

**NORRIS PUBLIC POWER DISTRICT**  
**Board of Directors Special Board Meeting**  
**Tuesday, February 27, 2024**

**I. Call To Order**

A special meeting of the Norris Public Power District Board of Directors was held at the Beatrice District Office, located at 606 Irving Street, Beatrice, Nebraska on February 27, 2024. President Tegtmeier called the meeting to order at 9:00 a.m. and announced that the District abides by the Nebraska Open Meetings Act and a copy of the Act is available for review by anyone present at the meeting. President Tegtmeier advised the Board that the Statutory Notice of the meeting had been published and that an Attendance Sign-in Sheet is available for public visitors.

**II. Roll Call**

Board Secretary Stewart Huneke called the roll.

**Board Members Present:** Todd Buel, Rodney Heinrichs, Dennis Hentzen, Stewart Huneke, Mark Knobel, Gary Kroese, Kenny Myers, Tom Sieck, Bruce Tegtmeier, Berneal Warner

**Board Members Absent:** John Novotny

**Present Employees:** Bruce Vitosh, Michelle Junker, Jerry Enns, Trevor Wehrer

**Present Attorney:** None

**Present Meeting Facilitator:** Matt Gilley, GreatCo-ops CEO

**III. Strategic Planning Session**

**III.A. GreatCo-ops Presentation on Drivers of Employee Engagement, Retention, and Culture in the Electric Industry**

Matt Gilley provided a presentation on building a high-engagement culture. The presentation included information about electric cooperatives and power districts' need and opportunity to attract talent, retain talent, develop critical competencies, and keep people engaged.

**III.B. Results of Norris Survey and Employee Interviews**

Matt Gilley presented the results of an employment survey that was completed by the directors and management prior to the meeting. Bruce Vitosh reported on key takeaways from individual meetings that he held with employees in January 2024. The directors and management discussed the results of the employment survey and the key takeaways from the individual meetings.

**III.C. Board Direction on Development of Workforce Programs**

It was the consensus of the Board that management should pursue the concept of employee leadership and development programs, enhance new hire onboarding, and to seek ways to have Norris and its employees be more visible in our communities and schools.

### **XIII. Adjournment**

To adjourn the meeting at 11:44 a.m. Passed with a motion by Kenny Myers and a second by Todd Buel. Roll call vote. Todd Buel: Yea, Rodney Heinrichs: Yea, Dennis Hentzen: Yea, Stewart Huneke: Yea, Mark Knobel: Yea, Gary Kroese: Yea, Kenny Myers: Yea, Tom Sieck: Yea, Bruce Tegtmeier: Yea, Berneal Warner: Yea



**STEWART A. HUNEKE, SECRETARY**

APPROVED:



**BRUCE D. TEGTMEIER, PRESIDENT**