



HUALAPAI TRIBAL UTILITY AUTHORITY BOARD MEETING MINUTES

*JANUARY 26, 2023 ORIGINALLY SCHEDULED
HUALAPAI HEALTH AND WELLNESS 9:30 AM*

**FEBRUARY 2, 2023 ACTUALLY HELD
HUALAPAI HEALTH AND WELLNESS 1PM**

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1. CALL TO ORDER

VICE CHAIR, MR. MONTANA, CALLED MEETING TO ORDER AT 1:25 PM

2 – ROLL CALL

BOARD MEMBERS

JOE MONTANA, VICE CHAIRMAN – PRESENT

SECRETARY - LANA KELLER ROBINETT - PRESENT VIA PHONE

TREASURER - JASON DAVIS - PRESENT VIA TELEPHONE

RORY MAJENTY – ABSENT

SUPPORT PERSONNEL AND GUEST(s)

BILL CYR, GENERAL MANAGER – PRESENT

KEVIN DAVIDSON, PLANNING DIRECTOR - PRESENT

3. REVIEW AND APPROVE MINUTES

a) DECEMBER 29, 2022

ON A MOTION BY MS. LANA KELLER ROBINETT AND A SECOND BY MR. JOE MONTANA THE DECEMBER 29, 2022, MINUTES WERE APPROVED, VOTE (3-0-0)

4. APPROVAL OF INVOICES

a) BBC CONSULTING – GENERAL MANAGER SERVICES

ON A MOTION BY MR. JOE MONTANA AND A SECOND BY MS. LANA KELLER ROBINETT THE BOARD APPROVED BBC CONSULTING MONTHLY INVOICE OF \$7,110 VOTE (3-0-0)

5. FINANCIAL

a) REVIEW OF HTUA BUDGET / EXPENSES YEAR TO DATE

THE BOARD REVIEWED HTUA EXPENDITURES TO DATE

6. HTUA VACANCIES

a) BOARD MEMBER SEARCH

MR. DAVIDSON INFORMED THE BOARD THAT NO BOARD MEMBER APPLICATIONS HAVE BEEN RECEIVED TO DATE

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b) HTUA STAFFING –RECRUITMENT SERVICES (GENERAL MANAGER & GENERATION TECHNICIAN)

1. NATIONAL RURAL ELECTRIC COOPERATIVE ASSOCIATION-(NRECA)

MR. CYR PROVIDED THE FOLLOWING INFORMATION TO THE BOARD REGARDING THE NRECA

The NRECA is the service organization of electric utility cooperatives. The NRECA provide many different services to their members, one of which is assistance with filling job vacancies at every level of a utility organization. Reference the next 5 pages for additional details on NRECA. After reviewing those 5 pages - Reference the next 8 pages for a listing of a small fraction of the job openings at other utilities across America. Please take a look at the job titles involved representing just a fraction of the roles and responsibilities that a utility must deliver upon. It is important to stress to the Board and the Council that filling the General Manager position is just the tip of HTUA staffing requirement iceberg. In fact, it is my estimate that HTUA will quickly require a staff of 8-12 or more employees to deliver on the Hualapai current electric utility needs. The addition of the Colorado River water allocation pumping infrastructure requirements will see the HTUA staffing requirements to more than double.

The Hualapai Tribe must fully consider these total staffing requirements and not just the proposed general manager position and the generation management position. Most HTUA staffing positions are specialized and typically filled by professionals with varying college or technical degrees. These professional positions often command pay levels that may not have been seen in the current Hualapai employee pool. Unfortunately, the HTUA staffing development is happening at a time when the supply of technically capable staff is rapidly shrinking and as such compensation levels are rising significantly. The startup of HTUA is a formidable task and the Board and Council should be prepared to address what will become one of the premier organizations at the Hualapai Tribe. The council should consider restructuring HTUA into a corporation similar to GCRC with an independent paid Board empowered with the ability to make operational and budgetary decisions on a routine daily basis.

2. AMERICAN PUBLIC POWER ASSOCIATION(APPA)

MR. CYR PROVIDED THE FOLLOWING INFORMATION TO THE BOARD REGARDING THE APPA

The APPA is an organization that supports public power agencies, Municipal utilities and others. The first 7 pages of this section provides an additional listing of open positions and job titles. The next 8 pages are specific position descriptions for a general Manager, director of generation, transmission and distribution design.

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3. MYCOFF/FRY RECRUITERS

MR. CYR THEN REPORTED ON MYCOFF / FRY RECRUITERS

Over the course of my career, I have been recruited on several occasions and have developed a quasi-relationship with one these recruiters – Carl Mycoff. In my opinion, Mycoff is one of the premier recruiters in the electric utility space. This section highlights Mycoff including a job description for a president chief executive officer.

I spoke at length with MR. Mycoff on January 16. What he related was eye opening. The amount of individuals available to fill positions at every level of the organization is shrinking. The shrinking workforce is due to a lack of young adults willing to obtain engineering/technical degrees and the retirement of seasoned utility executives—the baby boom is coming to an end. He further related that General Managers are commanding salaries from a low of \$300,000 to \$800,000 before any other benefits. He also indicated that he would most probably not be able to assist Hualapai/HTUA in their searches due to an over whelming demand for his services. He did share that his base fee would be about \$80,000 and the total fee could approach \$120,000 with expenses.

7. GCW SOLAR –PROJECT UPDATE

a) GENERAL UPDATE

THE BOARD WAS UPDATED ON THE SOLAR PROJECT. SOLON, THE PRIMARY CONTRACTOR, WILL BE ON SITE BEGINNING IN FEBRUARY TO COMMENCE THE FINAL WIRING OF THE SOLAR PANELS

b) CONSIDERATION OF THE PURCHASE OF SPARE SOLAR PANELS

ON A MOTION BY MR. MONTANA AND A SECOND BY MR. DAVIS THE BOARD APPROVED (3-0-0) THE EXPENDITURE OF UP TO \$12,000 FOR THE PURCHASE OF SPARE PV MODULES.

8. GCW POWERLINE

a) POWER LINE ENGINEERING RFP UPDATE (POSSIBLE CALL WITH BIDDERS-IF NEEDED)

- RANKING RESULTS OF BID PROPOSALS

THE RESULTS OF THE RANKING OF THE RFP RESPONSES WAS ENTRUST 84.8 POINTS AND TORE 72.2 POINTS.

NOTE: HTUA IS STILL AWAITING THE FINAL STUDY RESULTS FROM TEP, THUS HTUACANNOT ISSUE A NOTICE TO PROCEED TO THE SUCCESSFUL BIDDER. IN ADDITION, HTUA IS ALSO SEEKING SOME CLARIFYING INFORMATION OF THE RECENT ANNOUNCEMENT OF THE DEVELOPMENT OF THE COLORADO RIVER DIVERSION PROJECT TO SUPPORT THE RECENTLY RECEIVED HUALAPAI COLORADO RIVER WATER ALLOCATION. THERE ARE INDIVIDUALS WHO ARE STILL IN SUPPORT OF THE DIVERSION AT GCW INSTEAD OF DIAMOND CREEK. FINAL LOCATION OF THE DIVERSION WILL IMPACT THE ELECTRICAL INFRASTRUCTURE REQUIREMENTS AT GCW OR DIAMOND CREEK OR

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PERHAPS BOTH. IN EITHER CASE HTUA HAS PRELIMINARY PLANS/STRATEGIES TO HAVE THE NECESSARY INFRASTRUCTURE DEVELOPED BY THE HTUA AND NOT THIRD PARTY PROVIDERS. HTUA FEELS THAT THE WATER DIVERSION PROJECT HAS THE POTENTIAL TO HELP "STAND HTUA UP" AND ASSUME OWNERSHIP AND OPERATION OF ALL ELECTRIC ASSETS ON THE HUALAPAI RESERVATION.

b) UNES IMPACT STUDY UPDATE

AS INDICATED ABOVE –HTUA IS STALL AWAITING THE RESULTS OF THE TEP STUDY.

9. HUALAPAI WATER RIGHTS BILL PASSAGE – IMPACT TO POWER LINE PROJECT?

MR. DAVISON AND MR. CYR ATTENDED AN EXECUTIVE COUNCIL SESSION THAT DISCUSSED THE DIVERSION OF WATER FROM THE COLORADO RIVER. MR. DAVISON WILL BE REPORTING ON THE PROJECT OVER THE FORESEEABLE FUTURE SHARING WITH THE HTUA BOARD INFORMATION THAT DOES NOT VIOLATE ANY CONFIDENTIALITY REQUIREMENTS.

a) REVIEW GUIDANCE LETTER FROM TRIBAL ATTORNEY-IF AVAILABLE FROM COUNCIL

DUE TO THE EXPRESSED CONFIDENTIALITY REQUIREMENTS OF THE GUIDANCE LETTER -- THE HTUA BOARD DID NOT REVIEW THE ACTUAL GUIDANCE LETTER FROM HUALAPAI COUNCIL. INSTEAD THE BOARD WAS PROVIDED WITH THE MOST RECENT POWER POINTS ASSOCIATED WITH THE PROJECT. IN THESE MOST RECENT POWER POINTS –THE DIAMOND CREEK DIVERSION WAS THE PREFERRED ROUTE.

b) HTUA CLARIFYING LETTER TO COUNCIL

THE BOARD REVIEWED A RECENTLY SENT LETTER TO THE HUALAPAI COUNCIL ASKING FOR CLARIFICATION ON THE ROLES THAT HTUA WILL BE PROVIDING TO THE PROJECT AND ANY CLARIFYING INFORMATION ON THE FINAL DESIGN (DIVERSION POINT).

10. WAPA RELATED

- a) MARKET POWER – FORWARDS**
- b) WAPA MEETING WITH COUNCIL AND HTUA**
- c) WAPA ANNOUNCEMENTS**

THE BOARD REVIEWED THE ABOVE WAPA RELATED DOCUMENTS

11. MOHAVE ELECTRIC - POWER

THE BOARD REVIEW OUTAGE INFORMATION FROM MOHAVE ELECTRIC REGARDING AN OUTAGE IN PEACH SPRINGS ON DECEMBER 19, 2022.

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12. OTHER

a) TRIBAL COUNCIL ITEMS – KEVIN

b) RES 2023 – ATTENDANCE & HTUA PRESENTATION

THE BOARD WAS UPDATED ON THE RES 2023 CONFERENCE. TOTAL COSTS FOR ATTENDANCE WILL BE PRESENTED TO THE BOARD FOR CONSIDERATION AT THE NEXT MEETING

c) ATEA

THE BOARD REVIEWED THE ANNOUNCEMENT FOR THE ARIZONA TRIBAL ENERGY ASSOCIATION ANNUAL MEETING

13. SET TIME AND LOCATION FOR NEXT MEETING

NEXT MEETING DATE FEBRUARY 23 AT 9:30 AM HUALAPAI HEALTH AND WELLNESS

14. ADJOURN

MEETING WAS ADJOURNED AT 2:30 PM