

KODIAK ELECTRIC ASSOCIATION, INC.

POSITION GUIDE

POSITION TITLE: Associate Power Generation Technician		
DEPARTMENT:	Power Generation	REPORTS TO: Manager of Power Generation
FLSA STATUS:	Full-Time Hourly Union Position	STARTING SALARY: Hourly Rate: \$39.98
APPROVED BY:	_____	_____
	<i>President/CEO</i>	<i>Date</i>
APPROVED BY:	_____	_____
	<i>Department Manager</i>	<i>Date</i>
RECEIVED BY:	_____	_____
	<i>Employee</i>	<i>Date</i>

I. INTRODUCTION

The Associate Power Generation Technician position mirrors the regular Power Generation Technician position, but in a learning mode. After completion of four (4) years of service, to advance from Associate Power Generation Technician to Power Generation Technician, the employee must:

- A. Complete the General Electric wind turbine school (or equivalent) and pass the final exam and show proficiency in wind turbine maintenance, troubleshooting and repair as jointly determined by the Manager of Power Generation and the Chief Maintenance Technician
- B. Demonstrate proficiency in PLC and SCADA systems, as jointly determined by the Manager of Power Generation and the Chief Maintenance Technician;
- C. Demonstrate proficiency in energy storage system maintenance, troubleshooting and repairs as jointly determined by the Manager of Power Generation and the Chief Maintenance Technician;
- D. Demonstrate proficiency in Diesel Generator Maintenance, Troubleshooting and Repair as jointly determined by the Manager of Power Generation and the Chief Maintenance Technician and

- E. Meet such other criteria as jointly agreed to by the Chief Maintenance Technician and Manager of Power Generation to demonstrate readiness to assume the full responsibilities of a Power Generation Technician.

Pay Scale Steps:

First Year: 65% of the 100% Journeyman Lineman Pay Scale

Second Year: 70% of the 100% Journeyman Lineman Pay Scale

Third Year: 75% of the 100% Journeyman Lineman Pay Scale

Fourth Year: 80% of the 100% Journeyman Lineman Pay Scale

II. OBJECTIVE

The Associate Power Generation Technician program establishes a comprehensive training and development program to develop Journeyman Power Generation Technicians over a 4-year time period. The associate must learn and assist with troubleshooting, repair and maintenance of GE 1.5 MW wind turbines, Flywheel energy storage system (FESS), Battery energy storage system (BESS), diesel electric generators and general power plant and facility maintenance and operations.

III. REPORTING RELATIONSHIPS

- A. Reports to: Manager of Power Generation
- B. Supervises: None

IV. RESPONSIBILITIES AND AUTHORITIES

- A. Is directly involved in the operation and maintenance of the Pillar Mountain Wind Project.
- B. Performs power plant electrical and mechanical maintenance as needed.
- C. Is directly involved in the operation and maintenance of FESS and BESS systems.
- D. Other Technical work which may involve:
 1. Port Lions generation plant
 2. Terror Lake Hydroelectric Facility
 3. SCADA, IT maintenance
 4. Generation Equipment Communication
 5. Substations

- E. Will provide vacation relief and other appropriate relief and support to power system dispatchers.
- F. Must attend and participate in safety meetings, safety training, and job briefings.
- G. Such other duties as may be assigned by the Manager of Power Generation.
- H. The above items are not intended to be all-inclusive of the essential functions or requirements of this type of work as they may be subject to change based on the operating necessity of the Association.

V. RELATIONSHIPS

All employees are required to comply with all provisions outlined in the KEA Policy Manual and the KEA/IBEW Labor Agreement.

A. Internal

1. Reports to the Manager of Power Generation, or in their absence, the Chief Power Generation Technician.
2. Cooperates with the power system dispatchers, power generation technicians, power plant mechanics, electricians, and Terror Lake operators in accomplishing a job efficiently and safely.
3. Responsible for contact and cooperation with the Manager of Operations and all line crew and sub station personnel in accomplishing a job efficiently and safely.

B. External

1. Assists in providing reliable electric service and securing and maintaining good member relations.
2. Advises and assists in promoting good relationships and developing increased understanding and acceptance of the cooperative by the public.

Disclaimer Statement: This position guide has been written to reflect management's assignment of essential functions, and does not constitute a written or implied contract of employment. It does not prescribe or restrict the tasks that may be assigned. KEA reserves the right to revise or change job duties and responsibilities. All requirements are subject to possible modification to reasonably accommodate individuals with a disability. *Note: The Position Specification document is a separate document from this Position Guide, but has been attached to this document for ease in reading.*

KODIAK ELECTRIC ASSOCIATION, INC.

POSITION SPECIFICATIONS

POSITION TITLE: ASSOCIATE POWER GENERATION TECHNICIAN

I. EDUCATION/EXPERIENCE

- A. Appropriate vocational degree, Electrical Certificate of Fitness, or certified OEM Training is required.
- B. Experience in Power Plant Maintenance is desired.
- C. Must have a valid Alaska Driver's License and be insurable under KEA's present insurance rate structure. An annual consent for a release of driving record is required.
- D. Must have current First Aid and CPR card and confined space training within 90 days after employment.

II. SKILLS, ABILITIES AND KNOWLEDGE

The Associate Power Generation Technician program establishes a comprehensive training and development program to develop Journeyman Power Generation Technicians over a 4-year time period. The program aims to build technical expertise in four progressive skill levels, focusing on four technical cornerstone areas:

- Area 1: Wind Turbine Maintenance, Troubleshooting and Repair
- Area 2: Diesel Generator Maintenance, Troubleshooting and Repair
- Area 3: SCADA, PLC Proficiency & Technician Skills
- Area 4: Energy Storage Systems Maintenance, Troubleshooting and Repair

To complete each area, employees must complete formal training requirements as well as acquired on the job skills to advance. In addition, employees must also:

- A. Learn about electrical maintenance and operation of diesel engines, hydroelectric turbines, and generators. Must learn about maintenance and operation of Electric Generating Power Stations. Must learn about lockout/tagout procedures, dispatch switching order procedures, log maintenance programs, air systems, water systems, fuel and oil systems, hydraulics systems, and tools.
- B. Possess mathematical development sufficient to be able to use practical applications of fractions, percentages, ratios, proportions, or other math skills normally required in mechanical and electrical work.

- C. Possess developed language skills to be able to: speak, write, hear, and understand the English language; read newspapers, periodicals, journals, and manuals; courteously, consistently, and accurately communicate with customers, fellow employees, and supervisors; and complete time cards, reports, data tickets, logs, or similar paperwork following prescribed formats as explained by supervisor. English is the business language of the cooperative. Second languages are regarded as excellent and desirable skills.
- D. Possess basic computer operational skills and experience, and the ability to adapt to SCADA computer control systems.
- E. Possess the ability to work independently and with limited supervision.

III. OPERATING GUIDELINES

Demonstrates high-level skill in the performance of his/her trade or profession. Understands how the business works and stays current with the changes occurring in both the industry and the personal job. Visibly demonstrates commitment to continual improvement in processes and self-development. Demonstrates an ability to look at the “big picture” for processes rather than an individual task. Understands the costs to do business and views self as a resource in controlling business costs by working efficiently and using cost effective materials and equipment. Understands that value and safety are important aspects of the business. Is a team player working to make the cooperative responsive, proactive, and of value to the community.

IV. WORKING CONDITIONS

- A. Physical Effort and Dexterity
 - 1. Must have full use of hands; position requires sitting, standing, walking, climbing stairs, climbing ladders, balancing, stooping, kneeling, crouching, crawling, reaching, handling, fingering, feeling, hearing, seeing, talking, and understanding.
 - 2. In particular, must be capable of, and confident in, climbing vertical steel ladders to a height in excess of 265 feet when accessing wind turbine generating compartments, working outside the nacelle and entering the hub, and must complete wind turbine climbing and rescue training within 90 days after employment. Must be comfortable working in confined spaces such as the nacelle unit of a wind turbine.
 - 3. Must have the physical ability to lift, carry, and work with heavy tools and parts, and be able to access and work in vaults and basements and on scaffolding. Must be able to lift 100 pounds maximum with frequent lifting and/or carrying of objects weighing up to 50 pounds; requires exerting 50 to 100 pounds of force frequently and/or 10 to 20 pounds of

force constantly to move objects. Walking and carrying of equipment and materials is required; repairs are sometimes made in the field. Must be physically able to climb and descend several flights of stairs several times per shift, and be able to maneuver around very heavy operating equipment without effort.

4. Must be able to take high levels of stress at times, and work on shift type work for twelve (12) hour periods, seven (7) days per shift at times (dispatch schedule). Must be prompt for work when scheduled.
5. Must be able to see and recognize equipment problems and have corrected vision to 20/40 in one eye, and must be able to hear telephones, radios and malfunctioning equipment.

B. Environmental Conditions

1. Work around solvents, fuel, oils, and industrial cleaners and paints is required.
2. Must be able to perform inside and outside work in all types of weather with no effective protection from weather, including but not limited to rain, high winds, temperature in excess of 80 degrees Fahrenheit or below -30 degrees Fahrenheit, large amounts of snow (using snow shoes) long periods of darkness, etc.
3. Travel by motor vehicle, aircraft, helicopter, and boat is required. Must be able to fly as a passenger in fixed wing and helicopters, and be able to board and ride in boats.

C. Overtime Requirements

All KEA hourly employees are expected to work widely varying amounts of unscheduled overtime during unit restoration activities or scheduled overtime required to accomplish special projects. Such overtime could range from working a normal 10 hour day to a 16 hour scheduled work day during turbine and generator overhauls. Employees will be compensated at appropriate rates for such time worked as specified in the collective bargaining agreement between KEA/IBEW.

Note: Complete achievement of certain of the above specifications may not be required if, in the opinion of the KEA hiring supervisor, a particular candidate possesses significant offsetting characteristics, such as past accomplishments, experience, education, or estimate of future potential. Should an applicant be deficient in certain educational achievements, offsetting experience may be substituted or vice versa.