AEA 2018

Administrator’s Excellence Awards Ceremony

GSA AUDITORIUM
APRIL 26, 1:25 P.M.

CEREMONY HOSTS:
ELLIOT MAINZER
ADMINISTRATOR AND CHIEF EXECUTIVE OFFICER

JOHN HAIRSTON
CHIEF ADMINISTRATIVE OFFICER

DAN JAMES
DEPUTY ADMINISTRATOR
Welcome to the AEA ceremony.

This ceremony honors employees, individuals and teams whose initiative, innovation, superior service or exemplary acts have made an exceptional contribution to BPA’s mission, the electric utility industry or the communities we serve.

CEREMONY PROGRAM:

SAFETY EXCELLENCE:

FRANK DUNN
Operations and Planning Specialist
Workplace Services
Vancouver, Washington

Frank is a tireless advocate for BPA’s top core value: safety. His role in Workplace Services includes overseeing Transportation Services and the motor pool, and he has taken it upon himself to study traffic at the headquarters loading dock — one of the busiest work areas in the facility. His methodical approach to safety starts with gathering data about hazards, identifying root causes and then working with his teams and the Safety Office to address concerns. His work has contributed to multiple improvements for cyclists and drivers who use the headquarters garage, and he is leading a cross-functional team to rapidly address potential hazards at the loading dock.

ENERGY EFFICIENCY SAFETY TEAM:

In January 2017, a special safety work group set out to tackle a potential safety hazard related to taking electrical measurements on energized equipment. This work is critical for quantifying the reliable energy savings that are delivered by new technologies. But all work stopped when BPA became aware the practice could put employees at risk of injury or even death. The safety team had 90 days to not only understand and document the risk, but to remove the risk and recommend procedures to support safe work practices. Through incredible dedication and leadership, the team tackled difficult technical and cultural challenges to champion the development of a thoughtful and more rigorous safety policy.

UNSUNG HEROES:

JAMES W. BURNS
Electrical Engineer (Retired)
Transmission System Operations
Vancouver, Washington

Jim supported the safe, reliable operation of the power grid for more than 40 years. As a lifelong learner, he became a recognized expert in system protection and disturbance analysis. Jim used his unique abilities to reconstruct system disturbances so that BPA could take corrective actions and prevent future events. He was an early adopter of phasor measurement units — one of the most important advancements in power system measurements — to analyze disturbances. He also represented BPA in multiple forums, including as an adviser on solar flares — the release of pent up energy from the sun — which can stress power systems. Jim has mentored and trained other engineers and had a positive impact on many of his colleagues’ careers.
ERIN HOPE  
Mechanical Engineer  
Energy Efficiency Engineering Services  
Spokane, Washington

As the eastern region energy efficiency industrial engineer, Erin serves 63 utilities and wears many other hats, including manager of the Industrial and Green Motors programs and representative on the Regional Technical Forum. He also recently served as acting manager of Engineering Services, taking on additional duties with competence and grace. He is deeply committed to serving BPA’s utility customers and delivering quality engineering technical services. Erin helped launch the nationally recognized Energy Smart Industrial program, and his technical expertise has contributed greatly to the program’s success. He is constantly seeking ways to improve Energy Efficiency’s cost-effective operations and deliver quality customer service.

GARY REAVES  
Electrical Engineer  
Critical Facilities Operations and Maintenance  
Vancouver, Washington

Gary maintains a low profile, but his work is high impact. His efforts have led to complete overhauls of critical infrastructure at headquarters, both of BPA’s control centers and all other critical facilities. Gary’s ability to design, implement and operate complicated electrical distribution, back-up systems and control infrastructure have advanced BPA operations. He has also led the development of a world-class operations and maintenance program to ensure these facilities remain at their highest possible availability in support of BPA’s mission critical work. At the same time, he demonstrates the utmost professionalism and a positive attitude while motivating others to give their best effort.

ACHIEVEMENT IN EQUAL OPPORTUNITY EMPLOYMENT OR DIVERSITY

KRISTINE McClAIN  
Public Utilities Specialist  
Power Rates  
Portland, Oregon

Kristine has courageously worked to create a more diverse and inclusive work environment at BPA. She is involved with the Gay, Lesbian, Bi, Transgender Employee Resource Group and the Women’s Resource Group, but she has made the biggest impact through her willingness to share her own story. In the training she developed, “Kristine’s Journey to Becoming a Woman,” she has created opportunities for open, honest dialogue. With strength, a sense of humor and a focus on her story’s positive ending, she has raised awareness about the challenges transgender people often face and inspired employees by giving them a new perspective on this important issue.

AARON PAULSON  
Compliance Specialist  
Transmission Business Operations  
Vancouver, Washington

Aaron has emerged as a leader in diversity and inclusion, taking it upon himself to open a line of communication with Facilities in support of improving access for people with disabilities. He has established a more cohesive relationship between the reasonable accommodation coordinator and the Disability Awareness Resource Group to find ways to advance the reasonable accommodation training for managers. He’s also coordinating with Workplace Services on the accessibility of motor pool vehicles and has volunteered at job fairs for people with disabilities. Aaron is motivated to cultivate an inclusive workplace, and his passion for helping others is making a difference at BPA.
With Judy ready to help behind the scenes, Media Services produces everything from large high-profile projects to thousands of individual projects and engineering drawings for departments across BPA. Judy continually demonstrates operational excellence in production and customer service and is known for providing an extra level of care for her internal customers. No matter the task, she does whatever it takes to make things happen for her clients, often under tight deadlines. She also ensures BPA complies with all Government Publishing Office regulations, and her attention to detail has ensured print jobs processed by the GPO, a cost of over $400,000 in 2017, were processed to the highest standards and at the best value to BPA.

Paige goes above and beyond to ensure equipment, materials, supplies, vehicles and other resources are available when needed to support the operations and maintenance of multiple Transmission field districts. Paige is not only responsible for a wide variety of administrative, analytical, planning and advisory work, but takes extra steps to ensure proper procedures and processes are followed to prevent compliance violations. She has discovered weaknesses in procedures and proactively helped to develop new measures to ensure accuracy and compliance. She is a dedicated team member who gives her all and expects nothing in return.

Michelle provides seamless service to help keep BPA in compliance with numerous federal and state laws and other regulations. Most of BPA’s environmental compliance processes and documents funnel through her. At any given time, she is tracking hundreds of documents for dozens of processes that involve external partners, stakeholders and regulatory agencies. The stakes are high: An error could delay work, waste money or violate regulations. Her work is complex, but she does it with tremendous attention to detail. Michelle is also an effective team builder who strives to bring people together.

Bart demonstrated the best in human character when he provided immediate life-saving care for a woman who collapsed outside of a BPA office building. Bart was backing out of his parking space when he saw the woman hit her head on the pavement, and he quickly ran to her aid. He assessed her injuries and found a pulse but noted that she was not breathing. After alerting others to call 911, he relied on his Army training to resuscitate her. When she began to breathe a few minutes later, Bart kept her airway clear and continued to provide care until emergency medical personnel arrived. His heroic, selfless efforts saved a life.
RAVI KUMAR AGGARWAL
Supervisory Electrical Engineer
Transmission Long-Term Planning
Vancouver, Washington

Ravi is a forward thinker who challenges the status quo and asks thought-provoking questions to promote innovation. Ravi has championed alternative, non-wires transmission approaches for many years, and his work contributed greatly to BPA’s monumental decision in 2017 not to build the proposed I-5 Corridor Reinforcement Project. He was the first to recognize that changes in the industry landscape reduced the need for the project. He also developed a more scalable, flexible and economical approach to address the system need, which will allow BPA to make incremental investments rather than a single $1.2 billion build. Ravi is a respected mentor who empowers and inspires others to do their best.

NEIL ARTHURS
Supervisory Physical Security Specialist
Security and Continuity of Operations
Vancouver, Washington

When it comes to physical security, Neil Arthurs is a technical expert and strategic mastermind who has helped make BPA a leader in the industry. Some of Neil’s biggest accomplishments include his work to ensure compliance with complex critical infrastructure protection standards, which involved multimillion dollar capital projects and collaboration across many organizations. BPA’s successful completion of these projects and subsequent audits reflect Neil’s leadership and expertise. Through the many security efforts he has spearheaded, from a threat assessment program to workplace violence prevention, this Air Force veteran has consistently demonstrated a passion for public service.

JOYCE McGEE
Manager, Contract Specialist Construction
Acquisition Team
Supply Chain Services
Vancouver, Washington

Joyce McGee is a highly respected manager in Supply Chain. She not only looks out for what is best for BPA, but truly cares for her employees’ best interests. She empowers others and prides herself in maintaining a happy, harmonious office environment. Joyce is a strong, intelligent leader who understands her customers and is very knowledgeable when it comes to policy and compliance. She is innovative, motivated and encourages employees to think creatively. As a manager for the materials acquisition team, Joyce led the group to become a best-in-class organization, first by establishing 75 master contracts to improve efficiency, and second by creating comradeship amongst the contracting officers, allowing them to teach and learn from each other.

DORIE WELCH
Supervisory Fish and Wildlife Administrator
Montana/Idaho Implementation
Portland, Oregon

Dorie Welch developed and led a policy change that has provided certainty and benefits to both wildlife and BPA. Her multi-faceted programmatic approach for wildlife mitigation provides certainty for funding land acquisitions — one of the ways BPA mitigates for the environmental impacts of the hydroelectric system. It also permanently resolves long-standing issues, such as how the lands are acquired, protected and monitored. Her innovations include a consistent methodology for calculating BPA’s wildlife obligations over a specific geographic area, and a new funding approach that makes the most efficient and flexible use of limited financial resources. She also introduced the use of a remote satellite monitoring program, which is safer and more cost-effective than sending staff into the field.
CLIMATE CHANGE RESEARCH PROJECT TEAM
Bart Nijssen, Ph.D., and Oriana Chegwidden
University of Washington
David E. Rupp, Ph.D.
Oregon State University

Bart and David have supported the advancement of BPA’s programs and operations by producing scientifically sound climate change projections that will improve hydropower planning. BPA and its federal partners will be able to use these projections to estimate the impacts of climate change on generation and energy demand. The project team not only met ambitious scientific objectives, but the team members also engaged in and supported a robust outreach program throughout the four-year project. Their collaborative process ensured stakeholders felt included and contributed to scientific advances that exceeded BPA’s expectations.

RACHEL SHIMSHAK
Executive Director
Renewable Northwest

Rachel has been one of the principal driving forces behind the development of new renewable resources in the Pacific Northwest. It is difficult to overstate her leadership and accomplishments at Renewable Northwest. Specific to Bonneville, she has taken the time to understand the perspective of various parties and is willing to work with them to address concerns and minimize impacts — always looking for a win-win outcome. She personally shaped BPA’s understanding and awareness of many issues, from transmission policies and practices to hydropower system operations. She is very interested in the long-term success of BPA, speaking passionately about the hydro system’s value.

ROY HUNTER SAMPSEL
Tribal advocate and first Executive Director, Columbia River Inter-Tribal Fish Commission (posthumous)

Roy Sampsel dedicated his life to serving the public, and in doing so he left an indelible mark on the Northwest. BPA is proud to honor Roy with this award which recognizes his thoughtful guidance and effective leadership. Roy helped Bonneville build deep and productive relationships with the Northwest tribes most impacted by the development of the Federal Columbia River Power System. He devoted the last two decades of his life to serving Northwest tribes and their federal counterparts, revealing his unmatched ability to bring together those whose interests and positions appeared on the surface to be divergent. He selflessly and consistently provided coaching and counsel for BPA’s senior leaders, managers and staff to support their professional development and promote a deeper understanding of tribal culture, political structure and interests.

ANDERS JOHNSON
Electrical Engineer
Transmission Long-Term Planning
Vancouver, Washington

Anders has a unique ability to bring together different technical disciplines and departments to deliver innovative One-BPA solutions at the lowest cost to ratepayers. He has contributed to and been the creative lynchpin behind numerous cross-agency projects, including the Southeast Idaho Load Service issue and the I-5 Corridor Reinforcement Project decision. His studies determined the need and requirements for the South of Allston Non-Wires pilot, paving new ground on non-wires alternatives. Anders applies his engineering and business acumen, as well as his ability to bring people together even on contentious issues, to directly support BPA’s strategy for developing flexible, scalable and economical transmission solutions.
MICHAEL OVEREEM
System Protection Control District Engineer, Cellilo Converter Station
Transmission Field Services
The Dalles, Oregon
Michael took an unresolved issue into his own hands and made important discoveries that improved the reliable operation of the Cellilo Converter Station. He found a way to accurately detect the location of faults on the Pacific Northwest-Pacific Southwest Intertie, which had the direct effect of preventing shut downs. It took extensive modeling and analysis to develop a model that worked, but Michael was determined to find a solution. With his knowledge and expertise, he gathered and evaluated an extensive amount of data, identified a solution and saved BPA’s valuable converter from excessive wear and damage.

ACHIEVEMENT IN EMPLOYEE DEVELOPMENT

DEANNA PHILLIPS
Electrical Engineer
FERC Compliance, Governance and Internal Controls
Vancouver, Washington
With more than 30 years of experience at BPA in a variety of roles — from electrical engineer to senior compliance engineer — Deanna has a wealth of knowledge and goes out of her way to pass it on. In addition to the many BPA employees she has mentored, Deanna is dedicated to encouraging young people in her community to pursue electrical engineering and has volunteered for regional, national and even international science fairs. She is also involved in the Saturday Academy high school summer internship program, through which she mentors a student each summer, ensuring they learn as much as possible during their time at BPA.

MERITORIOUS SERVICE

RICK PENDERGRASS
Manager, Power and Operations Planning (Retired) Generation Asset Management
Portland, Oregon
Rick Pendergrass has made extraordinary contributions to BPA’s mission through his technical, policy and management expertise. He has been a strong, steady leader on some of the most contentious and technically complicated hydropower issues facing BPA and the region, most notably the Columbia River Treaty. His work on the Treaty has spanned nearly three decades, from the preparation of studies required for Treaty implementation, to his most recent contributions as the agency lead for Treaty modernization. While he led BPA through its role in the development of a regional recommendation for the future of the Treaty, he also successfully managed the Power Operations and Planning group, which is critical to BPA’s long and mid-term hydro operations. Rick is known for always seeking to do what’s right for Bonneville and the region, and his work will have a lasting impact.

LARRY KITCHEN
Supervisory Public Utilities Specialist
Power Services Long-Term Sales and Purchases
Portland, Oregon
Since Larry joined BPA in 1979, he has been recognized for his intelligence and vision. His perspective is so sought after that he has regularly been assigned to the biggest and most important efforts facing the region, from BPA’s implementation of the Northwest Power Act to regional grid transformation and power marketing innovations. His colleagues argue there is no person in Power Services more knowledgeable about the energy industry and BPA’s statutes and contracts. Besides his wealth of knowledge, Larry has an uncanny ability to see policy issues through a historic lens and then mentally consider various forward-looking scenarios to determine how a policy decision might hurt BPA in the future. Time and time again, his counsel has steered BPA away from potentially troublesome outcomes and toward favorable solutions.
AEA nominations are accepted year round. If you know someone who is doing an outstanding job at BPA, be sure to nominate that employee for the Administrator’s Excellence Awards. Nominations for the 2019 awards will be accepted through Oct. 14. Check the recognition website on BPA Connection for more details.

CHRIS MILAN  
Mechanical Engineer (RETIRED)  
Energy Efficiency Engineering Services  
Portland, Oregon

Chris provided outstanding support to industrial customers on energy efficiency projects for over 30 years and established himself as an industry leader. He worked extensively on a variety of topics, including measurement and verification procedures, electrical safety, and EE program design and implementation. His versatility and willingness to work on multiple issues among multiple audiences made him invaluable. Chris’ long list of accomplishments include leading the design of the Energy Smart Industrial Program, developing tools to help people quickly identify industrial energy-saving opportunities, and playing a significant role in the largest EE project ever accomplished in the Northwest — a wood-chip refiner retrofit expected to save the NORPAC paper mill 100 million kilowatt-hours of electricity a year. His most impactful legacy, however, may be the next generation of energy engineers he mentored.

ELLY ADELMAN  
Manager, Power Account Services  
Portland, Oregon

With tremendous success, Elly has shaped and led the organization responsible for planning and managing Power Services’ customer relationships. Her accomplishments can be measured through her team’s year-after-year achievement of contract management goals and consistently superior customer satisfaction results. But perhaps more importantly, Elly has mentored and developed a highly effective team by investing in her employees, supporting their development, and creating an efficient, effective work environment. Her employees know her as an advocate who gives them space to thrive and removes obstacles to ensure their success. Elly has demonstrated the leadership, vision and foresight to guide her team through challenging times, all while seeing the customers’ perspective, improving BPA’s ability to complete contract actions on time and furthering the agency’s mission.