching situations and understand the proper mindset for coaching others. We'll explore those in this lesson.



City Manager

Finance Director

Income Tax Administrator

Utility Billing Administrator

Electric Superintendent

Electric Distribution Service Supervisor

Lead Lineman (2)

Public Works Director

Human Resources Director

Fire Chief

Fire Captain (3)

Operations Superintendent

Streets and Sewer Foreman

Water Distribution Foreman

Parks & Recreation Director

Parks & Rec Foreman

Police Chief

Lieutenant (3)

Sergeant

Wastewater Superintendent

Chief Wastewater Operator

Water Treatment Superintendent

Assistant Water Treatment Superintendent

Zoning Administrator

IT Administrator

Municipal Court Clerk



# City of Napoleon, Ohio

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Napoleon, OH 43545

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[www.napoleonohio.com](http://www.napoleonohio.com)

## Memorandum

**To:** Mayor and City Council, City Manager, City Law Director, Finance Director, Department Supervisors, News Media

**From:** Roxanne Dietrich, Clerk of Council

**Date:** July 23, 2021

**Subject:** Finance and Budget Committee – Cancellation

The regularly scheduled meeting of the **FINANCE AND BUDGET COMMITTEE** for Monday, July 26, 2021 at 6:30 pm has been *cancel*ed due to lack of agenda items.



# City of Napoleon, Ohio

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## Memorandum

**To:** Civil Service Commission  
**cc:** Mayor and City Council, City Law Director, City Manager, Finance Director, Department Supervisors, News Media  
**From:** Roxanne Dietrich, Clerk of Council  
**Date:** July 23, 2021  
**Subject:** Civil Service Commission – Cancellation

Due to lack of agenda items, the **CIVIL SERVICE COMMISSION** meeting scheduled for Tuesday, July 27, 2021 at 4:30 pm has been *anceled*.



# *City of Napoleon, Ohio*

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www.napoleonohio.com*

## *Memorandum*

**To:** Parks and Recreation Board  
**cc:** Mayor and City Council, City Law Director,  
City Manager, Finance Director, Department  
Supervisors, News Media  
**From:** Roxanne Dietrich, Clerk of Council  
**Date:** July 23, 2021  
**Subject:** Parks and Recreation Board Cancellation

Due to lack of agenda items, the regularly scheduled meeting of the **PARKS AND RECREATION BOARD** for Wednesday, July 28, 2021 at 6:30 pm has been CANCELED.

## AMP Update for July 16, 2021

American Municipal Power, Inc. <webmaster@amppartners.org>

Fri 7/16/2021 5:30 PM

To: Roxanne Dietrich <rdietrich@napoleonohio.com>

Having trouble viewing this email? [Click here to view web page version](#)



July 16, 2021

### **PJM Board supports a revised MOPR that accommodates self-supply**

*By Steve Lieberman - assistant vice president of transmission and PJM affairs*

After overwhelming dissatisfaction with the Federal Energy Regulatory Commission's (FERC) directives on PJM's minimum offer price rule (MOPR) for capacity resources, beginning in May, PJM and stakeholders undertook a formal, accelerated process to develop and propose changes. Recall that the MOPR is an offer price floor for capacity resources to protect against monopsony power (buyer-side market power). The ambitious goal of the PJM Critical Issue Fast Path (CIFP) process was to file changes to MOPR at FERC in July, to give the Commission sufficient time to approve such changes prior to the MOPR now in effect negatively impacting new capacity resources in the 2023/2024 base residual auction to be held in December 2021.

PJM's initial proposal focused on applying the MOPR to public power and other self-supply resources. Consequently, AMP worked extensively with PJM and other stakeholders to educate them on the public power business model and why public power (and AMP specifically) has neither the incentive nor ability to exercise buyer-side market power - the stated need for the MOPR - and should not be the focus of the rule. AMP staff was instrumental in developing a solution AMP could support, and, ultimately, the proposal that PJM developed better accommodates self-supply business models.

Specifically, the PJM proposal clarifies that generation resources owned by municipal utilities or municipal joint action agencies are recognized as being "legitimate" and not subjected to the MOPR. Further, PJM's proposal makes clear that the self-supply business model in and of itself is neither an indicator of buyer-side market power nor raises suspicion thereof. Additionally, PJM's proposal specifies that the MOPR will not be applied to all owned and bilaterally contracted (new and existing) generation resources of self-supply entities that are demonstrated to be consistent with or included in their long-range resource plan (e.g., part of a power supply portfolio or a long-range hedging plan).

On June 30, PJM's proposal won a majority of support from stakeholders. AMP supported the proposal. Additionally, AMP made an alternative proposal that focused on an ability-based test that received the second highest support after PJM's proposal.

The PJM Board has indicated that it will direct PJM to file the PJM proposal at FERC, which will likely be done before the end of July. If approved by FERC, PJM intends to terminate the existing MOPR resulting

from the December 2019 FERC Order effective with the 2023/2024 delivery year.

AMP was extremely successful in driving PJM to a solution it could support and is pleased with the outcome. If you have any questions regarding the process, proposals or next steps, please contact me at [slieberman@amppartners.org](mailto:slieberman@amppartners.org).

## Joe Morris presented first AMP Employee Innovator Award

*By Jolene Thompson - President/CEO*

On July 15, Joe Morris was named the inaugural honoree of the AMP Employee Innovator Award. Morris is the manager of SCADA and real time systems and has been with the organization since 2015, when he joined as an IT intern.

The AMP Employee Innovator Award was launched this year to promote and support a culture of innovation and continuous improvement within the organization. Given up to twice annually, the award recognizes an employee or team of employees for demonstrating innovation through creative thinking, solutions or programs and/or cost-cutting mechanisms that benefit AMP and/or AMP members.



Morris was nominated by his colleagues for his passion for using technology to create solutions to complex problems and taking the initiative to learn new systems in order to solve issues. Morris assisted the City of Oberlin to implement a replacement SCADA system, resulting in customer savings and operational efficiency. He also developed a solution to allow a member utility to control its generation alongside AMP's Energy Control Center, and helped develop AMP's Cyber Security Assessment Pilot program. In addition, Morris is an active participant on the AMP Innovation Team and two Moonshot initiatives (Green Energy Exchange and Creative Solution for Technology Adoption and Portfolio Rebalancing).

Morris joined AMP full time in 2016 as a systems analyst after having previously served as an IT intern for nearly a year. Morris has also served as a SCADA system programmer/analyst, a systems engineer and interim manager of SCADA and real time systems. He was named to his current position in January 2021. He earned a bachelor's degree in network and communication management from DeVry University and a Master of Business Administration from the Keller Graduate School of Management. He is a Cisco-certified network associate.

Please join us in congratulating Joe on this outstanding achievement!

## AMP holds lineworker training

*By Scott McKenzie - director of member training and safety*

AMP held a Lineworker Training Basic 2 course in Columbus, July 12-16. The training course provides apprentice lineworkers in their second year the opportunity to expand their knowledge and skills. Topics covered in the course included enhanced climbing skills, installation of equipment, underground and overhead conductors, substations, live-line equipment and further explanation of transformer basics.

AMP instructors were joined by guest lineworker instructors Nate Hutchison from the Piqua Power System, Cody Leitner from the City of Westerville and Dave Overman from the Village of Jackson Center. Hutchinson, Leitner and Overman, all past competitors in the AMP and APPA lineworker rodeos, helped to instruct participants on proper climbing and field techniques.

Lineworkers in attendance were: Kevin Hoppes, Clyde; Bryan Brunson, James Filon and Patrick Gross, Cuyahoga Falls; Ben Brady and Kevin Neiles, Ephrata; John Snyder IV, Girard; Justin Moore, Hudson; Brad Davis and Kody Pickering, Lakeview; Alexandria Carper, Monroeville; Mackenzie Koehler, St. Clairsville; Tyler Sawmiller, St. Marys; Anthony Alves and Tyler Diehl, Schuylkill Haven; Ryan Crawford and Nick Sanders, Tipp City; and Kyle Badger and Jacob Thompson, Wadsworth.

Throughout the year, AMP offers high-quality training designed to improve employee performance and enhance safety. Members are encouraged to browse the [2021 training catalog](#) on the [Member Extranet](#) (login required) and sign up for any courses that might benefit their community.

The August 2021 natural gas contract decreased yesterday \$0.046/MMBtu to close at \$3.614. The EIA reported an injection of 55 Bcf for the week ending July 9, which was above industry estimates of +49 Bcf. Last year was an injection of 47 Bcf and the five-year average was +54 Bcf. Storage is now 2,629 Bcf, which is 17.1 percent below a year ago and 6.7 percent below the five-year average.

On-peak power prices for 2022 at AD Hub closed yesterday at \$37.85/MWh, which was \$.10/MWh lower for the week.

On Peak (16 hour) prices into AEP/Dayton				
Week ending July 16				
MON	TUE	WED	THU	FRI
\$43.81	\$42.22	\$43.54	\$47.53	\$40.43
Week ending July 9				
MON	TUE	WED	THU	FRI
\$45.52	\$61.36	\$51.36	\$39.62	\$36.81
AEP/Dayton 2022 5x16 price as of July 15 — \$37.85				
AEP/Dayton 2022 5x16 price as of July 8 — \$37.95				

## AFEC weekly update

By Jerry Willman

The AMP Fremont Energy Center (AFEC) plant was in 2x1 configuration during the week. The plant cleared offline for the overnight hours Friday through Thursday based on PJM day-ahead economics. Duct firing operated for 65 hours this week. For the week, the plant generated at a 60-percent capacity factor (based on a 675-MW rating).

## Oberlin College enlists Efficiency Smart's assistance on project

By Steven Nyeste - senior marketing project manager, Efficiency Smart

Efficiency Smart and Oberlin College and Conservatory have a long history of collaboration on energy efficiency projects. Since 2011, the college has worked with Efficiency Smart to complete more than 85 energy efficiency projects. Efficiency Smart is now helping the college with its ambitious geothermal project.

In May, Oberlin College broke ground on its Sustainable Infrastructure Project (SIP). This project will modernize the campus infrastructure and will play a significant role in reaching the college's goal of carbon neutrality by 2025. The campus' century-old heating infrastructure will be replaced with a central geothermal system in a multi-stage project over four years. In addition to geothermal heating and cooling and supporting infrastructure, the project covers significant upgrades to the college's electrical system and information technology infrastructure. Additional benefits will include reducing the college's water use by five million gallons annually and reducing its sewer discharge by four million gallons annually.



Oberlin College (photo credit: William Bradford)

Efficiency Smart began working with Oberlin College on the SIP in January of 2021, participating in meetings with the college and its contractors, reviewing design documents, analyzing energy and demand

savings, and calculating available incentives based on the project scope. As project phases are finalized, Efficiency Smart will also calculate the benefits of the installed measures and help the college track its progress towards its carbon neutrality goal.

Construction kicks off this summer, with the scope of this portion of the project focused on updating the HVAC systems to transition from steam distribution to the new central hot and chilled water closed loop system. The new central geothermal plant will supply the entire campus within the district energy system when construction is complete.

"As the Sustainability Coordinator for the City, my job is to implement the climate action plan (CAP) for all of Oberlin, including Oberlin College," said Linda Arbogast, sustainability coordinator with the City of Oberlin. "Our goal is to be carbon neutral by 2050. Having the college meet this objective by 2025 helps us all - both in meeting our goals and, more importantly, in creating a sustainable community. I am thrilled that the SIP will enable the college, and the community, to show other small cities that it is possible to meet ambitious climate goals. Working with Efficiency Smart has broadened our ability to work on building efficiency - both residential and commercial, moving us ever closer to our CAP goals."

## **Kaseya security crisis scam**

*By Jared Price - vice president of information technology and chief technology officer*

Earlier this month, information technology provider Kaseya was the target of a massive cybersecurity attack. Many IT companies use Kaseya's software to manage and monitor their clients' computers remotely. The cyberattack resulted in over 1,500 organizations becoming victims of ransomware.



Cybercriminals are now using the Kaseya incident as bait to catch your attention and manipulate your emotions. You can expect to see scammers referencing this event in phishing emails, vishing attacks and social media disinformation campaigns.

Here are some tips to stay safe:

- Watch out for Kaseya-related emails - especially those that claim your organization has been affected.
- Do not respond to any phone calls claiming to be from a "Kaseya Partner." Kaseya released a statement that they are not asking partners to reach out to organizations.
- Be suspicious of social media posts that contain shocking developments to the story. This could be false information designed to intentionally mislead you - a tactic known as disinformation.

## AMP bucket truck for sale

AMP is selling a 2008 Terex Hi-Ranger TL37M with a Sterling (Dodge) 5500 4x4 chassis and a four-door quad cab. The unit has a maximum working height of 44 feet and a maximum horizontal side reach of 28 feet. Interested parties can contact Michelle Palmer at 614.540.0924 for a copy of the full specifications or to inquire about the purchase of the truck.



## City of Napoleon seeks applicants for finance director

The City of Napoleon is seeking applicants for the position of finance director. The successful candidate will be a highly collaborative and progressive government finance professional who will serve on the executive team to direct and coordinate the activities of the city's Finance Department, which includes the city's Income Tax and Utilities Office. The finance director provides highly responsible strategic leadership and day-to-day management of the city's financial operations and compliance including, but not limited to, developing and administering the city's overall budget, asset accounting, cash management, investments, debt management, payroll, accounts payable, utility billing, audit coordination, income tax collection, and budget and financial forecasting. The ideal candidate will possess a solid background in government finance with a general understanding of government operations and department compliance including enforcement of applicable federal, state and local laws, ordinance and codes.

Candidates must have a bachelor's degree in accounting, finance or business administration, three to five years of relevant executive management/leadership experience and a valid State of Ohio driver's license. Prior experience in municipal finance management is preferred. The annual salary is \$75,000 to \$100,000, depending upon qualifications and experience. A completed application must be returned to City of Napoleon, 255 W. Riverview Ave., PO Box 151, Napoleon, OH 43545 with a resume and cover letter by July 30, 4:00 p.m.

Learn more about this job opportunity, complete job description and application by visiting [www.napoleonohio.com](http://www.napoleonohio.com). Contact City of Napoleon's HR Director with questions at 419.592.4010 or [lambert@napoleonohio.com](mailto:lambert@napoleonohio.com). The City of Napoleon is an Equal Opportunity Employer

## Lewes BPW seeks applicants for general manager

The Lewes Board of Public Works (BPW) is seeking applicants for the position of general manager. The BPW is a full-service utility that includes electric, water, sewer and stormwater utilities. Under the supervision of the Board of Directors, the general manager will plan and set BPW's strategic goals, optimizing the use of financial, physical and human resources assets to service the City of Lewes. This position oversees the daily business activities of Lewes BPW. They are responsible for planning and improving overall business functions, including administrative, technical, financial and service operations. They will establish the prevailing performance standards that guides quality assurance to BPW's customers.

Successful applicant must have extensive knowledge related to management of electric, water and sewer and stormwater utility systems; knowledge of civil engineering, design and construction principles and practices; thorough knowledge of the fundamentals and accepted practices in public administration; thorough knowledge of personnel and programs management principles and practices, including optimum use of human resources; ability to absorb and analyze complex technical information rapidly, draw logical conclusions, and make rapid decisions of major scope with full awareness of federal, legal and financial consequences; ability to communicate technical data and sensitive information to citizens in a clear and persuasive manner; ability to speak in a public or legislative forum; ability to mediate conflicts, sort out issues, and manage change in relation to overall utilities goals and objectives; ability to plan and implement policies; ability to understand, evaluate and organize budget requests; ability to establish and meet rigid timelines; ability to create innovative management programs and systems in response to electric, water, sewer and storm water problems; ability to plan, organize, delegate responsibility, supervise and review with subordinates and to achieve efficient results; and possesses a thorough knowledge of public financing mechanisms, including grants, loans, bonds and associated matters. Must have graduated from a four-year college or university with a bachelor's degree in public administration, engineering or a closely related field and five years of progressively responsible administration experience. A master's degree in one of the above stated fields is desirable. See the full job description [here](#).

Salary commensurate with the applicant's experience. Send resume and associated materials to A. Thomas Owen, director of the Lewes BPW, at 9 Jefferson Ct., Lewes, DE 19958, or [atowen114@gmail.com](mailto:atowen114@gmail.com).

## **Cleveland Public Power seeks applicants for senior lineworker**

Cleveland Public Power is seeking qualified journeyman applicants for the position of senior lineworker. Applicants must have a high school diploma or GED. Applicants must have completed an electrical lineworker program or a four-year apprenticeship program. Two years of full-time, paid experience as a high-tension lineman or equivalent is required. A valid State of Ohio Class "A" Commercial Driver's License with Air Brake Endorsement is required. May be required to work overtime during emergencies and for emergency callouts. Must be able to lift and carry 75 pounds.

The rate of pay for senior lineworker is \$42.17 per hour. Interested applicants can apply online [here](#) or send resumes to: Office of Commissioner, Cleveland Public Power, 1300 Lakeside Avenue, Cleveland, OH 44114.

## **Village of Edgerton seeks applicants for water/sewer operator**

The Village of Edgerton, population 2,000, is seeking applicants for the position of water/sewer operator. A high school diploma, 12 months of experience operating a municipal water treatment plant and sewer treatment and collection system, possession of a valid Class I Ohio EPA Water Supply Operator's license and/or Class I Ohio EPA Wastewater Operator's license preferred; must possess a valid Ohio driver's license. A complete job description is available by contacting the Village of Edgerton at [hr@edgerton-ohio.com](mailto:hr@edgerton-ohio.com). Salary commensurate with qualifications and experience. Please submit resume and cover letter to Administrator, Village of Edgerton, P.O. Box 609, 324 N Michigan Ave, Edgerton OH 43517. EOE

## **Town of Bedford seeks applicants for experienced right-of-way crew foreman**

The Town of Bedford Electric Department is seeking an experienced right-of-way (ROW) crew foreman. This individual will direct the activities of the ROW crew working with and through the ROW assistant supervisor, line foreman and operations superintendent. Position will be responsible for oversight of: ROW

clearing, re-clearing, herbicide application, ensuring that all crew members adhere to safety procedures and requirements, coordinating maintenance of equipment to ensure proper working conditions and compliance with safety regulations.

This is a working position, so the candidate must also possess a valid Class A CDL, be experienced in bucket truck operation, safe chain saw operation and other ROW clearing equipment. Individual must be conversant in safely working around electric hazards and skilled in trimming and climbing. Must be able to work extra hours when necessary for storm restoration and report to work whenever needed during non-scheduled working periods.

Compensation will be based on experience and skill level. Position offers excellent benefit package including participation in the Virginia Retirement System. Employment application and job description may be obtained from the Town of Bedford Human Resources Office, 215 E. Main Street, Bedford, VA 24523 or visit our website at [www.bedfordva.gov](http://www.bedfordva.gov) to download application; resumes alone not accepted. Applications accepted until position is filled. The Town of Bedford is an equal opportunity employer that values and welcomes diversity in our workforce. To this end, we encourage all qualified persons to apply.

## City of Milford seeks applicants for electric superintendent

The City of Milford Public Works Department is seeking applicants for the position of electric superintendent. The electric superintendent oversees the overall operations of the city's electric system that serves approximately 7,500 homes and businesses from two substations in approximately a 12-square-mile service territory, covering all of Milford and portions of unincorporated areas of Kent and Sussex Counties. The system peaks at just over 46,000 MW and delivers over 225 million kWh annually.

The electric superintendent supervises approximately 11 employees, including those covered under the International Brotherhood of Electrical Workers, Local Union 126 Collective Bargaining Agreement. The electric superintendent is responsible for construction, maintenance and design of the distribution system, including substation operations and maintenance. Electricity is purchased in bulk from the Delaware Municipal Electric Corporation. Work is performed under the general supervision of the public works director.

The city is seeking applicants with a bachelor's degree in electrical engineering (preferred) or a related field with at least five years' experience; or 10 years of experience in the electric utility industry with considerable supervisory and management experience may be substituted for a degree; or any combination of education and experience equivalent to the requirements. Possession of a valid Delaware vehicle operator's license and Class B CDL (minimum - within one year of date of hire) is preferred.

The city offers a comprehensive, competitive benefits package. Please apply online at [www.cityofmilford.com](http://www.cityofmilford.com).

## Opportunities available at AMP

AMP is seeking applicants for the following positions:

- Circuit rider and general safety coordinator
- Transmission planning engineer
- IT intern

For complete job descriptions, please visit the [AMP careers page](#).



**Mission:**