

Monitoring Report SD-8: Employee Relations Governance Committee

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SD-8 EMPLOYEE RELATIONS

- OPPD shall develop and maintain a **diverse** and **inclusive** workplace reflective of OPPD's core values that engages and inspires employees to commit to the vision and mission of OPPD.
- OPPD establishes a goal to achieve top-quartile performance in **employee engagement** for similar sized companies.
- OPPD shall:
 - Engage its workforce in personal and professional development.
 - Maintain and communicate written policies that define procedures and expectations for staff and provide for effective handling of grievances.
 - Bargain in good faith with the official agents of represented employees and comply with Collective Bargaining Agreements.
 - Conduct an annual engagement survey and provide a report of results to the Board.
 - Provide an annual report to the Board on OPPD's Affirmative Action Plan.

LEGACY I³

Legacy I³ provides OPPD with a low-cost, sustainable method of developing local, diverse talent into viable candidates for employment.

Established In 2017
120 Enrolled Through 2022

- **87 Graduated**
 - 27 interned summer 2022
 - 22 continued interning part-time after summer internship
 - 7 full-time and 1 part-time at OPPD
 - 1 full-time and 6 part-time at QLI
- **63 enrolled in college**
- **8 graduated (Associates Degree)**
- **1 graduated (Bachelors Degree)**

2022-2023
Current Roster

- **9 high school students (Cohorts 6)**

2022 Employer Partners & interns

- **OPPD 18 interns)**
- **QLI (6 interns)**
- **Claas (1 intern)**
- **Peregrine Hotel (1 intern)**
- **Charles Drew Community Health Center (0 interns)**
- **OneWorld Community Health Center- (1 intern)**

Engage its workforce in personal and professional development:

Employee Resource Groups and Communities of Practice



Engage its workforce in personal and professional development.

- Mindfulness Moments
- Stretching with Stacey
- Wellness Portal
 - Education Programs/Instructional Videos
 - Wellness Challenges
 - Health Assessment
 - Biometric Screening
 - Real Appeal Online Weight Loss Program
- Tobacco Cessation Programs
- Financial Wellness Programs
- Retirement Seminars and Workshops
- Parenting Sessions
- Suicide prevention Programs

Engage its workforce in personal and professional development.

- **New programs:**
 - Leader Huddles
 - Supervisor Sparks
 - Change Agent Network
 - Blue Ocean Brain
 - Inclusion, Diversity & Equity Roundtables with BUs
- **Targeted development:**
 - Accelerated Leadership Development Programs
 - Crew Leader University
 - The Gatherings for Professionals of Color & Women
 - Full Diversity Partners-Global/FDP-Allies Labs
 - REGAL Mentoring & Sponsorship Pilot Program for Professionals of Color

Engage its workforce in personal and professional development.

- Enhanced Leadership Framework learning options & online resources for leaders & individual contributors
- DE&I engagement
 - Diversity, Equity & Inclusion development and roundtable discussions in Business Units

Maintain and communicate written policies that

- 1. Define procedures and expectations for staff**
- 2. Provide for effective handling of grievances**

- Collective Bargaining Agreements**
- Corporate Policies/Procedures**
- Employee Handbook**
- Code of Conduct**
- Ethics Point**
- Internal Complaints**
- External Complaints**

Bargain in good faith with the official agents of represented employees and comply with Collective Bargaining Agreements.*

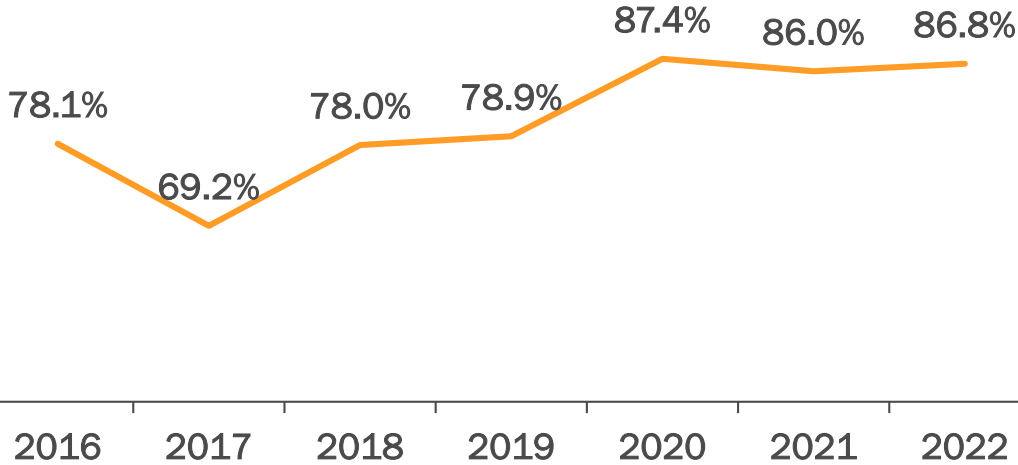
*Both parties must be sincere in their attempts to reach an agreement.

- Collective Bargaining Agreements (Negotiated in 2022)
- Memoranda and Letters of Understanding
- Quarterly Benefits Topics Meetings
- Quarterly Safety Meetings
- Supervisor Training
- Crew Leader University

Conduct an annual engagement survey and provide a report of results to the Board.

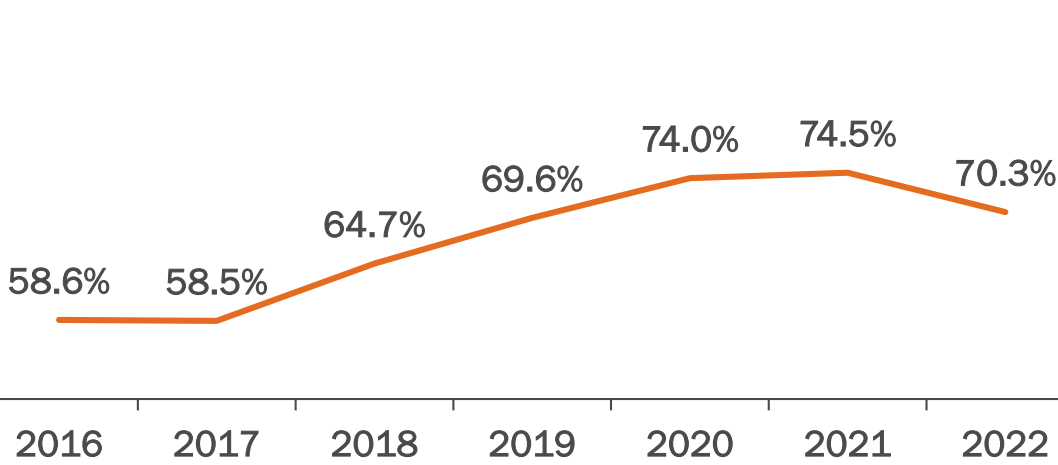
Response Rate

(n=1,584 of 1,824)



Overall % Favorable*

(% Agree / Strongly Agree)



OPPD did not achieve top-quartile performance in employee engagement for similar sized companies in 2022.

Key Opportunities:

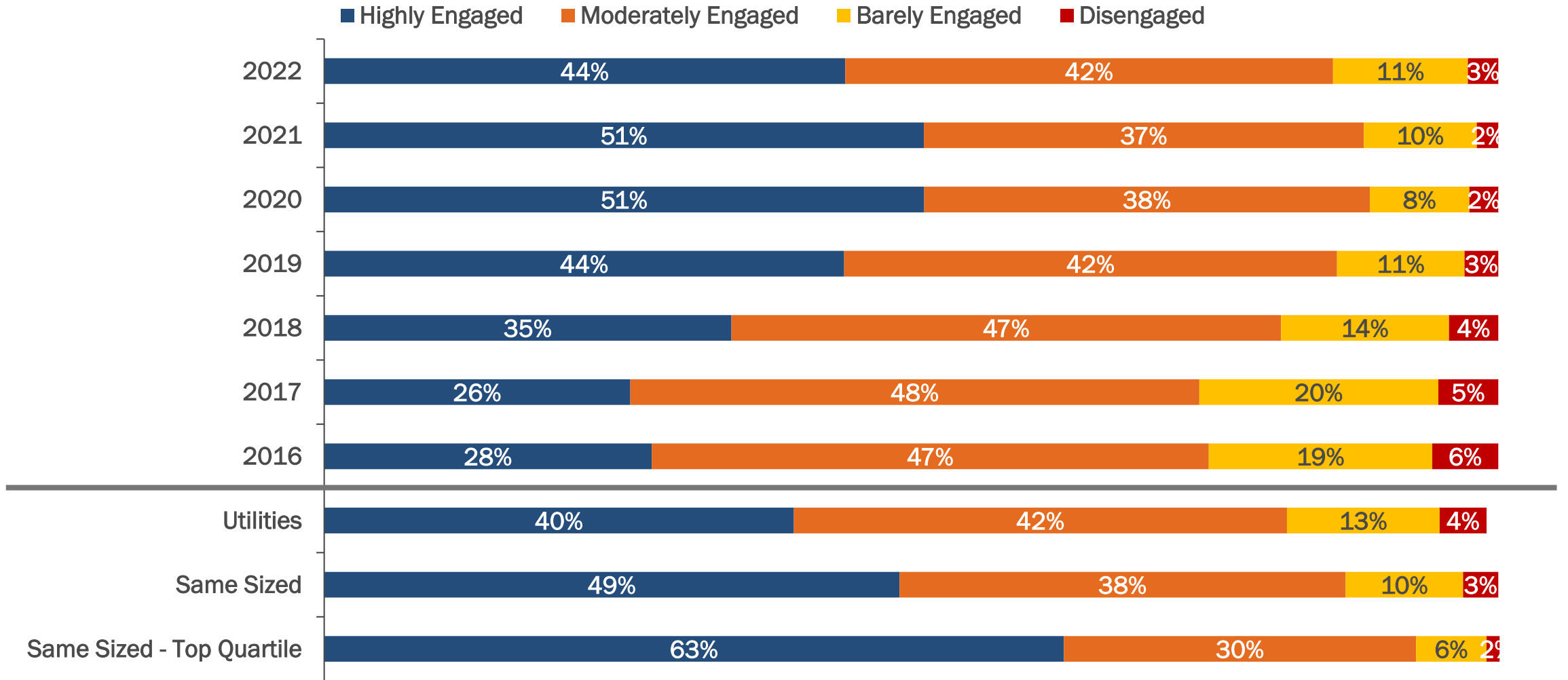
- Better alignment around our Future Vision – **53%** of employees understand the plans for future success (-7.9%)
- Enhance trust with CEO/VPs

Most stable:

- Inclusion, Authenticity & Accountability (less than 1% decrease); Manager Effectiveness (less than 3% decrease)

Employee Engagement Profiles

Modest shifts in overall Engagement at OPPD; still above industry in “Highly Engaged”



Moving Forward: Focus on Key Drivers to improve engagement

Enhance Sr. Leader connections within the district

- Regular Sr. Leader and People Leader Collaborative events
- Provide Leadership Lab sessions to network and learn

Continue focus on career and professional development

- Execute on Learning Strategy
- Expand curriculum and learning opportunities

Enable People Leaders to guide employees through change

- Provide change leadership training and support
- Integrate change management across all initiatives at OPPD

Provide an annual report to the Board on OPPD's Affirmative Action Plan.

2022 Goals

- Elkhorn Service Center– Females
- Energy Plaza – Minorities & Females
- Nebraska City Station – Minorities
- North Omaha Station – Females
- Disabilities – all plans (7% goal)
- Veterans – all plan (5.7% of total hires)

RECOMMENDATION

The Governance Committee has reviewed and accepted this Monitoring Report for SD-8 and recommends that the Board find OPPD to be sufficiently in compliance with Board Policy SD-8.