

Group is on carving edge

Employees in environment, fish and wildlife got a **heads up** on the holidays in late Oct. Four headquarters teams competed in a pumpkin-carving contest. The friendly **face-off** took place over the lunch hour – of course.

The event **pitted top-seeded** pumpkin perforators against each other. Fish and wildlife, budget and finance, pollution fighters and the hydro integrators attacked their gourds **hole-heartedly**. Nary a seed remained at the end.

When the teams finished their handiwork, all folks in EF&W got to vote for their favorite. The winning team

got a plastic pumpkin of Halloween treats.

The pollution prevention team's entry, "The good, the bad and the ugly," took first place. It edged out the fish and wildlife's more



Picasso-esque but untitled entry. Although the budget and hydro entries were well behind in the **patch**, each had its own distinction.

The budget team's entry was the most natural. It had no frills attached for fright or laughter, and it was also mostly a one-person job.

Budget manager Julie Hanes needed little help to pare and slash

away the unwanted and excess parts.

The hydro team carved the only look-alike entry. Some folks said the entry clue-title wasn't necessary – "I work in Fish– Who am I?" At the end of the event, deputy fish and wildlife manager Bob Austin said, "EF&W is undoubtedly on the carving edge of the agency." ◀



Champion carvers – (Top, left to right) Joseph Sharpe, Bob Hanan, Larry Purchase, Kevin George, Jim Meyer and Leslie Kelleher pose with their winning pumpkin. (Bottom) Bob Austin poses with his look-alike entry by the hydro integration team.

Photos by Paul Hansen

Team-shares point to a good FY 1999

By most measures, BPA had a good FY 1999. And measure is the name of the game.

Most businesses measure their success by the bottom line. The final accounting isn't done yet. But BPA has preliminary net revenues of about \$167 million and finished the year with financial reserves of about \$670 million. BPA's business lines both did well on the cost and revenue sides.

For example, the Power Business Line expects to exceed its \$1.180 billion net operating margin target by about \$157 million. And the Transmission Business Line expects to have a net operating margin about \$15 million above its \$309 million goal. The TBL revenues could still be reduced by the 1999 depreciation study.

Net operating margins are revenues minus operating costs. They are before payment of uncontrollable or fixed costs. The latter include the residential exchange, debt service, fish and wildlife, interest and depreciation.

Besides the bottom line, BPA met its responsibilities and performed well in other areas. The lights stayed on, the agency passed all its Y2K milestones and tribal and constituent satisfaction soared. BPA also stayed on track with the subscription rate case and the unified fish plan.

Still, there were some disappointments. The agency did not meet its safety target. And none of the business organizations or the agency as a whole

met their goals for improving the workplace environment.

Chief Operating Officer Steve Hickok said, "We select targets in order to focus on the most important things. We measure and report our progress throughout the year in order to be as effective as we can be. It takes a lot of effort to reach our goals, and a lot of adjustment along the way to deal with all the problems that come up.

"We did very well in 1999," Hickok said, "but our results also show us areas where we need to pay more attention in 2000."

The agencywide reward program is Success Share, which in FY 1999 could pay out a maximum of 1.5 percent of base salaries. For the past year, the agency achieved 6.75 of 9.0 targets. That translates to a payout of about \$500 for each full-time employee.

In addition to Success Share, the business lines, Shared Services and the various work groups within Corporate have their team-share rewards and recognition programs. Those groups designed their programs to suit their specific needs. All allow payout of up to 2.0 percent of base salaries for their awards.

The Power Business Line hit 7.75 of its 8.0 targets for a team-share payout of about \$1,195 per full-time employee. The Transmission Business Line hit 16.5 of 18.0 targets for a team-share payout of about \$1,035.

Charity has ties to BPA

BPA has close ties to one of the Combined Federal Charities groups. Oregon HEAT is a non-profit corporation that helps low-income families keep their heat on.

The Home Energy Assistance Team was born in 1989. Colleen Bennett, wife of BPA attorney Joe Bennett, was a pioneer for HEAT and served as its first executive director.

BPA and other energy groups in Oregon support HEAT. Portland General Electric and PacifiCorp send information with their bills and handle donations from bill-payers. In 1994, BPA and HEAT teamed up on a successful conservation project in McMinnville.

This year HEAT helped keep the lights and heat on for nearly 10,000 needy people. Of those, 500 were disabled, 250 were senior citizens and nearly 5,000 were children.

Folks from other charities and from energy groups make up the HEAT board. Former BPA Administrator Randy Hardy was a member. Today, Don Davey of energy efficiency serves on the board for BPA.

Employees can stop at the Oregon HEAT display during the CFC fair at headquarters. Or call Oregon HEAT at (503) 612-3790. ◀

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Shared Services expects to hit all three of its goals. Because each tier group has individual targets, the payout for each full-time employee will range between about \$900 and \$1,151. Payouts within Corporate vary depending on the way each work group set its targets and structured its rewards.

FY 1999 was indeed a good year. ◀

Ian Templeton is a writer in communications

Seattle holds CFC "fun" raisers

Employees in BPA's Seattle office came up with various fun ways to support the Combined Federal Charities this year.

On each of three Fridays in October, the office held a different event. Work group managers hosted a make-your-own sundae bar to kick off the drive on Oct. 15. Employees gave donations for their sundaes. Then three folks held a pie-eating contest. The donated funds went to the charity sponsored by the winner of the contest.

Office manager Judy Polenske sponsored Child Haven and won the contest. Tony Koch sponsored the Cousteau Society and Ron Schuman sponsored the Autism Society of America. On the succeeding Fridays, money donated for the events went to those charities in turn.

The next two "fun" raisers included a pizza party and a chocolate contest. ◀

Kyra Stewart works in regional relations at the Seattle office



Ready, set, inhale – Tony Koch, Judy Polenske and Ron Schuman put their best faces forward in a pie-eating contest. The Seattle office held fun competitions to raise money for the Seattle area CFC campaign.

Photos by Mark Freckleton