

James L. Gibbons
Burlington Electric Department
585 Pine Street
Burlington, VT 05401

(b)(6)

EDUCATION:

University of Vermont, Burlington, VT Bachelor of Science in Business Administration (b)(6)

PROFESSIONAL EXPERIENCE:

Vermont Public Power Supply Authority

Manager of Power Supply Services, (VPPSA) Waterbury, Vermont. (2005 to 2008)

- Supervisory responsibility for Power Analysts in group
- Responsible for resource planning for 19 municipal electric utilities in 4 states
- Monitored & evaluated regional power market rules – represented VPPSA on regional power market committees
- Responsible for integrated / strategic resource planning
- Managed utilities' risk exposure
- Negotiated resource contracts & credit terms, some contracts resulting in dramatic savings
- Performed special / non-recurring analyses
- Represented VPPSA on statewide and national task forces / committees
- Testified before state regulatory and legislative bodies
- Made many presentations to local governing bodies, municipal voters, and at regional/national events

Vermont Public Power Supply Authority, (VPPSA)

Power Supply Senior Analyst, Waterbury, Vermont. (2003 to March 2005)

- Evaluated utility daily/monthly/annual resource needs
- Purchased power and related commodities
- Prepared short and long term budgets
- Responsible for special project analysis pertaining to resources / power supply
- Prepared power supply information to support rate increase filings
- Testified before State regulatory and legislative bodies
- Assisted in interactions with regional power markets

Vermont Public Power Supply Authority, (VPPSA) Waterbury, Vermont.

Senior Analyst (2001 to 2003)

- Interfaced with Power Supply Group on projects requiring joint input
- Testified before State regulatory and legislative bodies

- Continued with responsibilities described below under Utility Analyst

Vermont Public Power Supply Authority, (VPPSA) Waterbury, Vermont.

Utility Analyst (1995 to 2001)

- Performed rate design and class cost-of-service studies for fourteen Vermont utilities as well as a number of out-of-state utilities
- Designed special contracts for electric service for large industrial customers
- Interacted with regulatory agencies to verify member compliance with state laws
- Prepared annual financial and operational reports to VT Public Service Department
- Generated revenue and expense budgets and forecasts for use by member utilities in short and long term financial planning
- Created spreadsheet templates/macros to perform work in all functional areas
- Recruited, contracted and performed work for a number of utilities outside the State of Vermont resulting in a new source of revenues for VPPSA
- Performed negotiations with prospective vendors, selection of finalist, and wrote the contract for a centralized computer system for accounting and billing purposes
- Continued with responsibilities described below under Load Forecaster/DSM Analyst

CURRENT APPOINTMENTS:

Burlington Electric Department, Burlington, Vermont.

DIRECTOR OF POLICY AND PLANNING (2015 to date), Director of Resource Planning (2011 to 2015), Resource Planner (2008 to 2011),

- Represent BED in multiple forums (other utility, local, state, regional)
- Oversee staff and overall Resource Planning Department activities
- Manage BED's power supply and ISO-NE Market interactions
- Supervise and direct BED's interactions with regulatory agencies
- Involved in all facets of BED's Smart Grid project
- Project Manager for the advanced metering deployment, two Integrated Resource Plans, the 2018 sale of the Highgate transmission assets, and two owned solar arrays
- Participated in arbitration of fair market value of Winooski One Hydro Station and negotiation of acquisition agreements
- Guide the team responsible for BED's strategic electrification program designs
- Evaluate BED power supply related risks and implement risk minimization strategies
- Negotiate and obtain approval for short and long-term energy and Renewable Energy Credit purchases and sales
- Detailed understanding of wholesale energy and REC markets
- Put in place tools to monitor and help control BED credit exposure
- Monitor and verify BED compliance with ISO-NE market and Vermont rules and statutes
- Develop and support BED short and long term power budgets
- Make presentations to local governing bodies, municipal voters, and at regional/national events
- Design, support, and obtained approval for BED's tariffs/rates and special contracts

Robert H. Bolin
Burlington Electric Department
585 Pine Street
Burlington, VT 05401

(b)(6)

TRAINING:

Load shed demand limiting/demand response, fuel switching

- Viability analysis, impact assessment, operation of electrical power demand limiting systems, utilizing moving window first on/first off, moving window first on/last off, HVAC setpoint increment/decrement, and hybrid combinations of various strategies. Input variables derived from meter pulse integration, Analog CT direct measurement, network inputs. Controlled equipment included heat pumps, fan coils, electric resistance heaters, electric storage heaters, air handling units, hydronic pumps, chillers, thermal energy storage plants, facility lighting systems, dual fuel and hybrid appliances.

Cogeneration

- DDC implementation of built-up commercial cogeneration plants to include viability analysis, life cycle cost assessment, project management, DDC implementation and operation/maintenance.

Thermal Energy Storage (TES)

- Viability analysis, DDC installation, DDC program implementation and optimization, plant operation, and maintenance. This included conversion of plant operation from as designed partial transfer to full transfer during peak periods. Ongoing improvements included variable speed pumping, chiller modifications, and reconfigured piping.

Ground Source heating/cooling

- Viability analysis, engineering, DDC implementation, and operation of ground source cooling/heating systems ranging from small single building applications to large scale campus wide systems. Integration of other heat sources for hybrid operation during specific conditions

Demand based ventilation

- Viability analysis, project management, DDC implementation, and operation for closed loop (CO2/IAQ) ventilation optimization.

VRF cooling systems

- Installation and operation of air source VRF DX cooling and heating/cooling systems

Variable speed fluid pumping systems

- Viability analysis, engineering, project management, DDC installation, and operation of

open loop and closed loop control of variable speed pumping installations, upgrades, and operation and maintenance. Installation and programming familiarity with VFD's as manufactured by Yaskawa, Eaton, Toshiba, AC Tech, ABB, etc.

Energy Recovery Ventilation

- Project management, engineering, DDC implementation for fixed and variable speed enthalpy wheel, fixed plate, and heat pipe ERV/HRV systems

DDC Lighting

- Project Management, DDC installation, and operation of lighting control systems as manufactured by Redwood, Daintree, Lutron, PCI, Hunt, etc.

Energy Modeling

- Detailed efficiency measure analysis using computer simulation tools (EnergyPlus, HAP, OpenStudio)

PROFESSIONAL EXPERIENCE:

United States Marine Corps,

Operations Center NCO, 1983 - 1987

- Honorable discharge, 2 meritorious mast, 2, Meritorious promotions, Navy Achievement Medal

Temperature Controls of Vermont,

Project Manager, 1987 - 2005

- Service Manager, Estimator, Programmer

Champlain College

HVAC/DDC Department, 2005 – 2015

- Contractor Liaison, Project Management, Engineering, Programming, Troubleshooting, Service & Maintenance

CURRENT APPOINTMENTS:

Burlington Electric Department

Energy Services Specialist, 2016 – present

- Customer support and incentives for implementation of energy efficiency measures

Christopher R. Burns
Burlington Electric Department
585 Pine Street
Burlington, VT 05401

(b)(6)

EDUCATION:

University of Vermont, Burlington, VT

B. A. Degree, Political Science and Environmental Studies

TRAINING:

- Completed numerous Department of Energy, State of Vermont and utility-sponsored training courses and seminars in building and heating system energy efficiency retrofits-1985–2020.
- LEED Accredited Professional, 2004

PROFESSIONAL EXPERIENCE:

Burlington Electric Department

Director of Residential Services, Jan. 2017- Oct. 2018

- Responsible for supervising activities of the Residential Services area focused on energy efficiency program offerings, and other issues such as billing, payment, program, unscheduled power outage, and related communications.
- Duties: Responsible for the operating and energy services budget development and control for the area. Coordinated the development, marketing, promotion, and implementation of all energy services area programs and related efforts for both new and existing residential and small commercial customers, in cooperation with other Department areas. Worked closely with the Demand Side Management (DSM) Evaluation/Planning team to evaluate and modify ongoing energy efficiency and other customer service programs. Worked closely with the market development and communication areas to develop energy services program design mechanisms and promotional marketing material.
- Burlington Electric Department; Burlington, Vermont

Consulting

Energy Specialist November 1988 -September 1990

- Worked with Burlington's residential customers, rental property owners, and the Burlington energy professional community on presenting and delivering energy services, DSM, and utility load-management programs.
- Duties: Provided supervision of current DSM and load-management programs developed for residential customers including developers and owners of multi-family buildings. Responded to customer questions concerning efficient energy usage, energy-efficiency, and load management improvements. Performed field inspections and audits

of single and multi-family customer facilities to evaluate building equipment and systems, including building envelope, lighting, heating, ventilation, air conditioning, and electrical control systems to identify and assess energy-saving and control opportunities using engineering principles and practices. Collaborated closely with customers, their architects, engineers and equipment vendors to evaluate energy saving and load management opportunities in construction designs.

Weatherization Program Technical Specialist

- Provided training, technical assistance and monitoring for Vermont's Low-Income Weatherization Assistance Program funded by the United States Department of Energy.
- Duties: Reviewed completed project files and conducted on-site visits to review weatherization work completed by Vermont's five Community Action Program (CAP) sub-grantees. Worked with individual CAPs on corrective action plans and used field monitoring results to develop training and technical assistance needs for the installation crews. Introduced blower door and infra-red camera technology and trainings to the CAPS's.

CURRENT APPOINTMENTS:

Burlington Electric Department

Director of Energy Services, October 1996 -Present

- Directs the delivery of BED's energy services offerings to residential and commercial customers. Responsible for the recommendation, design, development and implementation of city-wide energy-efficiency and beneficial electrification programs. Coordinates these activities within the Department, with city government, appropriate state regulatory agencies, and other utilities.
- Duties: Supervises all activities of the Residential and Commercial Services areas focused on communications with customers, contractors, vendors, and the design community. Responsible for the operating and energy efficiency services budget development and control for the Department. Coordinates the development, marketing, promotion, and implementation of all energy services area programs and related efforts for both new and existing customers in cooperation with key stakeholders. Works closely with the VT Energy Efficiency Utility (EEU) contractor, the VT Department of Public Service (DPS) and the VT Public Utility Commission (PUC)) and other areas to evaluate, modify and gain approval for ongoing EEU, BED and other energy service programs.
- Burlington Electric Department; Burlington, Vermont

Erica Ferland
Burlington Electric Department
585 Pine Street
Burlington, VT 05401

(b)(6)

EDUCATION:

Skidmore College, Saratoga Springs, NY

B.A., Psychology

Leadership Champlain, (b)(6)

PROFESSIONAL EXPERIENCE:

Competitive Computing

Senior Systems Engineer, 2017 - 2022

- Fulltime staff augmentation for a major healthcare network. Requirements gathering, design, install/implement and maintain vxBlock systems (740 and 1000), vxRack (FlexOS/ScaleIO), vxRail, Data Domain (7200, 9300, 9800), Isilon H500 series (Generation 5 and 6), VMAX arrays (250F and 950F) and xtremeIO arrays. Implementation, upgrades and care and feeding of VMware environments 6.5/6.7/7.0.
- Dedicated on-site team lead responsible for SOW delivery for 10-15 staff augmentation engineers/consultants; responsible for customer relationship and satisfaction, pre-engagement scoping and resource selection.
- Dedicated recovery resource for a major cyberattack, including hardware and system rebuilds, restores and on the fly upgrades to infrastructure stability. Delivered a full environmental restore with less than 1% data loss.
- Performance and capacity reporting to accurately forecast hardware requirements and upgrades: VMware, Cisco UCS and storage arrays.
- Pre-Sales and project management support and architecture. Evaluation of current customer environments, setting and maintaining scope of work and budget, targeting the right solution for the project.

MyWebGrocer, Inc

Lead Systems Engineer, 2014 - 2017

- Day to day and on call support (Hardware, Application, Network and Firewall) for Corporate, ELM, Hybrid and SAAS environments.
- Lead virtualization project for all physical SQL database servers saving more than 200k annually on licensing costs.
- Architected and implemented disaster recovery plan for 300 server customer environment, including IIS/Centos/SQL recovery to meet or exceed 15 minute RPO and 4 hour RTO.
- Designed and implemented enterprise backup solution leveraging EMC Avamar and DataDomain technologies.

- Designed and implemented multi-million dollar solution for Business Intelligence, including two clustered physical SQL Enterprise servers, two storage arrays and five ESX hosts.
- Ongoing performance and capacity analysis, monitoring and management for our six datacenter locations, including esx clusters and hosts, storage arrays, and backup technologies supporting 1800 virtual machines.

CURRENT APPOINTMENTS:

Burlington Electric Department

Director of IT, Jan 2022 – present

- Responsible for a team of six with overall responsibility for cloud and on-prem infrastructure, network, AMI metering systems, CIS/FIS, software development, database administration, end-user support and devices, cybersecurity, and project management/business analysis.
- Development enterprise-class backup architecture strategies and DR playbook that increased the reliability and availability of critical systems and data.
- Implementation of cybersecurity program including user training, penetration testing, phishing testing, and response planning that significantly improved the company's security posture.
- Responsible for a 1.3 million operating budget based on one, three, and five-year IT objectives, ensuring alignment with business goals and objectives.
- Collaboration with stakeholders and cross-functional teams to identify, prioritize, and deliver IT initiatives that drove business growth and operational efficiency.
- Oversight of design and implementation of scalable and resilient systems and infrastructure that supported BED's growth and expansion.
- Conduct regular performance evaluations and provide mentoring and coaching to team members to promote their professional growth and development.

Lake Champlain Chamber of Commerce

- Leadership Champlain Advisory Board

VMware

- Champlain Valley VMware User Group (VMUG) Chapter Leader

Jennifer L. Green
Burlington Electric Department
585 Pine Street
Burlington, VT 05401

(b)(6)

EDUCATION:

American University, Washington, DC
College of Arts and Sciences
Ph.D., Environmental Sociology

Columbia University, New York, NY
School of International and Public Affairs
Master of Public Administration

University of Colorado, Boulder, CO.
Bachelor of Arts, History and Political Science

PROFESSIONAL EXPERIENCE:

City of Burlington

Sustainability Coordinator, 2007 - 2016

- Set sustainability-related goals and objectives for various City teams and stakeholder groups including the employee commute working group, the Burlington Sustainability Partnership, and the volunteer Home Energy Team.
- Guided and coordinated sustainability-related projects across departments, built collaborative teams to address multi-sectoral challenges, empowered City colleagues with information and sustainability-related professional growth opportunities.

University of Vermont

Project Manager, 2005 – 2007

- Coordinated management and implementation of the \$230,000 USDA-funded Study, including staff management, survey development, quantitative and qualitative data collection and management, and final reports and publications related to the overall research effort.

Vermont Energy Investment Corporation

Consultant, 1999 - 2004

- Managed and coordinated various outreach efforts between Efficiency Vermont (the state's energy efficiency company) and their partners, including businesses, architects, planners and the general public.

Chemonics International

Environmental Specialist, (Washington, DC) 1999 - 2004

- Duties included outreach to other environmental specialists, including foresters and natural resource managers on the USAID Biodiversity and Forestry proposal, and recruitment of senior environmental and agricultural policy specialists.

The World Resources Institute

Associate and Environmental Consultant, (Washington, DC) 1999 - 2004

- Duties included: conducting internal review of Forestry Frontiers Initiative project for WRI management; training international governmental staff in workshop facilitation; co-authoring article on local African women's role in agriculture.

CURRENT APPOINTMENTS:

Burlington Electric Department

Director of Sustainability and Workforce Development, 2016 – present

- Managed \$200,000 contractual relationship with Synapse Energy Economics and creation of Burlington's [Net Zero Energy Roadmap](#) including the role of equity in advancing NZE;
- Advance net-zero energy goals including the equitable deployment of [building electrification strategies](#) and strategic electrification in the transportation sector.
- Coordinate and facilitate outreach and research on emerging technologies, and develop initiatives and programs around energy efficiency, zero-net energy and sustainability.
- Serve as primary point of contact with other city departments, businesses, and cities around the country on issues related to sustainability, net zero energy and a just energy transition.
- Design and provide capacity building and professional development opportunities to staff and sustainability partners to help advance Burlington's NZE goal.
 1. Orchestrated [Guide on Equitable Clean Energy](#) transformation to help ensure Burlington's transition to NZE is just and equitable;
 2. Facilitated and led [equity training](#) and learning opportunities for staff and management;
 3. Oversee cross-departmental team on use of EPA Energy Star Portfolio Manager team;
 4. Supported Mayor's Office in development of Minimum Rental Housing Code to include energy efficiency and weatherization;
 5. Advance creation of "[Building Electrification and Carbon Price](#)" ordinance to incentivize new development to use efficient and electric power for heating needs;
 6. Launched creation and play executive role in [Burlington 2030 District](#).

Frederick Carey Hall
Burlington Electric Department
585 Pine Street
Burlington, VT 05401

(b)(6)

EDUCATION:

University of Vermont, Burlington, VT

Complex Systems & Data Science, M.S., (b)(6)

University of Vermont, Burlington, VT

Double major: B.S. Economics | B.A. Environmental Studies, (b)(6)

University of St. Andrews, St. Andrews, Scotland

Matriculated and spent first-year as a B.S. student in Economics and Environmental Science prior to transferring to the University of Vermont, (b)(6)

PROFESSIONAL EXPERIENCE:

Green Mountain Power

Product Innovation, 2015 - 2016

- Program design and implementation, project development, analysis, and market research
- Areas including electric vehicles and charging equipment, battery storage, thermal storage, industrial storage, photovoltaics, and distributed energy management system controls for residential, commercial, and utility applications

CURRENT APPOINTMENTS:

Burlington Electric Department

Resource Planner, 2016 – present

- Forecasting renewable generation and energy, capacity, and ancillary markets to hedge financial risk
- Lead market participant in Independent System Operator of New England (ISO-NE) market events
- Developing city wide automated and behavioral demand response programs to flexibly manage peak demand and increase building and transportation electrification
- Evolving energy efficiency and demand response programs to drive deeper carbon emissions reductions, complement strategic electrification efforts, and improve community resilience and environmental health
- Performing ad hoc data analysis for Burlington Electric and city departments

Ita Meno-Baker
Burlington Electric Department
585 Pine Street
Burlington, VT 05401

(b)(6)

EDUCATION:

Marquette University, Wisconsin

Bachelors of Arts in Philosophy (b)(6)

PROFESSIONAL EXPERIENCE:

Department of Permitting and Inspections, The City of Burlington Vermont

Health and Housing inspector, March 2009-December 2022

- Conducted investigations and responded to complaints.
- Mediated needs of tenants with capacity of property owners.
- Taught about housing/habitability health and safety to students and VT tenants.
- Maintained knowledge of social welfare systems, landlord/tenant laws, relationships with government agencies and property management methods.
- Prepared affidavits and other documents, appeared as witness or expert in legal proceedings associated with rental housing
- Patrolled neighborhoods, engaged with residents about resources available and appropriate uses of porches and yards.
- Established relationships and coordinated efforts with advocacy offices and colleagues that work with specific populations

Community and Economic Development Office, The City of Burlington Vermont

Community Development Specialist, February 2004-February 2009

- Offered a City presence at community meetings, including NPAs, NAP, block groups, constituency groups, and advocacy groups.
- Supported collaborations between City Departments, UVM representatives and community constituency groups
- Recruited, hired, trained, managed and provided ongoing evaluation for AmeriCorps VISTAs employed by the City, and especially in the Burlington Neighborhood Project.
- Organized the Participatory Governance Tract of the Sustainable Communities Conference, contributed a chapter to the follow up reference guide.
- Established relationships and coordinated efforts with advocacy offices and colleagues that work with specific populations

The Milwaukee LGBT Community Center, Project Q

Risk Reduction Case, February 2000-June 2003

- Hired and managed volunteer staff of 75 college-aged volunteers.
- Case managed college-age youth engaging in high risk "HIV & other STIs" behavior.

- Developed relationships with local non profits, governmental organizations, educational institutions, parents and housing developments.
- Created and distributed educational and informational print, video and audio materials.
- Collaborated with the University of Wisconsin - Milwaukee, Counseling Graduate Program to build a curriculum and provide staffing for a statewide Young Womxn's Empowerment Conference.

Partner - CQ Strategies, LLC, Burlington, Vermont

Environmental Specialist, (Washington, DC) 1999 - 2004

- Outreach to other environmental specialists, including foresters and natural resource managers on the USAID Biodiversity and Forestry proposal, and recruitment of senior environmental and agricultural policy specialists.

The World Resources Institute

Associate and Environmental Consultant, (Washington, DC) 1999 - 2004

- Duties included: conducting internal review of Forestry Frontiers Initiative project for WRI management; training international governmental staff in workshop facilitation; co-authoring article on local African women's role in agriculture.

CURRENT APPOINTMENTS:

Burlington Electric Department

Project and Equity Analyst, Jan 2023 – present

- Manage projects and initiatives that advance BED's Net Zero Energy vision, including advising and coordinating with other BED departments on equitable and accessible program design and implementation.
- Identify opportunities to help advance energy efficiency and fossil fuel reduction among residents of the Global Majority and other under-represented community members and work collaboratively to improve BED's energy efficiency and strategic electrification program design and delivery.
- Collaborate with community ambassador programs and other community engagement efforts, including listening, communication, and outreach with community stakeholders.
- Conduct research and analysis on cost-effective, equitable, and inclusive carbon reduction and NZE programs, policies, and initiatives in other jurisdictions.
- Advise BED's Communications and Customer Care teams on the most effective means of engaging BED's BIPOC and other under-represented customers.
- Build and advance relationships with local stakeholders to support mutually beneficial efforts towards an equitable transition to NZE, including businesses located in or serving the Burlington community.

Partner - CQ Strategies, LLC, Burlington, Vermont

Anti-Oppression Consultant / Educator/Trainer, June 1993-Present

- Develop and facilitate accessible anti-oppression workshops.
- Support organizations to develop curriculum meeting their specific needs.
- Create and implement assessments evaluating participants growth and competencies.

Darren M. Springer, Esq.
Burlington Electric Department
585 Pine Street
Burlington, VT 05401

(b)(6)

EDUCATION:

Vermont Law School, South Royalton, VT

Juris Doctor ((b)(6)), *cum laude*)

Master of Studies in Environmental Law (MSEL) ((b)(6)), *magna cum laude*)

Florida Atlantic University, Boca Raton, FL

B.A., History, ((b)(6))

TRAINING:

- Admitted to the Vermont Bar (November, 2013)
- Admitted to the Virginia Bar (December, 2007)
- Admitted to the Florida Bar (October, 2005)

PROFESSIONAL EXPERIENCE:

Burlington Electric Department

Chief Operating Officer/Manager for Strategy and Innovation, Jan. 2017- Oct. 2018

- Manage 35 staff across five divisions including policy and planning, energy services, risk management, information technology and finance
- Support implementation of strategic plan goals including Burlington net zero energy
- Led initiation of Solar Shopper program and electric vehicle rebate and finance program
- Secured multiple grants to support electric transit bus deployment
- Provide expertise on regulatory and legislative policy matters
- Lead on district heat incentive legislation which was signed into law (ACT 102, 2018)

Office of Vermont Governor Peter Shumlin

Chief of Staff, May 2015-Jan. 2017

- Worked to advance the Governor's legislative agenda and policy priorities
- Assisted the Governor in managing 24 agencies/departments, over 8,000 state employees, and a state budget of over \$5 billion
- Participated as a member of the Governor's Cabinet in interagency policy development
- Managed Executive Office staff and Executive Office budget of over \$2 million

Vermont Department of Public Service

Deputy Commissioner, Mar. 2013 - May 2015

- Worked as primary Administration lead on renewable energy standard (ACT 56, 2015)
- Worked as primary Administration lead on net metering legislation (ACT 99, 2014)

- Provided expert testimony to legislative committees, and conducted media interviews
- Initiated Heat Saver Loan Program, with grant support
- Assisted in managing Department budget of over \$19 million and over 45 employees

Office of U.S. Senator Bernie Sanders

Chief Counsel, Nov. 2012 – Mar. 2013

Senior Policy Advisor, Sept. 2011 – Nov. 2012

Senior Legislative Assistant for Energy and Environment, Mar. 2009 – Aug. 2011

- Primary staffer responsible for the Senator's energy/environment legislative priorities
- Staffed the Senator on the Energy and Natural Resources Committee, the Environment and Public Works Committee, and Green Jobs and New Economy Subcommittee
- Drafted legislation, developed legislative strategy, drafted speeches and statements
- Liaison with constituents, stakeholders, federal and state and local officials, and media

CURRENT APPOINTMENTS:

Burlington Electric Department

General Manager, Oct. 2018 - current

- Responsible for managing 119 employee electric utility with approximately \$60 million annual budget.
- Held rates steady during FY18, 19, 20, and 21 budget cycles, maintained Moody's A3 rating and strong reliability and safety metrics.
- Implemented necessary rate changes in FY22 and FY23 to ensure strong financials for the organization and maintain strong credit rating.
- Oversaw multiple clean and unmodified annual financial audits.
- Launched Net Zero Energy Roadmap, first U.S. net zero 2030 plan, and implemented new incentive programs and policies for electrification and decarbonization to support progress toward the goal.
- Supported development of rental weatherization standards and primary renewable heating ordinance for new construction and advanced Thermal Energy Charter Change successfully, providing Burlington new authority to implement building sector energy and greenhouse gas emissions policy.
- Successfully led effort to advance Net Zero Energy Revenue Bond, with voter approval to invest \$20 million in grid upgrades, EV charging infrastructure, technology system updates, and renewable plant maintenance.
- Burlington Electric implemented first-ever low-income discounted rate, FY23.
- Burlington Electric created new staffing to support net zero initiatives and equity, including sustainability division position.
- Developed Charter Change related to thermal energy regulation, subsequently enacted by the Legislature and Governor. Worked to develop policy proposal to reduce emissions including use of carbon pricing for new construction and large existing and municipal buildings based on Charter Change.
- Helped develop primary renewable heating ordinance requirement for new construction.

Emily J. Stebbins-Wheelock
Burlington Electric Department
585 Pine Street
Burlington, VT 05401

(b)(6)

EDUCATION:

University of Vermont, Burlington, VT

Master of Science in Community Development and Applied Economics, (b)(6)

Harvard University, Cambridge, MA

A.B. cum laude in English and American Language and Literature, (b)(6)

TRAINING:

Prosci Change Management Certification, 2014

Associates in Risk Management-Enterprise Risk Management (ARM-E) designation, 2014

PROFESSIONAL EXPERIENCE:

University of Vermont, Burlington, VT

Director of Operational Excellence, Division of Finance, 2015-2019

- Lead department dedicated to improving organizational effectiveness and operational efficiency by providing project and change management, business analysis, ERP system support, internal and external communications, and training to users of UVM's financial systems, processes, and data.
- Managed vendor selection, contract negotiation, and on-time implementation of new budgeting and financial reporting system serving over 150 end-users and involving significant business process change. 65% of users reported complete satisfaction with the new system and that it saved them time.
- Managed functional testing and change management efforts for major upgrade to financial ERP system.

Sr. Project Manager, University Financial Services, 2013-2015

- Led strategic and business process improvement projects for the University Controller and Vice President of Finance.
- Managed on-time operational implementation of new University budget model, a key institutional priority and enterprise-level change requiring coordination of multiple systems, processes, and stakeholders.
- Conducted a comprehensive review of UVM's student scholarship administration processes and implemented business process changes within one fiscal year.
- Met aggressive timeline for implementation of new student employment hiring process that eliminated 100s of paper forms and manual data entry.

Strategic Analyst/Planner, Office of the Vice President for Finance & Administration, 2005-2013

- Managed strategic enterprise- and division-level initiatives for the Vice President of Finance & Administration.
- Created and implemented institutional enterprise risk management program.
- Developed institutional pandemic flu emergency response plan.
- Conducted institutional hazard risk assessment to inform emergency response and business continuity planning.
- Assessed the University's content management needs and developed recommendations for implementing the University's IT Master Plan.

Stebbins Ink Communications, Burlington, VT

Owner/Principal, 2003-2008

- Managed daily and strategic operations and marketing of communications consulting firm. Provided communications consulting, copywriting, and editing for business and non-profit organizations.

Riser Management Systems, L.P., Burlington, VT

Director of Marketing & Telecommunications Consultant, Editorial Director, 1998-2002

- Coordinated all marketing activities, including planning, budgeting, materials development, company newsletter, sales and investor presentations, website design and content, market research, and public relations.
- Wrote and developed consulting, legal, engineering, sales, and marketing documents for a start-up telecommunications consulting and engineering firm. Conducted regulatory, legal, and market research.

CURRENT APPOINTMENTS:

Burlington Electric Department, Burlington, VT

CFO and Manager of Strategy & Innovation, 2019-Present

- Lead BED's Center for Innovation, including the Finance & Accounting, Billing, Policy & Planning, Information Services, and Sustainability & Workforce Development teams. Manage and opportunity and risk related to BED's power supply, customer offerings, finances, technology, workforce, and business processes.
- Managed financial impacts of COVID-19 pandemic while maintaining AA credit rating.
- Oversaw development and implementation of BED's first rate increase request in 12 years.
- Managed issuance of \$20M Net Zero Energy revenue bond, one of the first of its kind nationally.
- Executive sponsor of project to replace 4 ERP systems supporting customer billing, finance, and meter data.
- Part of management team that successfully negotiated 2022-2026 collective bargaining agreement with IBEW Local 300.
- Introduced new cross-departmental working groups for IT governance and collaboration on strategic initiatives.

Bradley Williams
Burlington Electric Department
585 Pine Street
Burlington, VT 05401

(b)(6)

EDUCATION:

Clarkson University, Potsdam, NY

B.S. in Electrical Engineering

Concentration in Power Engineering

St. Lawrence University, Canton, NY

B.S. in Mathematics

TRAINING:

- State of Vermont Engineering PE License (Electrical) (2018 – Present)
- Siemens PSSE Power Systems Steady-State Analysis Training (2015)
- Siemens PSSE Dynamic Analysis Training (2015)

PROFESSIONAL EXPERIENCE:

Technical Energy Analyst II

Vermont Energy Investment Corporation (Burlington, VT) (2016 – 2017)

- Assist in managing and updating TRMs for VEIC Energy Efficiency Utilities in Vermont, Ohio, and Washington D.C.
- Written several savings characterizations for external Technical Reference Manuals.
- Provide end-use technical advice and review to external customers.
- Developed tool for calculating residential battery storage savings potential.
- Done extensive research on residential and commercial electrical end-use evaluation. Areas of focus are
- Refrigeration, HVAC, Lighting, and Motors.
- Evaluate methods of leveling out the electrical load shape known as "the duck curve".

Transmission Planning Engineer II

Indianapolis Power & Light Company (Indianapolis, IN) (2013 - 2016)

- Model transmission power system for seasonal, near term, and long term case studies
- Perform steady-state, dynamic, short-circuit, and transient analysis for system limits and project studies
- Create programs via Python for more efficient analysis and custom reporting
- Coordinate and study distributed generation interconnection projects
- Manage interconnection process with RTO for grid-scale battery energy storage project

- Interface with reliability coordinator, independent system operator, and neighboring utilities for data and system study coordination
- Organize studies and data transmissions to meet NERC compliance standards on a continual basis

CURRENT APPOINTMENTS:

Senior Operations Engineer

Burlington Electric Department (Burlington, VT) (2017 – Present)

- Design overhead and underground distribution line extensions and upgrades
- Perform analysis for Distributed Energy Resource (DER) interconnections
- Develop and utilize analytics tools for managing outage event data
- Develop and utilize engineering analysis tools for processing AMI meter data
- Perform short circuit, arc flash, and load flow studies
- Develop testing protocols and guidance for relay testing
- Develop and maintain system switching plans for system operators

Provide everyday engineering support for system operators

John "Jake" Yanulavich
Burlington Electric Department
585 Pine Street
Burlington, VT 05401

██

████████████████

EDUCATION:

Canton Agricultural and Technical College, Canton, NY
College of Arts and Sciences, ██████████

Clarkson College of Technology, Potsdam, NY
B. S. Degree, Electrical Engineering, ██████████

TRAINING:

Certified Energy Manager/ Association of Energy Engineers – CEM #11879

PROFESSIONAL EXPERIENCE:

VERTEK (Colchester, VT)

Project Manager – Tails Migration Project, Jan, 2003 to Nov. 2005

- Coordinate the operations of multiple departments of AT&T and their major T3 & T1.5 circuit customers to migrate their Local Exchange Carrier lines over to AT&T's own local service provider's circuits.

Omron Electronics (Schaumburg, IL/Marlborough, MA)

Sales Engineer, Distributor, and Account Manager, 1999 to 2002

- Increased Omron business within the above territory through sales visits to customers, demonstration of equipment, providing of samples, and solving of customer control or sensing problems.
- Managed and trained Omron distributors working within the territory of VT, NH, NY and ME. Influenced their increased focus on Omron products. Developed signed agreements for distributor sales of specific technologies to the industrial market.
- Provided technical services to customers using Omron applications engineers as a resource.

PID INC. (Augusta, ME)

Account Manager/Controls Engineer, 1994 to 1999

- Increased the Vermont and NH territory from a \$50K PID sales level to \$1.2M per year, total sales.
- Increased system integration business in VT/NH to \$200K+ per year.
- Developed Top Ten sales plans on focused accounts to raise sales per account to the \$50K to \$100K+ level.

- Developed “Competitive Account” plans focusing on increasing sales and market share by taking sales from the competition.
- Became proficient in the use of PC software tools to track customers (ACT), create presentations (PowerPoint) and develop Sales Plans (Lotus).

Custom Controls Inc. (Burlington, VT)

Director of Sales and Marketing/Project Engineer, 1989 to 1993

- Change in focus and direction of the company. In 1985, 80% of sales volume was with a single customer. By 1992/93, active customer base expanded to 15 to 20+ customers. Potential customer base expanded to 300+ companies.
- Expanded business into Province of Quebec.
- Expanded company services by developing strategic alignments with other companies.
- Created defined structure for company operations.

Digital Equipment Corporation (South Burlington, VT)

In-Circuit Test Engineer/Senior Test Engineer, 1984 to 1989

- Designed and successfully implemented unique methods of functionally testing products at the circuit board level to detect faults before final assembly.
- Drove the use of this technique to other process lines and to other DEC facilities.

CURRENT APPOINTMENTS:

Burlington Electric Department

C & I Energy Services Engineer, 2005 – present

- Provide supervision of current and future DSM programs for large commercial and industrial customers. Perform field inspections and audits. Review construction plans for compliance with the City of Burlington Energy Code. Work closely with customers, their architects, engineers and equipment vendors to evaluate energy saving opportunities in construction designs. Develop analysis tools to evaluate system designs.