

OUR HOME OUR COOPERATIVE OUR FUTURE

Report

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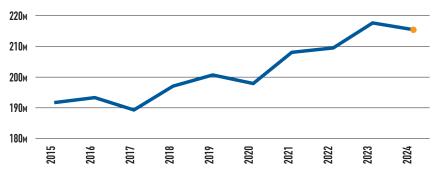
Online

 www.facebook.com/SanMiguelPower www.smpa.com

Our Mission

It is the Mission of the San Miguel Power Association, Inc. to provide our members with safe, reliable, cost-effective, and environmentally responsible electrical service, while demonstrating both cooperative responsibility and support for the communities we serve.

SMPA Annual Sales



2023 SMPA At-A-Glance

\$0

15,449	0	Meters	809	Û	Average Residential kWh Use
56		Employees			KWII USE
1 882	11	Miles of Line	716	<u>Æ</u>	Net Metered Accts
			45,805	₩~	Peak Demand (kW)
-		Meters Per Mile	1938	£,	Year Incorporated
^{\$} 0.134725	¢	Per Residential kWh		-	•
\$28		Access Charge	Iri-State		Power Supplier
			. 7		Counties Served:
215.8	7	Million kWh Sold	-		Dolores, Hinsdale, Mesa, Montrose, Ouray, San Juan, San Miguel

Notice of the Annual Meeting of San Miguel Power Association, Inc

The 86th Annual Meeting of the Members of San Miguel Power Association, Inc. (SMPA) will be held at the SMPA Ridgway office (720 N. Railroad St. Ridgway, Colorado) on the 5th day of June 2025. Members may attend in person or via virtual interface. A registration link will be provided on the association website, www.smpa.com. The business meeting will begin at 5:30 p.m. This meeting will be held for the following purposes:

- **01** The announcement of elected directors to the Board of Directors for District #5, including part of San Miguel County, including Mountain Village and Ophir and for District #7, including parts of Hinsdale, Montrose, Ouray, San Juan and San Miguel Counties including Ouray and Silverton.
- 02 The reports of Officers. **Directors & Committees.**
- **12** Any other business that may properly come before the meeting.





In an Electric industry characterized by conditions and priorities in transition, it's natural to ask, "Where do we stand?" While electric service, itself, has remained relatively stable, the sources, prices, means of delivery and rules governing electric power have been in a state of constant flux. Fortunately, a rural electric cooperative like San Miguel Power Association (SMPA) is well-positioned to adapt to and even benefit from such changes.

This is so, in part, because our members, representatives and staff are bound together by our shared reverence for this land that we call 'home.' Underpinning our vision of life in these wild surroundings, is our trust

The SMPA Board of Directors:

SMPA directors are elected from the membership, by the membership. They employ the CEO, set the strategic direction of the cooperative, and represent their fellow members in a fair and impartial manner.



in our member-controlled nonprofit utility to provide the electric service we all need. SMPA is shaped by our vision of a safe, sustainable, independent and respectful cooperative that can serve our home reliably and responsibly.

This report is meant to let you-the SMPA member-know how we're doing.

Reliability and Resiliency

Reliability is the sense of assurance that light and power will be available when you need it. A high degree of reliability is our goal, but it is, by no means, a given. Our distribution grid must be constantly maintained and improved. Turn to page 4 to see some of our latest accomplishments toward grid reliability.

Resiliency is "bouncing back." It means that power is restored quickly once it's been knocked out. Recent access to grant monies have stoked hope and planning for so-called "microgrid" projects throughout our territory that may greatly improve the resiliency of our towns. Turn to page 8 to learn what cutting-edge projects might come to fruition if these funds make their way to where they've been promised.

Safety and Timing

Fire prevention, and our partnerships with local emergency services help to protect our communities and our cooperative. On page 3, you can read about these and other measures we take to ensure that our handling of electric power is safe for all who use it and who maintain it.

On page 8, you can learn about how our new Time-of-Use (TOU) billing method sets the stage for members to use their habits as well as new technologies to directly control the



size of their power bill. On a larger scale, these changes can reduce SMPA's overall cost of electricity, while lessening the need for additional infrastructure to support our growing population.

Power Supply

and Technology

Peering into the near future on page 10, you'll hear of the debates, taking place at the Federal Energy Regulatory Commission (FERC), on how the greater market can allow for autonomy while maintaining fairness.

On page 10, you'll get to see how emerging technologies are offering solutions never before envisioned to meet the ever-evolving needs.

We're excited to share with you, this snapshot of an industry in transition and to show you the work we've been doing to power the life we all can enjoy. So, turn the page. Together, we can explore the intricacies of our home; our cooperative; our future.



FOCUS: SAFETY CULTURE

Creating and Sustaining a Culture of Safety at San Miguel Power Association

At San Miguel Power Association (SMPA), safety isn't just a checklist—it's a deeply rooted culture that defines who we are. Our safety culture reflects the shared values, attitudes, and practices that prioritize the well-being of our employees, members, and the communities we serve. It's about making sure everyone—whether it's a co-worker or a community member gets home safely every single day.



Creating and maintaining this culture is a collective responsibility. From the Board of Directors setting the vision to the CEO leading by example, managers supporting safe work practices, and employees living that culture every day, everyone at SMPA plays a part. Even our members contribute by staying engaged and supporting safety initiatives.

Open and honest communication is at the heart of a strong safety culture. At SMPA, we emphasize two-way communication—encouraging all employees to share concerns, report near-misses, and suggest improvements without fear. Our Safety Committee plays a vital role in this effort, acting as a channel for feedback and promoting continuous improvement. It also supports our strategic goal of ownership and accountability in every employee.

Keeping our culture positive and proactive means investing in continuous training and creative engagement. Recent trainings like Speak Up, Listen Up and rescue simulations reinforce practical safety skills. We also make



safety personal—last year, employees received custom tote bags decorated by loved ones, a reminder of why safety matters. These bags symbolize the personal "why" behind staying safe.

At SMPA, safety is more than a protocol—it's a mindset. With consistent communication, strong leadership, and a commitment from every team member, we are proud to uphold a culture where safety always comes first.

Protecting Our Home: SMPA and Fire Mitigation

SMPA's fire prevention strategy includes maintaining and upgrading equipment, trimming vegetation near power lines, and implementing advanced monitoring systems such as the PANO-AI advanced firewatch camera system. We conduct regular inspections and respond to state and county "Red Flag warnings" and weather advisories. Additionally, we have installed insulated lines. fire-resistant poles, and have invested in technology to quickly detect and respond to faults, reducing the likelihood of sparks that could ignite wildfires.



Service Reliability for Our Home

SMPA has a strategic objective to ensure the ongoing reliability and resiliency of our power supply infrastructure while supporting our communities' overall resiliency efforts.

Because SMPA operates in a rocky, mountainous territory, our work plan balances service reliability and wildfire prevention. Key components include:

Targeted Vegetation Management: We regularly clear vegetation near power lines, focusing on areas with difficult terrain access.

• Equipment Hardening:

We install insulated or covered conductors, fire-resistant poles, and underground lines in high-risk areas.

• Enhanced Monitoring:

We use drones, remote sensors, and smart grid technology to detect faults quickly.

• Preventive Maintenance: We schedule routine inspections and upgrades to address wear and tear.





• Community Communication:

We keep stakeholders informed about safety measures and both planned and unplanned outages.

This comprehensive approach enhances reliability while minimizing fire risks. It's all part of SMPA's commitment to serve our members and enable convenience and comfort in the wild, rugged environment that we call "home."

The Red Mountain Electrical Reliability and Broadband Improvement Project:

The Red Mountain Electrical Reliability and Broadband Improvement Project aims to replace the aged electrical transmission power line that crosses Red Mountain Pass with a new line, engineered with current technologies and design practices. This fall, SMPA contractors will replace the line section from the Red Mountain substation to the Alpine Loop turnoff (South of Ruby Walls). They'll also install upgrades at the old Ouray substation and nearby structures. With this work complete, the long-term project will have passed its halfway point.



The final vision is a transmission line that's safer and more practical to maintain in the difficult mountain terrain, providing reliable backup power for Ouray County while expanding the region's broadband network.

CONSTRUCTION PHASES: CLEARING PHASE: Ruby Walls (Finalizing) Section PHASE II (2024): PHASE IIIa (2025): PHASE IIIb (2026): PHASE I (2023): PHASE IV (2027): Vegetation Section 1 Section 2 Section 3 Management (Idarado to Burro Bridge) (Idarado to Red Mtn.) (Ouray to Red Mtn.)

2024 FINANCIAL REPORTS

Statement of Revenue, Expenses & Patronage Capital

REVENUES		2024	2023
Residential	58.32%	^{\$} 19,263,682	\$ 19,207,090
Commercial	39.07%	12,904,935	12,845,875
Irrigation	0.65%	213,118	207,310
Street Lights	0.16%	52,091	52,549
Other	0.50%	166,713	206,563
Deferred Revenue / (Revenue Deferral)	1.30%	430,000	(200,000)
TOTAL OPERATING REVENUE	100.00%	^{\$} 33,030,539	\$32,319,387

EXPENDITURES		2024	2023
Cost of Purchased Power	52.75%	\$ 17,186,395	\$ 16,641,315
Transmission Expense	0.31%	92,071	96,783
Distribution Expense-Operation	11.96%	3,653,644	3,773,683
Distribution Expense-Maintenance	6.93%	2,168,355	2,184,854
Consumer Accounts Expense	4.14%	1,448,835	1,305,843
Customer Service and Informational Expense	e 1.84%	757,841	581,453
Administrative and General Expense	9.89%	3,429,036	3,120,016
Depreciation and Amortization Expense	8.47%	2,702,123	2,673,172
Interest on Long-Term Debt & Other	3.67%	1,431,060	1,158,811
Other Deductions	0.04%	10,129	12,251
TOTAL COST OF ELECTRIC SERVICE	100.00%	^{\$} 32,879,489	^{\$} 31,548,181

MARGINS	2024	2023
Operating Margins	^{\$} 151,050	\$771,206
Non-Operating Margin	492,842	381,010
Capital Credits	1,415,399	358,770
PATRONAGE CAPITAL OR MARGINS	^{\$} 2,059,291	\$1,510,986

More Information; More Room

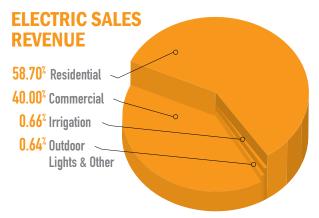
SMPA recently switched from a simplex (1-sided) to a duplex (double-sided) bill format to improve communication and reduce costs. By switching to duplex printing, SMPA included more information about energy usage, efficiency tips, and cooperative updates without increasing the bill's length. The change also helped control printing and mailing expenses while supporting the cooperative's sustainability goals.

If you have questions about how to gain useful information from your bill, see the section, "Understanding My Bill" at www.smpa.com.



ASSETS	2024	2023
Total Utility Plant	^{\$} 115,831,959	^{\$} 104,971,775
Less: Reserve for Depreciation	(40,953,283)	(38,818,101)
Net Utility Plant	74,878,676	66,153,674
Reserve Funds & Investments	20,601,551	19,555,872
General Funds	2,055,538	2,142,440
Special Deposits	503,536	850,104
Accounts Receivable	3,575,972	3,480,177
Material Inventory	2,795,615	2,015,937
Prepayments & Other Assets	185,191	193,414
Deferred Charges	112,419	119,972
TOTAL ASSETS	^{\$} 104,708,498	^{\$} 94,511,590

LIABILITIES & EQUITIES	2024	2023
Total Equities & Margins	^{\$} 48,791,639	\$47,556,098
Total Long Term Debt	41,828,163	31,408,659
Notes Payable	-	2,000,000
Current & Accrued Liabilities	8,784,154.00	8,580,440
Deferred Credits	5,304,542.00	4,966,393
TOTAL LIABILITIES AND EQUITIES	^{\$} 104,708,498	^{\$} 94,511,590



Revenues by class. Values shown do not consider revenue deferral.

COST OF ELECTRIC SERVICE

53.41[%] Cost of Power & Transmission -

- **18.32^x** Operations & Maintenance
- 10.13[%] Admin & General -
- 5.73[%] Consumer Accounts & Customer Service
- 8.54[%] Depreciation -
- 3.86² Other Deductions & Directors Expenses



The Green Fund is Neighbors Helping Neighbors

The individuals who choose to live in the rural and remote southwest mountains and mesas of Colorado are independent, resourceful and resilient. And yet, it's pretty hard to make it alone in this region. We depend on our neighbors to check the mail while we are away and in turn, we help them when their driveway needs to be shoveled. Living in rural and remote communities



means that we are inherently connected to one another and our natural landscapes. We can't help but be more resilient together.

The Green Fund is a regenerative fund set aside for green projects within SMPA's service territory. Every dollar that goes into SMPA's Totally Green and Green Blocks programs contribute to a designated pool of money that supports local renewable energy generation, helps weatherize income-qualified homes, makes beneficial electrification projects possible through SMPA rebates and more.



Rebate Report

REBATES	ISSUED	TRI-STATE CONTRIBUTION	TOTAL W/ SMPA & TRI-STATE
Electric Commuter Bicyle	27	\$3,956.42	\$4,050.00
Electric Water Heater Rebate	10	\$3,200.00	\$6,525.00
Energy Audit Rebate	2	\$0.00	\$200.00
EV Charging Equipment Rebate	27	\$5,182.98	\$9,479.60
Fridge/Freezer Disposal Rebate	12	\$720.00	\$855.00
Heat Pump Dryer Rebate	6	\$540.00	\$1,080.00
Heat Pump Rebate	38	\$61,822.70	\$61,822.70
Induction Cooktop Rebate	16	\$4,850.00	\$5,500.00
Outdoor Electric Power Equipment Rebate	65	\$6,924.41	\$10,722.35
Home Battery Rebate	3	\$0.00	\$2,250.00
Smart Thermostats Rebate	9	\$400.00	\$400.00
Solar PV Rebate	19	\$0.00	\$7,780.00
Thermal Storage ETS Rebate	1	\$86.40	\$216.00
Whole House Fans Rebate	2	\$200.00	\$400.00
	237	\$87,882.91	\$111,280.65

Consumer Electric Vehicles - You Have the Power

Few consumer devices have as much power to either harm or help the local electric grid and associated consumer rates, as Electric Vehicles.

Personal electric vehicles (EVs) can help lower a home's power bill through a time-of-use (TOU) program by charging during off-peak hours when electricity rates are lowest. This makes better use of energy delivery infrastructure, reducing the need to expand that infrastructure. Charging on-peak has the opposite effect.

If you're an EV owner, a small

investment of time learning how to adjust your home charging station's schedule can not only save money on your monthly electric bill; it can reduce SMPA's reliance on expensive grid upgrades, reducing impact to the local environment as well. OUR COOPERATIVE

Time-of-Use: Keeping Power Costs as Low as Possible

Electric service on the Western Slope allows for comfort and convenience within a beautiful and rugged landscape... but costs are on the rise. Fortunately, your memberowned electric cooperative is dedicated to meeting new challenges while minimizing upward pressure on rates.

By strategically managing flexible loads, SMPA can lessen the overall cost impact on the electricity used for essential purposes like cooking, lighting, and heating, when consumers need it most. This concept led SMPA to introduce the Time-of-Use (TOU) energy rate.

What is Time-Of-Use?

SMPA'S Time-of-Use (TOU) rate offers members a discount on energy for 19 hours of the day, 11¢ / kWh (previously 13.5¢ / kWh). During the 5 hour "Peak" period of 4 p.m. to 9 p.m., members see a higher rate (22¢ /kWh)



Ridgway Completes Microgrid Project and Establishes Community Resilience Hub for Extreme Weather

Ridgway, CO – The Town of Ridgway is excited to announce that the Space to Create Resilience Hub Microgrid Project has been completed. The Project was a collaboration between the Town of Ridgway, San Miguel Power Association ("SMPA"), Alternative Power Enterprises, Inc. ("APE"), and Artspace Projects, Inc. ("Artspace"), to add infrastructure to the Artspace Ridgway Space to Create Building, outfitting the community space on the first floor, commonly known as the Decker Community Room, to serve as a Community Resilience Hub during extreme weather. The infrastructure upgrades include solar panels and battery back-up at the Decker Community Room.

This Community Resilience Hub is designed to be an accessible and equitable facility where community members can access essential resources and information during times of need. This location will provide basic needs and supplies, shelter from the elements, access to power and device charging, and free wi-fi.

"The Town of Ridgway will greatly benefit from both the power delivery resiliency and the locally produced solar energy afforded by the implementation of a Town-sited microgrid system," said John I. Clark, mayor of Ridgway. "Sustainability and resiliency are key goals identified in the Town's Master Plan, and we're excited to have achieved one of our strategic objectives related to the reduction of locally produced greenhouse gasses through increasing use of renewable energy and emerging technologies and practices.

The Project was made possible by Town General Fund dollars and a grant award, applied for and administered by the local, not-for-profit electric cooperative, San Miguel Power Association (SMPA), through the Colorado Department of Local Affairs' Microgrids for Community Resilience Program. APE was chosen by the Town through a competitive solicitation process to install the solar/storage microgrid emergency power system to provide electrical resilience to the 2,000 square foot Decker Community Room.



Power Hours! Danielle (SMPA H.R.) and Lance (SMPA CFO) welcome visitors at the door during one of our public events at the Decker Room.



COMMUNITY

SMPA's Relationship with the Communities it Serves

San Miguel Power's goal has never been to just sell electricity. As a nonprofit electric cooperative, we seek to act as an integral part of our communities. We wish to support home-grown initiatives that help people learn, grow and prosper. With that in mind, we channel over \$80,000 annually from our Unclaimed Member Dividends into scholarships, economic development grants and member-focused donations.

Because cooperatives also cooperate with each other, we're able to bring in matching monies from our partner organizations like Tri-State Generation

and Transmission. Basin Electric Power Cooperative and CoBank.

We offer \$29,000 in scholarships to support students pursuing further education. Recognizing the rising cost of trade education, SMPA also offers a dedicated \$3,000 Vocational Scholarship to help career-focused students gain critical skills.

The cooperative's Community Focus Donations program donates amounts between \$500 - \$2500 to local programs that benefit communities through community vitality, cultural heritage, education, and member welfare. This

strengthens SMPA's connection to its members by addressing the diverse needs of the communities it serves.

SMPA and CoBank's Sharing Success **Economic Development Grants support** projects that improve local financial stability, expand entrepreneurship, and enhance regional economic vitality. Eligible applicants can receive up to \$20,000 for initiatives that benefit entire business communities.

By combining essential electric service with robust community investment, SMPA demonstrates a lasting commitment to the communities it serves.

Helping Our Youth Access Higher Education and Training!

This year, San Miguel Power is awarding \$29,000 in scholarships to students who are dependents of SMPA members. Congratulations to these twelve deserving students!



Amber Bockrath - Tri-State \$500 Scholarship, Norwood High School



Anna Ramponi Basin Electric \$1000 Scholarship





Chloe Kiparsky SMPA \$3000 Scholarship, Ouray High School



Dylan LaBorde SMPA \$3000 Collegiate



Scholarship





lan Snapp SMPA \$3000 Scholarship, **Ridgway High** School



Merrilee Gallagher SMPA \$3000 Scholarship, Nucla High School

Karely Ortega

- SMPA \$3000

Scholarship, Silverton High

School



Neva Hines - Tri-State \$500 Scholarship, **Ridgway High** School



Robert Robinson SMPA \$3000 Scholarship, **Telluride High** School

Sharing Success Grant Boosts Rico Trails Alliance Project

The Rico Trails Alliance (RTA) received a \$10,000 Sharing Success Economic Development Grant to strengthen its infrastructure, development, and outreach, aiming to boost volunteer participation, community engagement, and trail project capacity in 2025. With 2024 funding, RTA established a 3-year strategic plan, development database, grant timelines, and an online



stakeholder platform. Their flagship 2025 project is a new 2.200-foot segment of the **RGS River Trail, connecting** Rico's new recreation area to the Lazy Rooster campground and historic trails leading to the Colorado Trail. This scenic, non-motorized trail will offer safe, accessible recreation for all ages, avoiding busy Highway 145. It is expected to benefit Rico's economy through increased tourism, local business revenue, and tax generation. Collaborating with various partners, RTA aims to position the trail as a community asset and elevate Rico as a hub for outdoor recreation and stewardship in a disadvantaged region.

Employees Show they Care Where the Rubber Meets the Road!

When the SMPA Family lost a cherished member, Line Technician, Johnathan Smith, they turned their grief into a new tradition of community care. They "adopted" a stretch of highway 145, near Caddis Flats Campground. and dedicated it in his name. Honk if you see us out there, and please drive safely.



024 MEETING RECAP

Meeting Minutes: San Miguel Power Association (SMPA) Annual Meeting of Members

San Miguel Power Association 2024 Annual Meeting – Key Highlights Opening Remarks:

• Meeting called to order by Board President Rube Felicelli.

• Celebrated the 85th Annual Meeting of SMPA, reflecting on the progress from rural electrification to today's challenges and opportunities.

• Emphasized the importance of a shared vision for the cooperative's future amid climate, economic, and regulatory pressures.

Cooperative Report – CEO Brad Zaporski:

Red Mountain Transmission Line Project:

 After 8 years of planning, construction began on this critical backup line, which crosses 40 named avalanche paths.
2023 Accomplishments:

- 195 new service connections.
- Retired 30+ miles of aged conductor.
- Cleared 270 miles of right-of-way and removed 405 hazard trees.

• Secured 7 grants, including ~\$100K for a microgrid at the Ridgway office.

• Certified 7 FAA drone pilots to inspect power lines, reducing maintenance costs and outage risks.

• Achieved zero workplace injuries in 2023—over 3 years injury-free.

Financial Report – Treasurer Doylene Garvey: 2023 Financial Summary:

- Transmission remains largest expense at 55%.
- Member equity reached \$47.5M, up 1.7% from 2022.
- Returned over \$1M in member dividends.
- Invested \$4.6M in infrastructure, reducing debt by \$1.7M.

All financial benchmarks met or exceeded.

Cost & Rate Outlook:

New Tri-State Formulary Rate:

• SMPA's wholesale supplier filed a new pricing model with FERC that adjusts rates annually based on input formulas.

Energy vs. Capacity Costs:

• Energy costs are decreasing, but capacity costs are rising.

• Power between 4–9 PM costs 4x more than off-peak hours, but SMPA currently charges a flat rate.

Time-of-Use Education:

- Bills now display peak vs. off-peak usage for member awareness.
- No rate change yet, but a time-based rate could launch as early as 2025.

Community Initiatives:

Community Support:

- SMPA matched donations through Tri-State to amplify local support.
- Highlighted donations to various community programs and services.
- Sharing Success Grants:
- \$20,000 awarded annually to local
- economic development projects.
- 2023 winners: Town of Rico and Ouray Ice Park.

Microgrid Projects:

- · Deployed at Norwood Sheriff's Office
- & Telluride Middle/High School.
- Use solar + battery storage to reduce peak load and provide outage resilience.
- Exploring future projects in Silverton, Rico, Ophir, and Ridgway.
- Received grants: \$46,900 for Ridgway community space and \$83,750 for SMPA communications center.

Election Results:

Board Election – District 1:

- Hybrid voting with 405 total votes cast (27% turnout).
- Tom Loczy elected with 305 votes over Betty Nickel's 100.

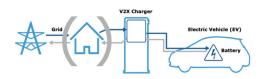
Closing Remarks:

- Thanks extended to members and SMPA staff.
- Meeting officially adjourned by Board President Rube Felicelli.

Our Future: What's "V2X?"

V2X (Vehicle-to-Everything) refers to bidirectional energy and data exchange between an electric vehicle (EV) and various systems, including the grid (V2G), home (V2H), building (V2B), and other infrastructure. This implies a more flexible, resilient electric grid, where

EVs act as mobile energy storage, helping balance supply and demand, integrate renewables, and reduce peak loads. Widespread V2X adoption could enhance grid stability, lower electricity costs, and create new revenue streams for EV owners, ultimately transforming



vehicles from mere transportation tools into essential components of a smart, decentralized energy ecosystem.

SMPA's Future Power Supply

SMPA's Wholesale Electric Service Contract (WESC) with Tri-State Generation and Transmission (Tri-State) went through several changes last year and earlier this year. There have been notable changes to Board Policy 115, including an increase in the selfgeneration cap from 5% to 20% and a committee-supported revision to exclude annual excess net metering from that calculation. After considering several options proposed by Tri-State, the San Miguel Power Association Board of Directors voted to renew our long-term partnership with Tri-State, accepting the terms of a new Wholesale Electric Service Contract, keeping the same term as the previous contract (...to expire in 2050).

Fiber Network Update

SMPA has a Strategic Objective to leverage technology that maximizes internal efficiencies and enhances the members' experience while protecting our electronic assets.

In 2024, a major focus was the successful fiber network upgrade, enhancing reliability and long-term support. The project required coordination across 12 locations and was completed seamlessly, ensuring uninterrupted critical communications and system stability. SMPA's IT team was well prepared for the full rollout of TOU billing in May 2025.



San Miguel Power Association is an equal opportunity provider and employer.

In accordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its Agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, religion, sex, gender identity (including disability, age, marital status, family/ parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity, in any program or activity conducted or funded by USDA (not all bases apply to all programs). Remedies and complaint filing deadlines vary by program or incident.

Person with disabilities who require alternative means of communication for program information (e.g., Braille, large print, audiotape, American Sign Language, etc.) should contact the responsible Agency or USDA's TARGET Center at (202) 720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800) 877-8339. Additionally, program information may be made available in languages other than English.

To file a program discrimination complaint, complete the USDA Program Discrimination Complaint Form, AD-3027, found online at www.ascr.usda.qov/complaintfilingcust.html and at any USDA office or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the complaint form, call (866) 632-9992. Submit your completed form or letter to USDA by:

(1) mail: U.S. Department of Agriculture Office of the Assistant Secretary for Civil Rights 1400 Independence Avenue, SW Washington, D.C. 20250-9410;

(2) fax: (202) 690-7442; or

(3) email: program.intake@usda.gov

