

Happy New Year!

# Newsletter

## January 2024 Newsletter

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Enjoy the New Year Newsletter!

Roads may be icy this winter. Here are a few tips to help you drive safely this winter.

- Drive slowly and cautiously, below the speed limit or even lower.
- Maintain at least three times the normal following distance on snow or ice.
- Use extra caution on bridges, ramps, overpasses, and shaded areas as they tend to freeze first.
- Ease off the gas pedal or brakes if your vehicle starts to slide.
- Accelerate and decelerate slowly to avoid skids and regain traction.
- Keep your gas tank at least halfway full so the gas line does not freeze up.

Here at South Texas Electric Cooperative, Inc. we want everyone to make it home safely, so please keep these points in mind.

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# MANAGER'S MESSAGE

By Clif Lange

As we step into the new year, I am excited to reflect on the achievements and challenges of the past and chart a course for our collective success in the future. We must always look ahead and be prepared to address challenges that are on the horizon, while ensuring that we take time to reflect on our past actions to celebrate successes and grow from our failures. We experienced an extremely successful year in 2023 that included steps taken that will ensure continued steady growth and stability for our Members.



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As we plot our course for 2024, one crucial aspect that demands our unwavering attention is safety – the cornerstone of our operations and the key to our shared prosperity. Safety has always been our foundational bedrock. As we navigate the evolving landscape of our industry and continue to grow to meet our Members’ needs, it is imperative that we renew our commitment to maintaining the highest standards of safety in all our endeavors.

Here are a few key points that underscore our continued focus on safety:

## 1. A Culture of Safety:

Our commitment to safety goes beyond mere compliance with regulations. It is about fostering a culture where all employees understand the vital role they play in creating a safe work environment. We must prioritize safety in our daily operations, from routine tasks to complex projects. We must not forget our obligations to ourselves, our families, and our coworkers in ensuring that all that we do results in us returning home safe and sound every night.

## 2. Continuous Training and Development:

Investing in our employees' knowledge and skills is central to ensuring a safe workplace. We continue to enhance training programs to keep everyone abreast of the latest safety policies, technologies, and industry best practices. Through regular meetings and training sessions, we will reinforce the importance of vigilance and preparedness.

Safety

Team Work

Integrity

Communications

### Core Values



### 3. Communication and Transparency:

Open and transparent communication is paramount for a safety-conscious organization. We continue to encourage all employees to voice their safety concerns and suggestions, fostering a collaborative atmosphere where everyone feels responsible for the well-being of their colleagues and the community. It is in everyone's best interest to express safety concerns and to speak up when something does not seem correct.

### 4. Technology and Innovation:

As technology continues to advance, so does our ability to enhance safety measures. We will invest in technologies and innovative solutions that help us identify and mitigate potential risks. Embracing advancements in safety-related equipment and systems will be integral to our operational excellence.

I am confident that each of you will play an integral role in upholding these principles and advancing our goals. Safety is not just a policy; it is a shared responsibility that binds us together.

Thank you for your dedication, hard work, and commitment to the values that make STEC a strong and valuable organization that serves to benefit our Members. Together, we will build a safer, stronger, and more resilient future.

Wishing you all a safe and successful year ahead!



### Mission Statement

**South Texas Electric Cooperative's mission is to provide the infrastructure and services to deliver reliable and economical electric power to a diversified membership.**

# SOUTH TEXAS ELECTRIC BOARD OF DIRECTOR NEWS

- Eric Halfmann was nominated as the new Director representing Karnes Electric Cooperative (KEC).
- In October, the Board of Directors toured the Red Gate Power Plant and held meetings at the Donna Office in McAllen.
- Department presentations were given by Loretta Gonzalez – Valley Office and Lee Martinez – Technical Services.
- Cory Allen discussed the Large Load Interconnection Process.
- The Board approved the Projected 2023 Year-End Financial Results and the 2024 Capital and Operating Budgets.
- Tabatha Temple updated the Board on the Private Placement Bond Issuance.
- The Board approved Bolinger, Segars, Gilbert, & Moss, LLP for auditing and tax services.
- The Board approved the incentive payment to eligible employees after the 2022 - 2023 Incentive Plan results were reviewed. The structure of the 2023 - 2024 Incentive Plan will mirror last year's structure.
- A Fixed Cost Recovery Factor presentation was given by Clif.
- The 2024 Wage Adjustment was approved by the Board.
- The Board approved revisions to Board Policy No. 101 – Organizational Chart and No. 213 – Nepotism.
- The SIPS and BIS Tariff Make-Whole Capacity Charge was presented by John and approved by the Board.
- The Sam Rayburn 5-year Gas Turbine Maintenance Agreement was approved by the Board.
- The Load Forecast Update was given by Josh Hoyt with Clearspring Energy Advisors.
- The 4CP Load Management Update for September and the results of the ERCOT Winter Monthly Outlook for Resource Adequacy (MORA) report were reviewed.
- The 2024 San Miguel Fixed Cost Recovery Factor was approved by the Board.
- The Board reviewed a summary of the Charitable Giving & Corporate Support applications received between May and October.



## **BOARD OF DIRECTORS**

Barbara S. Miller	President
Ron Hughes	Vice President
Paul T. Brysch, Jr.	Secretary/Treasurer
Larry Huesser	Asst. Secretary/Treasurer
Clyde Stewart	Director
Eric Halfmann	Director
James Coleman	Director
Bruce Elliott	Director
Jim Harton	Director
Brian Acosta	Director
Donald Herrmann	Director
Varzavand "Avan" Irani	Director
Gary Raybon	Director
Trey Grebe	Director
Blaine Warzecha	Director
Trey Ruschhaupt	Director
Mike Ables	Director
Sammy Condra	Director

**The Board of Directors of South Texas Electric Cooperative, Inc. are rural electric leaders who have either been elected to the Board of their distribution system or are managers of their distribution system. The Board consists of two representatives from each of its nine Member Cooperatives.**

# HUMAN RESOURCES

## STEC's Employee Engagement Survey

In a perfect world, unhappy employees will walk right up to Human Resources and bare their hearts. They won't "quiet quit" or check out mentally. And they definitely won't start looking for a new job and holding their breath until they can tender the resignation letter sitting in their email drafts. Unfortunately, things rarely work this way in our world, so it's our duty as the supervisor, manager, and HR Manager to go to employees and find out how they feel and what you can do to make a difference in their work experiences. Cue employee engagement survey...

December 2023, STEC rolled out its second employee engagement survey. The first survey was conducted in 2021.

## Empowering Employees

This survey will provide HR and management with valuable insight into employees' experiences, satisfaction, and overall engagement within STEC. We are grateful to all employees who participated, as your feedback enables us to make informed decisions that shape STEC's culture and enhance your work experience.

Thank you for taking the time to participate. We are committed to making STEC a great place to work.

Survey results will be released within the first quarter of 2024. We will share key highlights and actionable steps that arise from the survey findings.



## ACCOUNTING & FINANCE

The Accounting & Finance Division was busy the last quarter of 2023. The annual Physical Inventory process and 2024 Operating Budget were successfully completed by the end of the year. Thank you to all who helped with these processes. We continued to work throughout the quarter with UKG on the implementation of the new payroll software, Payroll Plus, with the goal of implementing the payroll module for the first pay period of January 2024. This goal was successfully accomplished January 5, 2024. Thanks to everyone who helped make this implementation a success and meeting this goal possible.

The Accounting & Finance Division is now busy with year-end activities. The analysis of the 2023 general ledger accounts is proceeding in anticipation of the audit commencing at the beginning of March. This will be STEC's first year having the consolidated Financial Statement audit completed by the new audit firm Bolinger, Segars, Gilbert & Moss, LLP. As we have requested in the past, if you happen to be in possession of any invoices, we ask that you inform accounts payable so any amounts outstanding can be accounted for. We greatly appreciate all of your help through the Financial Statement audit process.

# ACCOUNTING & FINANCE Continued...

We would like to congratulate Shawndra Chumchal on her promotion to the Manager of Accounting & Finance. Shawndra has been with STEC for thirteen years and in the Accounting Department for four years. She transferred to the Accounting Department from the Competitive Retail Department in 2019. We would also like to congratulate Elvira Villarreal on being promoted to the Accounts Payable Accountant. She has been with STEC for four years and transferred to the Accounting Department in July 2023 from the Competitive Retail Department also. We feel they will both continue to greatly contribute to our department and the cooperative in their new roles.

We would like to welcome Jennifer Mikolas to STEC. Jennifer joined the Purchasing Department on November 13, 2023, as the new Purchasing Agent.

The Accounting Department continues to be short-handed, but we look forward to being fully staffed in the new year.

## DATES TO REMEMBER

### REMINDERS

Employee Service Awards Luncheon	Feb.9th
Easter Egg Hunt (Sam Rayburn)	Mar. 26th
Good Friday Holiday	Mar. 29th
Lineman Appreciation Lunch	April 12th
Employee Hamburger Luncheon	May 24th
Memorial Day Holiday	May 27th
Independence Day Holiday	July 4th
Employee Hamburger Luncheon	Aug. 30th
Labor Day Holiday	Sept. 2nd
Employee Chili Cook Off	Nov. 8th
Thanksgiving Holiday	Nov. 28-29th
Employee Christmas Party	Dec. 7th
Children's Christmas Party (Sam Rayburn)	Dec. 12th
Christmas Holiday	Dec. 24-25th



# CORPORATE & MEMBER SERVICES

## Compliance

Texas Reliability Entity (TexasRE) has issued the Compliance Engagement Scope and Audit Schedule for the 2024 Compliance Audit.

- The initial Audit package was received on October 20, 2023. STEC received twenty-three Request for Information (RFIs) covering each of the ten Standard Requirements in the audit. STEC is required to complete working papers for each requirement.
- The initial Request for Information (RFI) was submitted on November 21, 2023.
- The second round of eighteen RFIs was received on December 1, 2023 with responses due to the TexasRE by December 7, 2023.
- The third round of twenty-four RFIs was received on December 14, 2023 with responses due by December 21, 2023.
- The fourth round of questions was received on January 11, 2024.
- Off-site tabletop work will be conducted by TexasRE from their Austin office from February 19, 2024, through February 23, 2024. STEC will participate in daily conference calls to discuss information and needed evidence.
- On-site audit will be at STEC – Sam Rayburn February 26, 2024, through March 1, 2024.

All outstanding issues from the 2021 Audit have been resolved.

Effective January 1, 2024, five Reliability Standards were updated by North American Electric Reliability Corporation (NERC) that effect STEC.

- CIP-004-7 – Cyber Security – Personnel & Training
- CIP-011-3 – Cyber Security – Information Protection
- FAC-001-4 – Facility Interconnection Requirements
- FAC-002-4 – Facility Interconnection Studies
- TPL-007-4 – Transmission System Planned Performance for Geomagnetic Disturbance Events (Requirements 7 and 11)

STEC's policy and procedure documents were updated to reflect these changes:

- CIP-004-SOP-02 Cyber Security Information Protection
- CIP-011-SOP-02 Cyber Security Personnel and Training
- FAC-001-CMP-02 STEC Facility Interconnection Requirements Policy
- FAC-001-SOP-02 STEC Facility Interconnection Requirements Procedure
- FAC-002-CMP-02 STEC Facility Interconnection Studies Policy

# CORPORATE & MEMBER SERVICES

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## Environmental

Semi-annual emissions data for Sam Rayburn Power Plant was compiled and evaluated for the prior six-month period ending September 19, 2023. All Title V Federal Operating Permit holders must submit deviation reports for any six-month period where deviations occur.

The Sam Rayburn Power Plant had a Texas Pollutant Discharge Elimination System (TPDES) Audit by Texas Commission on Environmental Quality (TCEQ) in October 2023. The Red Gate Power Plant had a permit and site compliance audit by TCEQ in November 2023. The Pearsall Power Plant had a permit and site compliance audit by TCEQ in November 2023, as well.

The Pearsall Power Plant was issued a permit approval renewal for Federal Operating Permit O867, which constitutes the authority to operate the emission units at the Pearsall location. This renewal is valid until December 22, 2028.

In December 2023, annual comprehensive inspections were conducted for all above-ground storage tanks at each power plant as required by each facility's Spill Prevention, Control, and Countermeasure Plan. The inspections review the containment structures, foundation and supports; overfill equipment, filters, strainers, leak detectors, electrical and wiring boxes, and other systems that prevent oil spills.

Looking forward into the new year, several annual submissions will be happening. Some of those include Tier II Reports, Annual Waste Summaries, Water Use Surveys, and more. And with a new year comes new resolutions and positive mindsets that can help us make changes for the better. Here are some environmental resolutions that you can make that will have a positive impact on our environment:

- Carrying a reusable water bottle, which will help you drink more water and reduce waste.
- Get your coffee to-go in a reusable mug.
- Bring reusable shopping bags to the store with you.
- Start composting for your garden or flower beds. Things that can be composted include paper, food waste (excluding meats), lawn clippings, and leaves.

**STEC employees are encouraged to discuss any safety concerns or suggestions with any Safety Committee Member, and the members will update their departments in a timely manner of what the Safety Committee discussed in the past meetings. All STEC employees can also use the suggestion boxes around each facility and email concerns and suggestions to [safetycommittee@stec.org](mailto:safetycommittee@stec.org).**



## SAFETY COMMITTEE

### Fire Department Visit and Donations

Local fire departments are a great asset to any community. Many of the firefighters in rural areas volunteer their time to not only respond to emergencies but also to maintain certifications and their ability to respond. These certifications and training classes enable them to respond effectively and to help businesses or citizens limit loss of life or property.

Many of the volunteers are businessmen and women themselves who hold full-time jobs but have a servant's heart to want to be there in a time of need to help. They are oftentimes unsung heroes. You may not know someone is a volunteer until you either need them or see them at a fundraising event for the local Volunteer Fire Department (VFD).

In the Nursery area, we have Nursery VFD, Mission Valley VFD, and Victoria FD who could be called out in an emergency. In the Pearsall area, we have Dilley VFD and Pearsall VFD. In the Valley, we have Donna VFD, Edinburg VFD, and Linn-San Manuel VFD. All seven of these VFDs received a check for \$1,000 – and have for multiple years – to use to fulfill their department's needs.

In early December 2023, the Nursery site hosted Nursery VFD and Mission Valley VFD to help them better understand the layout of the Plant



Two (2) of the check presentations are pictured up above and below.



and to educate them on potential risks. Thank you to John Packard, Jesse Boone, and Kayla Francis for their help in making this visit a success.

Pearsall also hosted a similar event earlier this year for the local Fire Departments in their area.

This outreach is important to decrease response time and increase the effectiveness of the response. The primary goal is for no one to be put unnecessarily in harm's way. Understanding the layout and risks goes a long way in achieving this goal.

Our local fire departments and firefighters are very appreciated. THANK YOU!



Shawn Diebel testing at Fowlerton

Power Line Carrier Communication (PLCC) frequency testing was completed on the line wave traps as part of the San Miguel and Fowlerton 345kV transmission line terminal additions. Two wave traps were found out of tolerance and adjusted for maximum signal attenuation for blocking the Radio Frequency (RF) signal. The wave trap is designed to keep the relay communications isolated between stations, allowing different frequencies to be used on each power line section.



Rossville camera system installation

Technical Services technicians completed the installation and commissioning of the video cameras, server, and equipment associated with the security system at the Rossville substation. Work is also underway to assemble and install equipment cabinets for the next security installation at Pearson. To date, STEC has twenty-four stations with this type of integrated camera, lighting, and detection components, and over 350 individual security cameras across the system.



Rylan Turner (right) observing meter programming

A new department employee, Rylan Turner, was hired as a meter technician. Rylan is a recent TSTC graduate and has been training with Steven Urban as he learns STEC's procedures for meter calibration and maintenance. Metering Department technicians attended a meter training seminar at the Texas Electrical Cooperatives (TEC) Georgetown facility. Meter Foreman, Josh Kovar, was also an instructor at the annual Southwest Electrical Metering Association (SWEMA) Metering Conference at Bryan-College Station.

## Technical Service Departments Continued...

Following the installation of the fourteen MVA mobile substation at Inez, the SCADA and Communications technicians installed a cellular radio for communication to the Remote Terminal Unit (RTU) to provide equipment alarms and transformer metering readings for System Operations. In the future, this equipment will allow for faster turn up of device monitoring and control during mobile substation installations. Meter technicians verified transformer loading values once the mobile was energized.

## Substation Department

### Inez Emergency Restoration

System Operations reported a low oil alarm from the transformer at the Inez substation and called technicians out to investigate. Two radiators on the transformer were found leaking oil from apparent bullet holes. The transformer was deenergized to avoid an internal fault due to loss of insulating oil and the radiator valves were closed to stop the oil spill. The fourteen MVA mobile was installed to serve the load until the unit is repaired. The radiators have been repaired and replacement oil was delivered, and the unit was refilled. At Inez, the 16.8 MVA transformer was tested, and the load was transferred back to normal January 4, 2024. Work to repair the site after excavation and disposal of the gravel and subgrade materials continues.

### Weatherization Inspections

ERCOT requires declaration of and evidence supporting the testing of compartment heaters in transmission breaker and autotransformer control cabinets, verification of proper oil and nitrogen levels in transformers and oil circuit breakers, and proper SF6 gas pressures in gas circuit breakers prior to December 1 annually. The work was completed, and documentation was made available for ERCOT inspections. No abnormal conditions were identified on any of the transmission breakers and autotransformers inspected. In January 2024, ERCOT has scheduled winter weatherization inspections at three stations.



Dwain Garber and Ben Ramsey  
at Inez



Inez Transformer Radiator



# POWER DELIVERY

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## Line Crew

Traylor's crew replaced two storm damaged poles on the Carancahua to Tin Top 69 kV line. They performed pole top switch maintenance at the Round Mott GOAB. Installed fiberglass pole top hardware on two H-frame structures on the Danevang Red Bluff 138 kV line. Replaced two storm damaged poles on the Driscoll to Corpus Switch 69 kV line. Replaced one storm damaged pole on the Driscoll to Ricardo 69 kV line. Replaced two complete H-frame structures as well as one single pole of an H-frame on the Rayburn to Loop 463 138 kV line. Installed fiberglass pole top hardware on three structures on the Orange Grove 138 to AEP George West 138 kV line. Installed fiberglass pole top hardware on one structure on the AEP George West to George West 138, 138 kV line. Replaced an H-structure on the Four Corners to Choate 138 kV line. The structure was damaged by contractors pulling in new static wire on this line section. Installed fiberglass pole top hardware on three structures on the Red Bluff to Danevang 138 kV line. Repaired a burning switch on the Van Hum GOAB looking back towards the Olivia GOAB. Performed pole top rehab on three structures on the Rayburn to Highlands 69 kV line. Lowered the static on the Tin Top to Bay City 69 kV line to accommodate an AEP rebuild over our 69 line. Performed comprehensive line patrol on fifty-two structures on the Carbide to 511, and 138 kV line. This line had a recent outage caused by a parted static.

Andrew's crew performed comprehensive ground patrol on the Weser to Charco 69 kV line. Performed pole top rehab on eighty-six structures on the Weser to Charco 69 kV line. Installed high side jumpers for the mobile substation at the Alton substation. Straightened five leaning structures on the Port Lavaca to Kamey 69 kV line. Performed pole top rehab on ten structures on the San Diego to Orange Grove 69 kV line. Repaired a broken insulator on the San Diego to Orange Grove 69 kV line.

Pearsall Line crew installed one new two pole structure and reframed a TS1R to a TP69 on the Pearsall to Frio Town substation. Work was done to raise the line for Medina Electric Cooperative (MEC) distribution crossing underneath. Replaced nine condemned structures on the Uvalde-to-Uvalde Switch 69 kV line. Performed pole top rehab on two structures on the Uvalde-to-Uvalde Switch 69 kV line. Removed energized jumpers to the MEC automated meter reader structures so MEC can remove these structures that are no longer being used. Work completed at the following: Hondo, Bader, Castroville, Sabinal, Montell, Ferris, Uvalde, South Batesville, North Batesville, Dilley 69, Dilley 138, Jardin, Cotulla, D'Hanis, Seco, Moore 69, and Bigfoot. Assisted the Tech Services Department with substation training at Devine, Fowler, and San Miguel substations. Conducted substation training for MEC at the Miracle Lake substation. Installed jumpers and verified phasing on the Pearsall to Moore 138, 138 kV line. This was part of the Pearsall to Horizon line rebuild. Performed pole top rehab on two structures on the Holland to Freer 69 kV line.

# POWER DELIVERY

## System Operations

It has been busy in System Operations the past few months. The two major capital budget projects, adding a second circuit on the Sam Miguel to Fowlerton line and the second circuit on the Bakerfield to Big Hill line, requires System Operations to issue many holds and working clearances daily. This along with maintenance being performed by Tech Services and STEC line crews keeps us busy.

System Operations will have three new System Operators on shift in January 2024. Ramiro Sanchez, Matt Wendel and Josh Paul completed their initial training in System Operations. They will start participating in the shift rotation on January 1, 2024.

System Operations executed our Operating Plan for Backup Functionality, operating out of the backup control center. Per the North American Electric Reliability Corporation (NERC) standard EOP-008-2 R.7 all transmission operators must annually operator out of the Back Up Control Center for a minimum of two hours. This exercise allows STEC to test all our systems in case there is an emergency requiring us to operate from the Back Up Control Center. The test involved the IT, Communication's, and SCADA Departments.

System Operations participated in ERCOT's Winter Load Shed Workshop on December 7, 2023. The workshop covered all the scenarios that can occur during the winter months. The new Energy Emergency Alert levels were presented to the group. ERCOT then went through a step-by-step demonstration covering what we could expect from them if a winter weather event was to occur, up to firm load shed.

System Operations attended the annual substation training with the member cooperatives. System Operations presented the three-part communication training with the cooperative personnel. The training is required by NERC standard COM-002.

## Engineering

The Engineering Department welcomes our new Land Agent, Marcus Casillas.

On October 23, 2023, members of the Engineering Department volunteered with the Habitat for Humanity.



# Wholesale / Marketing

## The QSE Department

The ERCOT market has tamed in the fall and early winter. After record demand from heat seen through November 2023, (see table below), the temperatures declined as the days shortened and intensity of the heat receded with the changing angle of the sun. With the demand subdued some, the puzzle has been balancing the logistics of resource fleet’s maintenance needs and the whims of renewable generation output backing up ERCOT’s thermal fleet. As much as 20,000MW of conventional resource outages can take place during ‘outage season’ for ERCOT which puts pressure on performance of older thermal capacity and the renewable fleet. The QSE makes up any needs from the market purchases. With the diverse nature of the STEC fleet, there is flexibility in moving outages as needed. The QSE appreciates the plants’ flexibility in accommodating our needs for power.

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2023 Demand	65,632	63,508	53,094	60,995	68,159	80,826	82,964	85,508	84,470	71,181	56,515	57,230
Max All Time	65,915	69,812	60,756	60,995	71,645	80,826	82,964	85,508	84,470	71,181	56,515	74,525
Date	1/17/18 at 8:00	2/14/21 at 20:00	3/05/19 at 8:00	4/03/23 at 18:00	5/31/22 at 17:00	6/27/23 at 18:00	7/31/23 at 17:00	8/10/23 at 18:00	9/08/23 at 17:00	10/04/23 at 17:00	11/08/23 at 16:00	12/23/22 at 08:00

### ERCOT Demand and Energy

During the holiday season, a few of the QSE Department staff provide support and assistance with STEC events. Rebecca and Kafia helped with the kid’s Christmas party by supporting the planning, setup, buying, delivering, and coordination. The two of them, along with Jessica, helped with the STEC Adopt-A-Family effort in the same way. They also participated as helper elves in the delivery of gifts to selected families. Thank you to those three for the hard work on those events.

We’d like to congratulate Lauren Delgado, daughter of Kafia Delgado, on her graduation from UTSA with a Bachelor of Arts in Psychology. She is currently working two part time jobs and looking for full time employment. She also plans to pursue her Master’s degree.



## POWER SUPPLY

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### Wholesale/Marketing Continued...

In continuation of our QSE Department employee introductions, Sam Hanke is the QSE featured employee for Quarter 4, 2023.



Pictured: Sam Hanke after making a great deal for power for STEC Members

**Name:** Sam Hanke

**Title:** Lead Marketing & QSE Specialist

**What I do at STEC:** My work focuses on the ERCOT Day Ahead Market, where I direct and conduct the short-term scheduling, buying, and selling of generation and natural gas

**How long have I been at STEC:** Eight years

**Previous roles:** Engineering Assistant & QSE Real Time Desk

**Alma Mater:** Coastal Bend College (Associate of Applied Science in Drafting & Design) & University of Houston – Victoria (Bachelor of Business Administration in Accounting)

**Hobbies/Interests:** Really enjoy traveling and visiting new places. Listening to music, going to concerts, collecting guitars, and vinyl records

**Pets:** I had two cats and my wife also had two cats when we met. Two of those cats fell in love and had a kitten. We have since taken preventive measures to ensure this does not happen again and five cats will be our cap

**Random thing about me:** I turned my hobby of electronics and guitars into a small business in 2012 making effect pedals for guitars. It has continued to grow over the years, and it continues to keep me busy in my off time: [www.OldSchoolFx.com](http://www.OldSchoolFx.com)

## Pearsall Power Plant

Pearsall Power Plant Staff planned out and successfully completed the first 32,000-hour maintenance for Engine 24. The 32,000-hour maintenance is considered a major maintenance interval and includes the following activities: renewing all main bearings, renewing big and small end connecting rod bearings, renewing camshaft bearings, piston overhauls, cylinder head overhauls, renewing vibration damper, renewing gas admission valves, and completing the generator maintenance and testing. The 32,000-hour maintenance started October 9, 2023 and was completed December 15, 2023. Directly after the 32,000 maintenance was completed for Engine 24 the plant staff started the 32,000-hour maintenance for Engine 22. The maintenance for Engine 22 was started December 15, 2023 and is planned to be completed January 19, 2023.

Pearsall maintenance staff continues to perform preventative maintenance on plant equipment to ensure the Power Plant Equipment is dependable in the upcoming winter months. Plant Operations continue completing monthly weatherization documentation along with daily activities to ensure Pearsall Power Plant is reliable.



**Removing Vibration Damper**

**Richard Vinton & Tanner Rice**

## Valley Office News

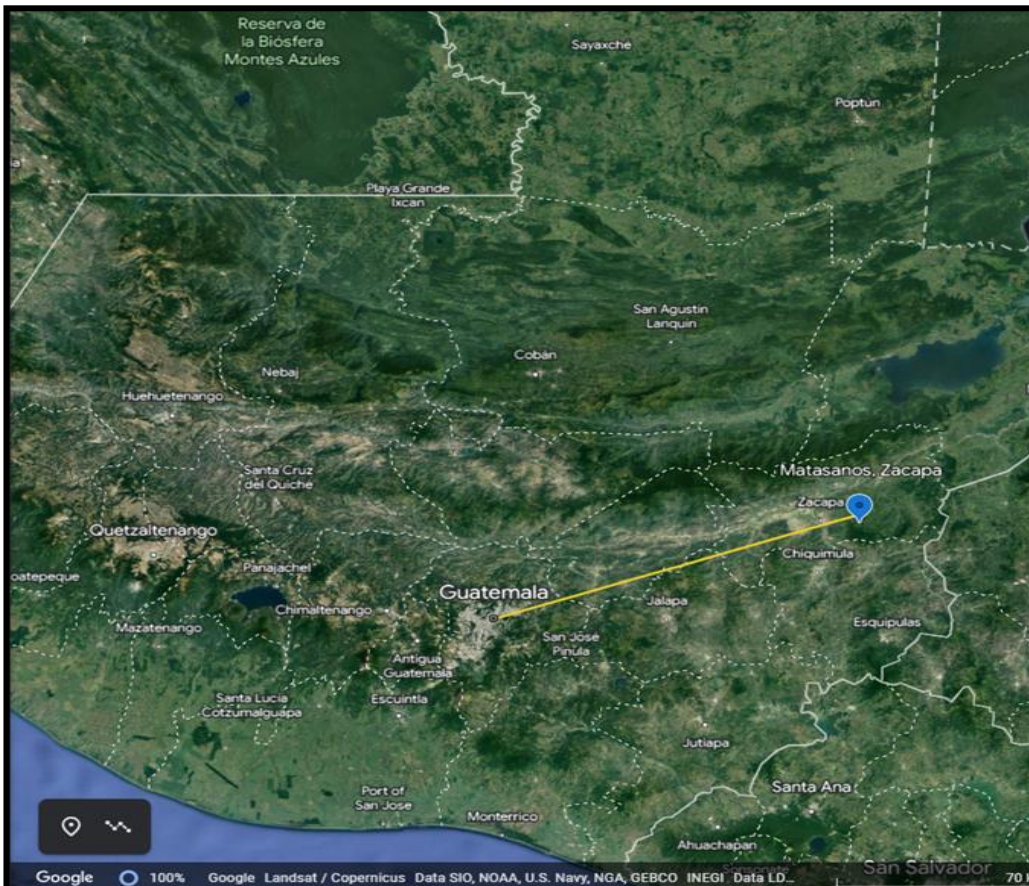
STEC was selected by Special Olympics of the Rio Grande Valley to receive the 2023 Community Leader Award. An awards celebration was held at the McAllen Convention Center on November 18, 2023, in which Special Olympics Athletes and STEC were presented their awards. Over 400 people were in attendance. Loretta Gonzalez, Valley District Manager, accepted the award on behalf of STEC.



Pictured are Marcus Banda, Loretta Gonzalez and Robert Molina.



# Guatemala Project



*Matasanos is located in Zacapa about four hours away from Guatemala City.*



*Brent Strickland*



*Andrew Jackson*

NRECA International TEC Group 7 Guatemala project: Two of our own Brent Strickland and Andrew Jackson plus 18 other linemen will spend the first two weeks of November in Guatemala working with NRECA and community locals to bring power to at least 55 homes! Clif Lange, Andrew Jackson and Brent Strickland returned from the small village of Matasanos, Guatemala a few weeks ago. What an experience! “When we look around we don’t get excited about having electrical sockets, lights and hot water, we just expect those things to be there.” - Andrew Jackson. “The people in Guatemala are resilient, kind, excited and extremely grateful to now experience the conveniences we take for granted. Each house was given four lights and four electrical sockets.” - Brent Strickland.

“If the villagers hadn't helped, it would have taken us a month rather than two weeks! The terrain was a big surprise. Once you got there all you see is mountains. It was worth going and doing. We do a lot of these projects, and I would definitely recommend anyone and everyone to take these opportunities.” - Brent Strickland.

“It was amazing to see people live on a cliff with the drop off five feet from the front door. They came together as a village and a community to help us. This is going to change their lives.” - Andrew Jackson.

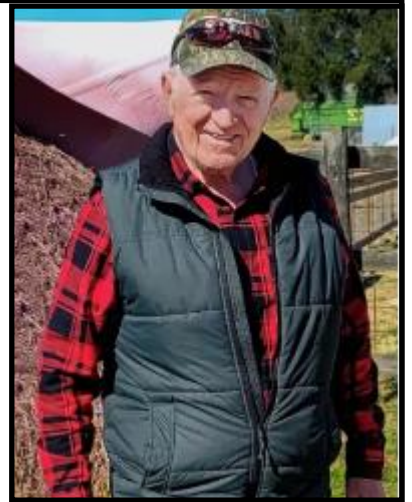


# In Memory of Roger Bishop

October 15, 1946—December 2, 2023

Roger Bishop Obituary:

Roger Frederick Bishop, 77, left this world in sure and certain hope of the resurrection on December 2, 2023. He was a longtime resident of Ezzell, Texas where he lived with his wife of 55 years, Diane Bishop, who preceded him in death. Roger was the father of four children—Jeffrey Paul Bishop (wife Cynthia Gryder Bishop), Christa Lyn Bishop Marek (husband Victor Marek), Nathan Wesley Bishop (wife Angela Rizo Bishop), and Matthew Todd Bishop (wife Catherine Heeter Bishop).



He was born on October 15, 1946 to the late John Paul Bishop and Bonnie Klaus Bishop in Edinburg, Texas. He was the middle child with two brothers, John Paul Bishop, Jr. and Thomas Michael Bishop, both of whom preceded him in death. In 1954, he moved with his family to Ezzell, Texas, his father's family home. After the death of his father in 1961, the brothers lived with his grandmother Isabelle Ponton Bishop. He was a graduate of Hallettsville High School in 1965, and married Diane Green on September 2, 1966.

Roger worked for several companies over the years, including DuPont, Hancor, Polydynamics, Formosa, and South Texas Electric Cooperative. He also owned and operated a dairy farm from 1974 to 1994.

Roger never met a stranger and was a beloved colleague at his places of employment, especially South Texas Electric Cooperative in Victoria, Texas. He was a loving father, grandfather, and great-grand father; he was a dedicated friend to many, many people.

Roger is survived by his children, daughters-in-law and son-in-law. He is also survived by 11 grandchildren, Devin Nicole Otto Grasshoff (husband Jake Grasshoff), Alyson Jaye Otto (fiancé Jered Carrizales), Madeleine Grace Bishop, Isabel Lee Bishop, Lydia Clare Bishop, Henry Michael Bishop, Felix Roger Gabriel Bishop, Lyla Ruth Bishop, Amelia Inés Bishop, Vincent Charles Raphael Bishop, and Nora Caroline Bishop. He is also survived by five great-grandchildren, Jaycee Layne Grasshoff and Ridge Louis Grasshoff, and Alyana Brooke Carrizales, Abygail Grace Carrizales, and Jonah Miguel Carrizales.

His pallbearers are: Carl Hermes, Jason Kurtz, Jason Mares, John Packard, Clayton Schutz, and Joel Smith. Honorary pallbearers are: Jered Carrizales, Jake Grasshoff, and Victor Marek.

## Employee Standing Committee (ESC)

### 2023 EMPLOYEE STANDING COMMITTEE

<b>Power Delivery Division</b>			
First	Last	Office	Job Title
Octavio	Serrano	Donna	Substation Technician
Holly	Gifford	Rayburn	Transmission Project Coordinator
Jakob	Hochdorf	Rayburn	Mechanic
Anthony	Maldonado	Pearsall	Substation Technician
Todd	Utz	Rayburn	Technical Coordinator
Travis	Gillig	Rayburn	SCADA Programmer
Kyler	Dollins	Rayburn	Substation Technician
Melissa	Reynolds	Rayburn	Meter Data Processor
<b>Power Supply Division</b>			
First	Last	Office	Job Title
John	Coyle	Pearsall	Maintenance Technician
Rebecca	Hauboldt	Rayburn	QSE Settlement Agent
<i>Shift</i>	<i>Worker</i>	Rayburn	Operator
Marcos	Banda	Red Gate	Maintenance Technician
Clayton	Schutz	Rayburn	Operator
<b>Corporate &amp; Member Services</b>			
First	Last	Office	Job Title
Anthony	Lopez	Rayburn	Headquarters Custodian
Melissa	Lara	Rayburn	CR Representative
<b>Accounting &amp; Finance</b>			
First	Last	Office	Job Title
Christine	Carter	Rayburn	Asset Accountant
<b>Administration</b>			
First	Last	Office	Job Title
Michelle	Gloor	Rayburn	Executive Assistant



## Employee Standing Committee

During 2023, the ESC received 85 applications and recommended approval of \$74,500 in Charitable Giving and Corporate Support to qualifying organizations in the areas that we serve.



Each employee has 24 hours of paid release time allocated for use in 2024. Last year, 407 hours of paid release time were spent giving back to our communities. Have photos you want to share from volunteering or STEC events? Reach out to John Coyle.



Thank you for supporting our employee funded Adopt-A-Family Christmas program. We raised \$8,188 and were able to provide 49 children (14 families) with the JOY of Christmas.



# Annual Chili Cookoff

Congratulations to STEC's Best Chili team PBP Chili (Joe Zappe and Mitch Davis) and Most Interesting Chili team Feral Cat Chili (Taylor McGaugh & Brandon Matula)! The John Packard Judge's Award went to Anthony Lopez.



# Annual Chili Cookoff



# EMPLOYEE STANDING COMMITTEE



## Giving Back to Our Communities

**Employee Volunteer Hours**  
as of 12/31/23

**Charitable Giving & Corporate Support**  
As of 12/31/23

**469.50**

**\$74,500**

## VOLUNTEER

The ESC wants to share photos of you volunteering at your chosen qualifying organization. Please take pictures and email them to John Coyle at [jcoyle@stec.org](mailto:jcoyle@stec.org).



Are YOU looking to volunteer? Let ESC help you find a qualifying organization in your area. Contact your ESC Representative for more information. Each employee has 24 hours of paid release time allocated for use in 2024. The ESC continues to review applications for the Charitable Giving and Corporate Support program each month.



Approved Organizations for Paid Release Time (PRT)	Area
180 Ranch - Dilley	Pearsall Area
Bluebonnet Children's Center - Hondo	Pearsall Area
Bountiful Blessing Food Pantry - Pleasanton	Pearsall Area
Boys & Girls Club of Laredo	Pearsall Area
CASA of South Texas - Pearsall	Pearsall Area
Children's Advocacy Center of Laredo-Webb County	Pearsall Area
Children's Alliance of South Texas - Jourdanton	Pearsall Area
Community Services Agency of South Texas, Inc. - Carrizo Springs	Pearsall Area
Courage Ranch - Floresville	Pearsall Area
Cowboys Ranch - Floresville	Pearsall Area
Devine Food Pantry Ministry, Inc.	Pearsall Area
Dream Walkers Equine Therapy Center - Uvalde	Pearsall Area
El Progreso Memorial Library - Uvalde	Pearsall Area
Frio Friends of the Family - Pearsall	Pearsall Area
Habitat for Humanity of Laredo, Inc.	Pearsall Area
Holding Institute, Inc. - Laredo	Pearsall Area
Jamie's Ranch for Special Kids - McCoy	Pearsall Area
Laredo Regional Food Bank	Pearsall Area
Laredo Stroke Support	Pearsall Area
Medina Children's Home	Pearsall Area
Ruthe B. Cowl Rehabilitation Center - Laredo	Pearsall Area
Safer Path Family Violence Shelter, Inc. - Pleasanton	Pearsall Area
San Antonio Food Bank - Frio & Pearsall	Pearsall Area
South Texas Advancement Resource - Aguilares	Pearsall Area
Southwest Family Life Centers, Inc. - Hondo	Pearsall Area
St. Henry de Osso Family Project	Pearsall Area
Texas Ramp Project – San Antonio South Region	Pearsall Area
Volunteers Serving the Need - Laredo	Pearsall Area
Voz de Ninos - CASA - Laredo	Pearsall Area

**Please print out the Paid Release Time Verification Form before you volunteer.** It will need to be signed by the coordinator of the organization you are volunteering at. You can find the form in the XDrive: X:\4. ESC\6. Volunteer - Paid Release Time LIST and FORM



<b>Approved Organizations for Paid Release Time (PRT)</b>	<b>Area</b>
American Heart Association - Corpus Christi	Sam Rayburn Area
Billy T. Cattan Recovery Center – Victoria	Sam Rayburn Area
Blessing Cup Storehouse, Inc.	Sam Rayburn Area
Bluebonnet Youth Ranch - Yoakum	Sam Rayburn Area
Boys & Girls Club of Cuero	Sam Rayburn Area
Boys & Girls Club of DeWitt County	Sam Rayburn Area
Boys & Girls Club of El Campo	Sam Rayburn Area
Boys & Girls Club of Palacios	Sam Rayburn Area
Children's Discovery Museum of the Golden Crescent - Victoria	Sam Rayburn Area
Christ's Kitchen - Victoria	Sam Rayburn Area
Community Action Committee of Victoria	Sam Rayburn Area
Community Action Corporation of South Texas (CACOST) - Alice	Sam Rayburn Area
Corpus Christi Hope House, Inc.	Sam Rayburn Area
Corpus Christi Pregnancy Center	Sam Rayburn Area
Courage Ranch – Karnes County	Sam Rayburn Area
Crossroads Autism Network - Victoria	Sam Rayburn Area
Crossroads Guardians of Hope - Victoria	Sam Rayburn Area
Educating Children's Future Community Center – Corpus Christi	Sam Rayburn Area
Food Bank of the Golden Crescent - Victoria	Sam Rayburn Area
Golden Crescent CASA - Victoria	Sam Rayburn Area
Goliad County Outreach	Sam Rayburn Area
Gulf Bend Center - Victoria	Sam Rayburn Area
Halo-Flight, Inc. - Corpus Christi	Sam Rayburn Area
Helping Hands Ministry of El Campo	Sam Rayburn Area
Hospice of South Texas - Victoria	Sam Rayburn Area
Marine's Toys for Tots	Sam Rayburn Area
Mid-Coast Family Services - Victoria	Sam Rayburn Area
Operation Homefront Inc. - Corpus Christi	Sam Rayburn Area
Pain to Purpose, Inc. - Victoria	Sam Rayburn Area
Palacios Area Fund of Communities Foundation of Texas	Sam Rayburn Area
Palacios Community Hub	Sam Rayburn Area
Pregnancy Help Center of the Crossroads Area - Port Lavaca	Sam Rayburn Area
Promise Pointe - Victoria	Sam Rayburn Area
Tennis Success, Inc. - Corpus Christi	Sam Rayburn Area
Texana Center - El Campo	Sam Rayburn Area
Texas Ramp Project - Victoria Region	Sam Rayburn Area
The Ark Assessment Center & Emergency Shelter	Sam Rayburn Area
The Children's Center - Victoria	Sam Rayburn Area
The Nave Museum (Victoria Regional Museum Association)	Sam Rayburn Area
The Riding Therapy Center - Victoria	Sam Rayburn Area
Victoria Ballet Theatre	Sam Rayburn Area
Victoria County Master Gardener Association	Sam Rayburn Area
Warriors Weekend - Victoria	Sam Rayburn Area
West Side Helping Hands – Corpus Christi	Sam Rayburn Area
Women Growing Together Express Network - Victoria	Sam Rayburn Area

Approved Organizations for Paid Release Time (PRT)	Area
Access Esperanza Clinics - McAllen	Valley Area
Affordable Homes of South Texas, Inc. - McAllen	Valley Area
Alzheimer's Association - RGV Walk to End Alzheimer's	Valley Area
Boys & Girls Club of Harlingen	Valley Area
Boys & Girls Club of Pharr	Valley Area
Boys & Girls Club of San Juan	Valley Area
Boys & Girls Club of Weslaco	Valley Area
Cameron County Children's Advocacy Center's - San Benito	Valley Area
Capable Kids Foundation, Inc.	Valley Area
CASA Hidalgo	Valley Area
Children's Advocacy Center of Hidalgo & Starr Counties	Valley Area
Comfort House Services, Inc. - McAllen	Valley Area
Community Development Corporation of Brownsville ("cdcbs") YouthBuild	Valley Area
Family Crisis Center, Inc.	Valley Area
Food Bank of the Rio Grande Valley, Inc. - Pharr	Valley Area
Good Neighbor Settlement House - Brownsville	Valley Area
Good Samaritan Community Services	Valley Area
Habitat for Humanity RGV - McAllen	Valley Area
House of Grace Group Home Ministries - Harlingen	Valley Area
La Posada Providencia	Valley Area
Loaves & Fishes of the RGV, Inc. - Harlingen	Valley Area
Lupus Foundation of America – TX Gulf Coast Chapter (Harlingen)	Valley Area
Make-A-Wish Foundation of the RGV	Valley Area
Nevaeh's Kidz Conquering Cancer - Edinburg	Valley Area
Open Hands Community Charitable Services - Donna	Valley Area
Operation Homefront - Weslaco	Valley Area
Rainbow RGV Community Partners aka McAllen Rainbow Room	Valley Area
Rio Grande Habitat for Humanity - McAllen	Valley Area
Rio Grande Valley Literacy Center - Pharr	Valley Area
Ronald McDonald House Charities of the RGV	Valley Area
Silver Ribbon Community Partners - McAllen	Valley Area
South Texas Empowerment of Women Center (Starr of Hope) - Rio Grande City	Valley Area
South Texas Literacy Coalition - Edinburg	Valley Area
Special Olympics Texas RGV	Valley Area
Texas Ramp Project – McAllen Region	Valley Area
The Salvation Army - McAllen	Valley Area
True Love United - Pharr	Valley Area



ESC Year to Date  
Donation List



Access Esperanza Clinics, Inc.- McAllen
Affordable Homes of South Texas, Inc. - McAllen
AIM Strong, Inc. - McAllen
Alzheimer's Association – RGV
American Red Cross – Hill Country
Billy T. Cattan Recovery Center – Victoria
Boys & Girls Club of Cuero
Boys & Girls Club of El Campo
Boys & Girls Club of Harlingen
Boys & Girls Club of Palacios
Capable Kids Foundation – McAllen
Children's Advocacy Center of Laredo-Webb County
Children's Alliance of South Texas - Atascosa County
Children's Alliance of South Texas - Frio & LaSalle Counties
Children's Alliance of South Texas - Jourdanton
Children's Alliance of South Texas - Wilson & Karnes Counties
Christ's Kitchen – Victoria
Community Action Committee of Victoria
Corpus Christi Hope House, Inc.
Corpus Christi Pregnancy Center
Courage Ranch
Courage Ranch – Karnes County
Cowboys Ranch - Floresville
Crossroads Guardians of Hope – Victoria
Devine Food Pantry
Donum Dei, Inc. dba The Riding Therapy Center of Victoria

**Educating Children's Future Community Center – Corpus Christi**

**Food Bank of the RGV – McAllen**

**Gulf Bend Center - Victoria**

**Hospice of South Texas - Victoria**

**Jamie's Ranch for Special Kids - McCoy**

**Loaves & Fishes of the RGV – Harlingen**

**Make-A-Wish Foundation of the Rio Grande Valley**

**Open Hands Community Charitable Services**

**Operation Homefront - Corpus Christi**

**Operation Homefront - Weslaco**

**Palacios Community Hub**

**Pregnancy Help Center of the Crossroads Area – Port Lavaca**

**Rio Grande Habitat for Humanity**

**Ruthe B. Cowl Rehabilitation Center**

**Safer Path Family Violence Shelter, Inc.**

**South Texas Life Skills – Devine**

**Special Olympics Texas - Weslaco**

**Teens Grounded, Inc. - Victoria**

**Texas Ramp Project – San Antonio Area**

**Texas Ramp Project – Victoria Region**

**The Salvation Army - McAllen**

**True Love United - Pharr**

**Victoria County Master Gardener Association**

**Volunteers Serving the Need – Laredo**



## 2023 SERVICE AWARDS

### Power Delivery

Greg Seiler	25 years
Loretta Gonzalez	20 years
Moises Gonzalez	20 years
Steve Taylor	20 years
Margarito Torres	20 years
Dung Nguyen	15 years
Paul Person	15 years
Jason Talley	15 years
Clifton Diebel	15 years
Mark Hanson	10 years
Roger Kurtz	10 years
David Perez	10 years
Rebecca Loredó	10 years
Derek Merta	5 years
Matthew Perkins	5 years
Juan Ramirez	5 years

### Corporate & Member Services

Wendy Ohrt	20 years
Eric Mercer	5 years
Connie Hermes	20 years
Jimmy Sierra	30 years

### Power Supply

John Packard	25 years
Raul Torres	25 years
Gabriel Mainz	25 years
W.S. Brown	15 years
Carlos Yanez	15 years
Ethan Meyers	10 years
Richard Vinton	5 years
Juan Mendoza	5 years
Joel Leal	5 years

### Accounting & Finance

Kimberly Perry	20 years
Christine Carter	5 years
Mark Kimmey	5 years

### Administration

Michelle Gloor	5 years
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500 YEARS OF SERVICE AND EXPERIENCE



# WELCOME

TO OUR COMPANY



Brayden Goode began working at STEC in the ROW-Nursery Department as the new Right-Of-Way Tree Trimmer on October



Jennifer Mikolas began working at STEC in the Accounting Department as the new Purchasing Agent on November 13, 2023.



Marcus Casillas began working at STEC in the Engineering Department as the new Land Agent on December 11, 2023.



Leonel Casas began working at STEC in the Valley as the new Warehouse and Office Coordinator on January 22, 2024.



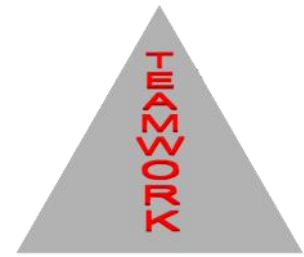
Cole Brannan began working at STEC in the ROW-Nursery Department as the new Right-Of-Way Groundsman on January 22, 2024.



## UPCOMING MEETINGS

### February 2024

ESC Committee	1
Safety Committee	1
Employee Service Awards	9
Safety Meeting (Nursery)	12
Safety Meeting (Nursery)	13
Safety Meeting (Red Gate/Donna)	14
Safety Meeting (Pearsall)	15
Committee Meeting (Pearsall)	21
Board Meeting (Pearsall)	22
Supervisors Meeting	22
Supervisor Training	26



### CORE VALUES

Safety

Integrity

Teamwork

Communication

## Upcoming *M*eetings

### March 2024

ESC Committee	7
Safety Committee	7
Safety Meeting (Nursery)	11
Safety Meeting (Nursery)	12
Safety Meeting (Red Gate/Donna)	13
Safety Meeting (Pearsall)	14
Easter Egg Hunt (Sam Rayburn)	26
Committee Meeting (Pearsall)	27
Board Meeting (Pearsall)	28
Good Friday Holiday	29



### South Texas Electric Cooperative

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P.O. Box 119  
Nursery, Texas 77976  
361.575.6491  
[www.stec.org](http://www.stec.org)

