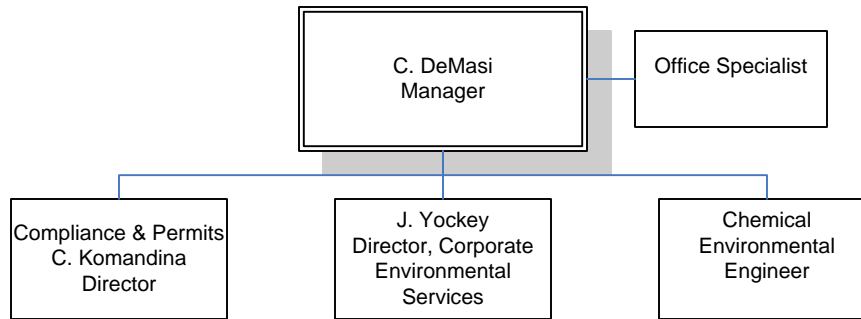


Environmental Services



Tucson Electric Power Company

<i>Position Title:</i>	Chemical/Environmental Engineer Junior - Senior
<i>Department:</i>	Corporate Environmental Services
<i>Business reporting unit</i>	SSU
<i>Reports to:</i>	Manager, Corporate Environmental Services
<i>Level &FLSA status:</i>	Professional/Exempt
<i># of direct reports:</i>	0
<i>Last updated:</i>	March 2004
<i>Does this position involve transmission and/or sales functions?</i>	No

Position Description:

To assist in the implementation of the 1990 Clean Air Act Amendments (CAAA), preparation of environmental permits applications and assessment of proposed new legislation/regulatory actions as it affects Unisource facilities. Evaluate methods of reducing cost of compliance an/or increasing business unit profitability. Provide regulatory interpretation and regulatory impact analysis for Unisource facilities as it relates to Air, Water, and Waste handling, storage, and disposal.

Essential Functions: *(As defined under the Americans with Disabilities Act, these include the following responsibilities, minimum job knowledge, skills, and abilities. This is not necessarily an all-inclusive listing.)*

Position-Related Responsibilities: JR & SR

- Assists in the review of all submittals to EPA, ADEQ, and PDEQ relating to Titles IV and V of the 1990 CAAA.
- Assists in the preparation of environmental permit applications.
- Maintains contact and provides technical support to Unisource facilities including Springerville, Tucson power generating stations, Unisource Energy Services (UES), Global Solar to assure compliance and provide proper interpretation of regulatory requirements and guidance.
- Inspects field operations, when necessary, to ensure that construction and operation procedures and practices are performed consistent with Company and regulatory environmental requirements.
- Evaluates environmental effects of actions taken or proposed by TEP's Business Units or other Unisource subsidiaries, and develops recommendations for appropriate actions and/or studies required to achieve business objectives consistent with environmental requirements.

- Anticipates and helps shape the framework of environmental requirements through the review of State and Federal proposed legislative or agency actions and represents Unisource in rulemaking proceedings.
- Assists the various departments within the Unisource family of Business Units in the proper method of handling, storing and disposing of all types of wastes.
- Assists in the implementation of the SPCC requirements for all Unisource facilities.
- Interacts with governmental agencies regarding new rulemaking activities to assure proper future environmental planning and compliance.
- Assists in the filing of TRI, Tier II, and PCB reports for all Unisource facilities.
- Performs other environmental-related activity projects as needed.

Position-Related Responsibilities: SR

- Evaluates and makes recommendations on environmental-related projects that would reduce the cost of compliance and/or increase profitability of TEP's Business Units or other Unisource subsidiaries.
- Acts as the team leader in performing technical feasibility studies related to environmental activities.
- Assesses proposed State and Federal legislation as to financial and operational impact on Unisource facilities
- Conducts and/or supervises any Phase I or Phase II environmental assessments as may be needed.
- Conducts and/or supervises any environmentally related due diligence work relating to the acquisition or disposal of assets.
- Review and assist in the selection of renewable energy portfolio.
- Review existing pollution control equipment to maximize efficiency and value.

Knowledge, skills and abilities: Jr.

- Bachelors or Masters Degree in Chemical or Environmental Engineering or related field with at least 2 years of related experience in the electric utility industry is preferred, or equivalent combination of education and experience.
- Excellent communications skills, both written and verbal
- Demonstrated analytical skills
- Demonstrated skill in use of software applications

Knowledge, skills and abilities: Sr.

- Bachelors or Masters Degree in Chemical or Environmental Engineering or related field with at least 4 years of related experience in the electric utility industry with some supervisory role, is preferred, or equivalent combination of education and experience.
- Excellent communication skills, both written and verbal
- Demonstrated analytical skills

- Demonstrated skill in use of software applications

All employees are expected and required to adhere to the Company Code of Ethics and Principles of Conduct.

Salary Zone: Jr. A10 - Sr. A11

Date: _____

Incumbent: _____

Date: _____

Supervisor: _____

Date: _____

Human Resources: _____

Tucson Electric Power Company

<i>Position Title:</i>	<i>Director, Corp. Environmental Compliance & Permits</i>
<i>Department:</i>	Corporate Environmental Services
<i>Business reporting unit</i>	SSU
<i>Reports to:</i>	Manager, Corporate Environmental Services
<i>Level and FLSA status:</i>	Non Supervisory / <i>Exempt</i>
<i>EEOC Category:</i>	<i>Officials and Managers</i>
<i>Last updated:</i>	3/2004
<i>Does this position involve transmission and/or sales functions?</i>	No

Position Description: Has primary responsibility for corporate environmental compliance, audits and permits for existing and new electric generating facilities. Responsible for coordinating and obtaining environmental permits for new and existing electrical utility units at TEP and at other Unisource subsidiary companies. Ensures environmental compliance of all Company facilities with air, water and hazardous waste regulations/permits utilizing various auditing programs. Performs the functions of the Alternate Designated Representative (DR) and acts on behalf of the DR pursuant to Titles IV and V Clean Air Act (CAA) requirements. Provides technical assistance and project management associated with regulations to protect air, water, land, biological, and cultural resources as they relate to all TEP coal and gas fired power plant facilities and field operations such as Transmission and Distribution.

Essential Functions: *(As defined under the Americans with Disabilities Act, these include the following responsibilities, minimum job knowledge, skills, and abilities. This is not necessarily an all-inclusive listing.)*

Position-Related Responsibilities:

- Acts as the team leader of an interdepartmental task force responsible for the development, scoping and completion of annual corporate environmental audits for all Company facilities. Advises the corporate Management of any violations or potential noncompliance issues that impact the Company.
- Manages the Company's air quality programs to assure compliance with federal, state and local regulations.
- Assumes project leadership and supervises the activities of consultants, vendors and/or Company task forces concerning environmental Phase I and Phase II Assessments.
- Monitors and interprets federal, state and local environmental regulations for Company facilities, including formulating a compliance strategy to assure compliance of Company facilities with the CAA amendments of 1990. Provides technical and administrative advice concerning the interpretation, application and enforcement guidelines of these regulations.

- Provide technical and regulatory advice regarding permitting requirements for new generation facilities and other capital improvements and obtain permits when needed.
- Performs disposal site audits to ensure compliance with cradle-to-grave disposal of hazardous waste generated from Company facilities.
- Acts on behalf of the Company's Designated Representative on Acid Rain Program issues.
- Responsible for certifying and submitting all permit applications, reports and submittals applicable to the Designated Representative in conformance with the requirements of Title IV of the Federal Clean Air Act (CAA), as amended.
- Provides technical consulting/advice to power plant personnel concerning environmental impact of engineering decisions and changes. Follow the legislative/regulatory developments relating to Greenhouse Gas (Global warming) reduction requirements and advise the Company on its impacts and recommend compliance options.
- Ensures compliance with Title V Operating Permit conditions applicable to all Company facilities.
- Responsible for the coordination, development and acquisition of permits to construct new electric generating facilities, including independent power projects (IPP) and modifications to existing generating stations and air emission sources.
- Responsible for the coordination of responses relating to environmental non-compliance, consent decrees, draft complaints, notice of violations and letter of warnings with operating and legal departments of the Company, and contacts with appropriate agencies.
- Responsible for the development of studies and acquisition of appropriate permits relating to the assessment and remediation of releases /spills of fuel oils and hazardous materials at Company facilities.
- Performs other environmental program compliance, as necessary including the formulation and/or updates of Corporate Environmental Procedures.

Knowledge, skills and abilities:

- Bachelor or Master of Science degree in an engineering discipline or related environmental science field and 10 years or more of relevant experience in a vertically integrated electric utility business with coal fired facilities, or equivalent combination of education and experience.
- Experience should include a minimum of 2 years of supervisory responsibility. Professional Engineering Certification preferred.

Job Competencies: (as more fully described in the Performance Management Reference Manual)

All employees are expected and required to adhere to the Company Code of Ethics and Principles of Conduct.

Salary Zone: A12

Date: _____

Date: _____

Date: _____

Incumbent: _____

Supervisor: _____

Human Resources: _____

Tucson Electric Power Company

<i>Position Title:</i>	Manager, Corporate Environmental Services
<i>Department:</i>	Corporate Environmental Services
<i>Business reporting unit</i>	Corporate Services
<i>Reports to:</i>	Vice President, General Counsel and Chief Administrative Officer
<i>Level and # of direct reports:</i>	Manager
<i>FLSA Status and EEOC Category:</i>	Exempt
<i>Last updated:</i>	8/31/04
<i>Does this position involve transmission and/or sales functions?</i>	No

Position Description: Manages the activities and policy of the Unisource Energy Corporate Environmental Services including its subsidiaries TEP, UNS, MEH, and UED.