NORRIS PUBLIC POWER DISTRICT
Board of Directors Regular Meeting
Thursday, October 8, 2026

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 8, 2026. 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

Present Employees: Bruce Vitosh, Michelle Junker, Kenzie Brueggemann, Jerry Enns, Trevor Wehrer, Emily Shockley, John Ohlde, Kevin Clark

Present Attorney: Dave Jarecke

Present Guests: None

IV. Approval of Previous Board Meeting Minutes

To approve the minutes of the September 2, 2026 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 John Ohlde and Kevin Clark who were present at the meeting.

VI. General Manager and Department Reports

VI.A. General Manager Report

The board reviewed the minutes of the September 3, 2026 Safety Committee Meeting.

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 2026. Operating revenues for the month ending August 2026 were $10,262,754 in comparison to the budget of $10,543,554. Year-to-date operating revenues were $66,922,566 in comparison to the budget of $66,686,890. For the month ending August 30, 2026, net margins were $2,257,746, in comparison to a budget of $1,887,527. Year-to-date, net margins were $8,951,659 in comparison to a budget of $7,373,091. Total cash and investments on August 30, 2026 were $35,693,225.

VI.C. Finance and Accounting Report

The board reviewed the Finance and Accounting Report.

VI.D. Customer Services Report

The board reviewed the Customer Services Report.

VI.E. Engineering Report

Jerry Enns provided highlights of the Engineering Department Report.

VI.F. Operations Report

The board reviewed 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 2026. Passed with a motion by Dennis Hentzen 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, John Novotny: Yea, Tom Sieck: Yea, Alan Wallman: Yea, Randy Weise: Yea

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

VII.A. None

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 2 to December 4, 2026. In addition, a pre-conference training course for directors is scheduled for December 1, 2026. 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. 2027 Preliminary Operating Budget, Capital Improvements, and Business Plan

Michelle Junker provided a presentation on 2027 key budget considerations and assumptions. The board received a draft of the 2027 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 2027 Operating Budget, Capital Improvements, and Business Plan at the November 10, 2026 board meeting.

XI.B. 2027 Customer Rate Design

Michelle Junker presented an overview of the proposed 2027 customer rate design, which includes an overall customer rate increase of 4.8%.

XI.C. 2027 District Health Savings Account, District Health Reimbursement Account, Employee Premium Contributions, and Stipend

Bruce Vitosh presented that 2027 employee health insurance premiums will increase 19.5% or $429,000 over 2026. Vitosh communicated the impact of the premium increase on the organization and options the District considered in minimizing the impact of the premium increase. Vitosh recommended that to avoid requesting employees to pay a portion of the premiums for the NRECA $8,000 family high-deductible health plan and the NRECA $4,000 individual high-deductible health plan that the annual Norris health savings account contributions in 2027 for the family plan be reduced by $700 to $3,500 and reduced by $350 to $1,750 for the individual plan. Discussion was held that in 2028, employees will likely be required to contribute towards a certain percent of health insurance premiums.

In addition, Vitosh recommended that Norris offer a $3,600 stipend paid at $300 per month for employees that choose to decline Norris health insurance and the Norris health savings account contribution. Vitosh mentioned that employees would be required to confirm in writing stipulations as outlined by IRS regulations. It was mentioned that the stipend is subject to legal review.

Based on recent health reimbursement arrangement funds utilized by Norris retirees, Vitosh recommended that Norris health reimbursement arrangement contributions in 2027 remain the same at $325 per month for an individual and $455 per month for a retiree and spouse as in 2026.

To approve the 2027 NRECA $8,000 family high-deductible health plan and the NRECA $4,000 individual high-deductible health plan with no employee premium contributions and a Norris health savings account contribution of $3,500 for the family plan and $1,750 for the individual plan, and to offer a monthly stipend of $300 per month, subject to legal review, for employees who choose to decline Norris health insurance coverage and the Norris health saving account contribution in compliance with IRS regulations, and to offer health reimbursement arrangement contributions of $325 per month for individuals and $455 per month for retirees and spouse. Passed with a motion by Gary Kroese and a second by Alan Wallman. 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.D. 2027 Dental and Vision Plans

Bruce Vitosh recommended that Norris provide to employees in 2027, the same Principal Financial Group dental and vision plans as provided in 2026. Norris employees who choose to take the dental and/or vision plans are responsible for 100% of the premiums.

To approve the 2027 Principal Financial Group dental and vision plans as presented. Passed with a motion by Gary Kroese and a second by Mark Knobel. 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.E. Village of Chester Resolution 2026-10.1, Electric System Lease Agreement, and Memorandum of Understanding

Kenzie Brueggemann presented a Joint Resolution between Norris and the Village of Chester approving a Memorandum of Understanding and Electric System Lease Agreement. Discussion was held regarding the benefits of the Electric System Lease Agreement to both the Village of Chester and its citizens and the Norris system. The Electric System Lease Agreement would go into effect on February 1, 2027.

To approve Joint Resolution 2026-10.1, Electric System Lease Agreement, and Memorandum of Understanding between Norris Public Power District and the Village of Chester. Passed with a motion by Randy Weise 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

XI.F. Public Records Request - The Data Branch

According to District Policy, the Norris General Manager is required to communicate public records requests to the Norris Board of Directors at the following monthly board meeting. Bruce Vitosh shared two public records requests received from The Data Branch requesting purchase information from certain vendors. Kenzie Brueggemann communicated to the requestors that Norris does not make any purchases from the vendors included in the public records request. The requestors accepted this communication.

XI.G. 2027 Board Meeting Dates

The Board reviewed the proposed 2027 Board Meeting Schedule.

Approval of the 2027 Board Meeting Schedule. 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

XI.H. 2027 Holiday Schedule

The Board reviewed the proposed 2027 Holiday Schedule.

Approval of the 2027 Norris Holiday Schedule. 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

XII. Notification of Next Board Meeting

Tuesday, November 10, 2026, at 9:00 a.m., in the boardroom at the Beatrice District Office.

XIII. Adjournment

To adjourn the meeting at 12:08 p.m. Passed with a motion by Randy Weise 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

RANDY L. WEISE, SECRETARY

APPROVED:

TOM L. SIECK, PRESIDENT