



Staff Report

for the Water & Hydroelectric Operations Committee Meeting of February 9, 2021

TO: Water & Hydroelectric Operations Committee
FROM: Keane Sommers, P.E., Hydroelectric Manager *KSS*
DATE: February 3, 2021
SUBJECT: Hydroelectric Department Training Request

HYDROELECTRIC

RECOMMENDATION:

Review and discuss Hydroelectric Department Training needs and advance a recommendation to the Board of Directors as appropriate.

BACKGROUND:

Hydroelectric Department Plant Operators, Electrical Machinists, and Systems Technicians are responsible for the operation and maintenance of high risk Nevada Irrigation District assets including seven powerhouses, three flume systems, and more than a dozen dams that supply water from the upper division to the water distribution system. Having well trained staff ensures that the assets are maintained by people that are capable of performing their duties to the highest standard possible, minimizing the risk to the public.

The District has not been successful in recruiting journey level or higher candidates for these positions and must provide training for entry level employees. The District is actively seeking classes from a variety of venues including Pacific Gas & Electric, universities and colleges, and private vendors in order to provide a level of knowledge that meets industry standards and ensures that District staff is able to respond to the situations they face during their normal job duties.

Currently, several employees are involved in multi-year programs which will be budgeted for in future years. NID Board Policy 2175.2 requires Board approval for training expenses in excess of \$3,000. When training opportunities arise it is

critical that staff be able to respond immediately or past experience has shown that the class may be filled before Board approval can be obtained. It is therefore necessary to bring this budget approved, open ended training expense request for consideration.

These trainings are in alignment with Goal Nos. 1 and 4 of the District's Strategic Plan by ensuring resilient and sustainable operation of our systems and educates staff to continue to look for processes and technologies that will allow us to operate at peak efficiency.

BUDGETARY IMPACT:

The 2021 Hydroelectric Maintenance Department Budget includes \$35,000 for training. 2021 Hydroelectric Operations Department Budget includes \$40,000 for training.

KSS