



The University of Vermont

Physical Plant Department All Hands Meeting 2019





All Hands Meeting Welcome!

- I just celebrated my **20th** year at UVM
- This is our **19th** annual All Hands meeting
- We've had at least **8** Provosts during that time
- I've reported to **3** different senior leaders
- Now welcoming my **7th** UVM President to the campus



Looking Back: Two Decades of Transformational Change Our Successes Working As a Team

We acquired ~1.5M Sq Ft new space to maintain

- Trinity Campus, Taft School, 439 College, Forestry, 23 Mansfield, CRF, 61 Summit, and Ifhsin, Rescue, Jeffords, HSRF, U-Heights, Davis Center, Gutterson Garage, Discovery, Innovation AND OTHERS

We advanced use of technology & computers in all aspects of facilities O&M

We cultivated new crews and developed in-house capacity for technical and specialized work:

- Zone Maintenance;
- Engineering & Project Management;
- Building Controls Team;
- Life Safety Team;
- Training & Compliance Office

We “right sized” PPD to strengthen our focus on O&M, deferred maintenance and utilities

- Custodial; Special Events; Recycling; Surplus Property; and Automotive moved to other areas within UVM

We transformed our Central Utilities system

- Developed a Utility Master Plan
- Added 5th boiler and replaced all underground steam lines, Converted from high temp hot water to steam
- Converted “back up” fuel to #2 oil from #6
- Reduced steam demand & peak load
- Upgraded to digital controls
- First introduced central chilled water in 2007 and expanded entire Plant again in 2017

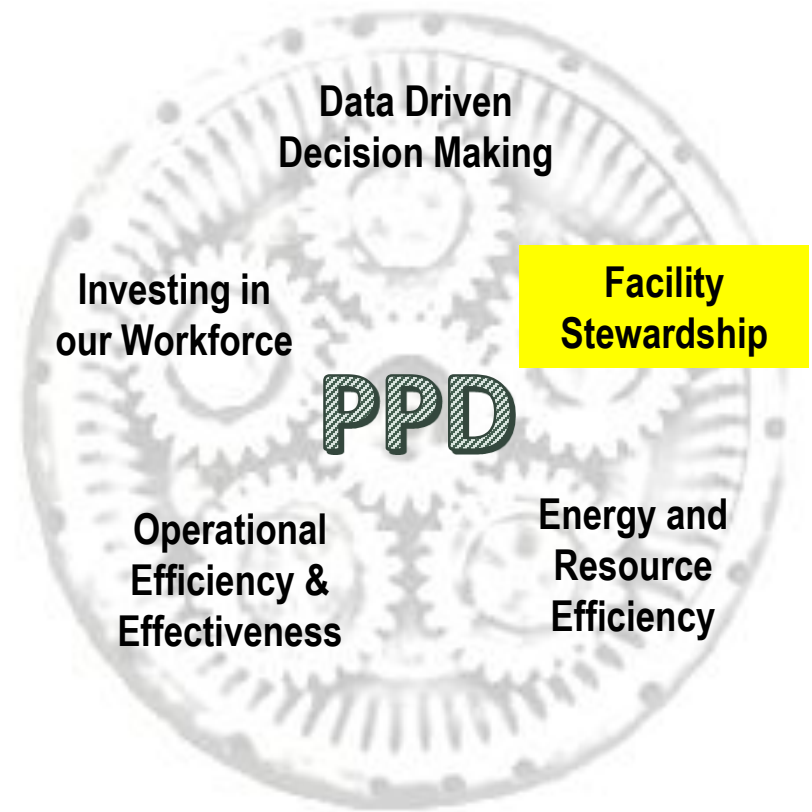
We invested in our staff and our operations:

- Upgraded our shops, vehicles, tools, equipment, and built a central storage facility
- Improved stewardship of buildings and relationships with building occupants and customers
- Improved worker safety and controlling hazards
- Hired many new employees; said farewell to many retirees
- Created promotional opportunities within PPD
- Increased training opportunities & involvement with APPA
- Reduced emergencies and down time on campus
- Improved the appearance of our grounds
- Increased customer service and interaction



Looking Ahead: Facility Stewardship

- Continue to prioritize and advocate for Deferred Maintenance/Renewal
- Facilities Condition Assessment underway
- Support current phase of Capital Construction:
 - On Campus Multipurpose Center (OCMC)
 - Larner College of Medicine (LCOM) addition
- Ensure cooperative working relationship and communication with FD&C, Campus Planning and other facilities partners
- Facility Design Standards – updates underway





Looking Ahead: Energy & Resource Efficiency

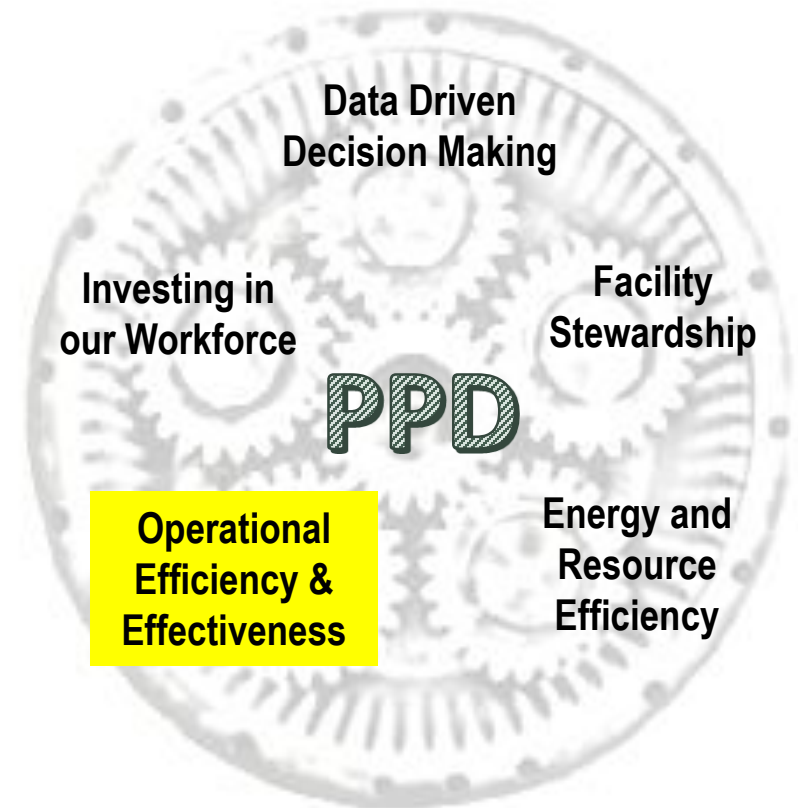
- *New* Chiller Plant already at capacity. Expansion needed to supply chilled water to new buildings.
- Real-time interaction with utility systems.
- Incorporate technology to reduce peak demands to minimize infrastructure investment.
- Continue to partner with Utility Providers to obtain rebates and efficiency incentives.





Looking Ahead: Operational Efficiency & Effectiveness

- Support President Garimella's goals
- Alignment with new Division – PPD is now reporting to Vice President of Finance
- Revisit original Zone Maintenance boundaries and functional responsibilities
- Select Facilities Management software system to replace FAMIS
- Contend with budget challenges
- Developing *Service Level Agreements* (SLA's) with campus stakeholders





Looking Ahead: Investing in our Workforce

- Transfer “institutional knowledge” to our newer employees, succession planning
- Begin using UVM standard format for Employee Performance Reviews:
On-line process with individualized goals
- Continue to support staff training and professional development
- Expand partnerships with local Tech Centers and host students who are learning skilled trades

**Investing in
our Workforce**

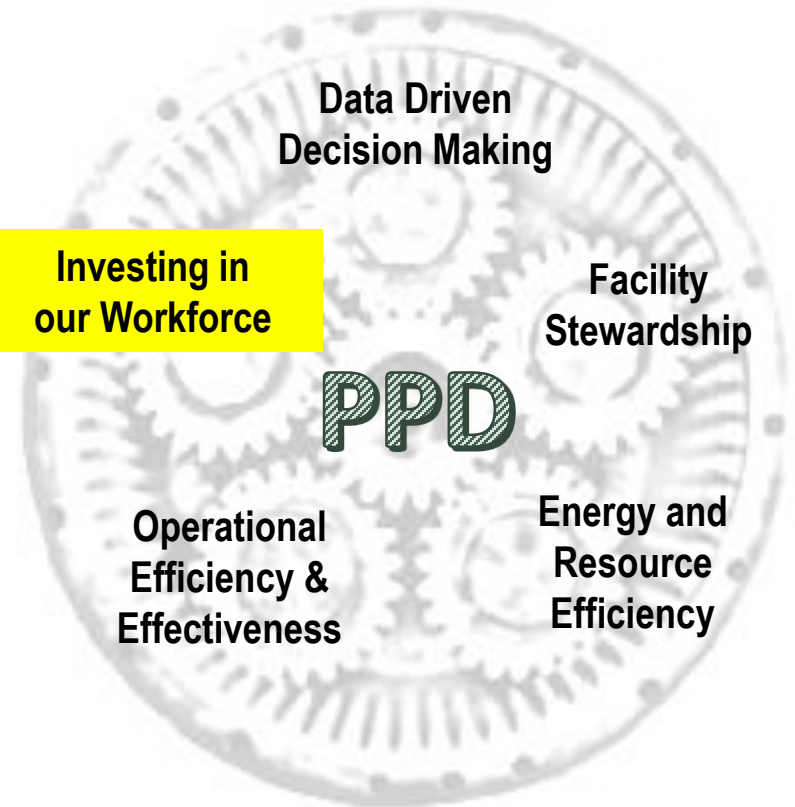
**Data Driven
Decision Making**

**Facility
Stewardship**

PPD

**Operational
Efficiency &
Effectiveness**

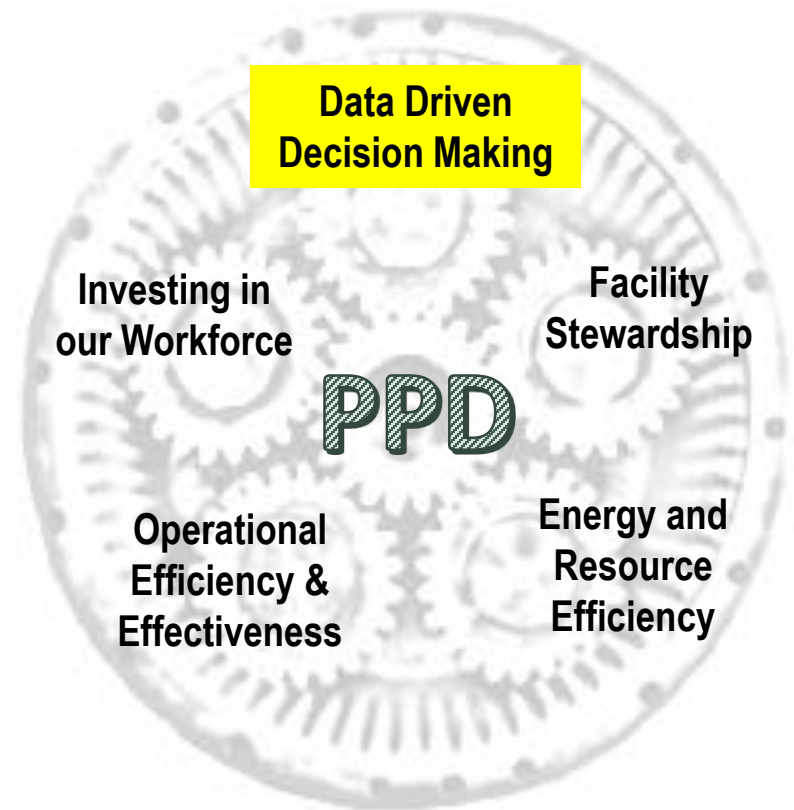
**Energy and
Resource
Efficiency**





Looking Ahead: Data Driven Decision Making

- Better utilize data to help with decision making
- Use technology in areas that we have difficulty monitoring/gathering information
- Use of thermal imaging, infrared aerial photography to detect heat loss or leaks





Thank You All for What You Do...

have a safe new year!