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Plan Benefits

Reduced Benefit Accruals

	Credited Contribution Percent Starting October 1, 2010
Group 1	2.0%
Group 2	4.0%
Group 3	6.0%

Trustees are discussing a process for incrementally restoring the credited contributions to their original schedule



Plan Benefits

Each Group gets different credits to their Account Benefit

Age Group **	Group 1		
	New Participants and Participants with less than 60 P Points*	Group 2 Participants with at least 60 P Points*	Group 3 Participants Age 45 and older with at least 75 P Points*
Under 38	4.0%	4.0%	N/A
38	4.0%	4.1%	N/A
39	4.0%	4.3%	N/A
40-44	4.0%	6.0%	N/A
45-48	4.0%	7.0%	7.0%
49	4.0%	7.0%	7.2%
50 and over	4.0%	8.0%	10.0%

*Points = Age as of July 1, 1999 (or date of transfer into covered employment if later), in years and completed months, plus 2 x Years of Service as of July 1, 1999 (or date of transfer into covered employment if later), in years and completed months. Points do not apply to New Participants.

** Based on age on last day of month



75EW
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IBEW/Western Utilities Health and Welfare Trust Fund
2011 CONTRIBUTION SUMMARY-LOCAL
Based on 10.0% Rate Increase

	Current - 2010				Premium Plus Plan				
	Basic Plan		Premium Plan - 85% / 15% Spill		ER Contribution		EE Contribution		
	Total Rate	ER Contribution	EE Contribution	Total Rate	ER Contribution	EE Contribution	Total Rate	ER Contribution	EE Contribution
Single	\$396.30	\$396.30	\$0.00	\$466.24	\$396.30	\$69.94	\$501.22	\$396.30	\$104.92
2-Party	\$822.06	\$822.06	\$0.00	\$967.12	\$822.06	\$145.06	\$1,039.70	\$822.06	\$217.64
Family	\$1,228.10	\$1,228.10	\$0.00	\$1,444.82	\$1,228.10	\$216.72	\$1,553.22	\$1,228.10	\$325.12

	2011 Rates - Monthly				Premium Plus Plan				
	Basic Plan		Premium Plan - 80% / 20% Spill		ER Contribution		EE Contribution		
	Total Rate	ER Contribution	EE Contribution	Total Rate	ER Contribution	EE Contribution	Total Rate	ER Contribution	EE Contribution
Single	\$410.28	\$410.28	\$0.00	\$512.86	\$410.28	\$102.58	\$551.34	\$410.28	\$141.06
2-Party	\$851.06	\$851.06	\$0.00	\$1,063.84	\$851.06	\$212.78	\$1,143.68	\$851.06	\$292.62
Family	\$1,271.44	\$1,271.44	\$0.00	\$1,589.30	\$1,271.44	\$317.86	\$1,708.54	\$1,271.44	\$437.10
2010 Increase		+3.5%			+10.0%			+10.0%	

	2011 Rates - Per Pay Period				Premium Plus Plan				
	Basic Plan		Premium Plan - 80% / 20% Spill		ER Contribution		EE Contribution		
	Total Rate	ER Contribution	EE Contribution	Total Rate	ER Contribution	EE Contribution	Total Rate	ER Contribution	EE Contribution
Single	\$205.14	\$205.14	\$0.00	\$256.43	\$205.14	\$51.29	\$275.67	\$205.14	\$70.53
2-Party	\$425.53	\$425.53	\$0.00	\$531.92	\$425.53	\$106.39	\$571.84	\$425.53	\$146.31
Family	\$635.72	\$635.72	\$0.00	\$794.65	\$635.72	\$158.93	\$854.27	\$635.72	\$218.55

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Job Description

Supervisor, Plant Operations - Kemmerer, WY-110655

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Send this job to a friend

Description

Currently posted for internal Mid-American employees only

General Purpose

Supervises a location or segment of a larger department. Implements business objectives, strategies, and plans and manages daily work functions. Responsible for selecting, coaching, and developing employees. Implements and supports Company programs, policies, and procedures.

Responsibilities of this position include the following:

- Maintain a safe and clean working environment by observing safety and security procedures, and reporting/correcting potentially unsafe conditions as outlined in the PacifiCorp Accident Prevention Manual.
- Hold supervised employees accountable to work safely and productively.
- Monitor and ensure local, state and federal environmental compliance regulations are strictly enforced.
- Supervise represented employees within the guidelines of the applicable working agreement.
- Perform supervisory responsibilities in accordance with the company's policies, procedures and guidelines.
- Implement business objectives, strategies, and plans.
- Supervise the daily operation of the entire generating unit or plant.
- Coach and develop employees through communication and measurement of performance and provide appropriate on-going feedback.
- Direct on-the-job training for operator trainees/apprentices and new control operators.
- Ensure generation expectations are delivered through cooperative relationships with corporate trading and load dispatching groups.
- Build and maintain cooperative working relationships with other departments, including Administration, Engineering, and Maintenance.
- Develop and implement thermal efficiency improvement initiatives.
- Monitor and control costs associated with the operations of the plant.
- Coordinate priorities to insure critical maintenance work is accomplished.
- Develop, maintain and update plant operating procedures and guidelines.
- Maximize generation and maintain efficient operation of all plant processes associated with power plant.

Qualifications

Requirements for this position include the following:

- The equivalent combination of plant operations experience and education or bachelor's degree in an applicable field.
- A minimum of five years of operations experience in a coal fired power plant or similar industrial facility.
- Communication and interpersonal skills to communicate expectations, coach employees, provide feedback, and work collaboratively with other departments.
- Ability to make timely decisions during critical plant conditions.
- Basic computer skills, including e-mail and word processing.

Preferences:

- Knowledge of coal fired plant operations and plant systems.
- Supervisory skills including the ability to implement action plans for achieving objectives, and to manage daily operations.
- Familiarity with operational performance improvement to include heat rate, cycle isolation and turbine performance.
- Working knowledge of boiler cycle chemistry.
- Familiarity with maintenance management systems.
- Experience with bargaining unit environments and collective bargaining agreements.
- Familiarity with Microsoft Office tools.
- Previous experience as an operations supervisor at an industrial facility or power plant.

All offers of employment are contingent upon the successful completion of a background check and drug screening.

Job: Operations Management

Primary Location: WY-Kemmerer

Schedule: Full-time

Personnel Subarea: Exempt

Hiring Range: 71,600.00 - 92,400.00

Department: Naughton - Ops D

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