

Question Number	Question Title	Maximum Point Value	Application Change 2021 vs. 2024	Which previous application can you import your answers from?
0.0.0	Utility Employee Demographics	0	No Major Changes	2021, 2022, 2023
I.A.1	Monitoring and Tracking Data	2	No Major Changes	2021, 2022, 2023
I.A.2	Reliability Statistic Tracking (eRT integrated)	3	Added question text: "A minimum of three metrics and utility goals or targets for each index provided are required for full credit." Added question text: "For utilities with only a transmission system, your standard reliability metrics, including any metrics that are calculated for NERC purposes can be reported for credit."	2021, 2022, 2023
I.B.1	Indices Use	4	No Major Changes	2021, 2022, 2023
I.B.2	National Reliability Benchmarking	2	Modified question text: "Does your utility currently participate in a reliability benchmarking survey or service? This service should have been used within one year of your submission." Modified question text: " APPA's Distribution System Reliability & Operations Survey "	2022, 2023
I.C.1	National Mutual Aid	3	No Major Changes	2021, 2022, 2023
I.D.1	Utility Disaster Plan	4	Modified question structure: Checkboxes have been changed to Matrix format, Response must indicate whether a disaster plan topic is addressed in the utility plan AND include an attachment name and page number	2022, 2023
I.D.2	Disaster Drills	1	This question used to be II.B.10. Modified question structure: Checkboxes have been changed to Matrix format; Response must indicate whether a drill is Tabletop, Field, or Both, and dates (actual or planned) must be included. New question requirement: Attach a description of the procedures for one of the drills listed below. Include an example of the lessons learned at that drill, as well as the necessary changes or adjustments your utility identified or made from these lessons. Added a new note: "Note: An actual event can qualify as a "drill" only if the utility determined lessons learned from the event." Added a new note: "Note: Drill must have been performed after January 1, 2024." Added a new note: "Note: Please refer to your disaster plan provided in Question I.D.1 when answering this disaster drills question"	2022, 2023
I.E.1	Physical Security	3	No Major Changes	2021, 2022, 2023
I.F.1	Cyber Security Policy	1	Added additional checkboxes: "Implemented two-factor authentication" Added additional checkboxes: "Separation of IT and OT cybersecurity" Added additional checkboxes: "Membership in E-ISAC or similar organization"	2021, 2022, 2023
I.F.2	Cyber Security Awareness	1	Added additional grading criteria: "How often does your utility complete this training? Quarterly, Monthly, Annually, Less frequently than annually"	2021, 2022, 2023
I.F.3	Periodic Cybersecurity Assessments	1	No Major Changes	2021, 2022, 2023
II.A.1	Safety Manual Use	4	No Major Changes	2021, 2022, 2023
II.A.2	Safety Manual Directive	1	Modified question text: "Has utility management issued a written directive to use, read, and understand the most current version of your designated safety manual?"	2021, 2022, 2023
II.B.1	Regular Safety Meetings	4	Modified question structure: Checkboxes have been changed to tables showing minimum safety briefing duration for each employee category	2022, 2023
II.B.2	Safety Rule Enforcement Policy	1	Modified question text: "Does your utility have a written policy or practice to address actions taken when safety rules are broken or violations occur?" Modified question note: "NOTE: Enforcement includes disciplinary actions, penalties for non-compliance, and other ways to hold employees accountable. Find an example on our RP3 Resources page. Your policy/practice must identify the corrective measures used when safety rules are broken or violations occur."	2021, 2022, 2023
II.B.3	Required Job Briefings	3	Switched positions with II.B.4 - Job Site Inspections Modified sub-question text: "Attach a filled-out copy or screenshot of a completed job briefing form. Examples must be from within the current application year. (October 1, 2023 - September 30, 2024). Please refer to page 18 in the application guide to see subject areas your job forms should cover."	2021, 2022, 2023

II.B.4	Job Site Inspections	2	Switched positions with II.B.3 - Required Job Briefings Modified sub-question text: "Attach a filled-out copy or screenshot of a completed job site inspection form. Examples must be from within the current application year. (October 1, 2023 - September 30, 2024)."	2021, 2022, 2023
II.B.5	Safety Orientation Practice	1	Added a new note: "NOTE: Please write "See attachment" if you elect to attach supporting materials rather than write a description in the text box below."	2021, 2022, 2023
II.B.6	Accident Investigations	2	No Major Changes	2021, 2022, 2023
II.B.7	OSHA Refresher Training	2	No Major Changes	2021, 2022, 2023
II.B.8	Automated External Defibrillators	1	No Major Changes	2021, 2022, 2023
II.B.9	Arc Hazard Assessments	2	Modified question text: "Has your utility performed an arc hazard assessment for all areas where your personnel are exposed to electric hazards within the last 5 years or since the most recent system change that affected personnel exposed to electric hazards?"	2021, 2022, 2023
II.C.1	National Safety Benchmarking	2	No Major Changes	2021, 2022, 2023
III.A.1	Demographics	3	No Major Changes	2021, 2022, 2023
III.A.2	Knowledge Management	5	Modified question structure: Checkboxes have been changed to Matrix format; Response must indicate knowledge management tool used by your utility and show the attachment name and page number Modified sub-question text: "Develop and maintain a succession plan (reviewed and updated within the application period – October 1, 2021 - September 30, 2024)"	2022, 2023
III.A.3	Employee Recruitment	2.5	Question separated into individual questions (Rather than a combined question for Employee Recruitment AND Retention) New checkboxes: Maintain competitive compensation and benefits, Offer performance incentives, Third party recruiter or staffing agency, Employee referral programs, Identifying targeted skills for future needs, Social media or digital recruitment	2022, 2023
III.A.4	Employee Retention	2.5	Question separated into individual questions (Rather than a combined question for Employee Recruitment AND Retention) New checkboxes: Offer performance incentives, Maintain competitive compensation and benefits, Documented career pathways, Paid time for volunteer services	2022, 2023
III.A.5	Compensation and Salary Benchmarking	1	Modified question text: "Have you used data from a salary survey to benchmark your employee salaries during the application period (October 1, 2021 - September 30, 2024)?" Added example: "For example: Have you conducted a salary review/study of your utility in the last three years? (Find examples in the RP3 Application Guide)."	2021, 2022, 2023
III.B.1	Goal Setting Process	3	No Major Changes	2021, 2022, 2023
III.C.1	Written Education Policies/Procedures/Programs	3	No Major Changes	2021, 2022, 2023
III.C.2	Networking and Professional Development	2	Modified question note: "NOTE: Virtual events/webinars, including APPA events, also count for this question."	2021, 2022, 2023
III.C.3	Membership and Service	3	No Major Changes	2021, 2022, 2023
IV.A.1	Research and Development Program and Participation	3	Modified question layout Modified sub-question text: "Applied for or currently involved in grants/scholarships within the application period (October 1, 2021 - September 30, 2024)." Modified sub-question text: "Review of relevant research projects conducted by other utilities, for application to projects your utility is conducting (for example, reviewing projects in the DEED Project Database, DEED-published documents, or EPRI research papers). Attach or describe the actions taken to review relevant research and specific projects that your utility reviewed."	2022, 2023
IV.B.1	System Maintenance	4	Added new assets requiring maintenance: Distribution transformer inspections, Generation assets, Proactive cable replacement, Substation infrastructure inspections, Transmission infrastructure, Underground infrastructure inspections, Wood pole testing Removed assets requiring maintenance: Transformer pedestal inspections, Pole testing, Transformer inspections (3-phase) Modified sub-question text: "Other: If other, please list those assets, provide the schedule for maintenance/inspection for the listed items, and attach one completed maintenance or inspection record form for each asset (no blank forms)."	2021, 2022, 2023

IV.B.2	System Losses	3	Modified sub-question text: "If yes, what are your utility's current system losses (in percentage)? Attach the formula used or the method of calculating losses. Please refer to pg. 45 in the Application Guide for an example formula" Added question text: "Do you have a goal for your system losses? If so, write below. If not, write "N/A"."	2021, 2022, 2023
IV.B.3	Planning Study or Analysis	5	Added question note: "*NOTE: Load forecast and capacity studies are the minimum requirements for this question and they must be included to receive full credit." Added sub-question: "If yes, when was your last planning study conducted or reviewed?"	2021, 2022, 2023
IV.C.1	Near-Term Capital O&M Projects	4	Modified question text: "Please provide a detailed description of projects that your utility has recently completed or will be working on, with a focus on the past two years and the next two years (this may include the current application year, October 1, 2023 - September 30, 2024 as a way to continually improve its system)." Modified question text: "If your utility has a formal capital improvement plan, submitting this document will fulfill the requirement, provided it includes detailed project descriptions and funding breakdowns for the past two years and the next two years. To sustain system excellence, a utility should regularly reinvest in maintaining and improving its system."	2021, 2022, 2023
IV.C.2	Customer-Owned Distributed Energy Resources	3	Modified question text: "Does your utility have an Interconnection Agreement to address the impact of customer-owned distributed energy resources (DER) on your utility's distribution system?" Removed checkbox: "Interconnection Agreement (attachment encouraged)" Added checkbox: "Compliance with IEEE 1547"	2021, 2022, 2023
IV.C.3	Financial Health Policy or Procedures	3	Modified question note: "NOTE: Leading practice is to conduct a cost-of-service study at least once every 5 years or an annual rate of return calculation." Added checkboxes: "Conduct a rate of return calculation to determine financial health at least annually, Audit financial statements at least annually"	2021, 2022, 2023