



Minutes of EGSA DD Committee Fall Conference – September 18, 2017

Start: 3:00 PM Eastern - End: 5:45 PM Eastern

Location: Minneapolis, MN

Organizer: Lyndon Risser, Kurt Summers

Attendees: Per Roster

Minutes Respectfully Submitted By: Chad Youkers (Added to by Michelle Hilger)

Volunteers

- If interested in volunteering, please see Chad Youkers, or email.
- Email Chad Youkers at cyoukers@sunbeltusa.com for volunteer consideration
- Point of entry – Juror – Glen Howard gave example of time commitment – approximately 2 hours.
- Next level – Working Group member
- Working groups can vary in time, depending on relevancy, etc.

Agenda

- First Timer Welcome
 - Asked for First Timers
- Sign in sheet passed around
 - Andy Briggs explained
 - Once name is on list – next time – just check the box.
- Ground Rules, Mission and Vision
- Goals: YTD performance
- TAPP Updates – Chad Youkers
- TOYA Updates and Discussion – Keith Heid
- Working Group Presentations
 - 3:45 PM – Tech Talk – Greg Linton
 - 4:30 PM – Fuel: Fact or Fiction – Michelle Hilger

Meeting Ground Rules

- We agree... to leave our EGO's at the door!
- We agree... to create value for Generator Dealers and Distributors to grow EGSA products and services
- We do not... use this platform to sell anything but EGSA value and services
- We are committed to... stick to our agenda and park your ideas and suggestions to better serve our members with excellence

EGSA Mission

- Under the leadership of its Board of Directors and operating through its various committees and staff
 - o EGSA strives to:
 - Educate
 - Provide networking opportunities
 - Share relevant knowledge and trends with Industry Professionals including manufacturers, distributor, dealers, engineers, manufacturer representatives, contractors, integrators and others who serve the Industry.
- To provide an environment where
 - o On-Site Power Generation Industry Experts Unite and Share knowledge to drive the Industry to higher levels of Service and Performance.

EGSA Goals

Provide... the On-Site Power Generation community with education and industry enrichment

Maintain... financial viability to ensure a strong EGSA future

Develop... programs that promote long-term membership value.

2016 – 2017 DD Goals

Goals: 50 / 300 / 1500

50 - Conference Attendees – 61 in Kissimmee

300 - DD Members YTD – 247 – Down from 276 in the Spring of 2017

1500 - LinkedIn Industry Professionals – 1,593

Tech Certification Goals

1,000 Apprenticeship Tests – Goal

- To Date: 862 as of March of 2017

500 Journeyman Tests – Goal

- To Date: 369 as of March of 2017

Total Currently Certified Techs:

- To Date: 1,763 as of March of 2017

Total Tests Taken:

- To Date: 4,000

Pass Percentage: 49%

TAPP

- Chad Youkers gave a short presentation on TAPP
- TAPP Objectives:
 - o *Provide an EGSA sponsored and clearly designed path that will attract students that are attending, or planning to attend, a Trade or Technical School, to choose the Onsite Power Industry as their Career.*
 - o Compliment the Education Committee's efforts for Tech Apprenticeship and Journeyman Certification.
 - o Promote the Onsite Power Industry as a very viable and lucrative career path that has limitless possibilities Worldwide
 - o Provide a mutually beneficial path for up and coming talent to work with EGSA Member Companies to fill our ever-expanding void
 - o Allow all EGSA member companies a chance to participate
- TAPP Progress to Date
 - o Board approved the website TAPP for 2017 implementation
 - o Needing to provide information to EGSA Staff that was unclear for the website roll-out
 - o TAPP Working Group and DD Leadership will work with EGSA Staff for a hopeful roll-out in Spring of 2018

TOYA

- o Discussion
 - Lyndon gave an update on AI and let everyone know that Keith Heid will be the new Working Group Chair for TOYA
 - Discussion about the proposed changes to TOYA
 - UP TO 10 – TOYA's with one Master Tech Certification
 - Many suggestions from Rick Hodgkins and Glen Howard, among others
 - Brainstorming ideas
 - Looking for ideas to improve the program
 - The bottom line is that we only received approximately 6 submissions this year, down from 12 – 15 from previous years
 - Michael Pope suggested to leave TOYA but have other levels "EGSA Outstanding Technician, etc."
 - Suggestion to max out at 1 TOYA winner and 2 honorable recognitions
 - Bob Piske – Provided some history regarding the program. The whole thing started as a Lifetime Achievement Award but morphed into the TOYA.
 - Possibly provide different levels of TOYA based on how many years of experience they have: 5, 10 or 20 year + ?

- Suggestion to provide an easier way to submit the application – then qualify whether or not they have reached a level where an essay is required – the applicant would then be advised to submit an essay
- Dane Olson suggested a two part application, Part 1 would be an initial questionnaire where anyone can nominate a technician, Part 2 a board officer would go to an officer of the technician’s company asking for extra feedback
- There are 1800 EGSA certified technicians, are they even aware of TOYA? What is being done to market – John Kelly asked if we are advertising enough?
- Consensus is that we are potentially not promoting the program enough during submission time.
- Kurt mentioned that we will let the Board know that we need to vet this out a little more via a (hopefully) expanded Working Group

Working Group – Tech Talk

- Greg Linton
- Goal is to state a consensus of the state of our technicians within our industry
- What is Tech Talk ?
- Tech Talk is designed to be a forum to talk anything related to technicians. It’s an extension of the DD Committee and is a Volunteer Group.
- Referred to LinkedIn Post – “What do future technicians, manufacturers, and dealer distributors all have in common?”
- Who is involved with Tech Talk: Ring Power, Bay City, Michael Pope – EGSA
- Michael Pope: Director of Education
 - Number of issues
 - Getting technicians to enter into our industry is our biggest challenge
 - At Technical Colleges, many major truck, construction, and auto manufacturers feed money into these schools to recruit students to work on their products and equipment.
 - Power Generation is not a major push to students and many of the perspective students don’t realize the lucrative career available to Power Generation Technicians
 - There is a Scholarship program but there are less apps than TOYA
 - Asked DD’s if anyone participates with local post secondary schools
 - Steve Belcher
 - Works with a local school and made several good points regarding bringing younger folks into our trade
 - Transport Refrigeration is a great way to transition into our industry
- State of Technicians Within our Industry
 - Generally speaking – There is an industry wide technician shortage

- There seems to be limited options for obtaining techs. Here are the Top 3
 - We steal them from you (church model)
 - We tap into one of the tech schools
 - We do nothing (most prevalent)
- Are tech schools producing techs?
 - Ohio Technical College
 - 14 students 3x a year
 - 10 students 2x a year graduate
 - Up to 3 classes a year with an average of 30 students per year on average
- UTI, Penn College, Your local community Vo-Tech school kick off training curriculum
 - Penn College has a 2 year diesel school project then train into Power Gen Trade for only 12 weeks
- High School Students:
 - 15,000,000 enrolled Grades 9-12 public school system
 - 17% or 2,550,000 drop out
 - 12,450,000 graduate
 - 66% or 8,200,000 go to college or trade school
 - 4,230,000 graduate and do not pursue higher education
 - 60% or 4,930,000 who graduate HS obtain a college degree
 - 3,286,800 ???
 - $4,233,000 + 3,286,800 - 10,069,800$ – No degree or apparent plan
 - 2,517,450 available students per year to bring into the industry
 - High School kids that will graduate each year for the next four years with no degree and likely no plan
- Herb Whittall – Technical Advisor
 - Indian River State College – in FL
 - Just graduated first class of nuclear power technicians for FP&L
 - Asked about a Power Generator class
 - He spoke to Provost who stated that there was an engine class coming. They thought that they could add a power generation class relatively easily. They will build this if they receive feedback saying that it would be of interest to Southeast (and other DD's)
 - They would need to know what kind of demand would be put on the school. It is our job to request for the program from there. Herb has the name of the Provost and passed out sheets to those interested.
 - Oklahoma State has a genset course, already has the EGSA book. Needs our input. Needs everyone to pitch in.
- EJ from Bay City Electric
 - Comes from the automotive world
 - Training, certification, etc. required in that industry

- Comes from CA where technician retention is difficult because of \$
- Don't let financial expectation detour them
- Techs like to see that they are the part of something bigger and not just driven by the money.
- Do you create a career path or training ground for them to go somewhere else?
- Brought in a group from all of their branches for a Best Practices committee to create a plan, vision, and system for on-boarding to follow. Tech must see it.
- Survey of the Techs:
 - What is your expectation? Stability of work, Support by the organization for their job, Financial Growth and a Path to Get There – Needs to be a plan, Must be Transparent. Training opportunities and fairness in selection. Camaraderie among peers. Do you give your guys the tools?
 - Addressed “tools”
 - Mobile Tech – Try to make it easier for them to do their jobs administratively, got rid of paper
 - Developed a robust onboarding agenda that makes them feel part of the team. “How to Start Right” – 90 day to 6 month onboarding process with managers and peer trainers - Don't let them feel alone
 - Quarterly reviews instead of annual –
 - How can you help them hit their goals?
 - They report on how you can improve?
 - Apprentice, Journeyman, etc. Helps them meet financial goals and also help them find what they want to specialize in: Electrical / Mechanical / Switchgear, etc.
 - Find the technicians passion and give them the path to get there
 - Expose how great it is to be a part of this industry
 - If there's not much at the college level, if you fear of lack of equipment, donate the equip to a junior school
 - Try to create a vision for your guys – helps with retention
 - They have 40 technicians with 6 – 7 loss a year, on average, 9/10 leave for money.
- Ring Power
 - How do they do it?
 - 102 technicians!
 - One method: THINK BIG
 - Ride along program
 - Recruit and hire untrained personnel

- Provide training through partnership with Tech School and cooperating CAT dealers. Training provided through South Georgia Technical College. Two year structure with internship at CAT Dealers. Results in Associates Degree in Applied Equipment Technology
 - Think Big program requires students to be sponsored by CAT Dealers
 - Tuition paid by dealer
 - Two year old program – 20 students going through
 - 5 Scholarships a year, only given 3 in 2 years. 7 went by the way side
 - RDLC
 - Regional Dealer Learning Center
 - Program Authorized by CAT
 - Ring Power is essentially an extension of CAT in delivering training
 - Intensive training for existing Techs
 - Pros & Cons
 - They have a plan – 20 techs currently enrolled
 - Difficulty recruiting – changing sourcing methods – creating industry appeal
- Linked-In Feedback: Jack Standley Jr. of Total Energy
 - To answer your question about “what keeps you at your current company?”- I will respond with one word: Trust
 - Company operated with an inverted org chart – Techs on top, president on bottom
 - Technicians are the company’s face in the field
 - Techs represent the company and ensure proper delivery
 - Company embraces conflict, pursues solutions
 - Constantly striving to improve the whole
- Suggestion from membership:
 - High School Level
 - Military tremendous source
 - Have EGSA be the channel to use as a resource create one source for entire nation
- Next discussion – Developing that Career Path Within EGSA - Neutrality

Fuel: Fact or Fiction

- Michelle Hilger & Jeff Poirier
- What is Fuel: Fact or Fiction?
- Purpose:
 - To follow the vision of EGSA by providing a reference and source for members to engage in anything and everything diesel fuel.

- Goal:
 - o To create awareness and educate power generation personnel on the current status of diesel fuel within the industry so that our customers have proper maintenance programs in place in the event of an emergency
- Last Conference in Review
 - o Biodiesel blend challenges
 - o Maintenance practices
- Looking for members of this working group – please volunteer if interested!
- Topics of discussion:
 - o Chemical make-up of diesel
 - o Sampling
 - o Long term storage effects
 - o Maintenance Recommendations
 - o Regulatory Agencies
- Hugh Nash
 - o Special Guest
 - o Current affiliations: IEEE, ASHE, NFPA 70, NFPA 99, NFPA 110, NFPA 111
 - o Michelle had submitted a change of language for NFPA 110 which is where the relationship started. Hugh thought the change was premature.
 - o Hugh was the Keynote speaker 30 years ago
 - o Did a 12 page report for the beginning of a paper to send to ASHE. EGSA may finish the paper and submit it.
 - o NFPA always wants substantiation
 - o If the study is submitted with substantiation – it'll likely be passed
- Amend NFPA 110 Fuel Testing – Chapter 8.3.8
 - o “A fuel quality test shall be performed at least annually using tests approved by ASTM standards.”
- Bob Piske:
 - o When fuel leaves refinery, it barely meets ASTM standards. All downhill from there. Biodiesel is being pushed to the distributors. In AZ, they don't have to tell you up to 5% of the fuel being bio.
- RJ
 - o Even if they aren't putting bio in the fuel, with the distribution network set up like it is, it is most likely comingled
- Department of Energy allows up to B5 without being marked
- Fuel sampling is very expensive
- Steve Belcher
 - o Suggests passing around TOC's You Tube video to create awareness
 - o Suggests reaching out to Facilities Management groups, etc. for awareness
- Follow-Up discussion from last conference
- Jerry Dawson – Keystone Materials Testing
 - o Testing recommendations, sampling procedure and frequency
 - o Raise of hands on who has a procedure:
 - Bay City

- Educate customer
 - They discuss fuel polishing vs. sampling. Why polish if sample is good ?
 - Sales People provide two levels of sampling: Basic and more Detailed
 - “All about education”
- Tank conditions and fuel conditions – fundamental differences
- Dan Bigelow
 - What are thoughts of a correct sampling procedure?
 - Jerry: Recommend halfway down, toward the bottom, but above the water phase.
 - Bay City: Proper tool for the job so they can properly pull the sample
- Hugh asked about who collects the sample: Fuel supplier or Service Company – Always the Servicing Company – Rarely, if ever the supplier
- Bob Piske
 - Change content of fuel – additive? Or self testing system, etc.?
- RJ
 - Suggests sticking tank for water before obtaining sample. 2” above waterline ideal
- Location of sample acquisition is important too.
- Additives
- RJ Johansen & Dan Bordui
 - Sometimes viewed as a “snake oil” perspective.
 - Each tank / situation is different and needs to be treated as such
 - Fuel systems have changed and now require periodic maintenance instead of leaving on auto-pilot. Driving for ISO & ASTM standards
 - Suggests making sure your vendors are treating with the right additives for the industry. Additives dealing with water, corrosion inhibitors and bacteria mitigation.
 - EPA report specifically points out fuel filtration and fuel biocides in addition to stabilizers, etc.
 - Regarding suppliers: EPA Registration a must. Treat ratios and concentrations.
 - Warranty issues regarding additives. All fuel already contains some additives and won’t void warranty. Using EPA approved additives is key.
- Audience comments:
 - One company provides in-line fuel warmers to combat fuel gelling in colder climates
 - Tier 4 rental fleets and chemical additive effects on the engine and exhaust treatment?
 - Is there a way to let the techs know how to troubleshoot if the wrong additives are installed?
 - Heavy biocide usage is popular lately – suggest testing to ensure levels are correct. More is not always better.

- Wanted to do something to recognize Lyndon's contributions
- Bob Piske gave a bit of a speech regarding when he met Lyndon.
- Lyndon has spent an incredible amount of time over the last 4 years – 2014 – 2017
- Presented a plaque to Lyndon and did a group photo
- DACUM panel for load bank testing

Meeting adjourned at 5:45 PM