

**Lincoln County Power District No. 1  
Panaca, Nevada**

A regular meeting of the Board of Trustees of the Lincoln County Power District No. 1 (Lincoln County Power) was duly held in the office of Lincoln County Power at 201 Bullionville Road, Panaca, Nevada on March 10, 2020 at 8:00 a.m.

Notice of the meeting and agenda were posted at the following locations on March 4, 2020 in conformance with the Nevada Open Meeting Law: Lincoln County Courthouse, U.S. Post Office at Pioche, Lincoln County Telephone System Office, Lincoln County Power Office, Panaca Market, and the U.S. Post Office at Panaca.

President Ed Wright called the meeting to order at 8:00 a.m.

The following were present: President Ed Wright and Board Members Ken Dixon, Bob Rollins, and Richard Katschke; General Manager Dave Luttrell, Construction and Maintenance Manager John Condie, Engineering and Operations Manager Kyle Donohue, Administrative Manager Missy Cheeney, and Clerk Louise Carlson.

Vice President Lee Mathews was absent.

Also present was Ken Maxwell from Alamo Power District.

**A. Conformance to the Nevada Open Meeting Law:** Dave Luttrell stated that Lincoln County Power had complied with the requirements of the Nevada Open Meeting Law.

**B. Public Comments:** There was some discussion about Ruralite articles and the benefit of the magazine.

**C. Minutes of meeting held on January 14, 2020 (Possible Action):** Bob Rollins made a motion to approve the minutes as written. Ken Dixon seconded the motion. The motion passed by unanimous vote.

**D. Cost of Living Adjustment and Changes to Employee Policy EP-3.4 and EP-10 (Possible Action):** Dave Luttrell informed the Board that the Benefits Committee identified three issues to resolve. These issues were the Cost of Living Adjustment (COLA) time period and amounts, a transition plan to eliminate the Health Reimbursement Accounts (HRAs), and the elimination of the employee purchase program which is currently unavailable to new hires. Regarding the COLA, the committee recommends establishing COLA's for a four-year period effective March 1st of each year at the following levels: 2020 at 2.5%, 2021 at 2.5%, 2022 at 2%, and 2023 at 2%. Regarding the benefits program (policy EP-3.4. a), many scenarios were analyzed and debated by the committee. The final scenario recommended by the benefits committee is as follows:

... Fund Health Savings Accounts (HSAs) at 100% for employees hired before January 1, 2021 for four calendar years, then at 48% thereafter.



- ... Fund HSAs at 48% for all employees hired after January 1, 2021.
- ... Eliminate the Insurance Cost Reduction Payment effective January 1, 2019.
- ... Eliminate the HRA obligation to eligible employees effective December 31, 2020.
- ... Eliminate longevity pay obligation to the general manager effective March 1, 2020.

The final issue of employee purchases (policy EP-10) is recommended for elimination by the committee effective March 1, 2020. There was some discussion about each issue, the impact on customer rates, cost and savings, and the net impact to Lincoln County Power. Bob Rollins made a motion to approve the COLA adjustments and changes to EP-3.4. a, and EP-10 as recommended by the Benefits Committee. Ken Dixon seconded the motion. The motion passed by unanimous vote.

**E. Appointment of Board Member to Benefits Committee (Possible Action):**

Dave Luttrell informed the Board the current members serving on the Benefits Committee are Lee Mathews and Ken Dixon. Lee Mathews' term expired, and a replacement should be designated. Bob Rollins made a motion to nominate Richard Katschke. Richard Katschke accepted the nomination. Ken Dixon seconded the nomination. The motion passed by unanimous vote.

**F. Integrated Resource Plan (IRP), Calendar Years 2020 to 2024 (Possible Action):**

Dave Luttrell notified the Board that every four years Lincoln County Power must prepare and submit an IRP to the Western Area Power Administration (WAPA) to ensure hydropower is used efficiently and that prudent options are considered. In past years, Lincoln County Power conservation efforts included reconductoring lines, low-income weatherization, and various rebate programs. This year staff is proposing in the draft IRP to eliminate the distribution of free LED bulb and the residential solar program. In their place, the draft IRP proposes a "beneficial electrification" project to install home electric vehicle charges. Staff is asking for Board authorization to start the required public review process of the draft IRP. Richard Katschke made a motion to authorize to start the public review process on the IRP. Bob Rollins seconded the motion. The motion passed by unanimous vote.

**G. Authorization to Fill Mechanic Position (Possible Action):**

Dave Luttrell stated that due to increased workload, two to three additional full-time employees are planned for 2020, one these being a fleet mechanic. Lincoln County Power has operated with Pioche customers being served at the retail level for three months. Based on this operating experience and using the average monthly load distribution, it is anticipated that the additional revenue stream will easily fund wages and benefits of the mechanic position. Management is now requesting authorization to fill the vacant mechanic position. Ken Dixon made a motion to authorize hiring a mechanic. Richard Katschke seconded the motion. The motion passed by unanimous vote.

**H. Wage Range Waiver for Operations Technician Position (Possible Action):**

Dave Luttrell reported to the Board that effective January 1, 2020 Dell O'Connor, a journey lineman, was temporarily re-assigned to the vacant operations technician position. This was to facilitate completion of backlogged substation projects. The re-



assignment proved beneficial and Dell O'Connor is agreeable to being permanently re-assigned to the operations department at his current wage with only COLA. His wage is above the approved range for the operations technician position. Management is requesting an employee specific waiver for Dell O'Connor to allow him to continue to receive the approved journey lineman wage, while assigned to the operations department as an operations technician. Bob Rollins made a motion to approve the wage range waiver for Dell O'Connor in the operations technician position. Ken Dixon seconded the motion. The motion passed by unanimous vote.

**I. NRECA Youth Tour participation (Possible Action):** Dave Luttrell reviewed the history of the youth programs Lincoln County Power participates in. He reported that this summer is the last summer Overton Power District (OPD) will be participating in the NRECA Youth Tour. OPD has provided the required chaperones for students sent by Lincoln County Power. There was some discussion about various options available, including increasing scholarship amounts provided by Lincoln County Power. Richard Katschke made a motion to eliminate Lincoln County Power's participation in the NRECA Youth Tour after the 2020 session and to have staff provide recommendations at a future Board meeting on a scholarship policy change. Ken Dixon seconded the motion. The motion passed by unanimous vote.

**J. CFC Commitment to Excellence Training (Possible Action):** Dave Luttrell informed the Board an opportunity is available that may assist Board members in developing skills and knowledge regarding Board roles. It is the National Rural Utilities Cooperative Finance Corporation (CFC) Commitment to Excellence (CTE) training. It is a three to four-hour program that could be conducted here provided by CFC at no cost. There was some discussion regarding timing. Ken Dixon made a motion to approve having staff contact CFC and arrange for the CTE training. Richard Katschke seconded the motion. The motion passed by unanimous vote.

The Board issued an invite to Alamo Power District (APD) to join.

**K. Bids for F250 Truck (Possible Action):** Dave Luttrell indicated this agenda item is an approved capital budget purchase. The Board went over the three bids solicited through the State of Nevada vehicle purchasing system. Bob Rollins made a motion to award the purchase to the lowest bid, St George Ford for \$35,375. Richard Katschke seconded the motion. The motion passed by unanimous vote.

**L. General Manager's Report (Discussion):** Dave Luttrell discussed the following with the Board:

- Continuing to negotiate with the Southern Nevada Water Authority on the Eastern Nevada Transmission Project right-of-way and its future use. Achieved a verbal agreement to date.
- Planning power hedge plan for 2021 with ACES and AEPCO.
- The next NREA Board meeting will be March 26th. There is a statewide push on wildfire mitigation planning.



- Richard Katschke and Dave Luttrell are scheduled to travel to D.C. for the NRECA legislative conference.
- Bids on new shop will be turned in by Thursday in St. George at the architect's office.
- Opened bids on the mainline contract. Still evaluating the five bids received.
- Completed the Federated annual inspection and received the best report to date with only eight issues identified.

**M. Construction and Maintenance Manager's report (Discussion):** John Condie discussed the following with the Board:

- Finished trees and streetlights in Caliente.
- Installed one new service, had an outage and did more pole testing in Caliente.
- New service at Gem Theater in Pioche.
- Installed the main distribution line on the NV Land and Ranches new development south of Highland knolls.
- Making good progress on the Meadow Valley line from Clay Substation to 1001 Ranch.
- Fixed streetlights in Panaca.
- Installed a service for Lincoln County Telephone in Highland Knolls.
- Looking into the radio repeaters on Ella and Highland mountains that are out.

**N. Engineering and Operations Manager's report (Discussion):** Kyle Donohue discussed the following with the Board:

- Busy with service estimates all over but especially in Pioche.
- Replaced a 69-kV switch at Tortoise Substation
- Completed control building at Tempiute Substation and now on SCADA.
- Working on Pioche mapping for AMI.
- Working with OPD to plan a new bay at Tortoise Substation.
- Attended NREA meeting on best practices.
- Mainline project has five bids submitted. Will have results next month.
- The recloser at the Pioche lower tap faulted. Sending the breaker back to the manufacturer for evaluation.
- Set-up for the Youth Program.

**O. Administrative Manager's report (Discussion):** Missy Cheeney discussed the following with the Board:

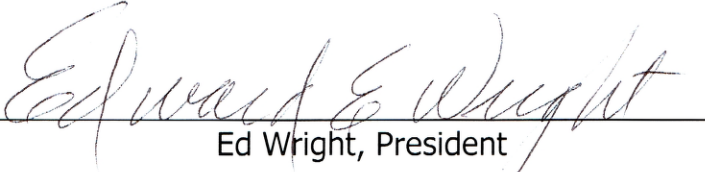
- Financial reports for month ending January 2020.

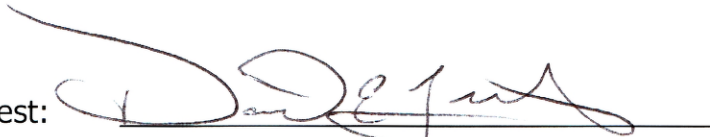
**P. Director's comments (Discussion):** Bob Rollins commented that he would miss the next three meetings. There was some discussion about the NREA meeting in Las Vegas and logo input.

**Q. Future agenda items (Discussion):** Next meeting April 14th.

**R. Public comment:** There were no comments.

**S. Adjournment:** The meeting adjourned at 10:10 AM.

  
Ed Wright, President

Attest:   
David Luttrell – Secretary