

EMPIRE ELECTRIC ASSOCIATION, INC.  
MINUTES OF THE REGULAR MEETING  
OF THE BOARD OF DIRECTORS  
APRIL 17, 2026

Regular meeting of the Board of Directors of Empire Electric Association, Inc. was held Friday, April 17, 2026, with the following directors present: David Sitton, Kent Lindsay, Bob Barry, Larry Archibeque, Bill Mollenkopf, and Corey Robinson. Others present: General Manager Josh Dellinger, Executive Secretary / HR Representative Shawna McLaughlin, Operations and Engineering Manager Ken Tarr, Financial Manager Ginny Johnson, Business Services Manager Chris Snyder, and System Engineer Dalton Randolph. Appearing by web conference: Attorney Shay Denning. Absent is Director Doug Sparks and Member Engagement Manager Andy Carter.

Others present in person: None

Others present by web conference: Member Ken Curtis

President Sitton called the meeting to order at 8:30 a.m.

Approve Consent Agenda:

**Action Item:** Archibeque moved to approve the consent agenda as presented, seconded by Mollenkopf. Motion carried.

Membership Input: None

Monthly Safety Report: Dellinger stated that the safety report is in the board packet. He mentioned that we have had no property damages or personal injuries in March. We continue to discuss the recent bucket truck accident and review process and safety improvement measures. We are exploring different methods and tools for lifting devices. We are also looking at sensors for anchor points that would be installed in the buckets. A discussion was had regarding how cooperatives share information when an incident has occurred to help better the safety cultures of other cooperatives. We will be having a Safety Stand Down Event on June 4, 2026 and breakfast will be served. Board members are invited.

Correspondence:

1. CoBank Statement of Qualified Patronage Distribution for 2025
2. Federated Notice of Amount Credited to Member Equity Account Statement for 2025
3. Federated Member Update – March 2026

Thank you Letters:

1. The Bridge Emergency Shelter for the annual donation.
2. Southwest Memorial Hospital Foundation for annual donation.

Policy Review/Action:

Policy 6: Visitors (03-08-24): Dellinger stated that staff and legal reviewed Policy 6 and there are no edits suggested.

Policy 7: Safety and Health (03-08-24): Dellinger mentioned staff and legal reviewed Policy 7 and there are no edits suggested.

General Manager Report:

**Action Item:** Consider the CoBank Bylaw Amendments: Dellinger explained that CoBank is seeking to amend its bylaws, primarily to reduce the number of directors from 14 to 12. There are other changes that then flow out of this change. The CoBank board voted unanimously to present the proposed amendments to the membership. An explanation of the amendments and a red line are included in the packet. Mollenkopf moved to appoint Dellinger as the voting delegate and direct Dellinger to approve the CoBank Bylaw amendments, seconded by Robinson. Motion carried.

Review Latest CAMU Rate Survey: Dellinger discussed the semi-annual Colorado Association of Municipal Utilities (CAMU) survey results with the board. EEA's rates across all rate classes continue to rank very favorably among Colorado utilities.

Strategic Planning Update: Dellinger mentioned that the quarterly strategic planning update is in the board packet for board review. He highlighted our wildfire mitigation goal, our financial health goal, our enhanced member engagement and education goal, technology goal, our safety culture goal, and our power supply goal. He updated the board on each of the goals and what staff has done recently to move these forward.

Financials: Johnson reported on February's financials. Revenue and purchase power are down by 10%. This is likely due to the mild winter. KM is over budget based on their forecast. Purchase power is under budget in demand and energy consumption. Most of the budget variances are due to timing. We are still within our financial goals.

Miscellaneous: Dellinger stated that we are making a change to our lock box procedures for member payments. Our bank, Vectra, offers a lock box service where they will receive the payments and process them for us. This would be a cost savings to EEA. The only change that our members will see is our return envelopes will have Vectra's Salt Lake City Post Office box address instead of ours. We tested how long it took letters mailed from various locations in our service territory to get to our current PO box in Cortez versus Vectra's Salt Lake City PO box. In every case, the test letters arrived in Vectra's box either the same day or a day earlier than the EEA box. Dellinger stated that we have discussed doing some minor cleanups to our Bylaws and Articles of Incorporation the next time we had a board election. We were thinking that we may not have an election this year since there had not been any interest from any potential challengers to Director Robinson. However, we did have a person come in and pick up a petition packet. It has not been turned back in yet and the deadline is Monday. If we do have an election, we will need to move quickly to get the Bylaws and Articles updates to our contractor (SBS) so they can start preparing the ballots. Dellinger is asking for board consensus on proposing these amendments so that they can be added to the ballot in the event of a contested election. If this happens, we will bring the amendments to the Board for final approval at the May board meeting, which would be before the ballots are mailed to our members. Dellinger discussed these changes with the board. Consensus of the board is to have Dellinger move forward with the proposed Bylaw amendments if we are going to have an election this year and ratify them during May's meeting. If a director election isn't needed this year, we will leave them alone and look at making the changes the next time we have an election.

Dellinger informed the board of his upcoming vacation. He should have access to cell service and email during most of his vacation. Staff will be available if the board needs anything immediately and in-person.

Director Roundtable: Lindsay stated that he went to this year's Energy and Environment Symposium. He mentioned that permitting was a major topic of discussion. Permitting an oil well in Colorado can take 2 to 3 years whereas in other states it only takes 2 to 3 weeks.

Mollenkopf stated that he went to the Tri-State annual meeting and really enjoyed the key speaker that spoke on nuclear energy. He stated that Director Robinson was elected to the executive committee with Tri-State.

Attorney: Attorney Shay Denning stated that her written report is in the board packet and took questions.

Tri-State: Robinson reported on the Tri-State meeting. He spoke about the annual meeting and thanked Mollenkopf and Sitton for going. Tri-State did get notice of two more utilities that will be exiting their contract: Jemez Mountains and Wheat Belt. The US Court of Appeals agreed with FERC on all accounts of the Contract Termination Payment (CTP) case. Tri-State had argued that the transmission credit calculation should be done differently. This was disappointing but not a surprise, and it at least gives us some certainty going forward. Craig 1 was ordered to turn on for five days in the beginning of April. All the Craig units were at minimal for all those days. The Tri-State board is reviewing its rate committee board policy with the goal to make the rate development process more efficient and better align with FERC. The Board did a board re-organization. The Executive Committee re-elected Tim Rabon as Chairman, re-elected Don Keairns as Vice Chair, re-elected Charlie Abel as Secretary, elected Roger Shank as Treasurer, and elected Corey Robinson as Assistant Secretary.

CREA: Archibeque reported on CREA's meeting. He referenced the CARE Task Force report that Dellinger sent to the board. The report outlines CARE's revamped strategy for its lobbying efforts. Archibeque reviewed the main points of CARE's new strategy.

Western United: Barry reported on the Western United meeting. He stated that the sales and financial report is in the packet. They are going to put in a distribution facility in Kansas. They are picking up business with the new LLC subsidiary they have formed that allows them to do business with entities that have SBA loans. The overall business is down by 9 to 10%. Western continues to be strong but the business has softened recently.

Utah Rural Electric Cooperatives Association: Barry reported on the URECA annual meeting and board meeting. The CEO from Deseret Power, David Crabtree is retiring. Jeff Peterson will replace him as the CEO.

Committees: Consider the 2026 Scholarship Award Recipients: Lindsay moved to approve the 2026 Scholarship Award Recipients, seconded by Barry. Motion carried.

# 2026 Scholarship Recipients

## 04-17-26 Board Meeting

### Montezuma-Cortez High School - \$1000

- Parker Conrad
- Amita Crowley
- Jasper Gilliland
- Alexis Martinez
- Aubrie Matthias
- Tianne Nielson
- Camryn Oliver

### Dolores High School - \$1000

- Makayla Eaton
- Nathan Hill
- Efin Ozdil
- Lilah Young

### Dove Creek High School - \$1000

- Mason Forst
- Ambrynn Huffaker
- Kaylen Trejo
- Alex Williams

### Mancos High School - \$1000

- Remy Dillon
- Brooke Jabour
- Olivia Jukes
- Colten Vannest

### Monticello High School - \$1000

- Ericka Coleman
- Jackson Keyes
- Marlee Mack
- Tessa Slade
  
- Grace Belt
- Weston Webb

### Basin Scholarship - \$2500

- Julianne Vega (Dolores High School)

### Lineman - \$1000 (None)

### Trade Related - \$500

- Trevan Ray (Dove Creek High School)

### Tri-State Scholarship - \$1000

- Suria Hogue (Home School)

### Adult Scholarships - \$1000

Extra scholarship added from unused MCHS.

- Taylor Barry
- Karlee Hubbs
- Isaiah Martinez
- Shawn McAllister
- Amy McMillian
- Arnoughn Morris
- Chandler Snyder

### Empire Employee/Director Dependent - \$1000

- Bodie Stiegemeyer
- Destiny Kramer

- 61 Applications were received.
- 8 Applications did not qualify or were incomplete.
- 53 Applications were reviewed for

Executive Session: Robinson moved to go into executive session to receive legal advice, discuss Tri-State, consider granting BYOR submission authority to General Manager, and consider the Attorney Service Proposal, seconded by Archibeque. Motion carried. Went into executive session at 11:09 a.m. Came out of executive session at 11:56 a.m.

Consider Granting BYOR Submission Authority to General Manager: Robinson moved to approve granting BYOR submission authority to Josh Dellinger, seconded by Archibeque. Motion carried. Lindsay abstained from the vote.

Consider the Attorney Service Proposal: Mollenkopf moved to approve the Attorney Service Proposal, seconded by Robinson. Motion carried.

Adjournment: Meeting adjourned at 11:59 a.m.



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David Sitton, President



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Bob Barry, Secretary / Treasurer