

NORRIS PUBLIC POWER DISTRICT
Board of Directors Regular Meeting
Wednesday, September 3, 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 September 3, 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, Kevin Wagner, Teri Zimmerman

Present Attorney: Dave Jarecke

Present Guests: Bev Acton, Senator Jana Hughes

IV. Approval of Previous Board Meeting Minutes

To approve the minutes of the August 12, 2025 Board Meeting. Passed with a motion by Mark Knobel and a second by Gary Kroese. 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 Kevin Wagner and Teri Zimmerman who were present at the meeting.

Bev Acton expressed her gratitude to the directors for the District's assistance with Cattlemen's Ball.

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 July 2025. Operating revenues for the month ending July 2025 were \$10,775,370 in comparison to the budget of \$10,553,764. Year-to-date operating revenues were \$56,416,436 in comparison to the budget of \$55,826,381. For the month ending July 31, 2025, net margins were \$2,875,755, in comparison to a budget of \$2,253,976. Year-to-date, net margins were \$6,897,075 in comparison to a budget of \$4,848,910. Total cash and investments on July 31, 2025 were \$35,780,426.

VI.C. Finance and Accounting Report

Michelle Junker provided highlights of 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 July 2025. Passed with a motion by Rodney Heinrichs 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

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

VII.A. Dawson Public Power District Mutual Aid Bill

Bruce Vitosh discussed the mutual aid invoice from Dawson Public Power District for work performed to assist Norris in restoring power after the March 19, 2025 winter storm.

To ratify the payment of the invoice from Dawson Public Power District for mutual aid in the amount of \$164,147.25. Passed with a motion by Mark Knobel and a second by John Novotny. 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.B. Wood Poles - Agnew Subtransmission Rebuild

Jerry Enns presented and discussed quotes for 60 poles that will be used for the Agnew subtransmission construction rebuild, which is included in the 2025 Capital Improvements Budget.

To approve the purchase of 60 Stella Jones poles from Border States in the amount of \$131,945.10, plus applicable sales taxes. Passed with a motion by Rodney Heinrichs 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

VIII. Approval of Formal Bids

VIII.A. None

IX. Directors' Report

IX.A. Nebraska Rural Electric Association (NREA)

Stewart Huneke reported that Cornhusker Public Power District hired General Manager, Kyndell Penick who currently works at The Victory Electric Cooperative Association in Dodge City, Kansas. He will succeed General Manager Clay Gibbs who is retiring from the District.

In addition, Huneke reported that director's training will be provided in conjunction with the December 2025 NREA Annual Meeting in Kearney.

IX.B. Comments

Bruce Vitosh reported that Cuming County Public Power District Director Leroy Mostek was elected to the RESCO Board to fill the Nebraska Director-Director position. Vitosh thanked Director Stewart Huneke for running for the position.

X. Unfinished Business

X.A. NPPD Wholesale Power Contract

To enter into closed session to discuss NPPD wholesale power contract negotiations. Passed with a motion by Gary Kroese 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

The board entered into closed session at 10:18 a.m. to 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 10:42 a.m.

To resume open session. Passed with a motion by Todd Buel and a second by Gary Kroese. 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. New Business

XI.A. Health, Life, Disability, Dental, and Vision Insurance Plan Renewals

Michelle Junker reported that employee life insurance plan premiums will decrease by 1.8% in 2026; long term disability insurance plan premiums will decrease by 7.3% in 2026; and health insurance premiums will increase by 15.3% in 2026.

Michelle Junker recommended that the NRECA health, life, and disability insurance plans provided for employees, retirees, and directors in 2025 be offered in 2026. In addition, Junker recommended that the District also offer an alternative health insurance plan with a \$4,000 deductible for individuals and an \$8,000 deductible for family coverage. The higher deductible plan will have lower insurance premiums for the District than the current plan that has a \$3,000 deductible for individuals and a \$6,000 deductible for family coverage. The District will evaluate District health savings account contributions and employee health insurance premium contributions for the plans being offered in 2026 and will provide a recommendation to the board for approval at the October 1, 2025 Board Meeting.

Dental and vision insurance quotes were not available at the time of the board meeting.

Approval of the 2026 NRECA health, life, and disability insurance plans for employees, retirees, and directors as proposed by management. Passed with a motion by Gary Kroese 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

XI.B. District Policy 317 - Volunteer Emergency Responder

Bruce Vitosh presented details regarding the Nebraska Volunteer Emergency Responders Job Protection Act that was approved by the Nebraska Legislature in 2008. The District created District Policy 317 - Volunteer Emergency Responder to be in compliance with the Act.

To approve District Policy 317 - Volunteer Emergency Responder. Passed with a motion by Stewart Huneke 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

XI.C. 2024 Statistical Report

Michelle Junker presented key statistical comparisons between Norris and other public power districts and electric cooperatives in Nebraska and across the country. The information for the presentation was taken from the CFC Key Ratio Trends Analysis and the Nebraska Electric G&T Statistical Report of Nebraska Rural Electric Systems.

XI.D. District 24 Senator Jana Hughes

Nebraska Legislative District 24 State Senator Jana Hughes provided a legislative update and engaged in discussion on legislative topics with Norris directors and management.

XI.E. General Manager Performance and Salary Evaluation

The Board conducted General Manager Bruce Vitosh's performance review and salary evaluation.

To increase General Manager Bruce Vitosh's salary by \$20,000 to \$387,500 annually effective January 1, 2026. Passed with a motion by Dennis Hentzen and a second by Todd Buel. 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

Wednesday, October 1, 2025, at 9:00 a.m., in the boardroom at the Beatrice District Office.

XIII. Adjournment

To adjourn the meeting at 1:41 p.m. Passed with a motion by Dennis Hentzen 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



STEWART A. HUNEKE, SECRETARY

APPROVED:



TOM L. SIECK, PRESIDENT