



MANAGERS
ASSOCIATION

Mutual Aid **PLAN**



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Mutual Aid Plan

- Revised September 1993
- Reprinted July 1998
- Revised June 2001
- Revised September 2006
- Revised June 2008
- Revised June 2010
- Revised May 2018
- Revised September 2022
- Revised June 2025

FOREWORD

Occasionally, and usually as the result of the elements, a cooperative may be confronted with destruction of its' lines and equipment on a scale that overtaxes its manpower, equipment, and other facilities, resulting in a substantial breakdown of service.

To cope with emergencies of this nature, the participating cooperatives agree to a plan that is essentially a pledge and agreement to come to the aid and assistance of a stricken cooperative.

The term "cooperative" as used in this agreement shall include electric utilities owned or operated by an electric cooperative or a subsidiary of an electric cooperative.

This plan may be amended, added to, or deleted from at any time by majority agreement among the KEC Managers Association.

The plan pledges the following from each cooperative to the other:

1. That during an emergency on any cooperative, the other cooperatives will, if need be, operate their own systems with a reduced force of personnel and equipment, and release upon request all other personnel and equipment to the system in need. The primary objective during such an emergency shall be to restore service, not to rebuild the damaged system. Temporary service restoration may be accomplished through temporary repairs; unless it is quicker to rebuild the system to specification. The restored system must be left in a safe operating condition.
2. That the cooperatives rendering assistance shall do so per the terms of this agreement.
3. That the cooperative receiving assistance obligates itself to pay all costs, per terms of this agreement.
4. That the cooperative receiving assistance shall release all borrowed personnel immediately after all service is restored, or sooner if it wishes to do so. The assisting cooperative may recall its personnel if, in its judgment, it is necessary to do so.
5. That each cooperative obligates itself to comply with both the letter and spirit of the understandings reached herein.
6. Re-evaluate this Mutual Aid Plan annually.
7. Cooperative CEO/general manager to renew participation by signing the Mutual Aid agreement each year.

MUTUAL AID WORKING GROUP

Scott Ayres, Chairman, Sedgwick
Chuck Goeckel, Flint Hills
Kathleen O'Brien, Nemaha-Marshall
Mark Scheibe, Heartland
Angie Erickson, Twin Valley
Bruce Mueller, Wheatland

IF OBTAINING ASSISTANCE FROM KEC

KEC recommends cooperatives coordinate mutual aid services through KEC. In a recovery situation where damage is perceived to be isolated and a cooperative chooses to coordinate directly with another cooperative, please inform KEC of that action. This is recommended so that in the event that damage is more widespread than perceived or subsequent damage occurs, KEC can effectively coordinate statewide mutual aid.

In the event some cooperative experiences a storm or disaster and enlists KEC assistance, follow this procedure:

1. Advise KEC of the assistance needed, request equipment of proper size and scope, and personnel;
2. KEC staff shall contact systems having appropriate resources for assistance;
3. Requesting state assistance shall be coordinated by KEC and the requesting states' statewide association;
4. KEC shall provide liaison between the assisting cooperative and the cooperative receiving assistance.
5. Cooperatives receiving assistance should advise KEC when restoration efforts are completed before releasing crews.

SAFETY RULES AND INCIDENT INVESTIGATION

All personnel providing assistance shall be guided by the current Safety Practices, Rules, and Regulations as adopted by their cooperative.

Any incident or near-miss occurring while work is being performed under this mutual aid agreement shall be reported by all parties involved to the CEO/general manager of the host cooperative. The CEO/general manager of the cooperative receiving assistance shall be responsible for initiating an investigation process of the incident to ascertain the pertinent facts detailing the incident. The accident investigation shall be conducted by qualified person or persons selected by the CEO/general managers of each of the cooperatives providing or receiving mutual aid at the time of the incident, or, if those persons cannot agree on the person or persons to conduct the investigation, by a person or persons selected by the current officers of the KEC Managers Association. Should the incident involve a cooperative(s) at which one of the officers is employed, then such officer(s) shall not appoint the investigator(s) and shall be replaced for this purpose by the immediate past president(s) of the KEC Managers Association. An investigator(s) shall be named within 24 hours of the incident.

BILLING RESOLUTION COMMITTEE

Disputes between cooperatives concerning interpretations of this agreement in the billing of manpower, equipment, or both under this agreement shall be resolved between the cooperatives. If the dispute cannot be resolved, then the dispute shall be brought before the KEC Managers Association Mutual Aid Plan Billing Resolution Committee, consisting of the current officers of the KEC Managers Association, which shall render an opinion on the proper interpretation of the agreement. Should the dispute involve a cooperative(s) at which one of the officers is employed, then such officer(s) shall not serve on the committee and shall be replaced for the consideration of such dispute by the immediate past president(s) of the KEC Managers Association.

MUTUAL AID PLAN – EMPLOYEE INFORMATION FORM

This sheet is to be filled out by each employee prior to beginning work for a host cooperative. This sheet is to be presented to the host cooperative. Each employee will give this sheet to the person in charge of the operations/line personnel before being sent out to perform assistance. This does not eliminate the need for the host cooperative personnel to inform incoming assistance of all necessary safety regulations and possible differences in procedure.

An automated employee form will be developed at a later date.

(PLEASE PRINT)

Assisting Cooperative Name: _____
Address: _____
City/State/Zip Code: _____
Phone Number: _____
Employee Name: _____
Employee's Phone Number: _____
Job Classification/Title: _____
Allergic to What Medicines: _____
Other Health Concerns: _____
Cooperative Radio Call Sign: _____
Emergency Contact: _____
Emergency Contact Phone #: _____
General Manager/CEO: _____
General Manager/CEO Phone #: _____
Immediate Supervisor: _____
Supervisor's Phone Number: _____
Alternate Cooperative Contact: _____
Alt. Contact's Phone Number: _____
Operations Manager: _____
Op Manager's Phone Number: _____

Authorization:

I hereby release and/or authorize _____ personnel to release any of the
INSERT REQUESTING COOPERATIVE NAME
information above to health providers and/or medical personnel in the event of a medical emergency.

Employee Name (please print): _____

Employee Signature: _____ Date _____

BILLING STATEMENT

DATE: _____
FROM: _____
TO: _____

LABOR – *Employee Timesheets Enclosed*

≈	Time	Multiplier	Hours	Rate	Total
	Regular			\$	\$
	* Incentive			\$2.00	\$ 0
	Overtime	1.5		\$	\$
	Overtime	2.0		\$	\$
	Overtime	3.0		\$	\$
	* Incentive			\$3.00	\$ 0
	Regular			\$	\$
	* Incentive			\$2.00	\$ 0
	Overtime	1.5		\$	\$
	Overtime	2.0		\$	\$
	Overtime	3.0		\$	\$
	* Incentive			\$3.00	\$ 0
	Regular			\$	\$
	* Incentive			\$2.00	\$ 0
	Overtime	1.5		\$	\$
	Overtime	2.0		\$	\$
	Overtime	3.0		\$	\$
	* Incentive			\$3.00	\$ 0
	Regular			\$	\$
	* Incentive			\$2.00	\$ 0
	Overtime	1.5		\$	\$
	Overtime	2.0		\$	\$
	Overtime	3.0		\$	\$
	* Incentive			\$3.00	\$ 0
	Regular			\$	\$
	* Incentive			\$2.00	\$ 0
	Overtime	1.5		\$	\$
	Overtime	2.0		\$	\$
	Overtime	3.0		\$	\$
	* Incentive			\$3.00	\$ 0
	Regular			\$	\$
	* Incentive			\$2.00	\$ 0
	Overtime	1.5		\$	\$
	Overtime	2.0		\$	\$
	Overtime	3.0		\$	\$
	* Incentive			\$3.00	\$ 0

BILLING STATEMENT cont.

DATE: _____
 FROM: _____
 TO: _____

≈	Time	Multiplier	Hours	Rate	Total
	Regular			\$	\$
	* Incentive			\$2.00	\$ 0
	Overtime	1.5		\$	\$
	Overtime	2.0		\$	\$
	Overtime	3.0		\$	\$
	* Incentive			\$3.00	\$ 0
	Regular			\$	\$
	* Incentive			\$2.00	\$ 0
	Overtime	1.5		\$	\$
	Overtime	2.0		\$	\$
	Overtime	3.0		\$	\$
	* Incentive			\$3.00	\$ 0
	Regular			\$	\$
	* Incentive			\$2.00	\$ 0
	Overtime	1.5		\$	\$
	Overtime	2.0		\$	\$
	Overtime	3.0		\$	\$
	* Incentive			\$3.00	\$ 0
	Regular			\$	\$
	* Incentive			\$2.00	\$ 0
	Overtime	1.5		\$	\$
	Overtime	2.0		\$	\$
	Overtime	3.0		\$	\$
	* Incentive			\$3.00	\$ 0
	Regular			\$	\$
	* Incentive			\$2.00	\$ 0
	Overtime	1.5		\$	\$
	Overtime	2.0		\$	\$
	Overtime	3.0		\$	\$
	* Incentive			\$3.00	\$ 0
	Regular			\$	\$
	* Incentive			\$2.00	\$ 0
	Overtime	1.5		\$	\$
	Overtime	2.0		\$	\$
	Overtime	3.0		\$	\$
	* Incentive			\$3.00	\$ 0

BILLING STATEMENT cont.

DATE: _____
FROM: _____
TO: _____

OVERHEADS

Insurance P.L. & W.C.	\$
Pension	\$
Tax, F.I.C.A.	\$
Medical & Health Insurance	\$
Vacation/P.T.O./Holiday	\$

SUBTOTAL \$ 0

TRANSPORTATION

Truck #	Truck Type	Rate	Hours	FEMA Cost Code	Total
		\$			\$ 0
		\$			\$ 0
		\$			\$ 0
		\$			\$ 0
		\$			\$ 0
		\$			\$ 0
		\$			\$ 0
		\$			\$ 0
		\$			\$ 0
		\$			\$ 0
		\$			\$ 0
		\$			\$ 0
		\$			\$ 0
		\$			\$ 0

SUBTOTAL \$ 0

APPROVED MISCELLANEOUS EXPENSES

Motels/Hotels	\$
Meals	\$
Fuel	\$
Other	\$

SUBTOTAL \$ 0

BILLING STATEMENT cont.

DATE: _____

FROM: _____

TO: _____

MATERIAL

Number	Unit	Total
		\$
		\$
		\$
		\$
		\$
		\$
		\$
		\$
		\$
		\$
		\$

SUBTOTAL \$ 0 _____

TOTAL \$ 0 _____

[Note: Attached to this billing statement are copies of employee timesheets, miscellaneous expenses and material used.]

RESPONSIBILITIES OF COOPERATIVE RECEIVING ASSISTANCE

1. Plan the organization of all help and integrate all assistance with its own personnel and facilities.
2. Request, review and be familiar with assisting cooperatives work rules.
3. Provide each crew with a map of the system showing a) the area to which they have been assigned, b) source of supply, c) direction of feed, and d) location of sectionalizing equipment.
4. Allow the assisting cooperative crew to work as a unit. Designate one person from the cooperative receiving assistance to serve as a liaison for each crew or group of units operating together. If system maps are not available, then this designation is required.
5. Provide procedures to properly account for a) materials used and retired, b) hours worked by employees, c) distribution of time charged to maintenance, operation, construction, etc.
6. Maintain contact with all units. All operations shall be directed by person or persons who are thoroughly acquainted with the system in the affected area.
7. Provide adequate liability insurance coverage insuring against accidents to third parties arising out of accidents of the assisting personnel and non-ownership coverage (on an excess basis) for accidents involving the assisting cooperative.
8. Ensure that fuel is available during periods when such facilities are normally closed. The requesting cooperative should identify locations where bulk fuel options are available. Additionally, the cooperative "receiving assistance" will bill for fuel since the FEMA rate the "assisting cooperative" receives for payment includes fuel.
9. Work hours include a set starting time and quitting time, with 30 minutes allocated for lunch and one hour for the evening meal. Travel to and from lodging is also included. The cooperative requesting assistance is strongly recommended to limit the work hours to no more than 16 hours in a 24-hour period, with a mandatory 8-hour rest period before returning to work that next day. The cooperative must designate a contact person for instances when work cannot be completed within the 16-hour schedule. If work hours extend beyond 16 hours, assisting cooperative shall get approval from the host cooperative contact. Under a prolonged duration, the assisting cooperative shall have the prerogative of cutting back hours of work if, in its judgment, it is necessary for the health, safety and welfare of its crew.
10. Provide and pay lodging for assisting cooperative personnel. (Personnel may be required to share a motel room with two beds.) In all cases, provide each person his or her own bed.
11. Shall be prepared to cash personal checks of assisting cooperative personnel when necessary, and the assisting cooperative shall guarantee payment.
12. Shall pay the actual and reasonable cost of meals and necessary incidental expenses. Itemized receipts are required for reimbursement (items such as alcohol, and nicotine products are not included as reimbursable expenses.)
13. The KEC Managers group shall establish pay rate of \$1,000 per day for appointed liaisons and statewide liaisons, applicable only to exempt employees. The liaison will be under the operational control of KEC.

RESPONSIBILITIES OF COOPERATIVE PROVIDING ASSISTANCE

1. Dispatch properly trained and equipped personnel and equipment in good working condition.
2. Complete Employee Information Form for each assisting cooperative employee before work begins.
3. Inform its own personnel of all aspects of this agreement.
4. Provide workers compensation insurance coverage for injuries sustained by assisting cooperative personnel, wherever such injuries might occur.
5. Ensure that each cooperative employee leaving home to assist another cooperative has sufficient cash.
6. Bill the cooperative requesting assistance for the actual payroll cost. All hours worked shall be billed to the cooperative requesting assistance at the employee's current job classification and rate of pay and on the same basis as if the work had been performed at the assisting cooperative unless specified differently by contract.
7. Incentive pay shall be billed to the cooperative requesting assistance at \$2.00 per every regular hour worked and \$3.00 for every overtime hour worked.

Example: 40 regular hours x \$2.00 = \$80.00 and 20 overtime hours x \$3.00 = \$60.00

(Note: Overtime hours are any hours over regular hours regardless if overtime rate of pay is billed at 1.5, 2 or 3 times the assisting cooperative employee's current job classification and rate of pay.)

8. Bill for all applicable overheads, but no administrative costs. This will include such items of overhead that the cooperative normally spreads as part of payroll. A fixed percentage for payroll overhead shall not be used.
9. Billing Transportation and Other Equipment shall follow FEMA approved method:
 - Transportation and other equipment shall be supplied by the assisting cooperative only as requested.
 - All fuel, maintenance, and repair costs shall be paid by the cooperative providing the vehicle.
 - In all cases, vehicles should be operated by only an employee of the cooperative providing the vehicle.
10. Send the following work rules to the CEO/general manager of cooperative receiving assistance:
 - Overtime/Straight Time Rules (i.e., 16-hour rule)
 - Holiday and Weekend Rules
 - Start and Stop Time Pay Rules
 - Rest Requirement Rules (i.e., 8-hour rest rule)

Equipment Rates

- FEMA method of equipment rates shall be applied to all equipment used during storm restoration and will be updated periodically to ensure accuracy.
- [Schedule of Equipment Rates | FEMA.gov](#)

FEMA EQUIPMENT RATES 2025

Vehicle & Equipment	Hourly Rates	Equipment Description	Maximum GVWR Or Engine Size	Maximum Platform and/or Capacity	FEMA Cost Code
Digger Derrick (Unit 1)	\$67.44	Chassis	30,000 lbs. GVWR Up to 217 HP		8702
(Small Unit)		Derrick		Up to 60 ft. reach	8670
Digger Derrick (Unit 2)	\$95.45	Chassis	45,000 lbs. GVWR Up to 380 HP		8703
(Medium Unit)				Up to 60 ft. reach	8670
Digger Derrick (Unit 3)	\$117.08	Chassis	45,000 lbs. GVWR Up to 380 HP		8703
(Large Unit)		Derrick		61 to 90 ft. reach	8671
Truck-Mounted Crane (Unit 1)	\$107.63	Chassis	45,000 lbs. GVWR Up to 380 HP		8703
		Crane		20,000 lbs./10 T Up to 55 ft. reach	8496
Truck-Mounted Crane (Unit 2)	\$124.25	Chassis	45,000 lbs. GVWR Up to 380 HP		8703
		Crane		36,000 lbs./18 T Up to 75 ft. reach	8497
Truck-Mounted Crane (Unit 3)	\$153.44	Chassis	45,000 lbs. GVWR Up to 380 HP		8703
		Crane		60,000 lbs./30 T Up to 100 ft. reach	8498
Truck-Mounted Crane (Unit 4)	\$127.96	Chassis	66,000 lbs. GVWR		9999
		Crane		70,000 lbs./35 T	9999
Truck-Mounted Crane (Unit 5)	\$138.20	Chassis	66,000 lbs. GVWR		9999
		Crane		76,000 lbs./38 T	9999
Large Bucket Truck (Unit 1)	\$107.93	Chassis	45,000 lbs. GVWR Up to 380 HP		8703
		Aerial Lift		62 - 81 ft. reach	8488
Large Bucket Truck (Unit 2)	\$92.21	Chassis	45,000 lbs. GVWR Up to 380 HP		8703
		Aerial Lift		42 - 61 ft. reach	8487

FEMA EQUIPMENT RATES – Continued - 2025

Vehicle & Equipment	Hourly Rates	Equipment Description	Maximum GVWR Or Engine Size	Maximum Platform and/or Capacity	FEMA Cost Code
Medium Bucket Truck (Unit 1)	\$59.48	Chassis	25,000 lbs. GVWR Up to 200 HP		8701-1
		Aerial Lift		42 - 61 ft. reach	8487
Medium Bucket Truck (Unit 2)	\$64.20	Chassis	30,000 lbs. GVWR Up to 217 HP		8702
		Aerial Lift		42 - 61 ft. reach	8487
Small Bucket Truck (Unit 1)	\$43.17	Chassis	15,000 lbs. GVWR Up to 200 HP		8700
		Aerial Lift		Up to 41 ft. reach	8486
Small Bucket Truck (Unit 2)	\$46.40	Chassis	25,000 lbs. GVWR Up to 200 HP		8701-1
		Aerial Lift		Up to 41 ft. reach	8486
1/2 Ton Pickup	\$16.68		Crew Truck		8801
3/4 Ton Pickup	\$27.78		4x4 Crew, Up to 285 HP		8807
1 Ton Pickup	\$31.81		Up to 340HP		8808
1 Ton Flatbed	\$32.35		15,000 lbs. GVWR Up to 200 HP		8700
Pole Trailer	\$15.77		13 – 47 ft. Length Up to 40 tons		8199
Forklift (Unit 1)	\$21.31		up to 59 HP	5,000 lbs.	8300
Forklift (Unit 2)	\$26.47		up to 77 HP	5,001-12,000 lbs.	8301
Forklift (Unit 3)	\$47.48		up to 130 HP	12,001-18,000 lbs.	8302

FEMA EQUIPMENT RATES – Continued - 2025

Vehicle & Equipment	Hourly Rates	Equipment Description	Maximum GVWR Or Engine Size	Maximum Platform and/or Capacity	FEMA Cost Code
Loader, Crawler (Unit 1)	\$69.08		up to 99 HP	1.7 cubic yards	8382
Loader, Crawler (Unit 2)	\$170.79		up to 158 HP	3.2 cubic yards	8383
Equipment Trailer	\$15.22			30 tons	8600
ATV / UTV (Unit 1)	\$17.20	ATV	Up to 40 HP		8088
ATV / UTV (Unit 2)	\$21.87	UTV	Up to 100 HP 900 cc		8090
ATV / UTV (Unit 3)	\$23.74	UTV	1000 cc		8091
Track - Digger Derrick	\$130.80	Chassis	up to 96 HP		8251
(Small Unit 1)		Derrick		up to 60 ft reach	8670
Track - Digger Derrick	\$152.78	Chassis	97-155 HP		8252
(Small Unit 2)		Derrick		up to 60 ft reach	8670
Track - Digger Derrick	\$226.74	Chassis	156-230 HP		8253
(Small Unit 3)		Derrick		up to 60 ft reach	8670
Track - Digger Derrick	\$248.37	Chassis	156-230 HP		8253
(Large Unit 1)		Derrick		61-90 ft reach	8671
Track - Digger Derrick	\$360.26	Chassis	230-307 HP		8254
(Large Unit 2)		Derrick		61-90 ft reach	8671
Track - Digger Derrick	\$413.13	Chassis	308-574 HP		8255
(Large Unit 3)		Derrick		61-90 ft reach	8671

MATERIALS

Major materials are to be supplied to the assisting cooperative only upon their request. Records on the material supplied (both major and minor) are to be kept by the assisting cooperative and the assisting may either return the borrowed materials or reimburse the assisted cooperative. Billing shall be done by FEMA method for its replacement.

OUT OF STATE

Cooperatives assisting cooperatives in other states shall follow the terms and conditions of this mutual aid agreement.