

Minutes
 NMPP Energy Joint Operating Committee Meeting
 Nebraska Municipal Power Pool
 Municipal Energy Agency of Nebraska
 National Public Gas Agency
 Public Alliance for Community Energy
 NMPP Energy Offices
 8377 Glynoaks Dr, Lincoln, NE
 November 5, 2025 – 10:00 a.m. (CT)

The NMPP Energy Joint Operating Committee (JOC) met on Wednesday, November 5, 2025, at the NMPP Energy offices, 8377 Glynoaks Dr, Lincoln, Nebraska. Notice of the meeting was given to committee representatives by email. The public was advised by publication in print and online in the *Lincoln Journal Star* newspaper and website on October 22, 2025, and on NMPP Energy’s Public Meeting Information website. The notice and agenda were posted upon issuance at the NMPP Energy office, the designated public meeting site, 8377 Glynoaks Drive, Lincoln, Nebraska, and kept continually current and available for public inspection. All documents considered at the meeting during open session and the current version of the Nebraska Open Meetings Act were made available on NMPP Energy’s Public Meeting Information website.

CALL TO ORDER

Andrew Devine, Chairperson, called the meeting to order at 10:00 a.m. (CT). Devine announced that pursuant to Section 84-1412(8) of the Nebraska Open Meetings Act, a current copy of the Open Meetings Act was posted in the meeting room. It was also announced that the meeting was being recorded.

Roll Call

Quorum was declared with 11 of the 12 representatives present.
 Quorum = 6 representatives

Chris Anderson, NPGA	Bob Lockmon, NPGA
Chris DesPlanques, MEAN	Brent Nation, NPGA
Andrew Devine, ACE	Tom Ourada, MEAN
Ron Doggett, MEAN	Mike Palmer, ACE
Duane Hoffman, ACE	Jeremy Tarr, ACE
Matt Langhorst, MEAN	

Absent: Randy Woldt, NPGA

Public Comment

Chairperson Devine asked if there were members of the public in attendance who would like to make agenda comments. There were no public comments.

APPROVE MINUTES OF THE JUNE 4, 2025, MEETING

The meeting minutes were previously distributed to the JOC representatives and were also included in the meeting packet as Attachment A.

Motion Ron Doggett moved to approve the meeting minutes of June 4, 2025, as presented. Bob Lockmon seconded the motion which carried unanimously on roll call vote.

EXECUTIVE DIRECTOR/CEO REPORT

Bob Poehling, Executive Director, discussed recent trends in the power industry including a surge in electric demand due to hyperscale data centers. Meeting this growth is a major factor in recent utility mergers and acquisitions.

COMPENSATION STRUCTURE AND BENEFITS OF EMPLOYEES OF NEBRASKA MUNICIPAL POWER POOL

Samantha Parker, Director of Human Resources and Administration, provided a historical review of health insurance renewals. The 2026 medical insurance renewal reflects an estimated 8% premium increase. Based on current employee demographics and planned cost-sharing adjustments, Management anticipates the actual cost impact to the company will be less than the 8% renewal increase. However, if demographics shift throughout the year, the actual cost impact could be higher, reflecting the inherent variability of the ACA Community rate structure. Premium increases to Dental and Group Term Life have a combined dollar impact of ~ \$4,500. There is no premium increase to Vision, Long-Term Disability and Short-Term Disability policies.

EXECUTIVE DIRECTOR PAY RANGE

Parker noted the responsibility of the JOC to review and update the Executive Director pay range annually at each fall meeting. A copy of the Executive Director Compensation Policy was included in the packet as Attachment B.

Motion: Chris DesPlanques moved to go into closed session for the protection of needless injury to the reputation of the Executive Director and discuss the Executive Director's pay range. JOC Members, Bob Poehling and Samantha Parker may participate in the closed session. Ron Doggett seconded the motion which carried unanimously on roll call vote.

Chairperson Devine restated that the purpose of convening into closed session was to discuss the Executive Director's Pay Range.

At 10:22 a.m. the Joint Operating Committee entered closed session.

The meeting reconvened in open session at 10:52 a.m. with no action taken during the closed session.

Motion: Chris DesPlanques moved to adjust the pay range for the Executive Director position by 2.5%. Ron Doggett seconded the motion which carried unanimously on roll call vote.

FINANCIAL REPORT

Jamie Johnson, Director of Finance and Accounting, reviewed the financials for the fiscal year-to-date through August 2025 for the four (4) entities under the NMPP Energy umbrella, included in the meeting packet as Attachment C.

EXTERNAL AUDIT FIRM UPDATE

One of the duties of the Joint Operating Committee (JOC) noted in the JOC Agreement is to monitor the relationship with the external audit firm. Johnson discussed the multi-year proposed fees provided by the external audit firm beginning with the fiscal year ending March 31, 2027.

PROPOSED PAYROLL AND BENEFITS AND OTHER SHARED ADMINISTRATIVE AND GENERAL COSTS BUDGETED FOR FISCAL YEAR 2026-2027

Johnson noted the duty of the JOC to review, prior to the respective annual meetings, the annual payroll and benefits and other shared administrative and general costs budgeted for each of the Parties (NMPP, MEAN, NPGA, and ACE).

Johnson provided a budget timeline and reviewed a summary of the allocation of payroll and benefits, determination of building and equipment rent paid to MEAN, and allocation basis for reimbursement of services from NMPP by MEAN, NPGA, and ACE, reflected in the Administrative and General Costs Budgeted for Fiscal Year 2026-2027 (Attachment D).

ALLOCATION OF FISCAL YEAR 2026-2027 PAYROLL AND BENEFITS AND OTHER SHARED ADMINISTRATIVE AND GENERAL COSTS

In fulfilling the JOC's duty to determine the allocation of payroll and benefits and other shared administrative and general costs to be used as the basis for reimbursement for services rendered or resources utilized by a Party, the following motion was made.

Motion Ron Doggett made the following motion:

The Joint Operating Committee determines payroll & benefits should be recorded to NPGA and ACE, as presented, with the remaining actuals recorded to MEAN and directs staff to adjust the amounts for the impact of the final benefits budget if such amount is less than presented. The JOC recognizes adjustments may be made during the fiscal year if changes to organization operations occur.

The JOC determines building and equipment rent will be paid to MEAN by NPGA and ACE, as presented.

The JOC determines services from NMPP will be reimbursed by MEAN, NPGA, and ACE, allocated based on each company's share of the total budgeted payroll and benefits (90% MEAN, 5% NPGA, 5% ACE).

Chris DesPlanques seconded the motion which carried unanimously on roll call vote of the 10 directors present. Duane Hoffman was not present for the vote.

PROPOSED MEETING DATES FOR 2026

2026 meeting dates for the Joint Operating Committee are June 3rd and November 4th.

ADJOURNMENT

There being no further business, the meeting was adjourned at 11:28 a.m.

Recorded by:
Laurie Keiser
Administrative Assistant

Submitted by:
Brent Nation
Secretary