

MORGAN COUNTY RURAL ELECTRIC ASSOCIATION

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

January 19, 2026: 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 (remotely).

APPROVAL OF MINUTES: The Board reviewed draft minutes from the December 22, 2025, regular Board meeting.

- ◆ **By motion made, seconded, and carried, the minutes of the regular meeting of the Board of Directors of December 22, 2025 were approved.**

APPLICATIONS FOR MEMBERSHIP: The Board reviewed the applications for Membership in the Association presented at today's meeting for consideration by the Board of Directors and questions were asked and answered.

- ◆ **By motion made, seconded, and carried, applications for membership numbered 28047 through 28075 were approved.**

CANCELLED MEMBERSHIPS: The Board reviewed the monthly list of members who had withdrawn from the Association since the last meeting of the Board.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 regarding security deposits for new accounts. Questions were asked and answered and discussion followed.

SAFETY & HEALTH REPORT: Manager Frick presented and summarized the monthly Safety and Health Report. There were no injuries, incidents, or accidents during the preceding month. Questions were asked and answered.

STAFF REPORT – HUMAN RESOURCES: Ms. Ogle reported on Association personnel matters and upcoming meetings for organizations of which the Association is a member. Questions were asked and answered.

STAFF REPORT – ENGINEERING: Mr. Baranowski presented the monthly engineering report. Mr. Baranowski reported regarding several large loads in development in the Association service area. Mr. Baranowski updated the Board regarding Tri-State's Member Battery Energy Storage System program. Questions were asked and answered.

STAFF REPORT – OPERATIONS: Mr. Mason presented the monthly Operations report. Association crews constructed a new service installation, performed several service retirements, and rebuilt line during the preceding month. Association contractors continued line rebuild and retirement work. Mr. Mason reported on the impact of recent high wind days on the Association's system. Questions were asked and answered.

STAFF REPORT – COMMUNICATIONS: Ms. Pollart presented the monthly Communications report. Ms. Pollart updated the Board regarding the 2026 Annual Meeting and director elections. Ms. Pollart reminded the Board of the need to appoint and Credential and Election Committee. Mr. Eiring informed the Board that the nominating petitions received for the Association’s 2026 Director elections were in conformity with the requirements of C.R.S. § 40-9.5-110.

- ◆ **By motion made, seconded, and carried, the Board established a per diem of \$200.00 per day, plus mileage, for members serving on the Credential and Election Committee.**

Ms. Pollart reported on the scholarship award winners for Youth Camp and Youth Tour and reported that college scholarship applications are due in March. Ms. Pollart requested that the Board approve a stage sponsorship of \$2,000 for the BobStock Music Festival in 2026. Basin Electric and Tri-State will each match that amount. Questions were asked and answered.

- ◆ **By motion made, seconded, and carried, the Board approved a stage sponsorship of \$2,000 for the 2026 BobStock Music Festival.**

STAFF REPORT – OFFICE SERVICES: Mr. Shaver updated the Board on the Association’s cost of service study. 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.

MANAGER’S REPORT: Manager Frick presented his monthly report to the Board. Manager Frick presented staff’s proposed revisions to Policy 2-6,” “Nomination, Balloting, and Election of Directors.”

- ◆ **By motion made, seconded, and carried, the Board adopted the proposed revisions to Policy 2-6, “Nomination, Balloting, and Election of Directors.”**

Manager Frick presented staff’s proposed revisions to Policy 6-3, “Whistleblower Protection Policy.”

- ◆ **By motion made, seconded, and carried, the Board adopted the proposed revisions to Policy 6-3, “Whistleblower Protection Policy.”**

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, "Equal Employment Opportunity/Unlawful Harassment."

- ◆ **By motion made, seconded, and carried, the Board adopted the proposed revisions to Policy 6-6, "Equal Employment Opportunity/Unlawful Harassment."**

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 presented staff's proposed revisions to Policy 9-7, "Employee Benefits." Questions were asked and answered.

- ◆ **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, "Employee Substance Abuse Policy and Testing Procedures for a Drug-Free Workplace DOT Regulated Positions."

- ◆ **By motion made, seconded, and carried, the Board adopted the proposed revisions to Policy 9-13A, "Employee Substance Abuse Policy and Testing Procedures for a Drug-Free Workplace DOT Regulated Positions."**

Manager Frick presented staff's proposed revisions to Policy 9-13B, "Employee Substance Abuse Policy and Testing Procedures for a Drug-Free Workplace Non-DOT Regulated Positions."

- ◆ **By motion made, seconded, and carried, the Board adopted the proposed revisions to Policy 9-13B, "Employee Substance Abuse Policy and Testing Procedures for a Drug-Free Workplace Non-DOT Regulated Positions."**

Manager Frick presented staff's proposed revisions to Policy 9-17, "Cellular Phone Policy."

- ◆ **By motion made, seconded, and carried, the Board adopted the proposed revisions to Policy 9-17, "Cellular Phone Policy."**

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 on preparations for the 2026 Annual Meeting of the Members, reported on Tri-State’s Demand Response Program, and updated the Board regarding personnel matters. Questions were asked and answered and discussion followed.

PRESIDENT’S REPORT: The Board discussed the upcoming NRECA Annual Meeting. President Pabst appointed Mr. Linker as the Association’s delegate to the Western United annual meeting and Mr. Tormohlen as alternate. President Pabst reported that Tri-State had requested feedback from its members on any proposed bylaw revisions.

WESTERN UNITED BOARD REPORT: Mr. Linker reported on happenings at Western United and its most recent financials.

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.

COLORADO RURAL ELECTRIC ASSOCIATION BOARD REPORT: Mr. Tormohlen reminded the Board of CREA’s upcoming February meeting and invited Directors to attend. Discussion followed.

OTHER MEETING REPORTS: The Board discussed the upcoming NRECA 2026 PowerXchange Conference. President Pabst appointed Mr. Tormohlen as the delegate for 2026 NRECA annual meeting and Mr. Bostron as his alternate.

CALENDAR OF EVENTS. None.

EMERGENCY BUSINESS: None.

OLD BUSINESS: None.

NEW BUSINESS: The Board discussed the process for reissuance of capital credit retirement checks.

There being no further business to consider, the meeting was declared adjourned 2:32 p.m.

Respectfully submitted:

Kyle Eiring, Secretary