

Senior Engineer



COPPER VALLEY ELECTRIC STRIVES
TO BE THE EMPLOYER OF CHOICE IN
THE COPPER RIVER BASIN AND
VALDEZ REGIONS OF ALASKA

JOIN OUR TEAM

Posted
3/20/2024

cvea.org/careers



Position At A Glance

Copper Valley Electric Association is accepting applications for the position of Senior Engineer. This position is open until filled.

Requirements

- Position will be located in Glennallen or Valdez, Alaska
- A valid, or the ability to obtain, Alaska Driver's License is required
- Must be able to travel between CVEA's Valdez and Copper Basin districts on both a scheduled and emergency basis
- A minimum of a bachelor's degree in electrical engineering with ten years in the electric utility industry with progressive transmission and substation, protection and control, or power generation experience
- A Professional Engineer License is preferred

Key Tasks

- Provides engineering and technical support to the Operations and Power Generation departments
- Provides engineering services required to operate, maintain, and perform capital improvements on generation, transmission, substation, and distribution systems
- Establishes and maintains proper maintenance schedules and records on all major electrical generation and substation equipment
- Coordinates with the Operations and Power Generation departments to develop and maintain multi-year work plans
- Provides training on basic power generation and delivery principles

The Senior Engineer reports to the Chief Operating Officer. There is a six-month probationary period for the successful applicant. Starting salary is up to \$160,000 annually, depending upon qualifications and relevance of experience of the candidate. This position is open until filled.

Please contact Lindsay Malone, Finance Manager, at 907-822-8305, fax 907-822-5586, or email jobs@cvea.org for an application packet.

CVEA is an Equal Employment Opportunity employer.

Information and application can be found at:
cvea.org/careers

Questions can be directed to:
Lindsay Malone
Finance Manager
907-822-8305
jobs@cvea.org

Applications can be emailed to:
jobs@cvea.org

About CVEA



Mission:

To provide exceptional customer service through safe, reliable, cost-effective electric service and programs

Strategic Goals:

- Build financial strength
- Maintain and improve system reliability
- Reduce dependence on fossil fuel
- Be an advocate for CVEA members
- Be the employer of choice



Assets and Facts:

- CVEA is a stand alone electric cooperative, not interconnected to any other utility
- Employs 44 Alaskan employees
- Service territory roughly the size of West Virginia; 160 miles north to south and 100 miles east to west
- Over 500 miles of distribution and transmission line
- 9 substations and 5 power plants
 - Solomon Gulch Hydroelectric Plant
 - Allison Creek Hydroelectric Plant
 - Cogeneration Plant
 - Valdez Diesel Plant
 - Glennallen Diesel Plant
- SCADA system with remote control of all generating plants
- Serves roughly 4,100 residential and commercial members in two service districts (Copper Basin and Valdez)
- Maintain offices and customer service support in both districts
- Density of 8 customers per mile



Work. Live. Play.

Copper Basin District

The Copper Valley has been called authentic Alaska; flanked by mountain ranges, raging rivers, glacial lakes, log cabins, abandoned copper mines, and historic Native American villages. The area is a mecca for fishing, hunting, gardening, and farming. It is quiet, away from the hustle and bustle of big cities, but only a couple of hours, via highway, to the Mat-Su Valley and all big city conveniences.



Eric Scheidt

Community Resources

The Copper Basin is a wonderful place to call home, with a K-12 public and home school educational system as well as a community college (satellite), healthcare clinics, banking, local grocery, gas, US postal service, a Chamber of Commerce, churches, libraries, a fitness center, restaurants, shopping, and many youth clubs and community groups and support organizations.



Matt Craig

Summer Activities

- Hunting for moose, caribou, bear, Dall sheep, and a variety of birds
- Fishing for world-famous Copper River Reds, king and silver salmon, trout, grayling, and burbot
- Gardening and farming
- Berry Picking
- Camping
- Hiking
- Kayaking and Rafting
- Riding ATVs
- Flightseeing
- National Parks

Winter Activities

- Snowmachining
- Ice Fishing
- Snow shoeing
- Trapping

Annual Activities

- School and club sporting events
- Community events and festival



Work. Live. Play.

Valdez District

Located near the head of a deep fjord in Prince William Sound, Valdez is a mix of tidewater glaciers, rainforests, towering mountains, and incredible wildlife on both land and sea. Valdez offers unparalleled natural scenery that is matched only by the abundant activities, like fishing, glacier viewing, kayaking, snow machining, fat tire biking, and more offered throughout the year.

Community Resources

Valdez is a small community that has everything needed to live a high quality of life. Valdez has a K-12 public and home school educational system as well as a community college, Valdez is part of the Providence hospital and healthcare system. There is local banking, grocery, gas, libraries, US postal service, a civic event center, community center, a single-movie theatre, churches, restaurants, shopping, a fitness center, a variety of community events, and many youth clubs, and community groups and support organizations.

Summer Activities

- Hunting for deer, goat, bear, moose, and birds
- Fishing for silver, pink, and king salmon, halibut, rockfish, ling cod, shrimp, crab, and shark
- Berry Picking
- Camping
- Kayaking and Rafting
- Glacier Sightseeing, Boating, and Flightseeing
- Sea life viewing; whales, sea lions, sea otters, and water fowl
- Hiking, Biking, and riding ATVs

Winter Activities

- Snowmachining
- Ice Fishing
- Snow shoeing
- Cross country, downhill, and heli-skiing
- Fat tire biking

Annual Activities

- School and club sporting events
- Community events and festivals



Kayleigh Mazzocoli



Wayne McKinzey



Pangaea Adventures



What We Are Looking For

CVEA's Senior Engineer is responsible for providing engineering and technical support to the Operations and Power Generation departments.

Essential Functions and Responsibilities

- Performs all essential functions and responsibilities in a safe and efficient manner using industry best practices
- In addition to the specific functions described in the attached position description, the essential functions of this position also require attendance at all assignments and job sites and the ability to understand and adhere to all safety standards

The Ideal Candidate Must

- Possess a thorough knowledge of standard electric utility design, construction, maintenance, and operating practices
- Be proficient, or at a minimum, familiar with the following core group of software packages: AutoCAD, ETAP, GE Multilin Software, SEL AcSELErator
- Demonstrated proficiency in managing projects to include schedule, budget, and implementation aspects
- Ability to analyze and understand trends associated with equipment monitoring tools and make proactive recommendations for repair and replacement frequencies
- Ability to review component and machine level technical information, field information, sample results, or other to optimize preventative maintenance

Education and Experience

- A minimum of a bachelor's degree in electrical engineering with ten years in the electric utility industry with progressive transmission and substation, protection and control, or power generation experience
- A Professional Engineer License is preferred

Additional Requirements

- A valid, or the ability to obtain, Alaska Driver's License is required
- Must be able to travel between CVEA's Valdez and Copper Basin districts and to remote locations, on both a scheduled and emergency basis

Key Characteristics:

- Hungry
- Humble
- Smart
- Leader
- Driven
- Collaborator
- Strategic thinker
- Strong communicator
- Good listener
- Inclusive
- Innovative
- Transparent
- Teambuilder

Compensation

The starting salary range is up to \$160,000 annually, depending upon qualifications and relevance of experience of the candidate.

CVEA maintains an excellent benefits program:

- Major medical, dental, vision
- Life insurance
- Accidental death and dismemberment
- Business travel accident
- Short-term and long-term disability
- Defined benefit retirement and contribution retirement program
- Paid time off
- Paid holidays
- 4/10 work schedule

Optional benefits:

- Supplemental life insurance
- Spouse and child life insurance
- Supplemental accidental death and dismemberment

To Be Considered



CVEA's application process is strictly confidential. This position is open until filled, with applications being reviewed on an ongoing basis. Interviews may be conducted at any time. Comprehensive reference and background checks will be performed.

A complete application packet is required for consideration and must include a CVEA application. Resumes and cover letters are highly encouraged, and may be submitted in addition to the application. Resumes submitted without the application will not be considered. An electronic application is preferred.

Candidates who possess the best overall match for CVEA's outlined criteria may be initially interviewed via telephone by the position's immediate supervisor or department manager. Any onsite interview arrangements will be made by and expenses will be paid by CVEA. Some relocation assistance is applicable for the selected candidate.

For more information about this excellent opportunity to live and work in Valdez or Glennallen, Alaska, call or forward questions and information to Lindsay Malone, Finance Manager, at 907-822-8305, or via email at jobs@cvea.org.

COPPER VALLEY ELECTRIC ASSOCIATION, INC.
Glennallen, Alaska

POSITION DESCRIPTION
Senior Engineer

I. JOB SUMMARY

CVEA's Senior Engineer provides engineering and technical support to the Operations and Power Generation departments. This position provides engineering services required to operate, maintain, and perform capital improvements on generation, transmission, substation, and distribution systems, establishes and maintains proper maintenance schedules and records on all major electrical generation and substation equipment, coordinates with the Operations and Power Generation departments to develop and maintain multiyear work plans, and provides training on basic power generation and delivery principles.

II. POSITION INFORMATION

Position Type: Full-Time/Non-Represented
FLSA Classification: Exempt
Location Base: Valdez or Glennallen
Reporting Relationships:
Reports to: Chief Operating Officer (COO)
Supervises: None

III. ESSENTIAL FUNCTIONS AND RESPONSIBILITIES

The Senior Engineer performs all essential functions and responsibilities in a safe and efficient manner using industry best practices. In addition to the specific functions described below, the essential functions of this position also require attendance at all assignments and job sites, and the ability to understand and adhere to all safety standards. If requested, reasonable accommodation may be provided to enable individuals with disabilities to perform these essential functions.

A. Program/Project Management

1. Develop work plans, maintenance plans, coordination studies, power requirement studies, and construction and material standards.
2. Ensure that these plans, programs, and standards are implemented.
3. Manage large projects including plan preparation, specification, contracting, permitting, and consulting supervision.

B. Operations Support

1. Provide engineering support for the Operations department including review and resolution of system coordination, sectionalizing, voltage regulation, and system improvements to enhance system reliability, quality of service concerns, and equipment specifications.
2. Serve as On-Call Duty Supervisor on a rotational basis which requires weekend and after-hours availability.

C. Power Generation Support

1. Support the Power Generation department with engineering needs including maintenance and improvement of generators, relaying, switchgear, motor control centers, automation systems, and equipment specifications.
2. Provide guidance to the Power Generation department to ensure generator settings or modes are optimal for system conditions.

D. Administrative

1. Provide supervision/point of contact for work performed by contract crews.
2. May participate in the hiring of full-time personnel.
3. Uphold Tariff provisions.
4. Recommend the engineering budget and approve purchases within budgetary constraints.
5. Manage documents of records for all CVEA power generation and power delivery facilities to include drawings, manuals, and maintenance records.

E. Information Management

1. Responsible for engineering information including databases, specifications, mapping system, work order files, permitting information, electrical equipment documentation, and unit cost for job estimating.
2. Maintain maintenance and operations information and reports.
3. Develop and review reports to determine system performance as it relates to voltage drop, load balancing, equipment capacity, VAR control and capacitor placement.

IV. MINIMUM QUALIFICATIONS

A. Education/Experience

A minimum of a bachelor's degree in electrical engineering with ten years in the electric utility industry with progressive transmission and substation, protection and control, or power generation experience.

B. Certifications/Licenses

A valid Alaska Driver's License is required.
A Professional Engineer License is preferred.

C. Knowledge/Skills/Abilities

The Senior Engineer must demonstrate and carry out the following:

1. Thorough knowledge of standard electric utility design, construction, maintenance, and operating practices.
2. Proficient, or at minimum familiar, with the following core group of software packages: AutoCAD, ETAP, GE Multilin Software, SEL AcSELerator.
3. Demonstrated proficiency in managing projects to include schedule, budget and implementation aspects.
4. Team building.
5. Ability to identify complex problems and review related information to develop and evaluate options and implement solutions.
6. Ability to consider the relative costs and benefits of potential actions to choose the most appropriate course of action.
7. Demonstrated time management skills.
8. Proficiency in written and oral communications and comprehension.
9. Ability to apply general rules to specific problems to form conclusions; the ability to combine pieces of information to form general rules or conclusions.
10. Ability to use relevant information and individual judgment to determine whether events or processes comply with procedures, laws, regulations, or standards.
11. Ability to develop specific goals and objectives to prioritize, organize and accomplish position responsibilities.
12. Ability to learn and work in a team environment.
13. Ability to effectively manage multiple tasks.
14. Possess strong organizational skills.
15. Ability to analyze and understand trends associated with equipment monitoring tools and make proactive recommendations for repair or replacement frequencies; ability to evaluate holes or gaps where continuous equipment monitoring is warranted.
16. Ability to review component and machine level technical information, field information, sample results, or other to optimize preventative maintenance.

D. Physical Activities and Demands

Except where otherwise noted, the physical abilities listed are considered light work requiring less than 50 pounds of exertion. Work is required at remote location

access such as substations. To complete the essential functions, the Senior Engineer will be required to perform the following:

Constantly (C) Frequently (F) Occasionally (O) Seldom (S)

1. Ability to use all standard office equipment and tools specific to the duties of this position. (C)
2. Lifting and reaching to move materials in the warehouse to up to six feet in height, lifting hardware, relays, batteries, monitors, etc., and accessing supplies and equipment. (F)
3. Mobility to facilitate communication with other departments, members, and vendors, to access equipment and supplies, and to navigate uneven surfaces, which may be slippery in winter conditions, to attend meetings, public businesses, or community activities. (F)
4. Sitting for extended periods while driving, attending meetings, and doing daily work on the computer. (C)
5. Sight to support verifying accuracy of data entry, reconciling schedules, account coding, etc., and reading studies and pertinent documentation. (C)
6. Writing to support a significant amount of hand documentation when making notations on files and coding invoices. (F)

E. Work Environment

Work is located both inside and outside. Inside (80 percent) - environmental conditions may change slightly with respect to heat, cold, fumes, dust, or ventilation but are typically maintained at regular office conditions. Outside (20 percent) – winter conditions may be extreme due to snow, wind, and temperature.

F. Travel Requirements

Routine and emergency travel is required between the Copper Basin and Valdez Districts. There may be occasional travel within and outside Alaska for training purposes which would require overnight stays and airline travel.

Complete achievement of Experience in this section may not be required if, in the opinion of the hiring supervisor, a particular candidate possesses characteristics, such as past accomplishments, experience, education, or estimate of future potential. Should an applicant be deficient in certain educational achievements, offsetting experience may be substituted or vice versa.

V. OTHER JOB DUTIES

CVEA reserves the right to revise or change the position's authorities and responsibilities as the need arises with or without advance notice. This position description does not constitute a written or implied contract of employment.

VI. SIGNATURE

Approved: Jaime L. Matthews
Chief Executive Officer

Date: March 19, 2024



EMPLOYMENT APPLICATION

Information for Applicants

CVEA accepts applications only for open positions. Applications are not maintained on file for future positions once the position applied for has been filled.

All candidates must complete an application before a job offer can be made. A resume submitted to CVEA does not constitute an 'application for employment.' A resume may be submitted to supplement information required by the application. It is not necessary to duplicate information required on the application that is included on an attached resume.

All employees who either operate a CVEA vehicle or could reasonably be required to operate a CVEA vehicle must have a valid Alaska driver's license for the vehicle operated and a driving record that is acceptable to and insurable by CVEA's insurance carrier.

CVEA requires a pre-employment alcohol and drug use screening. The D/A screening will be paid for by CVEA.

As an applicant for employment, I understand that no employment contract is being offered, that my employment is for no definite period of time, and that CVEA can change wages, benefits, and conditions at any time. I also understand that a condition of employment is the agreement that the policies and benefits of employment may be changed unilaterally and that no vested rights in pre-existing rights or benefits shall exist. Although the employer makes every effort to accommodate individual preferences, business needs may at times make the following conditions mandatory: overtime, shift work, or a work schedule other than Monday through Thursday. I further understand that CVEA will observe all labor agreements that are in effect.

Furthermore, as an applicant for the position noted on page 2 of this application, I confirm that I am physically and mentally capable of performing the duties and responsibilities as described in the position description.

I understand that if employed, I am required to abide by all rules, regulations, and policies of CVEA.

Signature of Applicant

Date

CVEA is an EEO Employer

We consider applicants for all positions, without regard to race, color, religion, sex, national origin, marital or veteran status, the presence of a non-job-related medical condition or disability, or any other legally protected status.

*Please complete the attached Voluntary Affirmative Action Questionnaire.
Completion of the questionnaire will not affect CVEA's employment decision.*

COPPER VALLEY ELECTRIC ASSOCIATION, INC.
EMPLOYMENT APPLICATION
(Please Print)

Date of Application	Position Applied for	
Last Name	First Name	Middle Name
Mailing Address		
City	State	Zip
Home Telephone	Cell	
Email Address	Social Security Number	

GENERAL INFORMATION

	YES	NO
If you are under 18 years of age, can you provide required proof of your eligibility to work?	<input type="checkbox"/>	<input type="checkbox"/>
Are you currently employed?	<input type="checkbox"/>	<input type="checkbox"/>
May we contact your current employer?	<input type="checkbox"/>	<input type="checkbox"/>
Are you currently laid off and subject to recall?	<input type="checkbox"/>	<input type="checkbox"/>
What is your availability to work? Check all that apply:		
Full Time	<input type="checkbox"/>	
Part Time	<input type="checkbox"/>	
Shift Work	<input type="checkbox"/>	
Temporary	<input type="checkbox"/>	
Can you travel if a job requires it?	<input type="checkbox"/>	<input type="checkbox"/>
Can you work overtime if necessary?	<input type="checkbox"/>	<input type="checkbox"/>
Do you have a valid Alaska driver's license?	<input type="checkbox"/>	<input type="checkbox"/>
Current license number: _____ State: _____		
Have you ever filed an application with CVEA before?	<input type="checkbox"/>	<input type="checkbox"/>
If yes, date/s of previous application/s: _____		
Have you ever been employed by CVEA before?	<input type="checkbox"/>	<input type="checkbox"/>
If yes, dates of previous employment: <i>from</i> _____ <i>to</i> _____ (<i>month/year</i>)		

Last Name: _____

YES NO

Are you prevented from lawfully becoming employed in this country because of visa or immigration status? (*Proof of citizenship or immigration status will be required upon employment.*)

Have you ever been denied government security clearance?

Has your driver's license ever been revoked or suspended?

Have you been convicted of a felony within the last seven (7) years? If yes, please explain. (*Conviction will not necessarily disqualify an applicant from employment.*)

Are you related, directly or through marriage, however remotely, to any present CVEA management/supervisory employee or to any member of CVEA's Board of Directors?
If yes, in what way?

Have you tested positive or refused to test on any drug or alcohol test in the past two years?

Do you have any of the following:

Commercial Driver's License

Number _____ Expiration date _____

First Aid Card

Number _____ Expiration date _____

CPR Certification

Number _____ Expiration date _____

Alaska Fitness Card

Number _____ Expiration date _____

On what date would you be available for work? _____

Last Name: _____

MILITARY STATUS

Complete this section if you serve or have served in the US Armed Forces.

_____	from _____ to _____	
Branch of Service	Period of Active Duty (month/year)	
_____	_____	_____
Rank at Discharge	Date of Discharge	Discharge Status (optional)

Describe your duties and any special training:

EDUCATION

Mark highest grade completed: High School 9 10 11 12 College 1 2 3 4 5 6 7 8

High School (Name/Location)	
_____	_____
College (Name/Location)	Degree/Course of Study
_____	_____
College (Name/Location)	Degree/Course of Study
_____	_____
Technical (Name/Location)	Degree/Course of Study
_____	_____
Other (Name/Location)	Degree/Course of Study

SKILLS AND QUALIFICATIONS

Please describe skills and qualifications you bring to this position.

ATTACH ANY OTHER DOCUMENTS YOU THINK ARE APPROPRIATE.

Resume, Reference Letters, Letters of Commendation, etc.

Last Name: _____

TEN-YEAR EMPLOYMENT AND SALARY HISTORY
(REQUIRED)

Please give an accurate, complete full-time and part-time employment record for the last ten years. Start with your present or most recent employer. Use additional sheets if necessary. It is not necessary to duplicate information provided on your resume; however, ending monthly salary is required.

Employer *from* _____ *to* _____
Employed (month/year)

City _____
State

Position Title _____
Ending Monthly Salary

Supervisor _____
Supervisor's Phone Number

Employer *from* _____ *to* _____
Employed (month/year)

City _____
State

Position Title _____
Ending Monthly Salary

Supervisor _____
Supervisor's Phone Number

Employer *from* _____ *to* _____
Employed (month/year)

City _____
State

Position Title _____
Ending Monthly Salary

Supervisor _____
Supervisor's Phone Number

Employer *from* _____ *to* _____
Employed (month/year)

City _____
State

Position Title _____
Ending Monthly Salary

Supervisor _____
Supervisor's Phone Number

Last Name: _____

REFERENCES
(REQUIRED)

EMPLOYMENT REFERENCES

Name

Title

Company

Phone Number

Name

Title

Company

Phone Number

Name

Title

Company

Phone Number

PERSONAL REFERENCES

(Include no more than one college faculty member; do not include former employers or relatives.)

Name

Years Known

Title or Occupation

Phone Number

Name

Years Known

Title or Occupation

Phone Number

Name

Years Known

Title or Occupation

Phone Number

Last Name: _____

AUTHORIZATION & CONSENT FOR RELEASE OF INFORMATION
(REQUIRED)

We truly welcome your application with Copper Valley Electric Association (CVEA). As a condition of employment, we require that you consent to and authorize a pre-employment background check, including verification of information submitted on your application or resume.

This release and authorization acknowledges that CVEA may now or at any time during your employment conduct, to the fullest extent permitted by law, an inquiry into your education, previous employment/work history, personal references, and motor vehicle records, as well as receive any criminal history information pertaining to you that may be in the files of any Federal, State, or local criminal justice agency, and/or other information deemed necessary to evaluate your ability to fulfill the job requirements. The results of this verification process will be used to determine employment eligibility.

I authorize CVEA and any of its agents or attorneys to conduct the inquiry authorized by this Release. I further authorize CVEA to disclose verbally and in writing the results of this inquiry and/or interview to the designated authorized representatives of CVEA.

I, the undersigned applicant, do hereby certify that the information provided by me for the purpose of employment is true and complete to the best of my knowledge. I understand that any false statements may result in denial of employment or in discharge from employment.

I have read and understand this Release and Consent, and I authorize the background inquiry and verification. I authorize persons, schools, current and former employers, and other organizations and agencies to provide CVEA and its agents or attorneys with all information requested, and I hereby release all the persons and agencies providing such information from any and all claims and damages connected to their release of any requested information. I also waive any right to notice of any such release. I agree that any copy of this document is as valid as the original.

I do hereby agree to forever release and discharge, to the full extent permitted by law, CVEA, its employees or agents, and its associated agents and attorneys from any claims, damages, losses, liabilities, costs and expenses, or any other charge or complaint filed with any agency or court, arising from the retrieving and reporting of the information authorized by this Release.

Applicant Name, Printed (first, middle, last)

Date

Applicant Signature

Social Security Number

Address (permanent residence street address)

Driver's License Number State

City

County

Phone Number

State

Zip

Date of Birth



VOLUNTARY AFFIRMATIVE ACTION QUESTIONNAIRE

**Copper Valley Electric Association
is an Equal Opportunity Employer**

State and Federal laws require that employers keep records on the race and gender of applicants and employees to facilitate the enforcement of Equal Employment Opportunity laws. This statement will be filed separately from all of your employment records and will be retained confidentially. As required by State law, it will be available only to Copper Valley Electric Association's Employee Relations Department and Federal and State employment enforcement officers. Accordingly, information provided here will not be considered as part of your application. Your responses are strictly voluntary and failure to provide the information requested will not subject you to adverse effects; however, we urge you to complete all items. This page will be detached from your application prior to its referral to a selecting official.

Date Position Applied for

Last Name First Name Middle Name

Mailing Address

City State Zip

Date of Birth

Gender: Male Female

Race: White Black Hispanic
 Alaska Native/American Indian Asian or Pacific Islander

Veteran Status: Disabled Vietnam Era (Aug 5, 1964–May 7, 1975)

Disabling Conditions:

- | | |
|---|--|
| <input type="checkbox"/> Visual Impairment
<input type="checkbox"/> Hearing Impairment
<input type="checkbox"/> Developmental Disability
<input type="checkbox"/> Other Physical Impairment/s
<input type="checkbox"/> Other (Specify): _____ | <input type="checkbox"/> Psychological Impairment (Mentally Restored)
<input type="checkbox"/> Chemical Dependence
<input type="checkbox"/> Multiple Disabilities
<input type="checkbox"/> No Disabling Condition |
|---|--|

DEFINITIONS OF RACIAL/ETHNIC GROUPS

Racial/ethnic groups are defined as follows for required statistics and reporting:

White: a person having origins in any of the original peoples of Europe, North Africa, or the Middle East.

Black: a person having origins in any of the black racial groups of Africa.

Hispanic: a person of Mexican, Puerto Rican, Cuban, Central or South American descent or having origins in any other Spanish culture, regardless of race.

Asian or Pacific Islander: a person having origins in any of the original peoples of the Far East, South East Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, India, Japan, Korea, the Philippine Islands, and Samoa.

Alaska Native or American Indian: a person having origins in any of the original peoples of North America and who maintains cultural identification through tribal affiliation or community recognition.

DEFINITIONS FOR DISABLING CONDITION

Disabled Person: any person who has a physical or mental impairment that substantially limits one or more of his or her major life activities. Physical impairment is defined as any physical disability, infirmity, malformation, or disfigurement that is caused by bodily injury, birth defect, or illness, including epilepsy, and includes any degree of paralysis, amputation, lack of physical coordination, blindness or visual impairment, or physical reliance on a guide dog for the blind, a wheelchair, or any other remedial appliance or device.

Visual and Hearing Impairment: loss of vision or hearing to a degree that substantially limits one or more major life activities.

Developmental Disability: a group of disabilities that affects a person during the developmental stages of his or her life and usually continues indefinitely and that constitutes a substantial handicap to his or her functioning. Conditions included in this category are mental retardation, cerebral palsy, epilepsy, and autism.

Other Physical Impairment: physical impairments not included in the three definitions above, including orthopedic abnormalities, missing or crippled limbs and extremities (which can be congenital or caused by trauma or diseases such as arthritis, rheumatism, or polio), motor impairments (which can be the result of injury or other conditions), cardiovascular or neurological disorders (such as heart disease, paraplegia, multiple sclerosis, or Parkinson's disease), diabetes, tuberculosis, cancer, and obesity.

Psychological Impairment (Mentally Restored): returned to health after mental illness.

Chemical Dependence: a dependence on alcohol or drugs to a degree that substantially limits one or more life activity.

Multiple Disabilities: more than one disability, occurring in two or more different categories or within a single category.

Other Disability: a disability that does not fit into any of the above categories.