



OVERTON POWER DISTRICT NO. 5

BOARD MEETING

September 16, 2026

3:00 P.M.

Overton, Nevada

PRESENT:

Seat 2 – Logandale,	Mr. Jack Nelson, Chairman	Mrs. MeLisa Garcia, CEO / General Manager
Seat 1 – Overton,	Mr. Richard Jones, Vice-Chair	Mr. Randall Ozaki, Engineering Services Manager
Seat 5 – Mesquite,	Mr. Mike Young, Sec / Treas	Mr. Kyle Leavitt, Line Operations Manager
Seat 3 – Moapa	Mr. Chad Leavitt, Trustee	Mr. Keven Hansen, Substation Operations Manager
Seat 4 – Bunkerville,	Mr. Bob Bunker, Trustee	Mr. Jonathan Denninghoff, Financial Services Manager
Seat 6 – Mesquite,	Mr. Dale Rust, Trustee	Mrs. Becky LaGrow, Executive Assistant
Seat 7 – At-Large,	Mr. Randy Laub, Trustee	Mr. Steven Brown, IT Administrator
	Mr. Byron Mills, Attorney	

ABSENT:

Mr. Scott Fullman, Administrative Services Manager

Note: The minutes of this meeting have been tape-recorded and will remain on file in the OPD5's main office for a period of one year for public examination

A. CALL TO ORDER

At 3:00 p.m. Jack Nelson called the meeting of the Overton Power District No. 5 Board of Trustees to order. The agenda items were addressed in the following order:

B. PLEDGE OF ALLEGIANCE

Jack Nelson led the attendees in the Pledge of Allegiance

C. PUBLIC COMMENTS

There were no public comments

D. ACCEPTANCE OF THE AGENDA

A motion was made by Mike Young and seconded by Richard Jones to accept the September 16, 2026 agenda as posted. The Board voted seven (7) ayes and zero (0) nays in approval.

E. APPROVAL OF THE MINUTES

A motion was made by Mike Young and seconded by Chad Leavitt to approve the minutes of the August 19, 2026 meeting as written. The Board voted seven (7) ayes and zero (0) nays in approval.

F. CHAIR'S REPORT

Jack Nelson had no report at this time

G. ATTORNEY'S REPORT

Byron Mills had no report at this time

H. MANAGER REPORT'S

Line Operations

Kyle Leavitt Reported on the following items:

- 💡 **Safety**
 - 💡 *August Meeting* – The topic was Hazard Recognition, Lightening Awareness, & Hantavirus
- 💡 **Outages**
 - 💡 *August 2026*
 - 💡 There were eight (8) planned outages for maintenance. There were five (5) unplanned outages for the month
- 💡 **Service Installations –**
 - 💡 *August* – Fifty-three (53) residential and five (5) commercial service installations.
 - 💡 *2026* – A total of two hundred sixty-three (263) commercial and residential service installations combined
- 💡 **Key Metrics & Operational Preparedness Summary**
 - 💡 System Readiness, Workload, System Stewardship, System Inspections were detailed
 - 💡 Employee Spotlight
 - 💡 *Omar Vallejo*, the Virgin Valley Line Foreman
 - 💡 First employee to complete NRECA's Supervisor & Manager Development Program

Engineering

Randall Ozaki reported on the following items:

- 💡 **Tortoise** – Gila 138kV Line, and the 138 kV Connection at Gila Substation were highlighted on progress of active construction and milestones
- 💡 **WECC Update**
 - 💡 There is an anticipate a four-to-six-week review delay on pending submittals before receiving formal feedback or determinations from the WECC office.
- 💡 **New & Existing Projects**
 - 💡 **New**
 - 💡 Smith's – Near the Mesquite Hospital (Mesquite)
 - 💡 Lin's – Behind Bank of Nevada (Mesquite)
 - 💡 Car Charging Station near Terrible's Gas Station (Moapa)
 - 💡 **Existing**
 - 💡 Maverik in Overton – Still stalled in Clark County Permitting

Substation Operations

Keven Hansen reported on the following items:

- 💡 Dixie Power
 - 💡 OPD5 provided emergency back-feed support to Dixie Power during an outage event on August 27 of initially of 12 MW then approximately 6 MW overnight
- 💡 Substation Projects
 - 💡 Arrowhead Substation, Falcon Ridge Substation, Raptor Substation, Tortoise T5 Project, and Tortoise Substation were all highlighted on progress of active construction and milestones

Administrative Services

Administrative Services Department Team Members reported on the following items:

- 💡 *Human Resources* – Kelly Cronkleton reported on insurance coverage and communication of benefits
- 💡 *Customer Service / Public Relations* – Kristi Eames reported on
 - 💡 Bad debt, liens, & write offs and partnerships with emergency management agencies continue to collaborate for a safer, more resilient service area
- 💡 *Government Relations* – Vernon Robison reported on government affairs and grant submittals
- 💡 *Information Technology* – Steven Brown reported on Cyber Security, Security Governance & Operational Controls, and Strategic Outlook
- 💡 *Information Technology* – Merlin Wollenzien gave an audio presentation on AI Technology

Financial Services

Jonathan Denninghoff reported on the following items:

- 💡 Gave the financial report for August 2026, a copy of which is on file

General Manager

MeLisa Garcia reported on the following items

- 💡 Presidential Executive Order 14421
- 💡 Data Centers & Large Load Development
 - 💡 Update on regional data center developments impacting Nevada’s regulatory and infrastructure landscape. Clark County is rethinking abatement for these loads as well.
 - 💡 We are monitoring PUCN and judicial proceedings regarding the NV Energy/Tract Data Center proposal.
- 💡 Reliability & Data-Center Load Behavior
 - 💡 NERC is increasing its focus on the reliability implications of large computational loads, including data centers. They have changed their load size requirement from 20 to 50 MW for additional reporting requirements.
- 💡 Coordination with Lincoln County Power District No. 1 (LCPD1)
 - 💡 Discussions have been reinitiated with LCPD1 regarding the proposed exchange of utility assets
- 💡 *Joint Action Agency (JAA) Legislative Proposal with NREA*
 - 💡 Nevada Rural Electric Association (NREA) has secured legislative sponsorship from Assemblywoman Cynthia Moore for upcoming Joint Action Agency legislation.

💡 *Federal Funding & Government Relations*

- 💡 On August 24, District staff met with Senator Jacky Rosen’s Congressionally Directed Spending (CDS) team and regional representatives to evaluate federal funding opportunities for OPD5 capital projects

Mike Young – congratulated staff on the great job been done to cultivate Federal and State legislative relationships

I. REVIEW AND POSSIBLE APPROVAL OF 2027 EMPLOYEE HEALTH & LIFE INSURANCE PLAN

OPD5 currently uses the National Rural Electric Cooperative Association (NRECA) for its employee health and life insurance program. NRECA bids for health insurance with large health care providers annually. Each August, NRECA provides insurance costs for the next year, and insurance renewal must be completed each September. Staff works on adjusting coverage to keep costs down. In 2026, OPD5 is on track to spend \$1,536,361.27 for the employee health and life insurance plan. The 2027 renewal, with no significant plan changes, would increase OPD5’s annual cost by \$166,490.28, or 10.8%, to \$1,702,851.55.

The proposed 2027 insurance plan increases the health plan deductible from \$1,700/\$3,400 to \$3,000/\$6,000 while maintaining the same 90/10% coinsurance and employee premium contributions. To help offset the higher deductible, OPD5 will increase HSA/HRA funding from \$900 to \$1,500 for employee-only coverage and from \$1,950 to \$4,000 for family coverage. The proposed plan results in an estimated annual OPD5 cost of \$1,647,650.11, which is \$111,288.84, or 7.2%, above 2026 costs and saves approximately \$55,201.44 compared with accepting the 2027 renewal.

MeLisa explained a health insurance benchmarking update, explaining that as a non-profit cooperative, NRECA, over 900 co-ops nation-wide, consistently offers lower rates than commercial carriers. During periodic market reviews, commercial insurers frequently decline to quote OPD5 due to high-risk electric utility operations or offer substantially higher premiums. High utilization rates, driven by severe medical cases including cancer treatments and organ transplants, further impact the Districts risk ratings.

Mike Young requested that Human Resource Department investigate the statutory and administrative feasibility of joining the Nevada Public Employees’ Benefits Program (PEBP) health insurance pool. Mike noted that as a political subdivision currently participating in NV PERS, the District should explore whether OPD5 qualifies to join the statewide public employee health risk pool alongside school districts and other local government entities, and requested staff clarify current program eligibility rules and statutory requirements for 2028 coverage.

After discussion by the board, a motion was made by Mike Young and seconded by Dale Rust to approve the 2027 Employee Health & Life Insurance Plan through NRECA as presented as presented. The Board voted seven (7) ayes and zero (0) nays in approval.

J. REVIEW AND POSSIBLE APPROVAL OF OPD-P-21.000 OPD5 LONGEVITY PAY POLICY

MeLisa presented a revised longevity pay proposal from the Wage and Benefits Committee, incorporating Board feedback and financial modeling requested at the previous meeting. The original proposal (\$100 per year of service starting at Year 5) was revised to a milestone-based model distributing lump-sum payments at 5-year tenure increments—starting at \$1,000 at Year 5 and increasing by \$1,000 per milestone up to Year 40. Staff noted the milestone structure reduces the

projected 2027 fiscal impact from \$97,707 to \$51,134. Per Trustee request, a 10-year cumulative cost comparison was presented: the revised model projects a total 10-year expenditure of \$480,000 compared to \$1.2 million under the initial proposal. Staff also presented a monthly disbursement schedule, an annual savings analysis, and options regarding potential retroactive pay for employees currently between 5-year milestone tiers.

She also presented a supplemental proposal from the Wage and Benefits Committee to address employees currently positioned between 5-year tenure milestones upon the proposed 2027 implementation. The plan proposes a one-time "rollback" payment in 2027 to capture prior completed milestones for eligible staff (ranging from one 30-year employee to multiple 5-year employees) at a one-time cost of \$153,402. Combined with the standard 2027 milestone disbursement of \$51,134, the total first-year expenditure would equal \$204,536.

The Trustees urged caution regarding major expenditures—specifically a proposed \$200,000 disbursement—citing recent rate increases over the past two years, an upcoming \$111,000 increase in insurance costs. The Trustee highlighted ongoing purchase power agreement negotiations and noted that power procurement costs and potential retail rate structures will be clarified within six months. It was recommended tabling or delaying significant unbudgeted spending until wholesale power supply contracts are finalized and the District's long-term financial position is clearly established.

The Board engaged in an extensive discussion regarding the retroactive longevity pay proposal, with Trustees exploring reduced retroactive payout tiers to limit financial impact. Additionally, Trustees evaluated equity concerns regarding employees with under five years of service.

MeLisa presented an alternative employee recognition proposal, suggesting a flat \$1,000 disbursement awarded during official safety meetings as employees are recognized and celebrated for major career milestones (5, 10, 15, 20, 25, and 30-year anniversaries).

A motion was made by Bob Bunker to approve the revised longevity pay proposal as presented, subject to the condition that the one-time retroactive adjustment be disbursed in the current fiscal year, with the standard 5-year milestone payout schedule taking effect in the subsequent fiscal year. There was not a second for the proposed motion.

A motion was made by Mike Young and seconded by Bob Bunker to table the agenda item OPD-P-21.000 OPD5 longevity pay policy until the October Board Meeting. The Board voted seven (7) ayes and zero (0) nays in approval. The motion passes.

K. PUBLIC COMMENTS

There were no public comments

L. TRUSTEE COMMENTS

Mike Young – Questioned the appropriateness of utilizing public utility funds for school booster club donations and advertising contributions. He highlighted that OPD5 policy explicitly prohibits charitable donations and urged a distinction between direct educational/safety sponsorships and general athletic contributions. He requested a discussion regarding OPD5 donations and school sponsorships be placed on the agenda for the next board meeting.

Chad Leavitt - Commended the management team and the staff for their performance and commitment to both employees and the community. He voiced support for employee incentive programs provided they are implemented strategically and responsibly.

Randy Laub - Acknowledged the importance of workplace morale and the value of employee retention initiatives, drawing on his perspective as an active member of the workforce. He noted the challenge of balancing employee incentives with the Board's fiduciary responsibility to manage public funds prudently, as raised in prior discussion. Concluding that the Board shares a common objective regarding employee support, he concurred with tabling the topic to allow staff time to gather additional data and options for consideration.

M. APPROVAL OF THE NEXT BOARD MEETING

A motion was made by Mike Young and seconded by Richard Jones to approve Wednesday, October 21, 2026, as the next Board Meeting date. The meeting will be held in the Mesquite Board Room at 3:00 p.m. The Board voted seven (7) ayes and zero (0) nays in approval.

N. EXECUTIVE – CLOSED DOOR SESSION

There was no executive session

O. ADJOURNMENT

At 5:30 pm, a motion was made by Dale Rust and seconded by Randy Laub to adjourn the meeting. The Board voted seven (7) ayes and zero (0) nays in approval.

Chair

Vice Chair

Secretary / Treasurer