

**MINUTES OF THE SPECIAL MEETING OF THE BOARD OF PUBLIC WORKS
OF THE CITY OF AUBURN, NEMAHIA COUNTY, NEBRASKA
HELD OCTOBER 29, 2025**

PURPOSE IS FOR REVIEW, DISCUSSION AND POSSIBLE ACTION ON PERSONNEL MATTERS AND PROJECT DEVELOPMENT FOR ELECTRIC SERVICE TO CHICKEN FARM.

THE BOARD OF PUBLIC WORKS (BPW) OF THE CITY OF AUBURN, NEMAHIA COUNTY, NEBRASKA, met in special session on October 29, 2025, at 1600 O Street at the hour of 11:30 a.m. This meeting was held in open session as required by Chapter 84, Article 14 of Nebraska State Statutes.

Chairman Knipe called the meeting to order. Roll call: Members present – Shaw, Grant, Knipe, Wilson, and Zaruba.

Chairman Knipe announced that this was an open meeting; a copy of the Open Meetings Act is posted on the northeast wall of the Board room.

Chairman Knipe opened the floor for public comment. No comments were presented to the Board.

Chairman Knipe requested a motion to approve General Consent items. Member Zaruba made a motion to accept the General Consent items as presented. Member Grant seconded the motion. Members voting aye – Grant, Knipe, Wilson, Zaruba and Shaw. Motion carried.

Chairman Knipe requested a motion to enter closed session per the Nebraska Open Meetings Act. Member Zaruba made a motion at 11:35 a.m. to enter closed session for the prevention of needless injury to the reputation of an employee for the evaluation of job performance of the employee, when said employee has not requested an open hearing. Members voting aye – Knipe, Wilson, Zaruba, Shaw, and Grant. Motion carried.

Chairman called to end closed session at 11:51 a.m. Member Zaruba seconded motion to end closed session. Members voting aye – Wilson, Zaruba, Shaw, Grant, and Knipe. Motion carried.

Member Zaruba made a motion to approve termination of introductory employee Paul Erickson during orientation in the probationary period and to authorize notice of termination to be signed by Chuck Knipe and sent to Paul Erickson. Member Grant seconded the motion. Members voting aye – Zaruba, Shaw, Grant, Knipe, and Wilson. Motion carried.

GM Luhring requested closed session per the Nebraska Open Meetings Act. Member Wilson made a motion to enter closed session at 11:52 a.m. For consideration, discussion, and possible approval of a General Manager. Member Grant seconded the motion. Members voting aye – Shaw, Grant, Knipe, Wilson, and Zaruba. Motion carried.

Member Shaw made a motion to end the closed session at 12:25 p.m. Member Grant seconded the motion. Members voting aye – Grant, Knipe, Wilson, Zaruba, and Shaw. Motion carried.

Member Zaruba made a motion to enter into a one-year agreement with Mr. Ray Luhring effective January 1, 2026, with an annual salary of \$180,000.00 with remote work approved from January 19, 2026, through February 19, 2026. Duties will include development of a succession plan and to mentor and develop an internal employee for the General Manager position. Member Wilson seconded the motion. Members voting aye – Knipe, Wilson, Zaruba, Shaw, and Grant. Motion carried.

GM Luhring provided information that a developer has requested cost share estimates to provide electrical service to potential chicken farm sites in the OPPD service territory. OPPD is reviewing their resources and has indicated they may turn the site over to BPW. After discussion, the Board determined BPW has the resources and would be interested in providing service with a projected split of 70% of cost to developer and 30% to BPW. Electric Operations Manager Kuhlmann will collaborate with the developer and OPPD to determine if the project will move forward. No action taken.

There being no further business to come before the Board by unanimous approval the Board adjourned to the next regular Board meeting to be held Wednesday, November 19, 2025, at the hour of 11:30 a.m. at the Board of Public Works Board Room. Chairman Knipe declared the meeting adjourned.

ATTEST:

Chairman

Secretary

CERTIFICATE

I, Tamara L Westhart, Notary Public for the State of Nebraska, do hereby certify the attached and foregoing minutes is a true, correct and conformed copy of proceedings had and done by the Board of Public Works in special meeting, October 29, 2025; all of the subjects acted upon in the foregoing proceedings were contained in the agenda for the meeting, kept continually current and available for public inspection at the Office of the Board; at least one copy of all reproducible material discussed at the meeting was available at the meeting for examination and copying by members of the public; the said minutes were in written form and available for public inspection within ten working days and prior to the next convened meeting of said body, all in accordance with Chapter 84, Article 14 of Nebraska Statutes.

Tamara L. Westhart, Notary Public in and for the State of Nebraska.
My Commission Expires October 4, 2027.