

**NORRIS PUBLIC POWER DISTRICT
Board of Directors Regular Meeting
Wednesday, October 1, 2025**

I. Call To Order

The regular 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 October 1, 2025. President Sieck 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 Sieck 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. Pledge of Allegiance

The pledge of allegiance to the United States flag was recited.

III. Roll Call

Administrative Coordinator Emily Shockley called the roll.

Board Members Present: Todd Buel, Rodney Heinrichs, Dennis Hentzen, Stewart Huneke, Mark Knobel, Gary Kroese, John Novotny, Tom Sieck, Alan Wallman, Randy Weise

Board Members Absent: None

Board Members Tardy: None

Present Employees: Bruce Vitosh, Michelle Junker, Kenzie Brueggemann, Jerry Enns, Trevor Wehrer, Emily Shockley, Quinton Bolejack, Brock Adams

Present Attorney: Dave Jarecke

Present Guests: Carsten Mlady

IV. Approval of Previous Board Meeting Minutes

The Board reviewed the minutes of the September 3, 2025 Board Meeting.

To approve the minutes of the September 3, 2025 Board Meeting. Passed with a motion by Rodney Heinrichs and a second by John Novotny. Roll call vote. Todd Buel: Yea, Rodney Heinrichs: Yea, Dennis Hentzen: Yea, Stewart Huneke: Yea, Mark Knobel: Yea, Gary Kroese: Yea, John Novotny: Yea, Tom Sieck: Yea, Alan Wallman: Yea, Randy Weise: Yea

V. Public Comments

Bruce Vitosh introduced employees Brock Adams and Quinton Bolejack who were present at the meeting.

VI. General Manager and Department Reports

VI.A. General Manager Report

Trevor Wehrer provided the Safety and Training Report.

Bruce Vitosh provided highlights of the General Manager Report.

VI.B. Financial Statements

Michelle Junker presented financial information for the month of August 2025. Operating revenues for the month ending August 2025 were \$9,970,659 in comparison to the budget of \$11,115,914. Year-to-date operating revenues were \$66,387,095 in comparison to the budget of \$66,942,295. For the month ending August 30, 2025, net margins were \$2,549,276, in comparison to a budget of \$2,709,001. Year-to-date, net margins were \$9,446,351 in comparison to a budget of \$7,557,911. Total cash and investments on August 30, 2025 were \$32,818,364.

VI.C. Finance and Accounting Report

The board reviewed the Finance and Accounting Report.

VI.D. Customer Services Report

Kenzie Bruggemann provided highlights of the Customer Services Report.

VI.E. Engineering Report

Jerry Enns provided highlights of the Engineering Department Report.

VI.F. Operations Report

Trevor Wehrer provided highlights of the Operations Department Report.

Approval of the General Manager and Department Reports including the check listing, outgoing wire transfers, and credit card statement for August 2025. Passed with a motion by Mark Knobel and a second by Dennis Hentzen. Roll call vote. Todd Buel: Yea, Rodney Heinrichs: Yea, Dennis Hentzen: Yea, Stewart Huneke: Yea, Mark Knobel: Yea, Gary Kroese: Yea, John Novotny: Yea, Tom Sieck: Yea, Alan Wallman: Yea, Randy Weise: Yea

VII. Approval of Purchases \$125,000-\$750,000

VII.A. Steel Poles

Jerry Enns presented and discussed quotes for 28 steel poles. Enns recommended approving the quote from TAPP in the amount of \$319,893, plus applicable sales taxes.

To approve the purchase of 28 steel poles from TAPP in the amount of \$319,893, plus applicable sales taxes. Passed with a motion by John Novotny and a second by Alan Wallman. Roll call vote. Rodney Heinrichs: Nay, Todd Buel: Yea, Dennis Hentzen: Yea, Stewart Huneke:

Yea, Mark Knobel: Yea, Gary Kroese: Yea, John Novotny: Yea, Tom Sieck: Yea, Alan Wallman:
Yea, Randy Weise: Yea

VIII. Approval of Formal Bids

VIII.A. None

IX. Directors' Report

IX.A. Nebraska Rural Electric Association (NREA)

Stewart Huneke announced that the NREA Annual Meeting will be held in Kearney from December 3 to December 5, 2025. In addition, a pre-conference training course for directors is scheduled for December 2, 2025. Sign-up sheets were distributed to each director for completion.

IX.B. Director Conflict of Interest Certification and Disclosure Form Distribution

Each Director was provided with and completed the annual Conflict of Interest Certification and Disclosure Form.

IX.C. Comments

There were no comments.

X. Unfinished Business

X.A. None

XI. New Business

XI.A. Wholesale Power Contract between NPPD and Norris - Resolution for Approval

Bruce Vitosh and Attorney Dave Jarecke updated the board on Wholesale Power Contract discussions between NPPD and Norris. Each director received a printed copy of the contract. Jarecke also shared his legal opinion on certain contract provisions and summarized the discussions that were held with NPPD leadership and legal counsel.

To enter into closed session to discuss the Wholesale Power Contract between NPPD and Norris. Passed with a motion by Mark Knobel and a second by Stewart Huneke. Roll call vote. Todd Buel: Yea, Rodney Heinrichs: Yea, Dennis Hentzen: Yea, Stewart Huneke: Yea, Mark Knobel: Yea, Gary Kroese: Yea, John Novotny: Yea, Tom Sieck: Yea, Alan Wallman: Yea, Randy Weise: Yea

The board entered into closed session at 10:15 a.m. to further discuss NPPD Wholesale Power Contract negotiations.

President Sieck reminded the board that this is the only topic that will be discussed in closed session.

The board resumed open session at 10:40 a.m.

To resume open session. Passed with a motion by Todd Buel and a second by Randy Weise. Roll call vote. Todd Buel: Yea, Rodney Heinrichs: Yea, Dennis Hentzen: Yea, Stewart Huneke: Yea, Mark Knobel: Yea, Gary Kroese: Yea, John Novotny: Yea, Tom Sieck: Yea, Alan Wallman: Yea, Randy Weise: Yea

It was suggested and the consensus of the board to defer action on the Wholesale Power Contract at this meeting to allow legal counsel to perform a final review of the contract and to finalize language for an amendment to Article 12, Arbitration. In addition, the board is interested in learning more about other wholesale power customers who may recommend revisions to the Wholesale Power Contract and/or delay approval of the Wholesale Power Contract. The board agreed to hold a special board meeting on October 24, 2025 to continue discussions on the Wholesale Power Contract between NPPD and Norris. To realize the full benefits of the Wholesale Power Contract, NPPD has set a deadline of October 31, 2025 for contract approval.

XI.B. Capacity Purchase Agreement and Amendment between NPPD, Norris, and Belleville

The Capacity Purchase Agreement and Amendment between NPPD, Norris, and Belleville will be tabled until the special board meeting as the agreement is dependent on an executed Wholesale Power Contract between NPPD and Norris.

XI.C. Capacity Purchase Agreement and Amendment between NPPD, Norris, and Wilber

The Capacity Purchase Agreement and Amendment between NPPD, Norris, and Wilber will be tabled until the special board meeting as the agreement is dependent on an executed Wholesale Power Contract between NPPD and Norris.

XI.D. 2026 Preliminary Operating Budget, Capital Improvements, and Business Plan

Michelle Junker provided a presentation on 2026 key budget considerations and assumptions. The Board received a draft of the 2026 preliminary Operating Budget, Capital Improvements, and Business Plan and asked Junker questions about the preliminary budget. The Directors will have an opportunity to provide suggestions to management prior to being requested to formally approve the 2026 Operating Budget, Capital Improvements, and Business Plan at the November 5, 2025 board meeting.

XI.E. 2026 District Health Savings Account, District Health Reimbursement Account, and Employee Premium Contributions

Bruce Vitosh provided an overview of the health insurance plans available to the District, including associated premium costs in 2026 that were expected to increase by 15.3% or \$320,031 over 2025. To minimize the increase in health insurance premiums and to avoid requesting employees to pay a portion of the premiums, it was recommended that Norris offer employees the NRECA \$8,000 family deductible plan and the NRECA \$4,000 individual deductible plan in 2026. With the increase in deductibles over the 2025 health insurance plans, it was recommended that the District increase health savings account contributions to \$4,200 for the family plan participants and \$2,100 for individual plan participants in 2026. If an employee incurs claims that meet or exceed the deductible, the maximum additional annual cost would be an increase of \$375 for a

family plan participant and a decrease of \$100 for an individual plan participant. An employee with little or no claims will have more HSA carryover or for other healthcare costs with the increased HSA contributions from Norris.

Based on recent usage of the Health Reimbursement Account by retirees, it was recommended that the HRA contributions in 2026 for Norris retirees remain the same at \$325 per month for a retiree and \$455 per month for a retiree and spouse as in 2025.

To approve the 2026 District Health Savings Account Contributions and Employee Premium Contributions for the NRECA \$8,000 Family Deductible Plan and the NRECA \$4,000 Individual Deductible Plan, and the District Retiree Health Reimbursement Account Contributions as presented. Passed with a motion by Randy Weise and a second by Dennis Hentzen. Roll call vote. Todd Buel: Yea, Rodney Heinrichs: Yea, Dennis Hentzen: Yea, Stewart Huneke: Yea, Mark Knobel: Yea, Gary Kroese: Yea, John Novotny: Yea, Tom Sieck: Yea, Alan Wallman: Yea, Randy Weise: Yea

XI.F. Norris By-Laws and District Policies Transfer into Norris By-Laws, Board Policies, Management Policies, and Employee Handbook

Based on the recommendation of the District's legal counsel and as discussed during the Norris Special Board Meeting on February 27, 2025, Bruce Vitosh recommended that the current Norris By-Laws and District Policies be reorganized into the following categories: Norris By-Laws, Board Policies, Management Policies, or Employee Handbook.

To approve the reorganization of the current Norris By-Laws and District Policies by transferring their contents into Norris By-Laws, Board Policies, Management Policies, or Employee Handbook as presented. Passed with a motion by Gary Kroese and a second by Randy Weise. Roll call vote. Todd Buel: Yea, Rodney Heinrichs: Yea, Dennis Hentzen: Yea, Stewart Huneke: Yea, Mark Knobel: Yea, Gary Kroese: Yea, John Novotny: Yea, Tom Sieck: Yea, Alan Wallman: Yea, Randy Weise: Yea

XII. Notification of Next Board Meeting

A special board meeting is scheduled for Friday, October 24, 2025, at 9:00 a.m., in the boardroom at the Beatrice District Office.

The next regular board meeting is scheduled for Wednesday, November 5, 2025, at 9:00 a.m., in the boardroom at the Beatrice District Office.

XIII. Adjournment

To adjourn the meeting at 12:17 p.m. Passed with a motion by Mark Knobel and a second by Stewart Huneke. Roll call vote. Todd Buel: Yea, Rodney Heinrichs: Yea, Dennis Hentzen: Yea, Stewart Huneke: Yea, Mark Knobel: Yea, Gary Kroese: Yea, John Novotny: Yea, Tom Sieck: Yea, Alan Wallman: Yea, Randy Weise: Yea

Stewart Huneke

STEWART A. HUNEKE, SECRETARY

APPROVED:

Tom L. Sieck

TOM L. SIECK, PRESIDENT

NORRIS PUBLIC POWER DISTRICT
BOARD OF DIRECTORS MEETING
PUBLIC ATTENDANCE SHEET

October 1, 2025

Carsten Mady

Printed Name



Signature

NPPD

Company

902-499-6703

Phone Number

WPC

Agenda Topic

NORRIS PUBLIC POWER DISTRICT
BOARD OF DIRECTORS MEETING
PUBLIC ATTENDANCE SHEET

October 1, 2025

Printed Name

Signature

Company

Phone Number

Agenda Topic