

MORGAN COUNTY RURAL ELECTRIC ASSOCIATION

Minutes of Regular Board Meeting Headquarters Building – Fort Morgan, Colorado

May 24, 2025: The regular monthly meeting of the Board of Directors of Morgan County Rural Electric Association was called to order at 9:00 a.m. on the above date. Directors present at the beginning of the meeting were Dave Arndt, Jim Bostron, Kyle Eiring, Larry D. Hoozee, Terry Linker, Brian Pabst, Timothy Peggram, Terry Tormohlen, and Cary Wickstrom.

Also present were David Frick, General Manager, and Matthew Richardson, General Counsel.

APPROVAL OF MINUTES: The Board reviewed draft minutes from the April 28, 2025, regular Board meeting and a correction was proposed.

- ♦ **By motion made, seconded, and carried, the minutes of the regular meeting of the Board of Directors of April 28, 2025, were approved as corrected.**

APPLICATIONS FOR MEMBERSHIP: After reviewing the applications for Membership in the Association presented at today's meeting for consideration by the Board of Directors,

- ♦ **By motion made, seconded, and carried, applications for membership numbered 27825 through 27854 were approved.**

CANCELLED MEMBERSHIPS: The Directors reviewed the monthly list of members who had withdrawn from the Association since the last meeting of the Board.

MEMBER INPUT: The Board discussed member input.

SAFETY & HEALTH REPORT: Manager Frick presented and summarized the monthly Safety and Health Report. There were not accidents, injuries, or instances of property damage during the preceding month. Questions were asked and answered.

STAFF REPORT – HUMAN RESOURCES: Ms. Ogley reported on Association personnel matters, upcoming meetings for organizations of which the Association is a member, updates to the Association's Employee Handbook, and upcoming employee engagement events. Questions were asked and answered.

STAFF REPORT – ENGINEERING: Mr. Baranowski presented the monthly engineering report. Mr. Baranowski reported on Tri-State's continued development of a program to accommodate service of high impact loads. Mr. Baranowski reported on breaker and recloser installation near the Chalk Bluffs Substation. Mr. Baranowski reported on Association system strengthening measures to accommodate future load growth. Mr. Baranowski also reported on construction of a tie line between the Chalk Bluffs and Wildhorse substations. Mr. Baranowski reported on several options for a sectionalizing study. Questions were asked and answered. The Board consensus was to move forward with retaining Stanley to conduct a sectionalizing study.

STAFF REPORT – OPERATIONS: Mr. Mason presented the monthly Operations report. Association crews worked on service installs and upgrades, pole changeouts, and service retirements during the preceding month. Mr. Mason updated the Board on work being performed by Association contractors. The Association recently had several line workers provide and receive

training at the Mesa Hotline School in Grand Junction. The Board viewed photos of the Association's new roll-off scrap bin.

STAFF REPORT – COMMUNICATIONS: Manager Frick directed the Board's attention to a previously provided written Communications Report and reported on several upcoming membership engagement events. Questions were asked and answered.

STAFF REPORT – OFFICE SERVICES: Mr. Shaver presented the monthly Office Services report. Questions were asked and answered.

FINANCIAL REPORT: Mr. Shaver reviewed the details of his customary monthly financial statements and reports. After questions, answers, and discussion, the President directed that the monthly Financial Reports be filed.

TREASURER'S REPORT: Mr. Bostron presented the monthly Treasurer's report, with attention paid to the monthly accounts payable check register reflecting checks issued during the previous month. Following review and consideration of the register of accounts payable, President Pabst ordered that the check register be filed.

Members of staff exited the meeting.

TRI-STATE G&T BOARD REPORT: Mr. Hoozee reviewed and discussed happenings at Tri-State Generation & Transmission. Questions were asked and answered and discussion followed.

MANAGER'S REPORT: Manager Frick presented his monthly report to the Board. Manager Frick presented regarding the Association Employee Handbook.

Manager Frick reported that staff had reviewed Policy 2-2, "Sale of Electric Appliances, Equipment, Materials, and Supplies," and recommended rescission.

- ◆ **By motion made, seconded, and carried, the Board rescinded Policy 2-2, "Sale of Electric Appliances, Equipment, Materials, and Supplies."**

Manager Frick reported that staff had reviewed Policy 5-2, "Polychlorinated Biphenyls (PCB's)," and recommended reaffirmation without revision.

- ◆ **By motion made, seconded, and carried, the Board reaffirmed Policy 5-2, "Polychlorinated Biphenyls (PCB's)," without revision.**

Manager Frick reported that staff had reviewed Policy 6-3, "Whistleblower Protection Policy," and recommended reaffirmation without revision.

- ◆ **By motion made, seconded, and carried, the Board reaffirmed Policy 6-3, "Whistleblower Protection Policy," without revision.**

Manager Frick reported that staff had reviewed Policy 6-5, "Document and Record Retention Policy," and recommended reaffirmation without revision.

- ♦ **By motion made, seconded, and carried, the Board reaffirmed Policy 6-5, “Document and Record Retention Policy,” without revision.**

Manager Frick presented staff’s proposed revisions to Policy 6-6, “Anti-Discrimination.”

- ♦ **By motion made, seconded, and carried, the Board adopted the proposed revisions to Policy 6-6, “Employment Opportunity/Unlawful Harassment” (formerly known as “Anti-Discrimination”).**

Manager Frick presented staff’s proposed revisions to Policy 9-2, “Employee Communications Procedure.”

- ♦ **By motion made, seconded, and carried, the Board adopted the proposed revisions to Policy 9-2, “Employee Communications Procedure.”**

Manager Frick reported that staff had reviewed Policy 9-5, “Purchase of Merchandise by Employees Through Association,” and recommended rescission.

- ♦ **By motion made, seconded, and carried, the Board rescinded Policy 9-5, “Purchase of Merchandise by Employees Through the Association.”**

Manager Frick presented staff’s proposed revisions to Policy 9-7, “Employee Benefits.”

- ♦ **By motion made, seconded, and carried, the Board adopted the proposed revisions to Policy 9-7, “Employee Benefits.”**

Manager Frick presented staff’s proposed revisions to Policy 9-11, “Employment of relatives.”

- ♦ **By motion made, seconded, and carried, the Board adopted the proposed revisions to Policy 9-11, “Employment of Relatives.”**

Manager Frick presented staff’s proposed revisions to Policy 9-12, “Sexual Harassment.”

- ♦ **By motion made, seconded, and carried, the Board adopted the proposed revisions to Policy 9-12, “Sexual Harassment.”**

Manager Frick presented staff’s proposed revisions to Policy 9-13A, “DOT Regulated Positions.”

- ♦ **By motion made, seconded, and carried, the Board adopted the proposed revisions to Policy 9-13A, “DOT Regulated Positions.”**

Manager Frick presented staff’s proposed revisions to Policy 9-13B, “Non-DOT Regulated Positions.”

- ♦ **By motion made, seconded, and carried, the Board adopted the proposed revisions to Policy 9-13B, “Non-DOT Regulated Positions.”**

Manager Frick reported that staff had reviewed Policy 9-17, “Cellular Phone Policy,” and recommended reaffirmation without revision.

- ♦ **By motion made, seconded, and carried, the Board reaffirmed Policy 9-17, “Cellular Phone Policy,” without revision.**

Manager Frick reported that staff had reviewed Policy 9-18, “Violence in the Workplace,” and recommended reaffirmation without revision.

- ♦ **By motion made, seconded, and carried, the Board reaffirmed Policy 9-18, “Violence in the Workplace,” without revision.**

Manager Frick reported that staff had reviewed Policy 10-6, “Member Power Quality Requirements,” and recommended reaffirmation without revision.

- ♦ **By motion made, seconded, and carried, the Board reaffirmed Policy 10-6, “Member Power Quality Requirements,” without revision.**

Manager Frick presented President Pabst and Mr. Bostron with NRECA Director Gold Certificates. Manager Frick updated the Board regarding Association personnel matters and member issues. Questions were asked and answered.

Mr. Hoozee exited the meeting at 12:00 p.m.

PRESIDENT’S REPORT: President Pabst appointed Timothy Peggram as the Association’s voting delegate for the 2025 CFC and NCSC annual meetings.

WESTERN UNITED BOARD REPORT: Mr. Linker presented Western United’s April 2025 Financial Report.

COLORADO RURAL ELECTRIC ASSOCIATION BOARD REPORT: Mr. Tormohlen reported that the CREA board will meet in Holyoke next week. The Board discussed CREA’s continued search for a new headquarters location.

OTHER MEETING REPORTS: None.

CALENDAR OF EVENTS. President Pabst reminded that Board that the Annual Member Appreciation Picnic is scheduled for June 12, 2025.

EMERGENCY BUSINESS: None.

OLD BUSINESS: None.

NEW BUSINESS: The Board discussed communication with members regarding green energy mandates and the cost of power.

There being no further business to consider, the meeting was declared adjourned 1:56 p.m.

Respectfully submitted:

Kyle Eiring, Secretary