

SOUTHEAST COLORADO POWER ASSOCIATION

Minutes of Regular Board Meeting

The regular meeting of the Board of Directors of Southeast Colorado Power Association (SECPA) was held **November 19, 2025**, at the SECPA headquarters, 27850 Harris Road, La Junta, CO.

1. **Call to Order/ Roll Call**

President Clint Anderson called the meeting to order at 12:10 p.m. Directors present were: Lawrence Brase, Michelle Gardner, Merlin Rushton and Truman Wright. Randy Phillips joined via video conference until 1:10 p.m. Brad Buck was absent.

STAFF PRESENT: Interim CEO Mark Hall, CFO Aaron Johnson, CHRO Angela Bamber, SECOM CTO Elijah Ridgewell, and Executive Assistant Debbie Howard. Matt Richardson, outside legal counsel was also in attendance.

2. **Agenda Modifications** – None.

3. **Member and/or Public Participation** – None.

4. **Board Meeting Minutes**

Motion was made and seconded to approve October 22nd, 2025 Board minutes. **MOTION** carried.

5. **Interim Chief Executive Officer – Hall**

- Hall provided a verbal update to his written report sent to Directors prior to the meeting.
- Received CREA 2026 draft budget which reflects a proposed average increase of 5% General & Administration (G&A) dues and 5% increase for safety dues, with an estimated budget deficit of \$79k.
- Anderson stated SECPA needs to be more diligent in weighing the benefits of being a member of CREA and proposed discussing CREA dues quarterly to decide if we want to continue membership in CREA. A 120-day notice is required to withdraw from CREA and a buyout. Current benefits will be analyzed and will be added to December Board meeting agenda.
- SCADA system requires updating; has not been updated since 2021.
- Due date on member bills has been extended; considering all payment options to offer SECPA members the best possible service.
- The new IVR call in system was used for the 1st time yesterday during an outage; Hall is very satisfied with the results.
- Researching alternate payment options for SECPA members in Eads; current kiosk is too expensive to continue using.
- The employee Christmas “Casino” party will be held December 12th in Lamar. RSVP to Howard by 12:00 p.m. November 24th.
- Deferred remainder of CEO report to Executive Session.

6. **C-Team Reports**

A. Finance & Membership – Johnson

- October and November Financial reports will be presented at December Board meeting.
- Deferred CFO written notes included in Board packet to Executive Session.
- YTD delinquent penalty charges thru October \$208,381.
- There was a loss of 24 memberships; YTD loss, 67. Four Active Meters added; YTD, total 10,919.
- i.) Allocation Resolution 25-03 presented. Motion was made and seconded to approve resolution 25-03 as presented. **MOTION** carried.
- ii.) 2026 Preliminary Budget - Presented a draft of 2026 Budget; will present at December Board meeting for final approval.

B. Operations – Hall

- Various kWh graphs, Outages (42) and Line Loss reports reviewed.
- September rolling line loss was equivalent to \$62,920.

- Hall gave a brief update on various projects and crew activity.
- A brief Safety report was provided.

C. Human Resources – Bamber

- October payroll = \$439,130; (overtime = \$12,524); (other \$32,087 - includes employee on-call time, bonuses, unpaid leave for tracking purposes and paid time off payout for departing employee. 46 employees (includes 1 summer employee)
- Staffing changes & Postings:
 - Member Service Representative, la Junta – layoff due to overstaffing effective 10/8/25.
 - Journeyman, La Junta – resignation effective 10/23/25.
 - Outside Operations summer employee – position ended effective 10/23/25.
 - Journeyman, La Junta - position posted. Interviews completed and employee hired.

D. Technology-Ridgwell

- Reported on Security and Cloud Data Migration. Conducted monthly Security Awareness Training. Continue project to migrate shared drives to cloud; completed 4 workshops; 2 more scheduled within the next 4 weeks; expected completion of migration is 6-8 weeks.

7. Affiliate Organization Board Reports

A. Western United Electric (WUE)- Gardner

- WUE October Sales and Finance report in board packet.
- Gardner gave a brief report on the virtual meeting she attended October 31st.

B. Colorado Rural Electric Association (CREA) - Wright

- CREA November meeting minutes in board packet.

C. Tri-State (T/S) G&T- Brase

- Brase gave a verbal update to the Tri-State November Board report in board packet.
- Tri-State will not return patronage capital to membership for 2025.

8. Legal - Richardson

- Provided a verbal report to his written report.
- In process of completing opinion letter for CoBank loan and working on several confidential board matters.
- Working on policy revisions to share with staff for review before presenting to the Board.
- Deferred remainder of legal report to Executive Session.

9. Executive Session -

Motion was made and seconded to go into Executive Session at 1:30 p.m. to consider documents and testimony given in confidence. **MOTION** carried.

- 2:20 p.m. Staff, except Hall and Johnson left Exec Session.
- 2:35 p.m. Hall and Johnson left Exec Session.
- 3:20 p.m. Hall rejoined Exec Session.
- 3:30 p.m. Johnson rejoined Exec Session.

10. Adjourn – Meeting reconvened and adjourned at 4:30 p.m.



Board President



Board Secretary