HIGHLINE ELECTRIC ASSOCIATION
REGULAR MEETING OF THE BOARD OF DIRECTORS
September 18, 2025

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 September 18, 2025.

ROLL CALL

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

Mike Bennett	Leo Brekel
Ted Carter	Merlin Prior
Aaron Sprague	Lisa Schilke
David Carlson	Jim Lueck
Pam Stieb	Brad Stomberger
Steve Oestman	

General Manager Dennis Herman was present in person. Attorney Williamson was present via video conference. Staff members Alex Astley, Kris Camblin, Jim Jackson, Tadius Huser, and Elise Pocock were present in person or via video conference. Attorney Williamson recorded the minutes of the meeting.

AGENDA APPROVED

The agenda was adopted as presented.

MINUTES APPROVED

The minutes of the August 21, 2025, Regular Meeting of the Board of Directors were presented. It was properly moved, seconded, and carried to adopt the minutes as presented.

MANAGER’S REPORT

Manager Herman presented the Manager’s Report. He reported on kWh Purchased, kWh Sold, Operating Revenue, Billing Summary, Expenses, Operating Margins, and Cash & Investments through August 2025.

Manager Herman and Kris Camblin reported on the status of the eagle protection project. Herman reported on the status of the Tri-State FERC rate docket and other FERC dockets. The Tri-State members have agreed to a settlement in the rate docket. Herman presented a summary of Highline’s legal expenses related to Tri-State FERC matters.

Strategic planning is scheduled for Thursday March 12, 2026. Highline will send bill stuffers announcing Highline’s ACSI survey. The USDA has released Highline’s NewEra letter of intent to Sierra Club under a FOIA request. Herman reported that CREA, NREA, and Employers Council have stopped conducting salary surveys for its members.

Herman recommended changing the normal retirement age for Highline’s 401k plan from 62 to 60. There is no cost to Highline. It was properly moved, seconded, and carried to change the normal retirement age in Highline’s 401k plan to 60.

Herman intends to participate with Tri-State under its DERMS program with Highline's irrigation load control in 2026. Highline will replace Highline's switches at Tri-State's cost. Discussion regarding changes to Highline's load control program followed.

Brad Stromberger and Aaron Sprague reported on water issues.

OPERATIONS AND SAFETY REPORT

Operations Manager Kris Camblin presented the Operations and Safety Report. He reported on substation infrared testing, maintenance on yards, pole replacement, vehicle maintenance, fire mitigation activities, storm damage to the system, and area crew activities. He presented the Safety Committee Report. There were no accidents. Camblin presented the outage report.

MEMBER SERVICES REPORT

Member Services Manager Tadius Huser presented the Member Services Report. He reported on new services, rebates, RLF activity, the on-bill repayment program, renewable distributed generation, and attempts to sell the Free Wire EV charger. Huser reported on testing of the prepay service. He reported on discussions with Xcel Energy regarding a new irrigation account in Xcel's territory.

ENGINEERING REPORT

Alex Astley presented the Engineering Report. He reported on project work in engineering, information technology, metering, staking, and communications. He reported on the status of large projects, including the Chase transformer upgrade, Lamar substation upgrade, the Amherst substation battery energy storage system project, the Y-WEA construction work plan, and load control activity.

Astley reported on bids received for engineering services for the Lamar substation upgrade project.

CORPORATE SERVICES REPORT

Corporate Services Manager Jim Jackson presented the Corporate Services Report. Jackson presented CFC Commercial Paper Investments as of August 31, 2025. Highline paid $3,251.82 in fees on $250,605.40 worth of credit card payments in August. Jackson reported on the transition for enterprise software solutions.

Jackson presented the balance sheet, Form 7, cash flow report, and check register.

CONSENT AGENDA

The Consent Agenda contained the following items:

a. Policy 1-20 Records Management Policy (no recommended changes)
b. Policy 2-3 Volunteer Service (no recommended changes)
c. New Members and Membership Refunds
d. Subordination Agreements and Release of Liens
e. Estate Capital Credit Refunds

The Consent Agenda was approved by unanimous consent contingent on legal approval of the estate refund applications.

BYOR PROJECT

It was properly moved, seconded, and carried to go into executive session to discuss confidential BYOR matters, with the following in attendance: All directors present at the meeting, General Manager and all staff present at the meeting, and attorney Williamson. Leo Brekel left the meeting during discussion of confidential pricing. It was properly moved, seconded, and carried to exit executive session.

AMHERST SUBSTATION BESS DESIGN CONTRACT

General Manager Herman reviewed requirements and limitations on ITC direct payments related to the Amherst BESS substation project. Discussion regarding the viability of the project followed. Herman and Alex Astley presented bid summaries for engineering services to design substation modifications to accommodate the project. It was properly moved, seconded, and carried to accept the Barr Engineering bid.

2026 RATE DISCUSSION

General Manager Herman presented information regarding projected 2024 year-end financials and the projected rate increase necessary for 2026.

President Bennett recessed the meeting at 12:01 p.m. for lunch and reconvened the meeting at 1:00 p.m.

TRI-STATE

Director Leo Brekel reported on his attendance at the regular meeting of the Tri-State Board of Directors. Tri-State submitted its Energy Resource Plan to the PUC. Tri-State is seeking membership in the Southwest Power Pool RTO. Tri-State will have an informational meeting for member directors in Sterling. The Building Review Committee continues to consider alternatives for the Tri-State HQ and operations buildings. Brekel reviewed Tri-State's financials through July.

CREA

Director Jim Lueck reported that there was no regular meeting of the CREA Board of Directors. The CREA Board is negotiating with a candidate for the CEO position.

WUE

Director Ted Carter reported on his attendance at the regular meeting of the Western United Board of Directors. Sales were down for the most recent month. Western estimates an increase of approximately 10% on many products due to U.S. tariffs.

MEETING ATTENDANCE

The directors discussed attendance at upcoming meetings.

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.

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SECRETARY

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PRESIDENT