

HIGHLINE ELECTRIC ASSOCIATION
Board Meeting Notice and Agenda
October 16, 2025
9:00 A.M.

1. Approval of Agenda
2. Wage and Benefits Discussion – Employee Presentations
Navajo Nation Report
3. Review and Approval of September 18, 2025 Board Minutes
4. Manager’s Report Tab A
5. Consent Agenda Tab B
 - a) HEA Policy Review
 - Policy 2-10 Discipline and Discharge
 - Policy 2-11 Problem Solving Procedures
 - Policy 2-12 EEO Harassment
 - b) New Members and Membership Refunds
 - c) Subordination Agreements or Release of Liens
 - d) Estate Capital Credit Refunds
6. 2026 Budget Discussion Tab C
7. Tri-State BYOR Tab D
8. RLF Loan Tab E
9. Amherst Substation BESS Tab F
10. Construction Contract Review and Approval Tab G
11. Committee and Meeting Reports Tab H
12. Approval of Meeting Attendance Tab I
13. Executive Session
 - Confidential Testimony on Wage and Benefits
14. Wage and Benefits Discussion
15. Public Comment
16. Emergency Business
17. Adjourn