

TELL CITY ELECTRIC DEPARTMENT
BOARD OF DIRECTORS
February 24, 2026

The Tell City Electric Department Board of Directors met at 4:00 P.M. All members of the Board were present except for Mr. Land. Mr. Malone presided.

General Manager Andy Hicks was in attendance, as was Paige Schank for the Department. No additional guests were present.

No public petitions noted.

The Agenda was presented to the Board in written form. An addition under New Business, item f. Indiana House Bill 1002. A motion was made by Mr. Poole and seconded by Mr. Daum to approve the agenda as amended. Motion passed 5-0.

Minutes from the January 20, 2026, meeting were presented in written form. No corrections were noted. Mr. Kohnert made the motion to approve the minutes as presented. Ms. Nance seconded. The motion passed 5-0.

Committees

Human Resources: Mr. Hicks presented TCED's storm preparation and disaster response plans at the Kiwanis lunch in February.

Financial Matters: The Financial Reports, Working Fund Report, Liquidity Report, and Docket were presented and discussed. Mr. Daum motioned to approve the reserve transfers to the four reserve accounts: \$64,000.00 to the Operating Reserve, \$11,250.00 to the Expansion Reserve, \$10,000.00 to the Waupaca Substation Reserve, and \$9,993.47 to the Loan Liquidation Reserve and the Docket for February. Mr. Kohnert seconded. The motion passed 5-0. January had a positive net income, with the extreme weather in December and interest income on the certificate of deposit being the primary drivers. The certificate of deposit renews on March 21, 2026, and will be on next month's agenda. Year-end financials were provided to the Board for fiscal year 2025.

Strategic Planning:

i. E2 Customer Substation Update: No update at this time.

ii. JB Land Substation Update: Steel is projected to be delivered this month. Once received, the operations staff will begin construction for Phase 2.

Current Business

a. Power Supply Report: A copy of the monthly report was distributed. The Department's cost per kWh in January was \$0.0805246, Jasper's was \$0.0891487, Huntingburg's is \$0.0857609, and Troy's was \$0.0909683. A monthly comparison of charges from TCED and SIP to our E2 customer was presented for the Board's review for January consumption. TCED's cost to the E2 customer for the January consumption (due in February) invoice was approximately \$27,900 less than SIP's charge.

b. Troy and Cannelton Assistance Update: TCED continues to be available for any outage or assistance as needed.

c. GE Project Update: The nonrefundable charges have been received. GE is still working on getting the bond for the deposit. TCED's work at the site is complete until the contractor's equipment is installed. Power is expected to be needed in March.

Mr. Poole made a motion, seconded by Ms. Nance at 4:19 P.M. to adjourn and move into executive session to:

Discuss Personnel Matters.

The motion passed 5-0.

At 4:51 P.M. Mr. Kohnert made a motion to adjourn the Executive Session and return to regular session. Mr. Daum seconded, and the motion passed 5-0.

New Business

a. Resolution R260224A – Tell City Electric Department Personnel Policy: Section 5.1, Section 6.11, and Section 6.13: TCED's current policy documents the disciplinary steps to be followed for any violence, safety, or employee conduct action. The policy was written to follow the verbal, written, suspension, and termination steps without taking into account the severity of the action. The amendment proposed to all three sections noted is to include a statement noting that the steps are not all-inclusive and may be modified, combined, skipped, or repeated based on the nature and severity of the incident. It allows the General Manager to give verbal or written warnings, and any further actions will be at the discretion of the Human Resources Committee.

b. Transfer of Funds from Operating Reserve to Regular Checking Account for Phase 2 JB Land Substation: The Board voted to transfer \$235,000 from the operating reserve into the checking account for payment of invoices related to Phase 2 of the JB Land Substation. Invoices from Anixter for \$217,000 for the breakers were received as well as invoices for engineering work and miscellaneous other material. Motion made by Mr. Kohnert and seconded by Mr. Daum. Motion passed 5-0.

c. Resolution R260224B General Manager Merit Bonus 2025: The Board reviewed the criteria for Mr. Hicks's merit bonus as was set forth at the end of 2024 for his 2025 goals. Goals included criteria on safety, EBITDA, community involvement and relations, and specific project goals. The Board thanked Mr. Hicks for the work he has provided this year, the relationships he maintains throughout the community, and the effort he puts into the Department's success. Ms. Nance motioned to approve the Resolution R260224B General Manager Merit in the amount of \$4,600 payable in 2026. Motion seconded by Mr. Poole and passed 5-0.

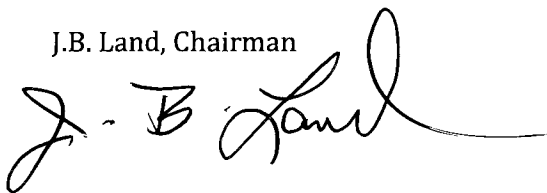
d. Liability Release and Settlement Agreements: The Board was provided the liability release and settlement agreements as prepared by the Department's legal counsel. The renter and property owner have both been contacted regarding the documents being offered and available to them. The renter will sign the release on Friday. At this time, we have not heard anything from the property owner regarding the offer. The voucher for the renter is presented within the payables docket at this meeting.

e. APPA Awards: RP3 designations will be public information after March 31st. TCED is expecting results from the APPA Reliability and Safety Awards in the upcoming month as well.

f. Indiana House Bill 1002: Mr. Hicks informed the Board that the bill has passed the House and Senate. The bill includes changes to the energy assistance program's moratorium, adding summer restrictions protecting approved EAP customers from disconnection based on federal extreme heat warnings. If approved, TCED's disconnect process for EAP customers will align with the updates within the bill.

There being no further business, Ms. Nance made a motion at 5:05 P.M. to adjourn. Mr. Kohnert seconded the motion; it passed 5-0.

J.B. Land, Chairman



Bob Kohnert, Secretary

