

HIGHLINE ELECTRIC ASSOCIATION
REGULAR MEETING OF THE BOARD OF DIRECTORS
October 21, 2021

A regular meeting of the Board of Directors of Highline Electric Association was held at the office of the Association in Holyoke, Colorado at 9:00 A.M. on October 21, 2021.

ROLL CALL

President Mike Bennett presided at the meeting. Directors present in person were:

Leo Brekel	Merlin Prior
Pam Stieb	Mike Bennett
Steve Oestman	Merl Miller
Jim Lueck	Aaron Sprague
David Kinnison	

Manager Dennis Herman and Attorney Levi Williamson were present in person. Staff members Jim Jackson, Rance Ferguson, Tadius Huser, and Alex Astley were present in person. Attorney Levi Williamson recorded the minutes of the meeting. Directors Ted Carter and Brad Stromberger were absent.

AGENDA APPROVED

The agenda was revised with the removal of the Policies from the Consent Agenda. The agenda was approved as revised.

MINUTES APPROVED

The minutes of the September 16, 2021, meeting were approved as presented.

EMPLOYEE COMMITTEE

Employees Elliot Jones, Landon Shaefer, Jayce Rhodes, and Jeff Pocock presented the employees' wage adjustment request. The employees asked for a 6% wage increase. The employees left the meeting.

MANAGER'S REPORT

Manager Herman presented the Manager's Report. He presented graphs of kWh Purchased, kWh Sold, Operating Revenue, Expenses, Operating Margins, and Cash & Investments through September 2021. Herman also presented the Ormat Report, which indicated year-to-date savings of \$41,007.93.

Aaron Sprague reported on matters at the Republican River Water Conservation District. Sprague testified before the Interim Water Committee. The Committee is sponsoring a bill that will create a fund for the Rio Grande and Republican River basins.

Herman reported on the impacts of the mandate for federal contractors to require employees to be vaccinated against Covid-19. Highline purchased a table at the Holyoke Fire Department fundraiser. Herman will change Highline's office hours to 7:30 a.m.-4:30 a.m.

It was properly moved, seconded, and carried to go into executive session for confidential discussions regarding member information, personnel matters, and a vendor matter, with the following in attendance: All directors and staff present at the meeting, Manager Herman, and Attorney Williamson. It was properly moved, seconded, and carried to exit executive session.

OPERATIONS AND SAFETY REPORT

Rance Ferguson presented the Operations and Safety Report. He reported on storm damage, substation testing, and line crew activity.

Ferguson presented the outage report and safety committee report. There were no accidents.

MEMBER SERVICES REPORT

Tadius Huser presented the Member Services Report. He reported on new services, rebates, and regional meetings with members.

ENGINEERING REPORT

Alex Astley presented the Engineering Report. Astley reported on engineering, IT, metering, staking, and communications projects. He reported on the status of the Sterling-West Plains transmission line project. The project is delayed due to material lead time. He reported on internet phone system testing and the status of AMI communications.

CORPORATE SERVICES REPORT

Jim Jackson presented the Corporate Services Report. Jackson presented interest rates and CFC Commercial Paper Investments as of September 30, 2021. Highline paid \$2,639.96 in fees on \$205,991.58 worth of credit card payments in September. Jackson presented the Form 7, cash flow report, and check register.

CONSENT AGENDA

The Consent Agenda contained the following items:

- a. Safety Committee Report
- b. New Members and Membership Refunds
- c. Subordination Agreements or Release of Liens
- d. Estate Capital Credit Refunds

The items on the Consent Agenda were approved by unanimous consent.

POLICY 2-10 DISCIPLINE AND DISCHARGE

Consideration of Policy 2-10 was tabled until the next monthly meeting.

POLICY 2-11 GRIEVANCE PROCEDURE

Manager Herman presented revised Policy 2-11. It was properly moved, seconded, and carried to approve the policy as presented.

POLICY 2-12 HARASSMENT

Manager Herman presented revised Policy 2-12. It was properly moved, seconded, and carried to approve the policy as presented.

POLICY 2-1 EMPLOYMENT

Consideration of Policy 2-1 was tabled until the next monthly meeting.

POLICY 2-3 CONFLICT OF INTEREST

Manager Herman presented revised Policy 2-3. It was properly moved, seconded, and carried to approve the policy as presented.

MEDICAL INSURANCE

Manager Herman presented an analysis of four medical insurance providers. Manager Herman will move forward with CIGNA.

EXECUTIVE SESSION

It was properly moved, seconded, and carried to go into executive session for attorney-client privileged discussion regarding Colorado legislation and conflict of interest disclosure and confidential discussion regarding member information, wage and benefits, and power supply, with the following in attendance: All directors and staff present at the meeting, Manager Herman, and Attorney Williamson. Staff left the meeting for the wage and hour discussion. President Bennett recessed the meeting for lunch at 12:19 p.m. and Vice President Lueck reconvened the meeting at 1:10 p.m., still in executive session. President Bennett left the meeting. Vice President Lueck presided. Staff re-entered the meeting and Director Brekel and Attorney Williamson left the meeting during the power supply discussion. It was properly moved, seconded, and carried to exit executive session. Director Brekel and Attorney Williamson re-entered the meeting.

REDL&G

Manager Herman reported on the status of the Haxtun Hospital District's REDL&G application. The District is applying for a \$1 million loan and \$300,000 grant. Highline would be required to match \$60,000 and borrow the \$1 million from USDA and re-loan it to the District.

2022 BUDGET

Manager Herman presented the preliminary 2022 budget.

It was properly moved, seconded, and carried to authorize President Bennett to execute a consent to conflict from Attorney Williamson as discussed in executive session.

TRI-STATE

Leo Brekel reported on his attendance at the regular meeting of the Tri-State Board of Directors. He reviewed Tri-State's financials.

Merl Miller left the meeting at 2:10 p.m.

Brekel reported on potential federal legislation that would fund the closure of coal generation plants.

CREA

Jim Lueck presented the written report of the regular meeting of the CREA Board of Directors.

WESTERN UNITED

The Board reviewed Western United's September Sales and Financial Report.

ENERGY INNOVATIONS SUMMIT

Merlin Prior and Pam Stieb reported on their attendance at the Energy Innovations Summit.

MEETING ATTENDANCE

The directors discussed attendance at upcoming meetings. Leo Brekel will be Highline's delegate to the Basin Electric Annual Meeting. Brekel will be Highline's delegate and Merlin Prior the alternate to the NREA Annual Meeting.

PUBLIC COMMENT

There was no Public Comment.

ADJOURNMENT

There being no further business to come before the meeting, the meeting was adjourned at 2:32 p.m.



SECRETARY



PRESIDENT