

Unapproved Minutes  
 Virtual Conference  
 NMPP Energy Joint Operating Committee Meeting  
 Nebraska Municipal Power Pool  
 Municipal Energy Agency of Nebraska  
 National Public Gas Agency  
 Public Alliance for Community Energy  
 In-Person Meeting Site: 8377 Glynoaks Dr, Lincoln, NE  
 November 6, 2024 – 10:00 a.m. (CT)

The NMPP Energy Joint Operating Committee (JOC) met on Wednesday, November 6, 2024, via virtual conference. Notice of the meeting was given to Committee Members by email. The public was advised by publication in print and online in the *Lincoln Journal Star* newspaper and website on October 16, 2024, 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. Instructions to join the meeting via virtual conference were provided in the public notice. 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**

Chairperson, Andrew Devine, 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 10 of the 12 Members present, via virtual conference or in-person.  
 Quorum = 6 Members

Chris Anderson, NPGA	Brent Nation, NPGA
Andrew Devine, ACE	Tom Ourada, MEAN
Ron Doggett, MEAN	Mike Palmer, ACE
Duane Hoffmann, ACE	Jeremy Tarr, ACE <b>Virtual</b>
Matt Langhorst, MEAN <b>Virtual</b>	Randy Woldt, NPGA

Absent: Bob Lockmon, NPGA; and 1 vacancy

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.

## **APPROVAL OF MINUTES FROM THE JUNE 5, 2024, MEETING**

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

*Motion Randy Woldt moved to approve the meeting minutes of June 5, 2024, as presented. Tom Ourada seconded the motion which carried unanimously on roll call vote.*

## **EXECUTIVE DIRECTOR/CEO REPORT**

Bob Poehling thanked the Joint Operating Committee for attending the meeting. Poehling provided a staffing update since the previous JOC meeting and shared information on the competitive landscape.

## **STAFFING UPDATE**

Samantha Parker, Manager of Human Resources and Administration, provided an update on staffing and headcount trends. Parker discussed the strategies in place to support staff retention and satisfaction.

## **COMPENSATION STRUCTURE AND BENEFITS OF EMPLOYEES OF NEBRASKA MUNICIPAL POWER POOL**

Parker provided a historical review of health insurance renewals. With the change to < 50 employees, a transition to a new carrier will help reduce the increase in premium costs, compared to renewal costs with the current carrier.

*Discussion ensued.*

A brief update in dental coverage was also provided.

## **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: Ron Doggett moved to go into closed session for the protection of needless injury to the reputation of the Executive Director and dismiss non-JOC members and staff, with the exception of Samantha Parker, for the purposes of discussing the Executive Director's Pay Range. Mike Palmer 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 10:33 a.m. the Joint Operating Committee convened into closed session.

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

*Motion: Brent Nation moved to adjust the pay range for the Executive Director position by 4%.  
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 2024 for the four (4) entities under the NMPP Energy umbrella, included in the meeting packet as Attachment C.

## **PROPOSED PAYROLL AND BENEFITS AND OTHER SHARED ADMINISTRATIVE AND GENERAL COSTS BUDGETED FOR FISCAL YEAR 2025-2026**

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 Budget (Attachment D).

*Discussion ensued.*

## **ALLOCATION OF FISCAL YEAR 2025-2026 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 Brent Nation 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).*

*Duane Hoffmann seconded the motion which carried unanimously on roll call vote.*

## **JOC POLICIES AND GUIDELINES MODIFICATIONS**

A redline of suggested modifications to the JOC Policies and Guidelines was included in the meeting packet as Attachment E.

Michelle Lepin, General Counsel, reviewed the following proposed updates:

**Conflict of Interest Policy:** Proposed Appendix G incorporates provisions addressing conflicts of interest, to match the requirements imposed by LB287, which was recently enacted by the Nebraska Legislature and approved by the Governor on April 16, 2024. LB 287 requires any elected and appointed public official of a political subdivision to follow certain requirements if the public official is aware or should be aware of a potential conflict of interest in a matter. The proposed policy reflects the requirements of LB 287 as applied to the JOC and will provide a readily accessible point of reference regarding conflict-of-interest requirements for Committee members.

*Motion*            *Chris Anderson moved to approve the modifications to the JOC Policies and Guidelines, as presented. Randy Woldt seconded the motion which carried unanimously on roll call vote.*

## **ELECTION TO FILL VACANCY OF SECRETARY**

Election of a Member to fill the position of Secretary was conducted to fill a vacancy left by Edward Dunn of Grant, NE.

The following nomination was received:

- Brent Nation, Fort Morgan, CO

Michelle Lepin, General Counsel, noted the term of service for the position is through March 31, 2025, and opened the floor for additional nominations. No additional nominations were given.

*Motion*            *Mike Palmer moved to elect Brent Nation as Secretary. Ron Doggett seconded the motion which carried unanimously via voice acclamation.*

## **PROPOSED MEETING DATES FOR 2025**

2025 meeting dates for the Joint Operating Committee are June 4<sup>th</sup> and November 5<sup>th</sup>.

## **ADJOURNMENT**

There being no further business, the meeting was adjourned at 11:26 a.m.

Recorded by:  
Laurie Keiser  
Administrative Assistant

Submitted by:  
Brent Nation  
Secretary