ISSUE 3, 2023 PUBLIC POWER NEWS

POWER CONNECTION

Indiana Municipal Electric Association

Biden-Harris Administration Announces $300 Million to Speed Up Transmission Permitting Across America as Part of Investing in America Agenda (Pages 1-7)

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How to retain top talent in uncertain times

A changing workforce requires a new approach to employee retention if organizations want to keep their top talent in a business climate facing new uncertainties.
In almost any job market, the best employees have plenty of options.

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Global temperatures set to reach new records in next five years

Geneva, 17 May 2023 (WMO) – Global temperatures are likely to surge to record levels in the next five years, fueled by heat-trapping greenhouse gases and a naturally occurring El Niño event, according to a new update issued by the World Meteorological Organization (WMO).

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Window to reach climate goals 'rapidly closing'

The world is not on track to meet the long-term goals set out in the Paris Agreement for limiting global temperature rise, according to a new report from the UN Framework for Climate Change (UNFCCC).

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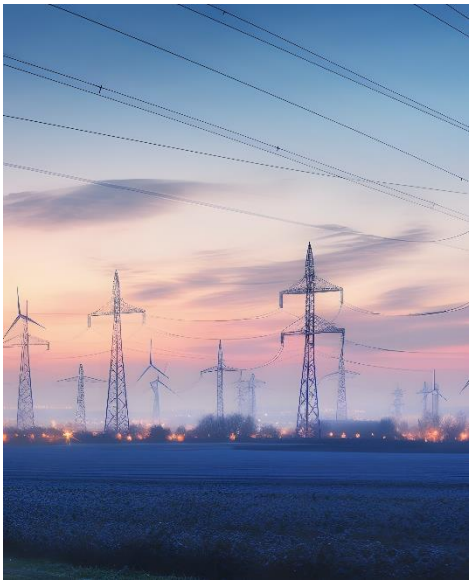

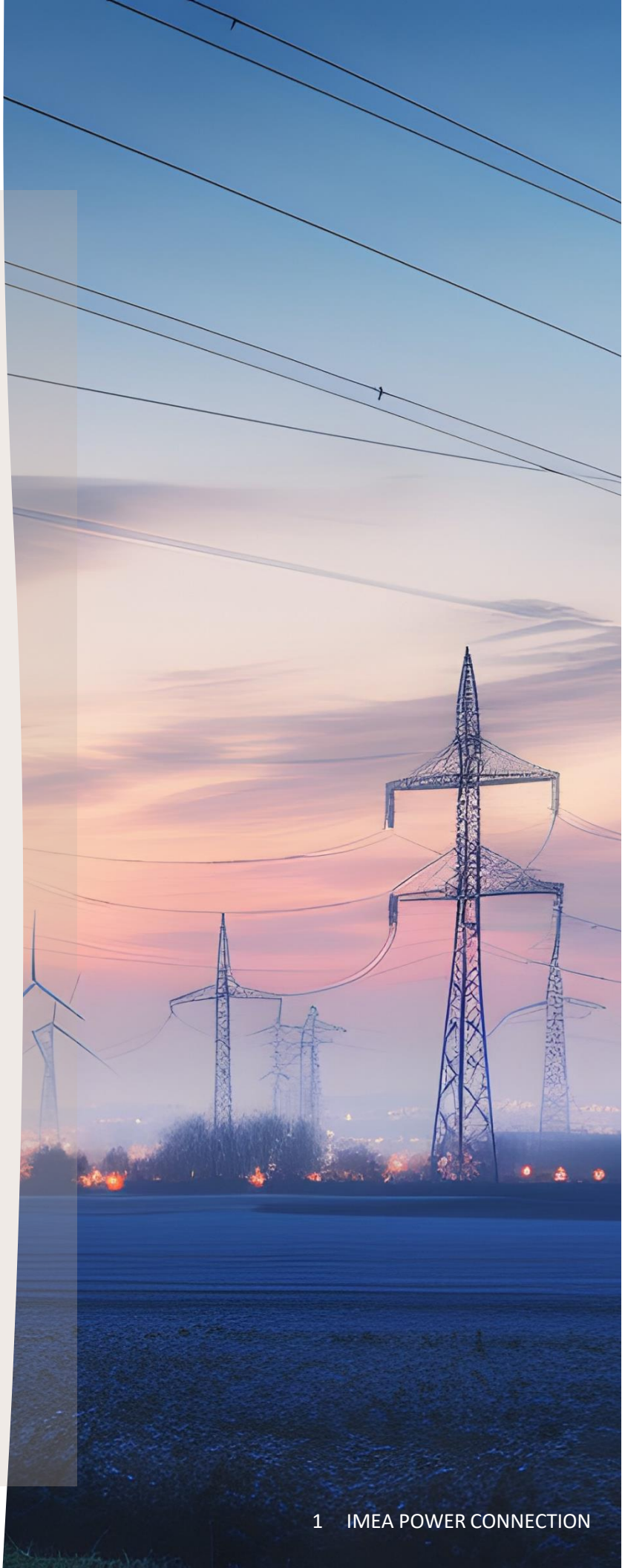

Biden-Harris Administration Announces $300 Million to Speed Up Transmission Permitting Across America as Part of Investing in America Agenda

On August 29, 2023, the U.S. Department of Energy (DOE) announced a funding opportunity of up to $300 million in grants for states, tribes, and local governments to accelerate and strengthen electric transmission siting and permitting processes, as part of President Biden's Investing in America agenda. Supported by the Inflation Reduction Act and administered by the Grid Deployment Office, the **Transmission Siting and Economic Development (TSED)** grant program is a new initiative designed to overcome state and local challenges to expanding transmission capacity while also supporting communities along major new and upgraded lines. Through this program, DOE will support two distinct categories of activities related to the development of new or upgraded interstate and offshore transmission lines: siting and permitting and economic development.

DOE requires applicants to express an interest in applying for funds by submitting concept papers no later than October 31, 2023, at 5 p.m. ET. Full applications will be due April 5, 2024, at 5 p.m. ET. DOE will hold an informational webinar on September 14, 2023, at 2 pm EDT. Registration is required. ***(Continued, Page 3)***

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Biden-Harris Administration Invests More than $580.5 Million in States, Territories, and Tribal Nations to Modernize America's Electric Grid

As of September 5, 2023, DOE has distributed more than $580.5 million in Grid Resilience State and Tribal Formula Grants, as part of President Biden's Investing in America agenda. Supported by the Bipartisan Infrastructure Law and administered by the Grid Deployment Office, the Grid Resilience State and Tribal Formula Grants will help modernize the electric grid to reduce impacts due to extreme weather and natural disaster and ensure the reliability of the power sector's infrastructure, so all communities have access to affordable, reliable, clean electricity anytime, anywhere.

Grant recipients for the first two fiscal years of funding are being announced on a rolling basis. Applications for the fiscal year (FY) 2022 and FY 2023 are now closed.

Meet the Grid Resilience State and Tribal Formula Grants awardees.

DOE Invests $39 Million to Support a 21st Century Electric Grid

On August 31, 2023, DOE announced up to $39 million for projects across DOE's National Laboratories to help modernize the electricity grid. This investment from the 2023 Grid Modernization Initiative (GMI) lab call will support the development and deployment of concepts, tools, and technologies needed to measure, analyze, predict, protect, and control the grid of the future while incorporating equity and the best available climate science. These projects are funded by several DOE offices including the Grid Deployment Office.

The selected projects are:

Medium Voltage Resource Integration Technologies (MERIT). The project led by Oak Ridge National Laboratory (ORNL) intends to develop modular, cost-effective, and scalable technologies at medium voltage (4.16 kV to 34.5 kV) that will reliably integrate a range of distributed energy resources (solar, wind, fuel cells, etc.) on to the grid. Success metrics include over 97% efficiency, a 40-year lifetime, and less than 10% down-time.

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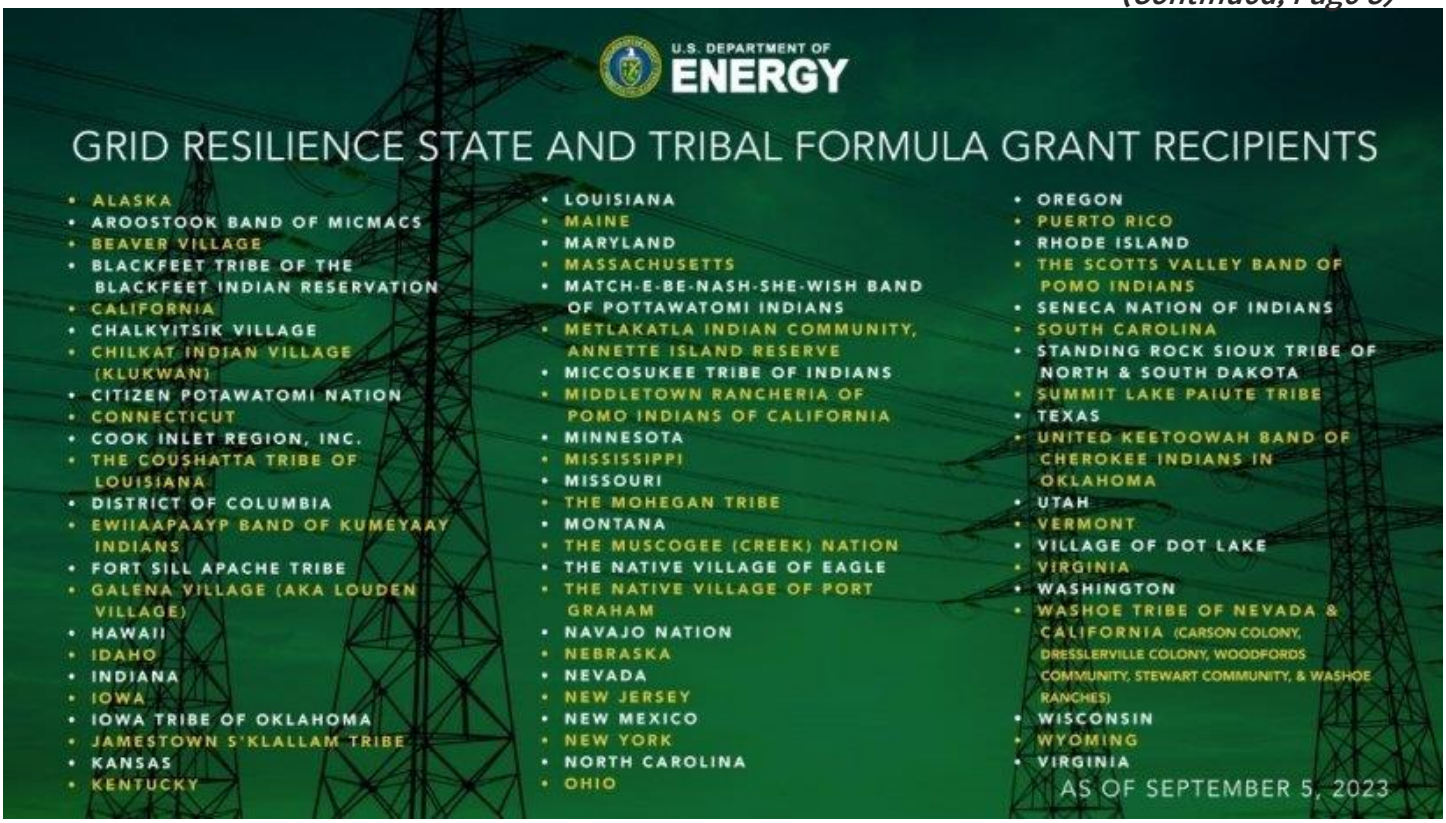

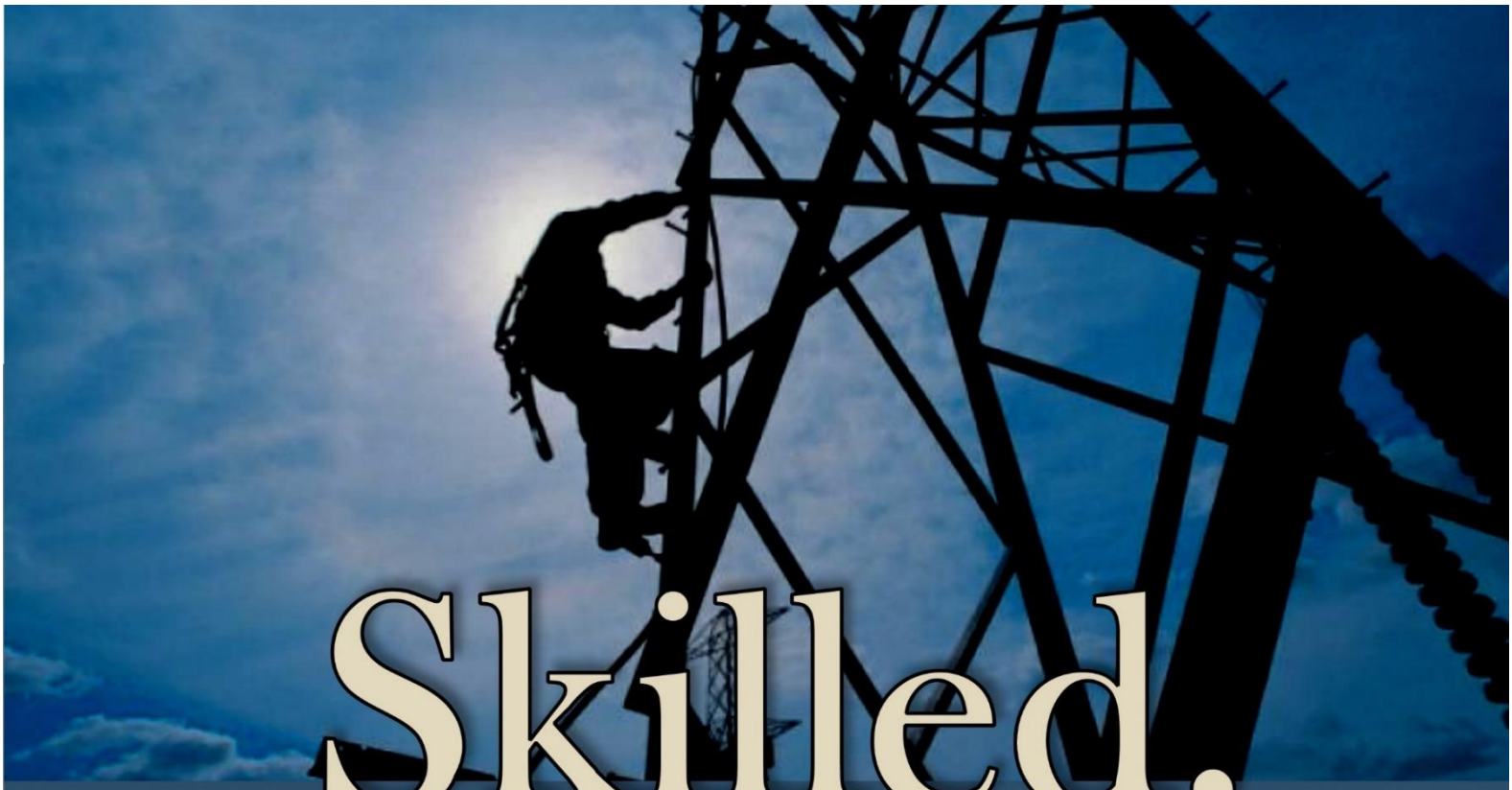

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(Continued)

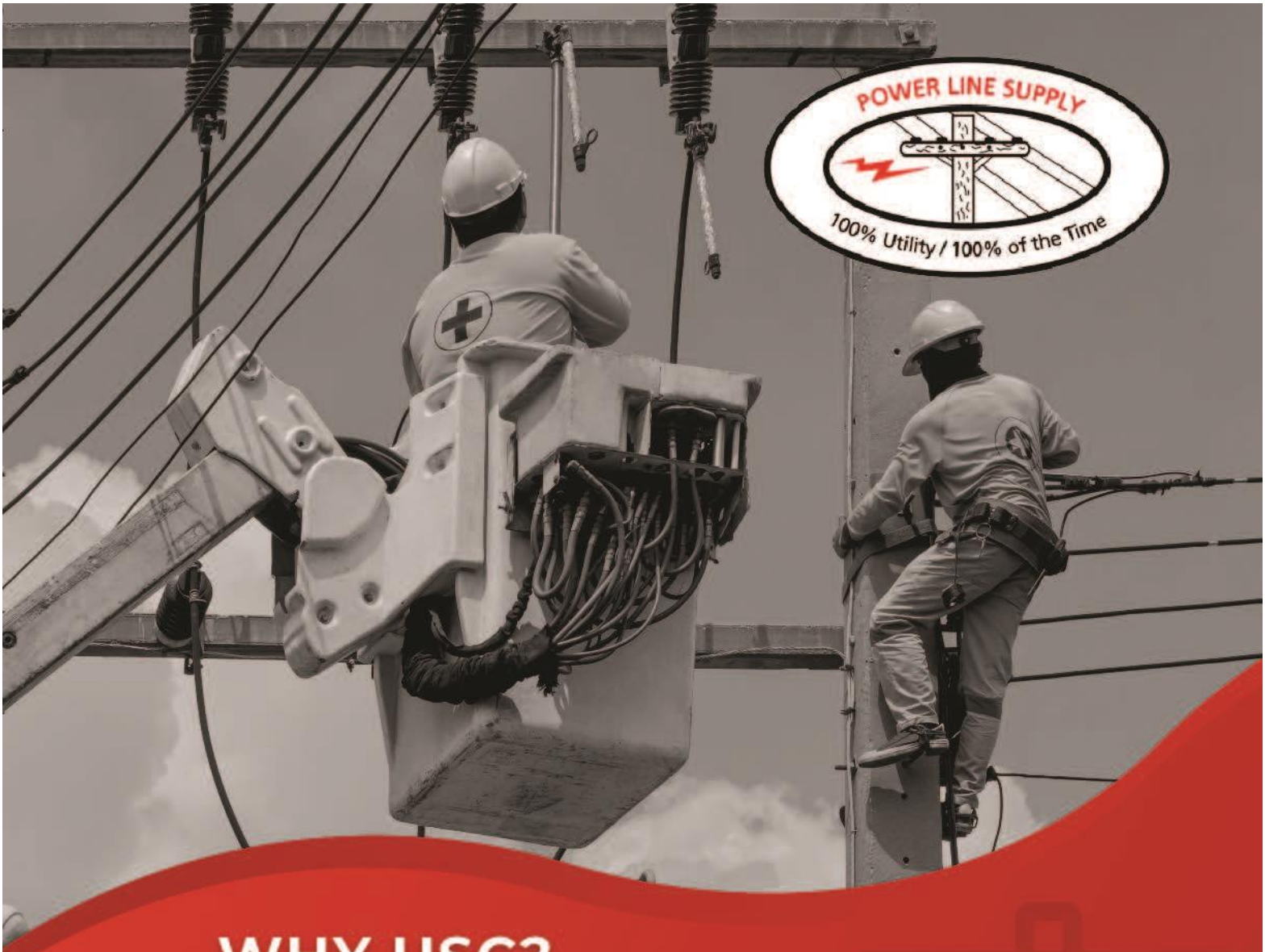
Assessment and Coordination of Electric Vehicle Supply Equipment (EVSE) Cybersecurity Standards.
This project led by Sandia National Laboratories will work to implement and harmonize cybersecurity requirements and testing across the electric vehicle (EV) charging ecosystem. In coordination with the Biden Administration's National Standards Strategy for Critical and Emerging Technology, this project will work with the National Electric Vehicle Infrastructure (NEVI) Formula Program, the DOE/DOT Joint Office of Energy and Transportation, and states, Puerto Rico, and the District of Columbia to introduce new cybersecurity requirements related to EV chargers. The end products of this effort will be a standardized set of testing requirements for EVSE equipment and a "Security Star" EV Charging System Cybersecurity Certification Program (inspired by "Energy Star").

Assessment and Coordination of DER Cyber Security Standards. This team led by NREL will work to assess, develop, refine, implement, and harmonize the multiple, potentially conflicting cybersecurity requirements established by standardization bodies for the distributed energy ecosystem. This project will also coordinate with the Biden Administration's National Standards Strategy for Critical and Emerging Technology to enhance safe and secure distributed energy systems providing clean power nationwide. The end products of this effort will be a cybersecurity certification program and standard, along with standardized set of testing requirements for distributed energy resources.

Assessment of Communication Architectures for Energy Systems (ACAES). This team led by Pacific Northwest National Laboratory (PNNL) will conduct a sophisticated analysis to identify and suggest ways to mitigate gaps in technology, standards, and processes for communications across the electric grid. The team will also create a large library of potential cyber-attack scenarios, including their operational consequences, to support and future cybersecurity training and planning. Lastly this team will use this information to provide recommendations for new and improved technology, standards, and practices to address potential risks and help ensure a grid with high DER penetration is secure.

Assessment of Communication Architectures for Energy Systems (ACAES). This team led by Pacific Northwest National Laboratory (PNNL) will conduct a sophisticated analysis to identify and suggest ways to mitigate gaps in technology, standards, and processes for communications across the electric grid. The team will also create a large library of potential cyber-attack scenarios, including their operational consequences, to support and future cybersecurity training and planning. Lastly this team will use this information to provide recommendations for new and improved technology, standards, and practices to address potential risks and help ensure a grid with high DER penetration is secure.

Advancing Equity in Grid Planning and Operations. This project led by Lawrence Berkeley National Lab (LBNL) and PNNL will support states and other entities that want to incorporate equity in energy planning and operations. The team will convene key stakeholders to identify and prioritize emerging grid and equity issues, update LBNL and PNNL's equity database, develop an online research platform to make existing research more easily accessible to the public, conduct research related to identified gaps, and provide technical assistance to states and others on grid-equity related questions. ***(Continued, Page 7)***



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Enhanced Modeling to Ensure Equitable Power System Operations and Planning. This team led by Argonne National Laboratory (ANL) and NREL will identify and prioritize new metrics, datasets and methods that would help improve consideration of energy equity in power system models. It will then work to implement a subset of these enhancements with relevant stakeholders to improve decision making and equity outcomes.

Aligning Climate Analysis for Power Systems (ALCAPS) and Climate Resilient Equitable Resource Planning (CRERP). This project led by NREL will take multiple approaches to integrate acute and chronic effects of climate change across a suite of energy sector planning and risk management tools. This project team will do this by connecting, expanding, and enhancing established methodologies such as generative machine learning and supply modeling in order to study possible stresses on the energy system caused by climate change. This includes efforts to better understand of the impacts of extreme weather on available wind, solar and hydropower resources as well as energy demand, implications for siting of renewable energy and transmission, and potential climate-driven changes in water availability for energy related needs including thermal cooling.

Critical Analysis of Severe Climate Events (CASCDE): A Framework to Determine Power System Impacts to Enhance Resilience. This project led by ANL will combine the expertise of DOE's national labs with top forecasting and assessment solutions from the private sector to improve energy planning for extreme weather and boost grid resilience. This project will accompany ALCAPS and CRERP by using validated methods to forecast the likelihood of extreme weather events, as well as their impact to power markets and grid operations. The team will then seek to understand the benefits and outcomes of potential grid investments and energy market planning that incorporates this information. Finally, they will work with utilities and other key stakeholders to build and refine tools and approaches and establish an industry standard for assessing climate risk and optimizing grid infrastructure investments for extreme events.

The project announced today also include support from Idaho National Laboratory, Los Alamos National Laboratory, Lawrence Livermore National Laboratory, National Energy Technology Laboratory, and dozens of public and private sector partners.

GMI works across DOE to create the modern grid of the future. An extensive, reliable power grid has fueled America's growth since the early 1900s; however, the grid of today does not have the attributes necessary to meet the demands of the 21st century and beyond. GMI works with public and private partners to develop the concepts, tools, and technologies needed to measure, analyze, predict, protect, and control the grid of the future. GMI's portfolio of work, includes over $350 million in research and development since 2016, and helps to integrate all sources of electricity better, improve the security of our nation's grid, solve challenges of energy storage and distributed generation, and provide a critical platform for U.S. competitiveness and innovation in a global energy economy.

These projects are funded by DOE's offices of Cybersecurity, Energy Security, and Emergency Response; Electricity; Energy Efficiency and Renewable Energy; Fossil Energy and Carbon Management; and the Grid Deployment Office. GMI is also supported by DOE's offices of Economic Impact and Diversity, Nuclear Energy, Science, and Technology Transitions, as well as the Grid Modernization Laboratory Consortium, a strategic partnership between DOE's National Laboratories to bring together leading experts, technologies, and resources to collaborate on the goal of modernizing the nation's grid.

The Indiana Municipal Electric Association (IMEA) Educational Scholarship Program provides scholarships for up to six (6) college / tech school-bound seniors of IMEA municipal members for continuing education annually. The scholarship aid, in part, is designed to assist the student in attaining the education and skills necessary to compete in today's workforce as he/she works to become a productive and viable member of his/her community. The $1,000 scholarship, which is non-renewable, is made available in the spring of each year. The award notification is presented to the student prior to graduation by a representative of the Indiana Municipal Electric Association.

We want to celebrate our six scholarship recipients this 2023 for a job well done! Wishing them the very best in their future endeavors!

Bryce Lamar – Hagerstown, IN.

Bryce Howard – Logansport, IN.

Kennedy Hughes – Logansport, IN.

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Congratulations!
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2023 Scholarship Recipients

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How to Retain Top Talent in Uncertain Times

A changing workforce requires a new approach to employee retention if organizations want to keep their top talent in a business climate facing new uncertainties.

In almost any job market, the best employees have plenty of options. That means municipal utilities must compete with a range of different employers, many of which offer better compensation and benefits packages that can entice top talent to leave.

The coronavirus outbreak created new uncertainties for utility operations that will likely affect the employment landscape, making workforce stability in organizations perhaps more important than ever.

Bottom line: If a municipal utility wants to hold onto its top talent, it has to give employees options and make sure they feel valued—in ways both big and small.

What Do Employees Want?

Choosing a retention strategy that will work best for your organization involves "listening to and responding to employees and understanding what they're looking for. Inviting employees to suggest new benefits or policies that they'd like to see, whether through a regular staff survey or some other tool that allows you to easily gather ideas. You don't have to try them all, but you might find that something simple can boost morale and make people happy. Some utilities use surveys to invite staff to submit feedback anonymously in case they weren't comfortable sharing it with their managers.

Polishing Your Brand

Your strategy for retaining employees says a lot about your organization's brand—and it's something to keep top of mind as you go about adding new policies and benefits. Utilities need to establish their employment brand and think about it like a marketing professional would. They should "think about how they communicate to both current and potential employees about what it's like to work at the organization and what they'll get out of it." This includes highlighting benefits and the best parts of your culture.

Many HR professionals recommend providing employees a total compensation statement annually. This statement lets them know: This is everything that we're putting on the table for you. Not just your salary, but all of your contributions for benefits, the value of your vacation and other leave, and similar information. organizations should follow this best practice so that you keep your employment brand in front of the employee at all times. *(Continued, Page 11)*

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If rethinking your retention strategy seems like a daunting task, heed this advice: You don't have to go big right away. Start small and make adjustments as you measure the results. It's worth the effort, because losing a talented employee can hurt, and replacing them eats up precious time and resources. We know that there's an expense to losing people, both from a monetary standpoint and a staff morale standpoint.

Promote From Within

If you're thinking about only considering external candidates for open positions, think again. At a time when many staff are contemplating new job opportunities, having a strategy for posting open positions internally comes with a lot of benefits, including improved employee retention.

Create a Retention Culture

If you want to create a retention culture that keeps current employees working and engaged, here are a few tips to consider for your organization:

Perform a culture audit. If you can't remember the last time you organized a critical analysis of what's going well and what's not going well in your organization's culture, the time to revisit this exercise is now. You'll want to take a look at the mission, vision, and purpose of your organization, along with values, norms, and traditions. Think about what makes your organization unique and why employees stay with your organization over time.

Train your managers. There's a link between engagement, and ultimately retention, that's tied directly to the relationship that employees have with their managers. Yet so many companies promote people into management roles and don't provide them with adequate training. This is a recipe for disaster because the majority of new managers fail without some type of training and organizational support.

If you look at your turnover numbers and they are focused in one or two departments, it's likely you have a management issue that needs to be resolved.

Think like an employee. The past few years have been challenging for all of us. Early data suggests that many people are leaving their current positions because they are burnt out, overworked. Make sure there are multiple opportunities for employees to provide feedback to leadership and create ways for employees to improve their overall well-being. When employees feel psychologically safe in their roles, they are more inclined to stay for longer periods of time.

Conduct stay interviews and exit interviews. One of the best ways to find out why people are leaving—and staying—is to conduct stay interviews and exit interviews. ***Stay interviews*** are conducted with current employees who you wish to retain. You may want to ask them questions about what they like and don't like about their current position, what keeps them at the association, and what would prompt them to look for a new opportunity. (Continued, Page 13)

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(Continued)

Exit interview data can also be helpful. It's unlikely that you'll change the mind of the departing employee and convince them to stay, but they may provide details of what caused them to look for a new opportunity and ultimately decide to leave.

Employee Development

If your organization isn't providing frequent learning and development opportunities, you will not retain your staff. Employees today are interested in developing their skills. If your organization isn't providing frequent learning and development opportunities, you will not retain your staff—no matter what promotional opportunities you offer them.

This may be a good time for you to review your learning and development offerings and to develop a retention strategy that includes development plans for each employee. That may minimize the internal job posting issue as you will have fewer jobs open if your staff stays with you longer.

From My Desk to Yours

Duane Richardson

IMEA Executive Director

Global temperatures set to reach new records in next five years

Geneva, 17 May 2023 (WMO) – Global temperatures are likely to surge to record levels in the next five years, fueled by heat-trapping greenhouse gases and a naturally occurring El Niño event, according to a new update issued by the World Meteorological Organization (WMO).

There is a 66% likelihood that the annual average near-surface global temperature between 2023 and 2027 will be more than 1.5°C above pre-industrial levels for at least one year. There is a 98% likelihood that at least one of the next five years, and the five-year period as a whole, will be the warmest on record.

"This report does not mean that we will permanently exceed the 1.5°C level specified in the Paris Agreement which refers to long-term warming over many years. However, WMO is sounding the alarm that we will breach the 1.5°C level on a temporary basis with increasing frequency," said WMO Secretary-General Prof. Petteri Taalas.

"This report does not mean that we will permanently exceed the 1.5°C level specified in the Paris Agreement which refers to long-term warming over many years. However, WMO is sounding the alarm that we will breach the 1.5°C level on a temporary basis with increasing frequency," said WMO Secretary-General Prof. Petteri Taalas.

"A warming El Niño is expected to develop in the coming months and this will combine with human-induced climate change to push global temperatures into uncharted territory," he said.

"This will have far-reaching repercussions for health, food security, water management and the environment. We need to be prepared," said Prof. Taalas.

There is only a 32% chance that the five-year mean will exceed the 1.5°C threshold, according to the Global Annual to Decadal Climate Update produced by the United Kingdom's Met Office, the WMO lead centre for such predictions.

The chance of temporarily exceeding 1.5°C has risen steadily since 2015, when it was close to zero. For the years between 2017 and 2021, there was a 10% chance of exceedance.

"Global mean temperatures are predicted to continue increasing, moving us away further and further away from the climate we are used to," said Dr Leon Hermanson, a Met Office expert scientist who led the report.

Key points

•The average global temperature in 2022 was about 1.15°C above the 1850-1900 average. The cooling influence of La Niña conditions over much of the past three years temporarily reined in the longer-term warming trend. But La Niña ended in March 2023 and an El Niño is forecast to develop in the coming months. Typically, El Niño increases global temperatures in the year after it develops – in this case this would be 2024. *(Continued, Page 17)*

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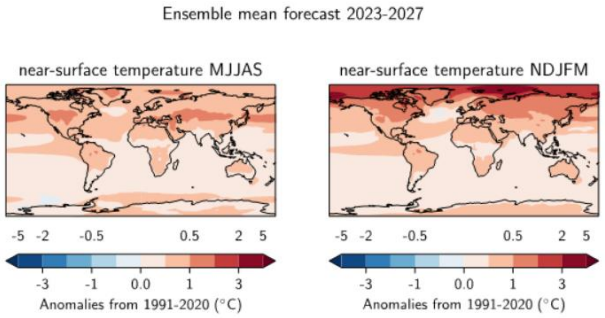
•The annual mean global near-surface temperature for each year between 2023 and 2027 is predicted to be between 1.1°C and 1.8°C higher than the 1850-1900 average. This is used as a baseline because it was before the emission of greenhouse gases from human and industrial activities.
•There is a 98% chance of at least one in the next five years beating the temperature record set in 2016, when there was an exceptionally strong El Niño.
•The chance of the five-year mean for 2023-2027 being higher than the last five years is also 98%.
•Arctic warming is disproportionately high. Compared to the 1991-2020 average, the temperature anomaly is predicted to be more than three times as large as the global mean anomaly when averaged over the next five northern hemisphere extended winters.
•Predicted precipitation patterns for the May to September 2023-2027 average, compared to the 1991-2020 average, suggest increased rainfall in the Sahel, northern Europe, Alaska and northern Siberia, and reduced rainfall for this season over the Amazon and parts of Australia.

Paris Agreement

In addition to increasing global temperatures, human-induced greenhouse gases are leading to more ocean heating and acidification, sea ice and glacier melt, sea level rise and more extreme weather.
The Paris Agreement sets long-term goals to guide all nations to substantially reduce global greenhouse gas emissions to limit the global temperature increase in this century to 2 °C while pursuing efforts to limit the increase even further to 1.5 °C, to avoid or reduce adverse impacts and related losses and damages.
The Intergovernmental Panel on Climate Change says that climate-related risks for natural and human systems are higher for global warming of 1.5 °C than at present, but lower than at 2 °C.
The new report was released ahead of the World Meteorological Congress (22 May to 2 June) which will discuss how to strengthen weather and climate services to support climate change adaptation.
Priorities for discussion at Congress include the ongoing Early Warnings for All initiative to protect people from increasingly extreme weather and a new Greenhouse Gas Monitoring Infrastructure to inform climate mitigation.



Notes For Editors:
The Global Annual to Decadal Update is one of a suite of WMO climate products, including the flagship State of the Global Climate, which seek to inform policy-makers. WMO will release its provisional statement on the State of the Global Climate in 2023 at the UN Climate Change Conference, COP28, in December.
The UK's Met Office acts as the WMO Lead Centre for Annual to Decadal Climate Prediction. This year there are 145 ensemble members contributed by 11 different institutes to the predictions, which start at the end of 2022. Retrospective forecasts, or hindcasts, covering the period 1960-2018 are used to estimate forecast skill.
Confidence in forecasts of global mean temperature is high since hindcasts show very high skill in all measures.
The forecasts shown here are intended as guidance for Regional Climate Centers (RCCs), Regional Climate Outlook Forums (RCOFs) and National Meteorological and Hydrological Services (NMHSs). It does not constitute an official forecast for any region or nation, but RCCs, RCOFs and NMHSs are encouraged to appropriately interpret and develop value-added forecasts from this Climate Update.

Window to reach climate goals 'rapidly closing'

The world is not on track to meet the long-term goals set out in the Paris Agreement for limiting global temperature rise, according to a new report from the UN Framework for Climate Change (UNFCCC).
The report summarizes 17 key findings from technical deliberations in 2022 and 2023 on the implementation status of the Paris Agreement on climate change and its long-term goals, based on the best scientific information.
Simon Stiell, UNFCCC Executive Secretary called for "greater ambition and accelerating action".

(Continued, Page 19)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"I urge governments to carefully study the findings of the report and ultimately understand what it means for them and the ambitious action they must take next. It is the same for businesses, communities and other key stakeholders," he said.

The synthesis report was published ahead of the "global stock take" at the upcoming UN climate change conference COP28, which will be held in Dubai, United Arab Emirates, in November-December.
At the stock take delegates will assess if they are collectively making progress towards meeting the climate goals – and where they are not.
Sultan Al Jaber, president-designate of COP28, emphasized the need to disrupt "business as usual" if the Paris Agreement is to be honored.
For that emissions must be reduced by 43 per cent by 2030.
"That is why the COP28 Presidency has put forward an ambitious action agenda centered around fast tracking a just and well managed energy transition that leaves no one behind, fixing climate finance, focusing on people lives and livelihoods, and underpinning everything with full inclusivity," he said.
"I believe we can deliver all of this while creating sustainable economic growth for our people, but we must urgently disrupt business as usual and unite like never before to move from ambition to action and from rhetoric to real results."

The Paris Agreement committed all countries to limit temperature rises as close as possible to 1.5°C above pre-industrial levels.

A report in May from WMO and the UK's Met Office predicted that there is a 98% likelihood that at least one of the next five years will be the warmest on record and a 66% chance of temporarily exceeding 1.5°C above the 1850-1900 average for at least one of the five years. This does not mean that we will permanently exceed the 1.5°C level specified in the Paris Agreement which refers to long-term warming over many years.
The average temperature in August – the hottest August and second hottest month on record after July 2023 - is estimated to have been around 1.5°C warmer than the preindustrial average for 1850-1900, according to the Copernicus Climate Change Service and its ERA 5 dataset.

Visit the IMEA website for daily safety tips! Just go to: www.imea.com / IMEA Safety Tip of the Day and click on the topic link. This is a great opportunity to begin safety tailgate talks with your utility crew & staff at the beginning of each day and as always SAFETY IS A PRIORITY!

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IMEA Annual Business Meeting & Vendor Expo

October 3 - 5, 2023

LEADERSHIP • INNOVATION • COLLABORATION

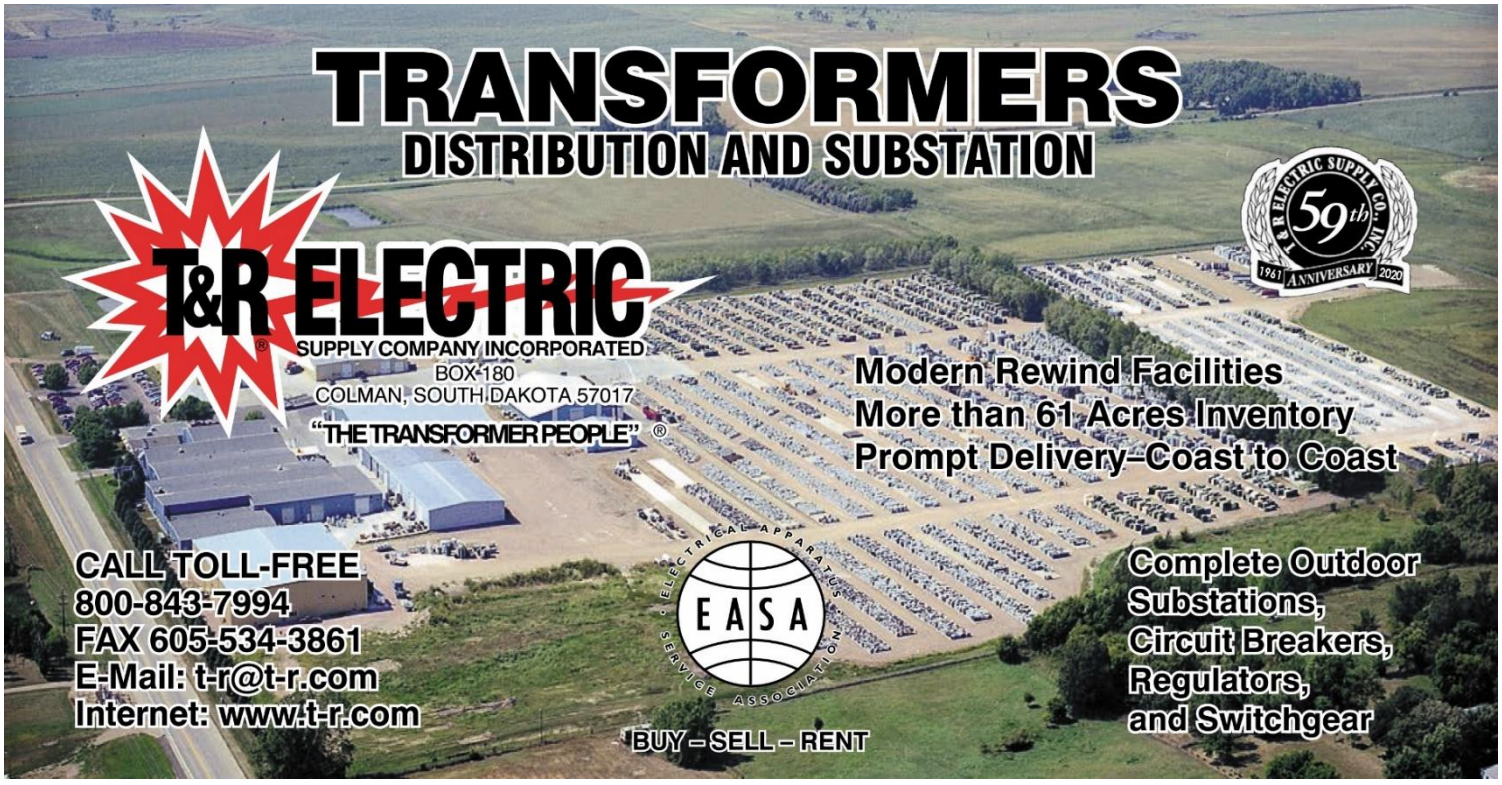
Fall French Onion Soup

Recipe

•4 cups thinly sliced onions
•1 garlic clove, minced
•1/4 cup butter
•6 cups water
•8 beef bouillon cubes
•1 teaspoon Worcestershire sauce
•6 slices French bread (3/4 inch thick), buttered and toasted
•6 slices Swiss cheese

Directions

1.In a large covered saucepan, cook onions and garlic in butter over medium-low heat for 8-10 minutes or until tender and golden, stirring occasionally. Add water, bouillon and Worcestershire sauce; bring to a boil. Reduce heat; cover and simmer for 30 minutes.
2.Ladle hot soup into 6 ovenproof bowls. Top each with a piece of French bread. Cut each cheese slice in half and place both halves over 1 piece of bread. Broil until cheese melts. Serve immediately.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