

Integrated Solutions for Public Power

ENGINEERING & OPERATIONS CUSTOMER CONNECTIONS BUSINESS & FINANCE SYSTEM IMPROVEMENT



SYSTEM IMPROVEMENT

Applying Public Power's Best Practices to Each Utility

Strategic Power Placements Service

Developed by utility recruiting firm Mycoff, Fry & Prouse and Hometown Connections, the Strategic Power Placements (SPP) service matches retired personnel with utilities to fill critical gaps in technical and management skills on an interim basis. As retirement rates, hiring freezes, and newly required skill sets impact utility operations, SPP provides experienced leaders to fill executive positions and lead special projects through temporary, short-term assignments. SPP professionals also serve as valuable mentors to the permanent staff at each assignment, transferring years of knowledge and experience to a public power organization.

The Strategic Power Placements (SPP) service from Mycoff, Fry & Prouse and Hometown Connections is helping to address the public power industry's "brain drain" as retirement rates rise and budget constraints delay the appointment of utility directors, department heads, and project managers with the skills and experience needed.

SPP is finding retired professionals ready to step in temporarily to tackle a specific problem, manage a new project, or mentor the permanent staff. Whatever skill set or experience is needed, the right person can be found very quickly. Through the sharing of knowledge and strategies with the permanent staff, the service provides an excellent form of succession planning.

SPP executives are performing and guiding such functions as the preparation of engineering studies, resource planning, renewable energy project reviews, construction project management, business process analysis, and strategic direction.

The SPP network of retirees enables American Public Power Association members to keep their budgets and project schedules on track during an executive search process.

SPP serves as an industry resource to public power utilities, joint action agencies, and state associations, providing experienced professionals for temporary assignment. SPP helps public power organizations identify their needs and provides experienced interim leaders to fill executive positions, lead special projects, and mentor permanent employees

APPA members have the option of accessing SPP personnel through a professional services agreement arranged by a public power joint action agency or state/regional association or by contracting with SPP directly.

Mycoff, Fry & Prouse is a recognized leader in the recruitment of executives, management personnel, and industry experts for the utility and energy industries. For over two decades, Mycoff, Fry & Prouse has assisted in the selection of more than 90 chief executives and hundreds of senior officers.

PARTNERS

Mycoff, Fry & Prouse, LLC

Hometown Connections



Hometown Connections is utility services subsidiary of the American Public Power Association (APPA).

Hometown Connections is a national resource for community-owned utilities to obtain sound advice and quality products/services from a trusted entity with public power's best interests in mind.

Hometown Connections provides APPA members with access to discount pricing and integrated utility information systems from the industry's leading vendors, as well as consulting support in the areas of organization assessment, planning, and staffing.



Strategic Power Placements

As developed by MF&P and Hometown Connections, the Strategic Power Placements (SPP) service matches retired personnel with utilities to fill critical gaps in technical and management skills on an interim basis. As the “brain drain” of senior personnel becomes a reality, SPP will play an important role in maintaining quality and continuity in public power.

Testimonial

Elizabeth Kirkley
Electric Utility Director
Lodi Electric Utility, CA

The Lodi Electric Utility in California needed someone to come on board for several months to improve their compliance procedures and documentation, as well as help launch a transmission cost containment project and a strategy for expanding distribution capacity in the future.

“The engagement of a retired public power official on an interim basis has provided a valuable resource our utility can use to train and mentor inexperienced staff, fill vacancies while searching for qualified permanent employees, provide services that do not require fulltime staff, manage the difficulties arising from the financial challenges of municipal government, and meet the utility's obligation to provide an essential service to our electric customers.”

Testimonial

Tim Werdmann
Director of Utility
Operations and Deputy
City Manager
City of Hamilton, OH

Tim Werdmann is responsible for power supply management, electric field services, hydroelectric generation, fossil fuel generation, and transmission & distribution. He is also responsible for the city's natural gas, water, and sanitary systems. When promoted to his current positions, Werdmann was familiar with utility operations but the retirement of key personnel left the city facing a sudden “brain drain” or loss of organizational memory, particularly as it relates to power supply and utility generation. Therefore, the City of Hamilton brought in retired public power veteran John Twitty on a temporary basis, to advise and to mentor Werdmann through the Strategic Power Placements service.

“It has been extremely valuable for me to be able to spend so much time with John Twitty, a public power professional who has contended with all of the same issues managing a public power utility and who offers us an unbiased, fresh perspective. I feel very fortunate to have access to his substantial experience and advice.”

Testimonial

Pat Vincent-Collawn
President and CEO
PNM Resources
Albuquerque, NM

“We brought in a retiree from the Strategic Power Placements service to mentor new staff and to help them improve dramatically the performance of a power plant... Working with the team from Mycoff, Fry & Prouse to find the right mentor for us has been excellent. They understand the technical issues and the competencies needed to complete a project. We believe the retired official program is an excellent solution for public power. It allows a utility to bring in new or less-experienced personnel who can grow into a role, getting the hands-on coaching they need from a professional who is here to help rather than someone interested in taking their position.”

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Owned by Public Power, Hometown Connections is the utility services subsidiary of the American Public Power Association (APPA).

APPA is the not-for-profit service organization for the nation's more than 2,000 community-owned electric utilities serving more than 46 million Americans.

Hometown Connections supports APPA members by securing national group pricing and service arrangements from leading industry suppliers.