

# HIGHLINE ELECTRIC ASSOCIATION

*The Beacon*

MARCH 2023



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Holyoke, CO 80734-0057



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facebook.com/HighlineElectric

**Our mission** is to provide our members with reliable, high-quality electricity and other needed services, which will improve their economic and social well-being and provide significant long-range benefits for our communities, our state and our nation.



HIGHLINE ELECTRIC ASSOCIATION  
IS AN EQUAL OPPORTUNITY  
PROVIDER AND EMPLOYER



Touchstone Energy®

# THE ONLY CONSTANT IN LIFE

BY DENNIS HERMAN GENERAL MANAGER



DENNIS HERMAN

**H**ighline Electric Association said goodbye to three long-time, retiring employees over the past few months. These three employees provided a combined 110 years of service to the cooperative and its members. For perspective, Highline has 55 full-time employees. It is definitely an adjustment when the faces you were used to seeing every day for decades no longer greet you around the office. Not seeing the same faces day-to-day is one thing, but the impact on the organization runs a little deeper.

The institutional knowledge — defined as the collective understanding and ability of an organization's workforce — that left with these employees is substantial. Years ago, a coworker (I think it was one of the employees who just retired, but I can't remember for sure) told me that you could compare an employee leaving an organization to a group of people standing around a bucket full of water with their hands in the bucket. If someone pulls their hand from the bucket, the water rushes in to fill the void and life goes on with no noticeable change to the status quo.

While I like this analogy, I have made a few tweaks in my mind's eye. In my version, the size of the hand grows as an employee's experience grows. When that employee leaves, the water rushes in to fill the void, but the depth of the water in the bucket is perceptibly lower for a period of time. New employees step up to fill the positions, but they lack the depth of institutional knowledge that the retiring employees held.

The interesting thing about this phenomenon, though, is that it's not all a bad thing. Almost every planning process

I've ever been involved with begins with some variation of a SWOT analysis: Time to think strategically about the strengths, weaknesses, opportunities and threats of the situation being considered. What you invariably learn is that every threat presents a new opportunity. In the case of the replacement of a long-time employee, the opportunity comes from the ability to evaluate the tasks and processes that make up a position from a new perspective. Every employee brings with them their own set of life experiences and training, their own institutional knowledge.

I expect our new employees will ask questions about why we perform tasks a certain way. Sometimes the answer is that we tried a different method and it didn't work. Other times the response is that we never really considered changing and the result is a new and improved way of doing things. But as with most things, there's a balance. There is immeasurable value in the institutional knowledge that years of service brings and there is value in looking at things from a new and inquisitive perspective.

I mentioned that it's different when you don't see the faces of those long-time employees around the office anymore, but there are new faces — those of the high school intern who is in the office for an hour after school every day and the new lineman interns who are getting the work hours they need in order to complete their education. We welcome their hands into the Highline bucket, so to speak, and I have no doubt that they will make incredible contributions to any organization they serve over the next decades.



## Controlled Burn Awareness

It's called a controlled burn for a reason. If you don't plan your controlled burn in advance and keep it under check, it can quickly spread too far and wide.

Even with the best-laid plans, a utility pole could catch on fire during a burn — planning in advance can decrease those chances. Fire damage to a power pole is usually evident by blackening and scorch marks, but even slight discoloration can cause serious problems. Sometimes the poles burn from the inside out, and the damage is not immediately apparent.

To inquire about controlled burns near power lines and poles, contact Highline Electric Association at 970-854-2236.



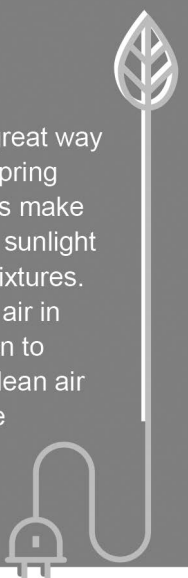
If you have anyone on life-support systems at your residence, please notify Highline Electric Association. The co-op will try to notify all members on life-support systems of any planned outages. Highline will not terminate a service if a licensed physician makes a certification in writing of a medical emergency. This continuance of service will be effective for 60 days from the date of said medical certification. One 30-day extension may be granted if a second medical certification is received prior to the expiration of the initial continuance period. These provisions may be used only once during any period of 12 consecutive months.

## Energy Efficiency

### Tip of the Month

Washing windows and screens is a great way to practice energy efficiency during spring cleaning. Clean windows and screens make your home brighter by allowing more sunlight in, reducing the need for lamps and fixtures. Clean screens also allow more fresh air in the home when the windows are open to recycle indoor air. Natural light and clean air are energy savers, and they enhance overall health and productivity.

Source: [energy.gov](http://energy.gov)



# 2023 Rebate Product Guide

- Eligible rebates must be submitted within **90 days** of purchase.
- Rebate amounts under \$50 will be issued as a credit on the Highline account. All rebate requests must include itemized payment receipts (including product model number) and ENERGY STAR® verification documentation where stated.

| Product description   | Eligible Rebates <small>*updated 2/3/2023</small>  |
|---|--|
| Electric Outdoor Power Equipment  | <b>25% of cost up to:</b> \$150 for walk-behind mower, bicycles or electric snow blowers, up to \$250 for 2-stage electric snow blower, up to \$50 for electric leaf blower, pruner, trimmer and power washer, up to \$100 for electric chainsaws and up to \$1,000 for electric riding mowers. <b>50% of cost up to \$25</b> for additional batteries purchased with or for qualifying equipment can be included with original purchase rebate application. Maximum yearly outdoor equipment rebate of \$300 per account, except riding lawn mowers (stand-alone \$1,000 cap per member account). |
| ENERGY STAR® LED Bulbs (500 lumens or greater)                          | 50% of lamp/bulb cost up to \$8 per lamp/bulb. Yearly cap of 50 lamps/bulbs per account.   |
| Refrigerator/Freezer Recycling Only (min 7.75 cu ft.)                   | \$120 if old unit is recycled. Proof is required to receive recycling credit. A form can be downloaded at <a href="http://hea.coop">hea.coop</a> or available upon request. Freezer/refrigerator rebates are limited to a max of two recycles per member, per year.  |
| Induction Cooktops/Ranges (measuring 30" or larger)                     | \$100 per unit for electric-to-induction. \$350 per unit for gas-to-induction or new construction. Replacement of gas units with induction require verification of gas cooktop/range.  |
| ENERGY STAR® Dryer  | \$60 per unit. \$180 heat pump unit.   |
| Ground Source Heat Pump System  | \$850 per ton for new installation. \$425 per ton for existing unit replacements. ENERGY STAR® rated. \$100 per unit for ground source heat pump powered water heaters (a.k.a. desuperheater).   |
| Evaporative Cooler  | \$200 per unit. Minimum 2500 CFM, no window or portable units.   |
| Air Conditioners  | \$100 per unit. Minimum 16 SEER or 15.2 SEER2. 1 ton minimum. No window units.   |
| Air Source Heat Pump System (AHRI Certificates required.)               | <b>Tier 1</b> , >=15 SEER and >=9.0 HSPF or, >=15.2 SEER2 and >=7.8 HSPF2. Less than or equal to 2 tons \$675, greater than 2 tons \$1800.<br><b>Tier 2 (cold climate)</b> , >=16 SEER and >=10.00 HSPF or, >= 15.2 SEER2 and >=8.1 HSPF2. Variable speed compressor or 3 stage minimum. Less than or equal to 2 tons \$1000, greater than 2 tons \$2400.  |
| Whole House Fans  | \$100 per unit. Replacement or new installations qualify.  |
| Smart Thermostats   | \$50 per unit. Must be WiFi and have learning capabilities. Limit 2 smart thermostats per member account.  |
| Electric Water Heater   | \$50 per unit for new construction. \$100 per unit for gas conversion. \$375 per unit for ENERGY STAR® heat pump water heater. 30 gallon minimum.  |
| Electric Commercial, Industrial and Irrigation Motors (10-1500 hp)      | \$10/HP up to 500HP and \$8/HP for motors above 500HP. \$1.50/HP wiring assistance if motor replaces fossil fuel or is a new install. Contact HEA for form or go online.   |
| Variable Speed Drive (VSD)  | Contact HEA for details. Soft start kits added to existing motors are not eligible.  |
| Irrigation & Industrial/Agricultural Auditing                           | Irrigation: 75% up to \$1,000. Industrial/Agricultural: Contact HEA for details.   |
| EV Level 2 Charging Station   | 50% up to \$500 non-managed or \$1,000 for member system managed chargers  |
| DC Fast Charger   | 50% up to \$3,000 for 50-75kW peak output or \$5,000 for 763-149kW & \$7,500 for 150kW+.   |
| <b>Commercial Lighting (all commercial fixtures must be DLC listed)</b> |  |
| Pole Mounted LED Lighting   | 25% of total LED head cost. Project cap of \$20,000.   |
| Commercial Lighting New / Retrofit                                      | Contact HEA for details. One project per member account per year. Project cap of \$20,000.   |

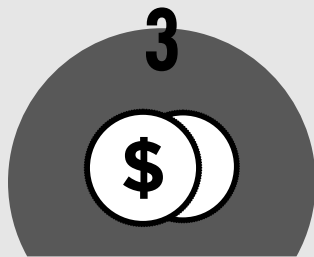
# UNDERSTANDING THE SEVEN COOPERATIVE PRINCIPLES



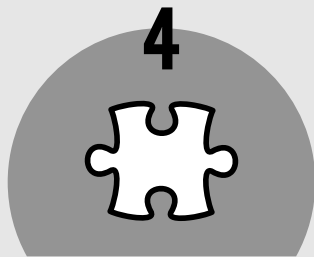
**VOLUNTARY AND OPEN MEMBERSHIP**



**DEMOCRATIC MEMBER CONTROL**



**MEMBERS' ECONOMIC PARTICIPATION**



**AUTONOMY AND INDEPENDENCE**



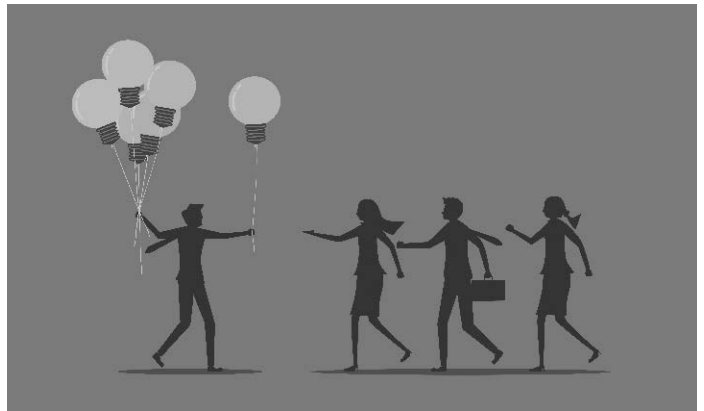
**EDUCATION, TRAINING AND INFORMATION**



**COOPERATION AMONG COOPERATIVES**



**CONCERN FOR COMMUNITY**



## You're Invited!

### ANNUAL MEETING MARCH 28

Highline Electric Association's annual meeting is fast approaching. This year marks Highline Electric's 85th anniversary.

Join us Tuesday, March 28, 2023, in the Phillips County Event Center at the fairgrounds in Holyoke. Come for dinner at 5:30 p.m.; the meeting starts at 6:30. In addition to dinner, there will be door prizes given away throughout the meeting, including a \$2,500 cash prize drawing.

Board President Mike Bennett and General Manager Dennis Herman will give their reports on the condition of the association.

Members will receive a direct mailing notice this month with the most up-to-date information regarding the meeting. This meeting will also be livestreamed — details can be found on our website at [www.hea.coop](http://www.hea.coop).

### 2023 Milestone Anniversaries

Congratulations to the following employees who observe an employment anniversary in March:



- Mark Harshbarger, 48 years**
- Deon Skomp, 30 years**
- Robie Adams, 19 years**
- Ryan Bingham, 7 years**
- Tracy Simpson, 7 years**