RESOLUTION NO. 6611

WHEREAS, the Board of the Directors has determined it is in the best interest of the District, its employees, and its customer-owners to establish written policies that describe and document OPPD's corporate governance principles and procedures; and

WHEREAS, each policy was evaluated and assigned to the appropriate Board Committee for oversight of the monitoring process; and

WHEREAS, the Board's Governance Committee (the "Committee") is responsible for evaluating Board Policy SD-8: Employee Relations on an annual basis. The Committee has reviewed the SD-8: Employee Relations Monitoring Report and finds OPPD to be sufficiently in compliance with the policy as stated.

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors of Omaha Public Power District hereby accepts the 2023 SD-8: Employee Relations Monitoring Report, in the form as set forth on Exhibit A attached hereto and made a part hereof, and finds OPPD is taking reasonable and appropriate measures to comply with Board Policy SD-8.

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.

OPPD

A Diverse & Inclusive Workplace
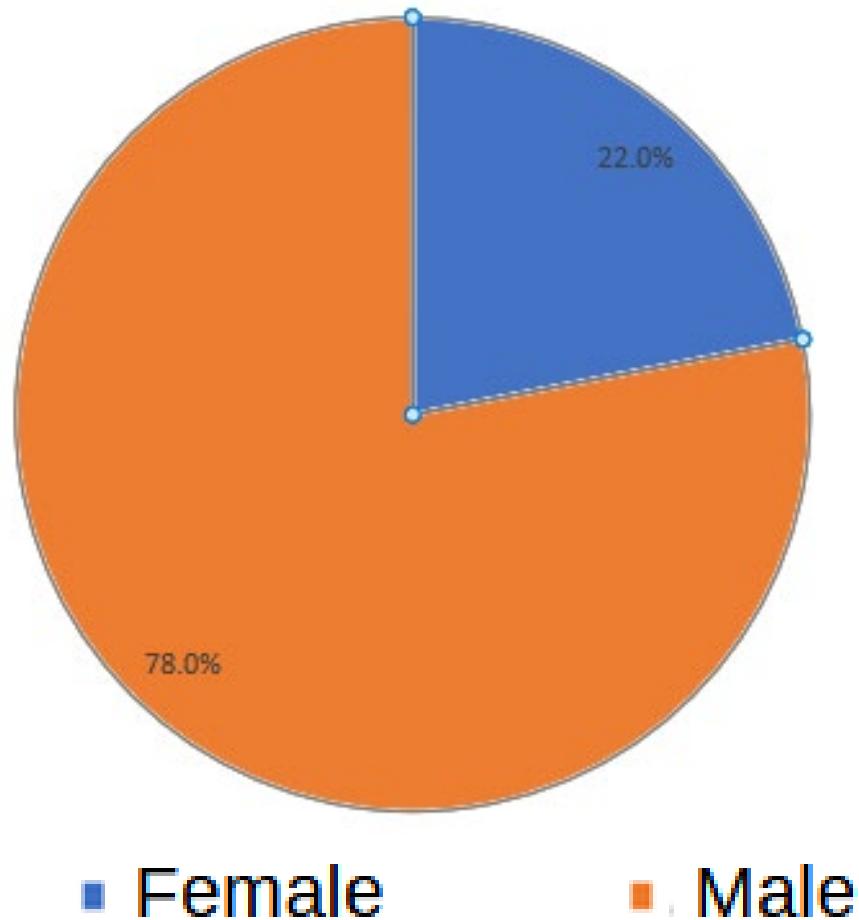
Demographics by Ethnicity

As of October 1, 2023
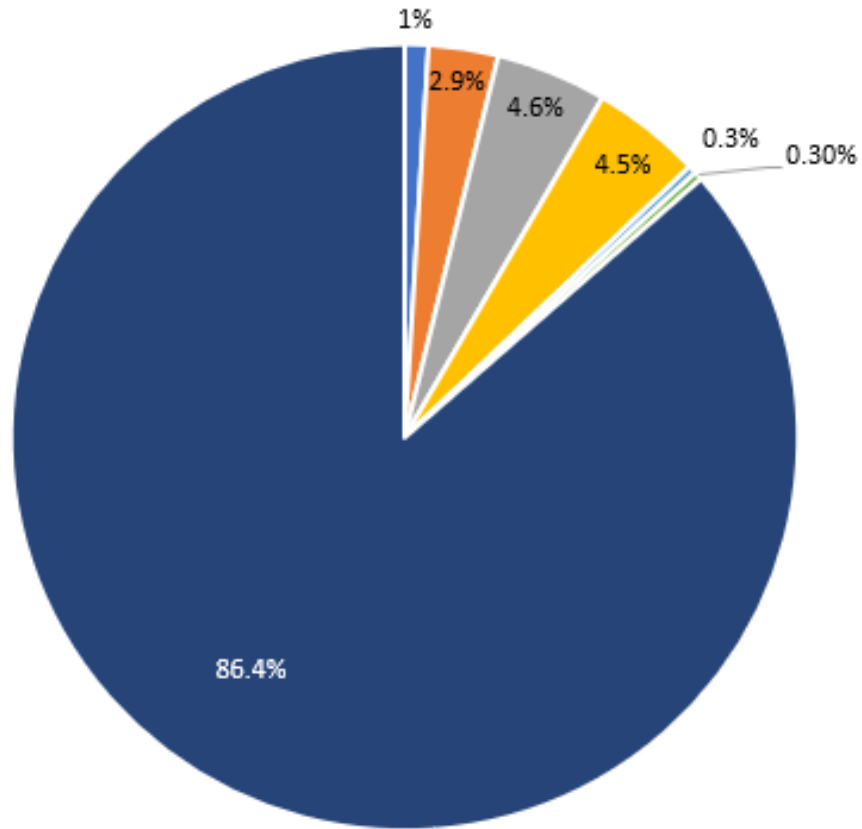
Ethnic Group	OPPD Rate (as of Oct 1, 2023)	OPPD Service Territory Rate (as of July 2022)	Nebraska Rate (as of July 2022)
Asian	2.9%	3.4%	2.8%
Black	4.6%	8.3%	5.4%
Hispanic	4.5%	12.3%	12.3%
Native American	1.0%	1.2%	1.6%
Pacific Islander	0.3%	0.1%	0.1%
White	86.4%	84.1%	87.5%
Not Specified	0.3%	Not Available	
2+ Groups		2.8%	2.5%

Legend: ■ Native American ■ Asian ■ Black ■ Hispanic ■ Not Specified ■ Pacific Islander ■ White

Demographics by Gender

Gender	OPPD Rate (as of Oct 1, 2023)	OPPD Service Territory Rate (as of July 2022)	Nebraska Rate (as of July 2022)
Female	22%	49.9%	49.7%
Male	78%	50.1%	50.3%

According to national studies, women account for 22% of the traditional energy sector compared to an overall average of 47% nationally in the workforce*. Underrepresentation of women attributed to

- Lack of female role models
- Physical demands of jobs
- Pipeline issues of females in STEM-related studies

*National Renewable Energy Laboratory, February 8, 2022

Demographics by Veteran Status and Generations

Military Status	OPPD Rate
Veteran	10.2%

Generations	OPPD Rate
Baby Boomers (1946 – 1964)	11.9%
Gen X (1965 – 1980)	41.5%
Gen Y/ Millennials (1981 – 1994)	39.9%
Gen Z (1995 – 2009)	6.7%

Inclusive Workplace

- 2023 Best Places to Work survey results measuring *inclusion*

BPTW Survey	All EEs	Males	Females	Black	Hispanic	Asian	Other/ Multi
Overall Average Inclusion % Favorability	86	84	79	69	83	90	78

- 86% favorability overall
- Varying degrees of inclusion favorability among different demographics

Bridge Builders

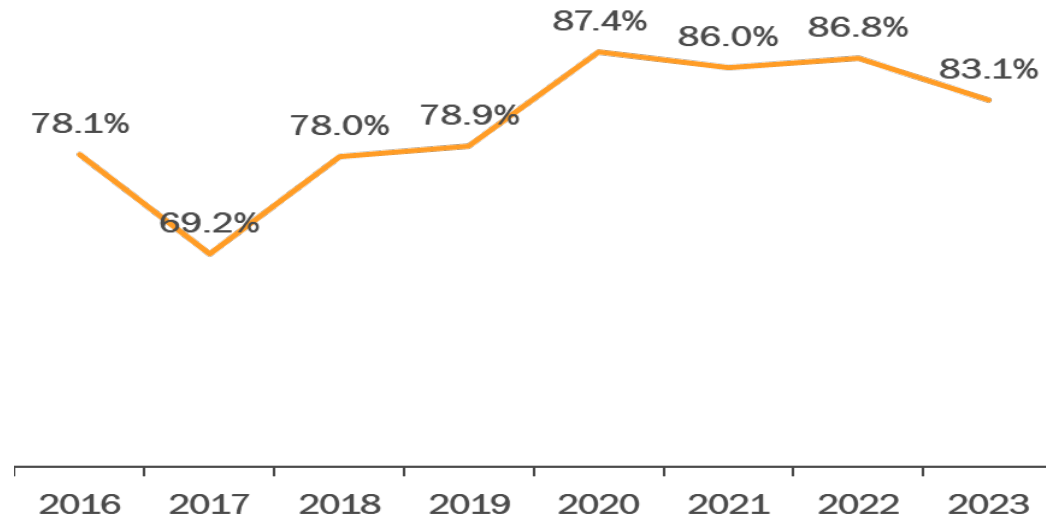Promoting diversity and inclusion throughout the District

Employee Engagement
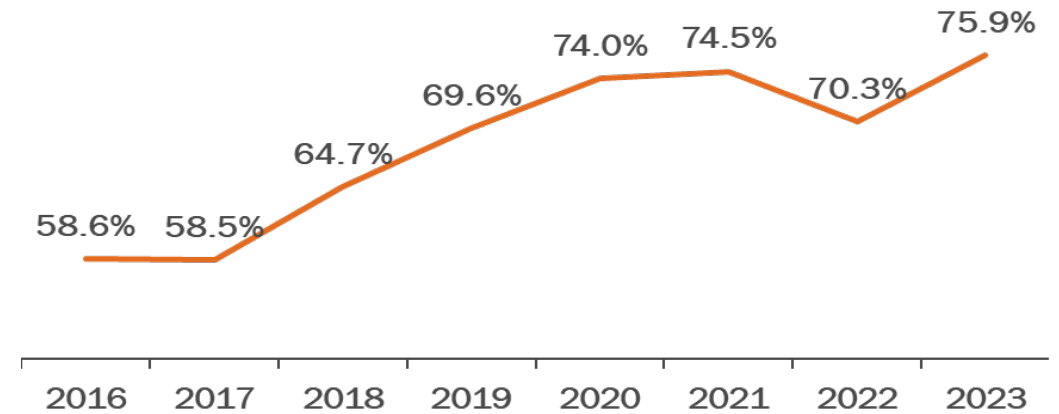
Annual engagement survey

Response Rate
(n=1,598 of 1,923)

78.1% (2016)
69.2% (2017)
78.0% (2018)
78.9% (2019)
87.4% (2020)
86.0% (2021)
86.8% (2022)
83.1% (2023)

Overall % Favorable*
(% Agree / Strongly Agree)

58.6% (2016)
58.5% (2017)
64.7% (2018)
69.6% (2019)
74.0% (2020)
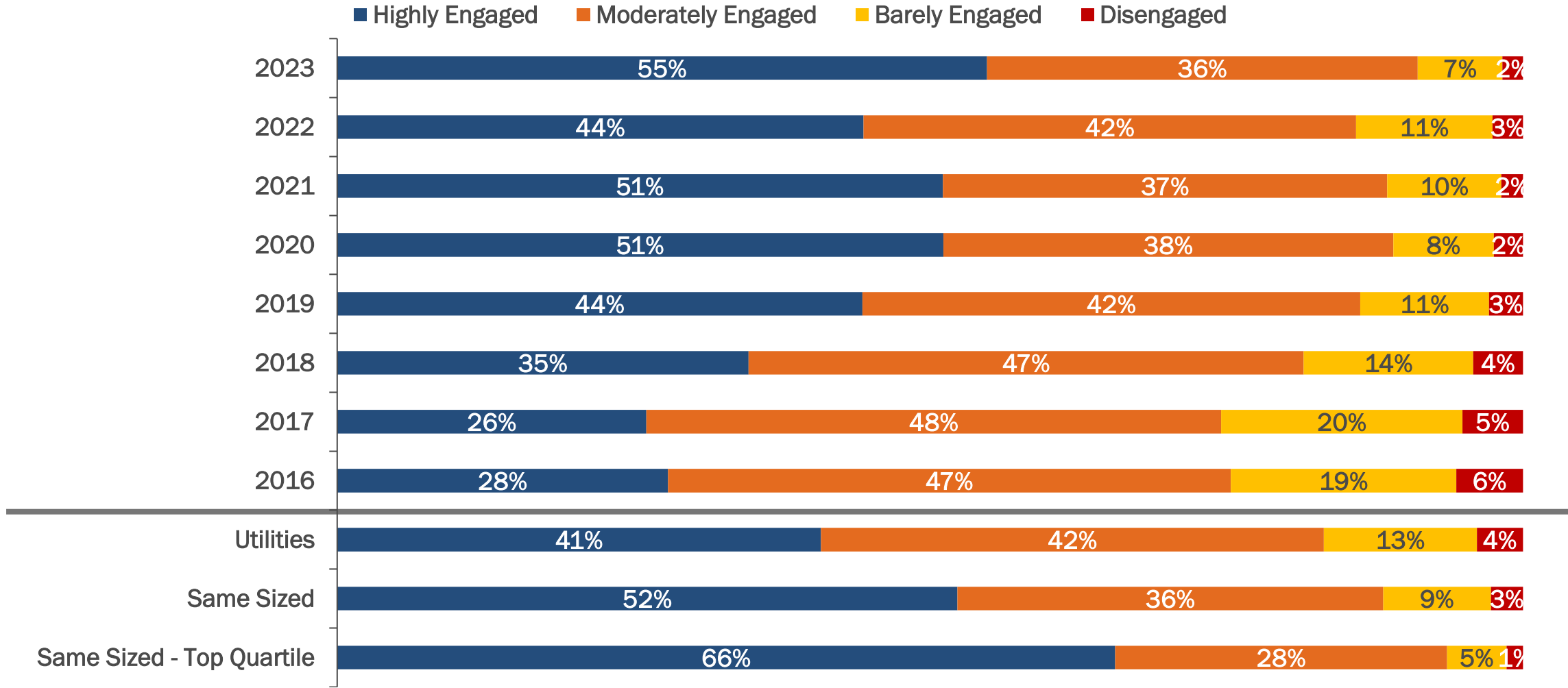74.5% (2021)
70.3% (2022)
75.9% (2023)

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

Key Opportunities:
- Continue to focus on decision-making at the right level,
- Connect employees to strategy and future outlook,
- Lean into career advancement discussions and needs for each level of employee.

Employee Engagement Profiles

Significant and positive shifts in overall Engagement at OPPD; Significantly above industry in "Highly Engaged"

Legend: ■ Highly Engaged ■ Moderately Engaged ■ Barely Engaged ■ Disengaged

Year	Highly Engaged	Moderately Engaged	Barely Engaged	Disengaged
2023	55%	36%	7%	2%
2022	44%	42%	11%	3%
2021	51%	37%	10%	2%
2020	51%	38%	8%	2%
2019	44%	42%	11%	3%
2018	35%	47%	14%	4%
2017	26%	48%	20%	5%
2016	28%	47%	19%	6%
Utilities	41%	42%	13%	4%
Same Sized	52%	36%	9%	3%
Same Sized - Top Quartile	66%	28%	5%	1%

OPPD

Communities of Practice

Recognition of New Professional Engineer (PE) certificate holders

Employee Resource Groups

OPPD Women's Network

OPPD pride

Veterans Network — Powerful Service

OPPD African American Network

LSO — Latino Society of OPPD

OPPD SIDE

New group launching - focused on diverse abilities

OPPD Global Connections

OPPD Young Professionals Group

Empowering Working Families

45% of the workforce participates in an ERG or a COP.

OPPD

Recruiting Efforts

Other SD-8 Mandates

Personal and Professional Development

Increased Virtual Instructor-Led Training Sessions

Short virtual sessions to explore professional development skills offered twice in 2023 on these topics:

- Communication
- Influencing & collaboration
- Adapting to change
- Managing priorities
- Team agility
- Giving & and receiving feedback
- Coaching for leaders
- Leadership basics

Annual Career Week

Opportunity for employees to consider how they are developing & link to resources

- Coffee chats at power plants & service centers
- Virtual lunch & learns on development
- Career fair in person to create awareness around parts of the business
- Over 175 employees from throughout the District participated in October 2023
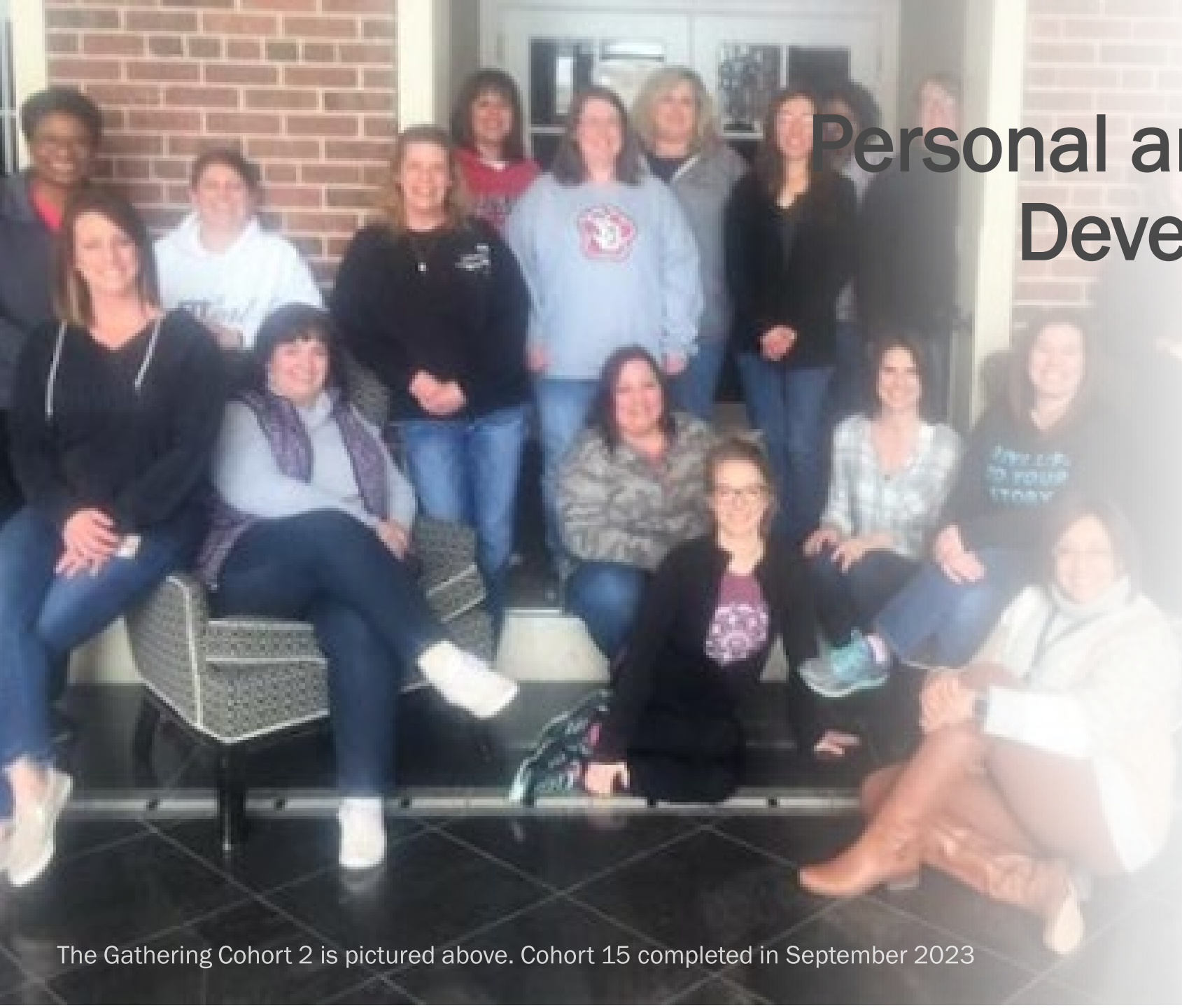
Personal and Professional Development in D&I

- The Gatherings for Professionals of Color & Women

- Full Diversity Partners-Global/FDP-Allies Labs

- REGAL Mentoring Program for Professionals of Color

- OWN Mentoring Program for Women being piloted in 2024

The Gathering Cohort 2 is pictured above. Cohort 15 completed in September 2023

CREW LEADER UNIVERSITY

Builds leadership and communication skills of crew members to step into crew leader positions

- 119 employees have attended and graduated (2020-2023)
- 50 of 119 employees have filled a crew leader position

Personal Development

- Mental Wellness CBT Trainings for Leaders and Employees
- "Let's Talk" Virtual Quarterly Coffee Chats
- OPPD Wellbeing Portal
  - Education Programs/Instructional Videos
  - Wellness Challenges
  - Health Assessment /Biometric Screening
  - Real Appeal Online Weight Loss Program
- Tobacco Cessation Programs
- Financial Wellness Programs
- Caregiving Sessions
- Suicide Prevention Programs
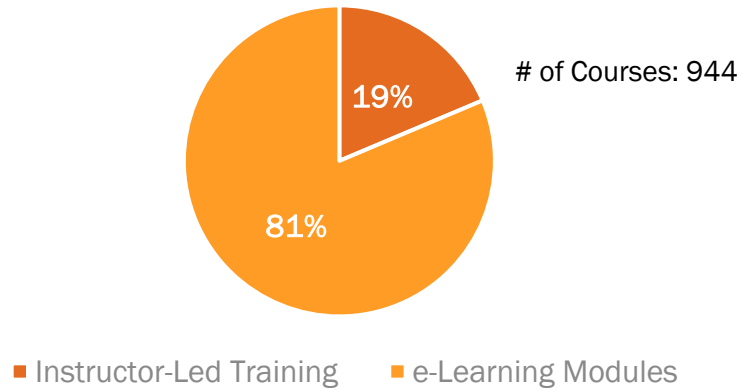- On-Site Skin Cancer Screenings

The Learning Center

- The OPPD Learning Management System was established in 2022.
  - Accessed directly through the intranet home page
- Offers easy ways to enroll in learning modules.
- Consistent way to record development activity throughout the District in technical certifications, compliance training, and professional skills building.
- Thousands of courses available for employees to self-enroll to build professional and personal skills.
- Packaged learning plans developed to combine next-level topics.
  - New Employee Onboarding
  - New Leader Onboarding
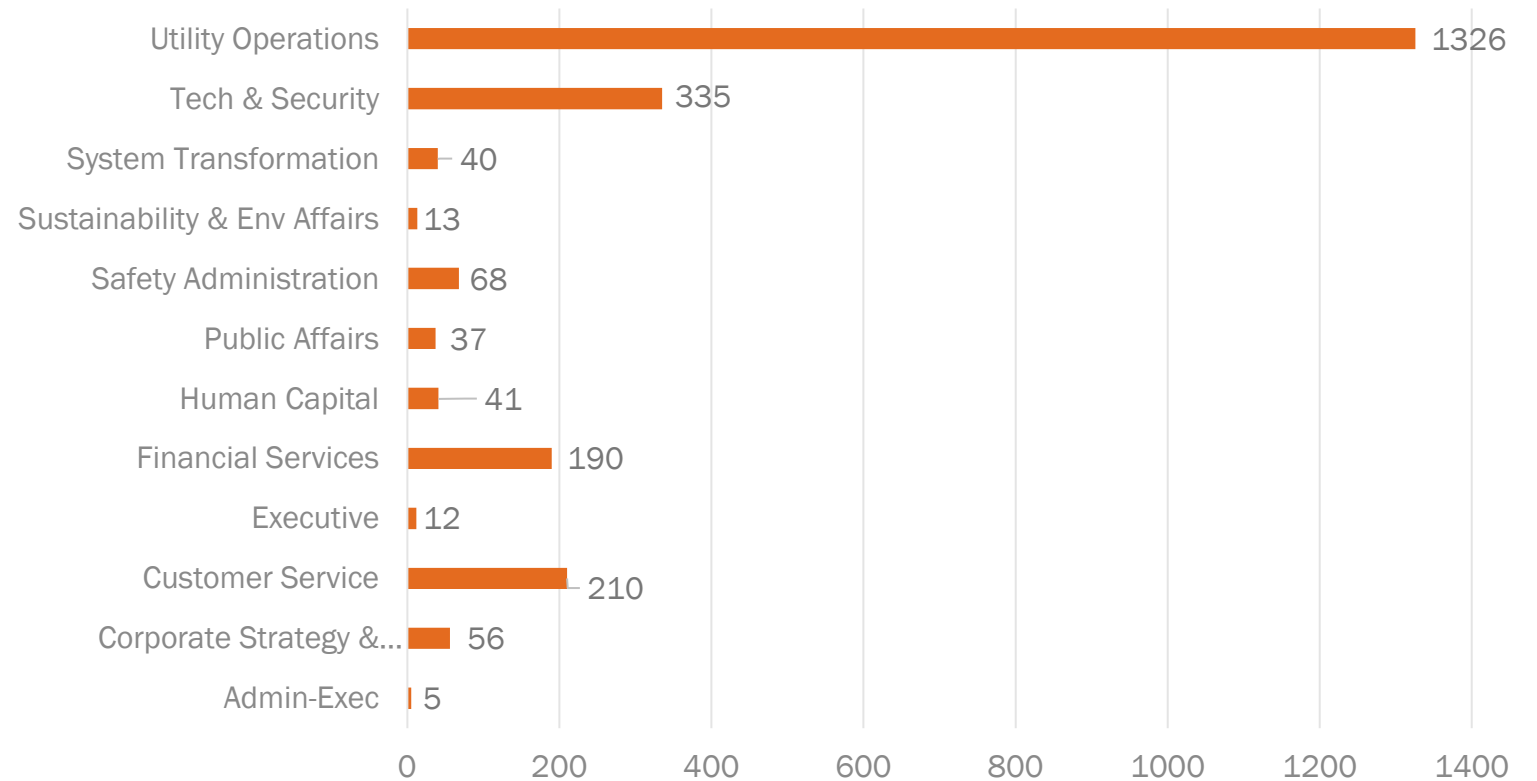 - Leadership Framework Behavior Development

LEARNING MANAGEMENT SYSTEM

2023 OPPD Learning Center Activity
as of September 30, 2023

Methods of Courses Taken

# of Courses: 944

- 19%
- 81%

- Instructor-Led Training
- e-Learning Modules

Types of Courses Taken

- 13%
- 26%
- 61%

- Technical
- Compliance
- Professional Skills

Learners Count by Business Unit

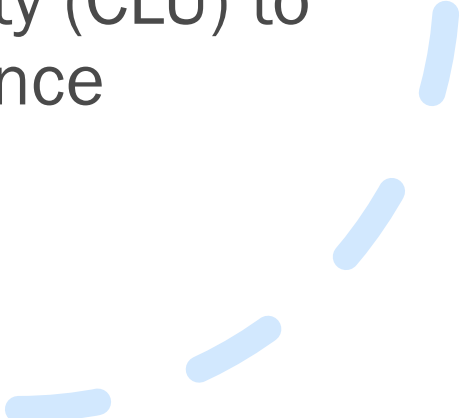| Business Unit	Count
Utility Operations	1326
Tech & Security	335
System Transformation	40
Sustainability & Env Affairs	13
Safety Administration	68
Public Affairs	37
Human Capital	41
Financial Services	190
Executive	12
Customer Service	210
Corporate Strategy &...	56
Admin-Exec	5
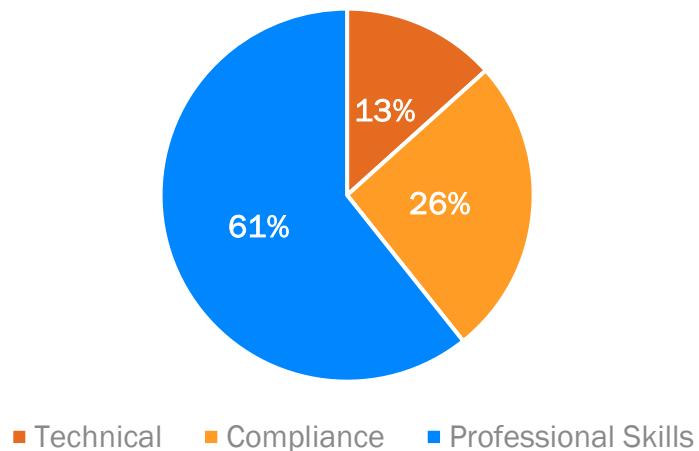
LEARNING & DEVELOPMENT FOCUS in 2024

- Offer custom-designed Leadership Development training
  - For ALL leaders of people: supervisors, managers, directors, VPs
- Continue to offer virtual and in-person learning for employees to affect PF2050
- Align a consistent onboarding approach for our new employees and new leaders.
- Expand Crew Leader University (CLU) to existing crew leaders to enhance leadership skills.

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 (Preparation for 2025 negotiations)
- Memoranda and Letters of Understanding
- Quarterly Benefits Topics Meetings
- Quarterly Safety Meetings
- Supervisor Training
- Crew Leader University

Affirmative Action Plan (AAP) Performance Review

Affirmative Action is the obligation to ensure applicants have equal opportunity to employment and employees receive nondiscriminatory treatment

An AAP is required of federal contractors who meet certain criteria under these laws
- Executive Order 11246
- Rehabilitation Act of 1973 (Section 503)
- Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA) of 1974

OPPD is subject to this requirement because the District has

- at least 50 employees

- a federal contract that meets a financial threshold

Affirmative Action Plan (AAP) Performance Review

Placement goals, utilization goals, and hiring benchmarks are not to be interpreted as a ceiling or floor for the employment of particular groups of persons but, rather, should serve as a benchmark against which OPPD measures the representation of persons within its workforce.

AAP placement goals are standards of measurement and represent hiring benchmarks based on the available labor market.

- Goals are areas that may be subject to remedy
- OPPD saw a **reduction in year-over-year goals** for the 2023 Affirmative Action Plan.


AAP Goals
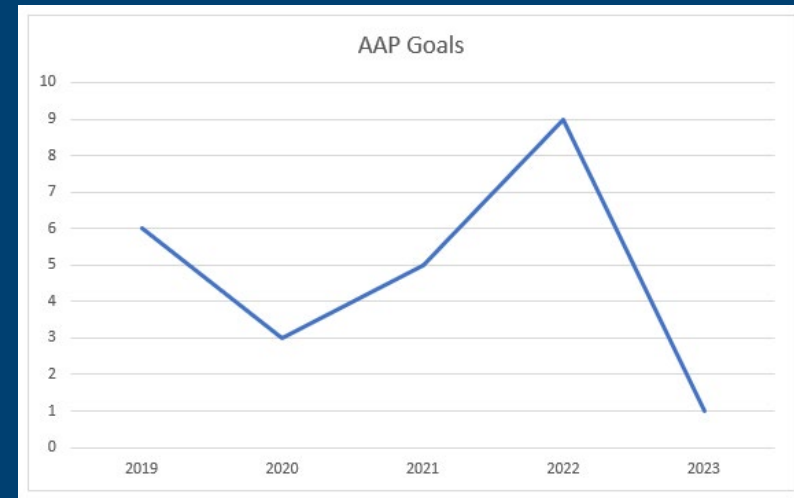
New Measures OPPD implemented in 2023

- Workforce Development Council
  - Includes 40 diverse employees throughout the District who will assist with identifying and connecting with potential candidates.
  - The objective is to broaden OPPD's regional recruiting footprint, strengthen our digital talent communities and provide more diverse candidate pools.

Recommendation

The Governance Committee has reviewed and accepted this Monitoring Report for SD-8: Employee Relations and recommends that the Board finds OPPD is taking reasonable and appropriate measures to comply with Board Policy SD-8.

Any reflections on

what has been accomplished, challenges and/or strategic implications?
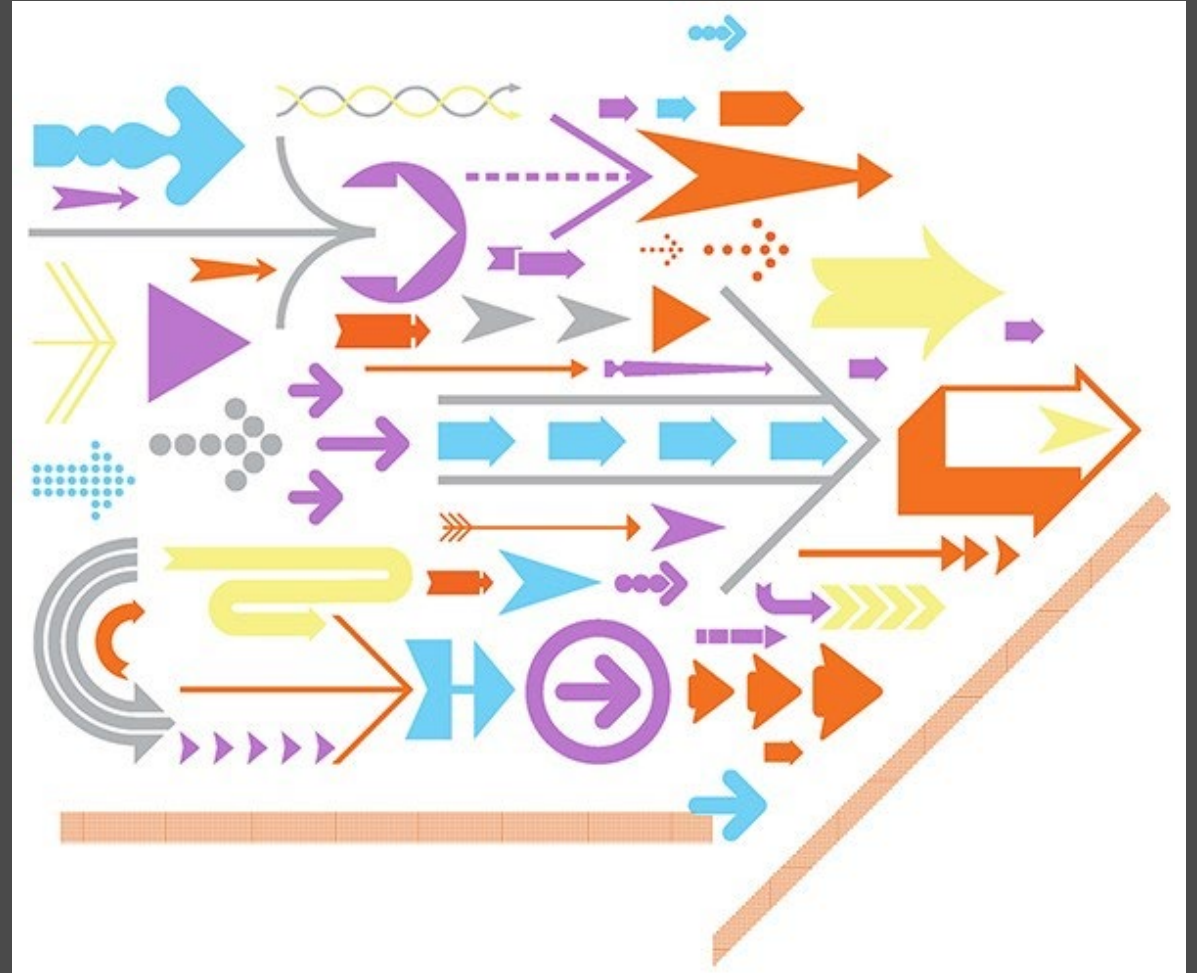
Appendix

Legacy I³

Legacy I³ provided OPPD with a low-cost, sustainable method of developing local, diverse talent into viable candidates for employment.
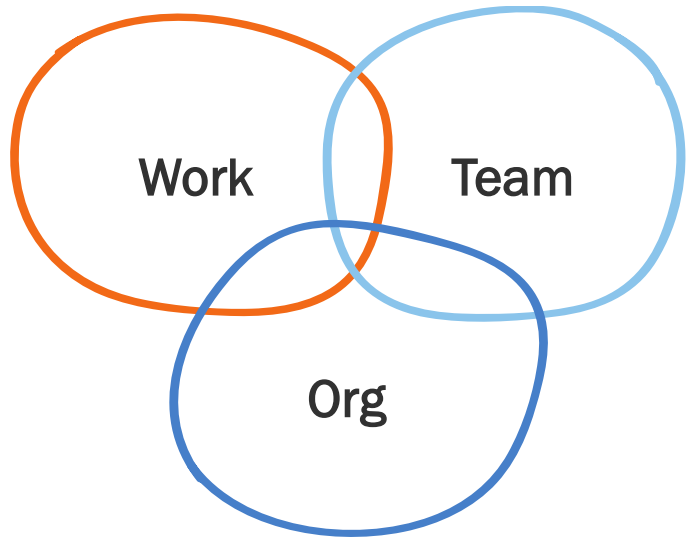
Business Unit	Full time Placements (9)	Currently interning (14)
Customer Service	2	1*
Utility Operations	4	2
Technology Security	2	6*
Safety & Facilities	1	1
Financial Services		1
Public Affairs		1*
Human Capital		1
Corp. Strategy & Governance		1

*College graduates in May 2024

Engagement Explained

Employee engagement is the strength of mental and emotional connection employees feel toward the work they do, their teams, and the overall organization.

Work

Team

Org

	We use two types of survey items...	
	Engagement Outcomes (5 Questions)	**High Impact Items (43 Questions)**
What are they?	• Diagnostic in nature (non-actionable) • Indicate current levels of engagement • Stable from year to year	• Actionable • Influence the engagement outcomes • Unique across organizations and across surveys
Why do they matter?	• These items measure the behaviors we want to see from your employees (e.g., Intent to Stay, Advocacy)	• These items suggest how to take action to move the needle on engagement

Reminders on BPTW Data:

- Favorability is the combination of responses that are either ' Agree' or 'Strongly Agree' on our 6-point agreement rating scale

- Observe year-over-year changes in favorability (±3% is considered statistically significant)

- High-impact questions have direct impact on engagement items and are the best opportunities to see improvement year over year

- SD-8 Employee Relations Goal is to have overall favorability in the Top Quartile of same-sized companies.

- Lean on your HCBP's (and OD) for any analysis questions you may have

OPPD ★

Executive Summary

› Overall Results

- Overall favorability was **75.9%** (Top Quartile 79%) **5.7%** increase over 2022

- Big increase for recognition, up **19.8%**

- Several areas with the largest increases
  - Decisions made at the appropriate level
  - Confidence in the CEO/VP team to set the right strategy
  - Understanding OPPD's plans for future success

- Despite overall improvements, intent to stay saw little change compared to last year
  - It would take a lot for me to leave this organization (+1.7%)

> "OPPD Leadership Team is changing the work culture in positive ways. These surveys used to be a joke. But now I feel OPPD is actually using this information in the correct ways. Nice Work!"
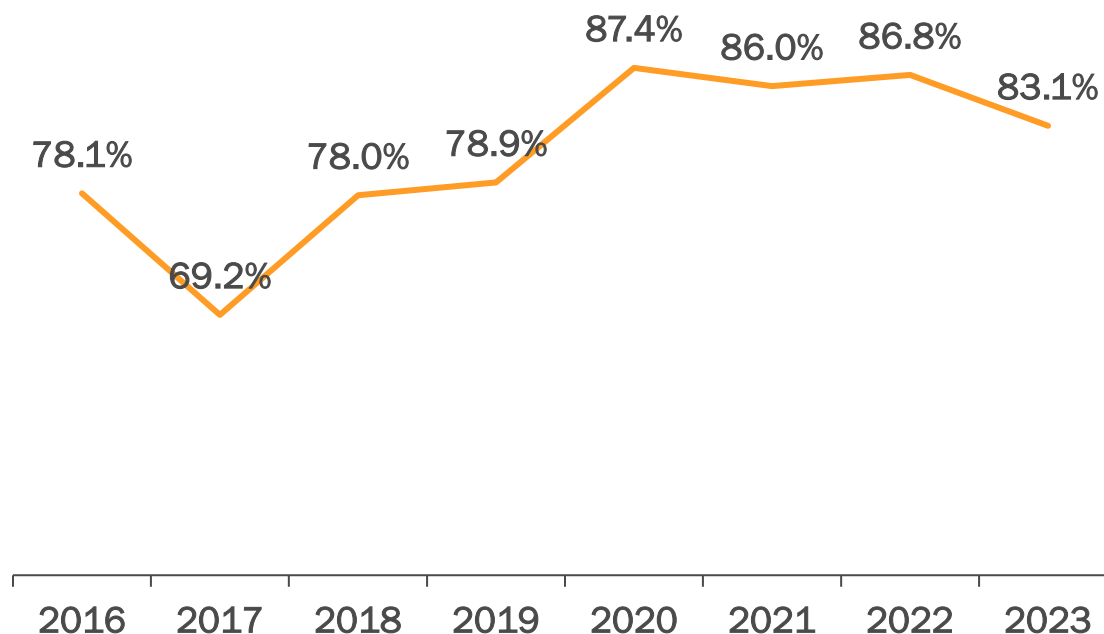
› Key Opportunities for Improvement

- Continue to focus on decision making, future outlook, and strategy. Items related to these areas improved significantly, but they are still among the weaker performing items overall.

  - "Decisions are made at the appropriate level" increased by over *16%*, but "Perspectives like mine are included in the decision making at OPPD." saw little change (improving by just *1.9%*).

- Lean into career advancement discussions and needs for each level of employee. There is a large gap between perceptions of Learning and available opportunities for Advancement.

  - Currently, **80%** of respondents say they have sufficient opportunities to learn, yet only **63%** believe they have opportunities to advance (a gap of 17%, which is a consistent gap for both people leaders and non-leaders).

Response Rate and Overall % Favorable: 2016 to 2023
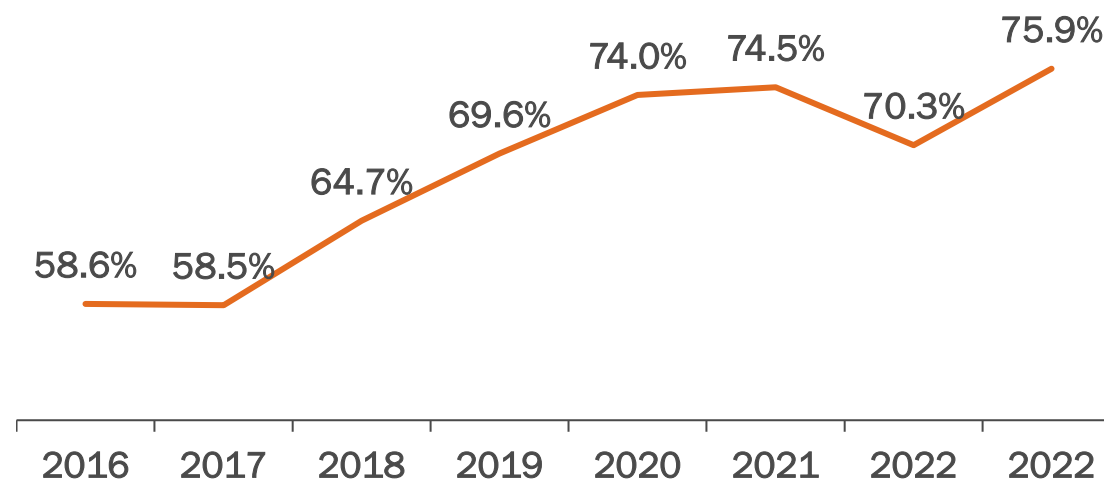**Overall favorability rebounded significantly this year, improving by more than 5% since 2022.**

Response Rate
(n=1,598 of 1,923)

78.1%
69.2%
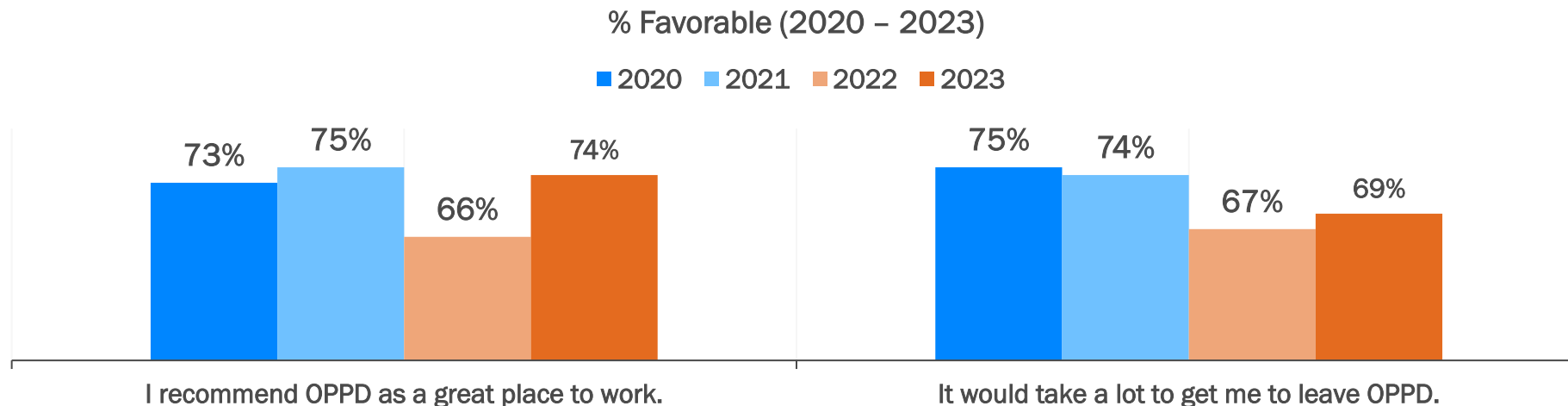78.0%
78.9%
87.4%
86.0%
86.8%
83.1%

2016 2017 2018 2019 2020 2021 2022 2023

Overall % Favorable
(% Agree / Strongly Agree)

58.6%
58.5%
64.7%
69.6%
74.0%
74.5%
70.3%
75.9%

2016 2017 2018 2019 2020 2021 2022 2022
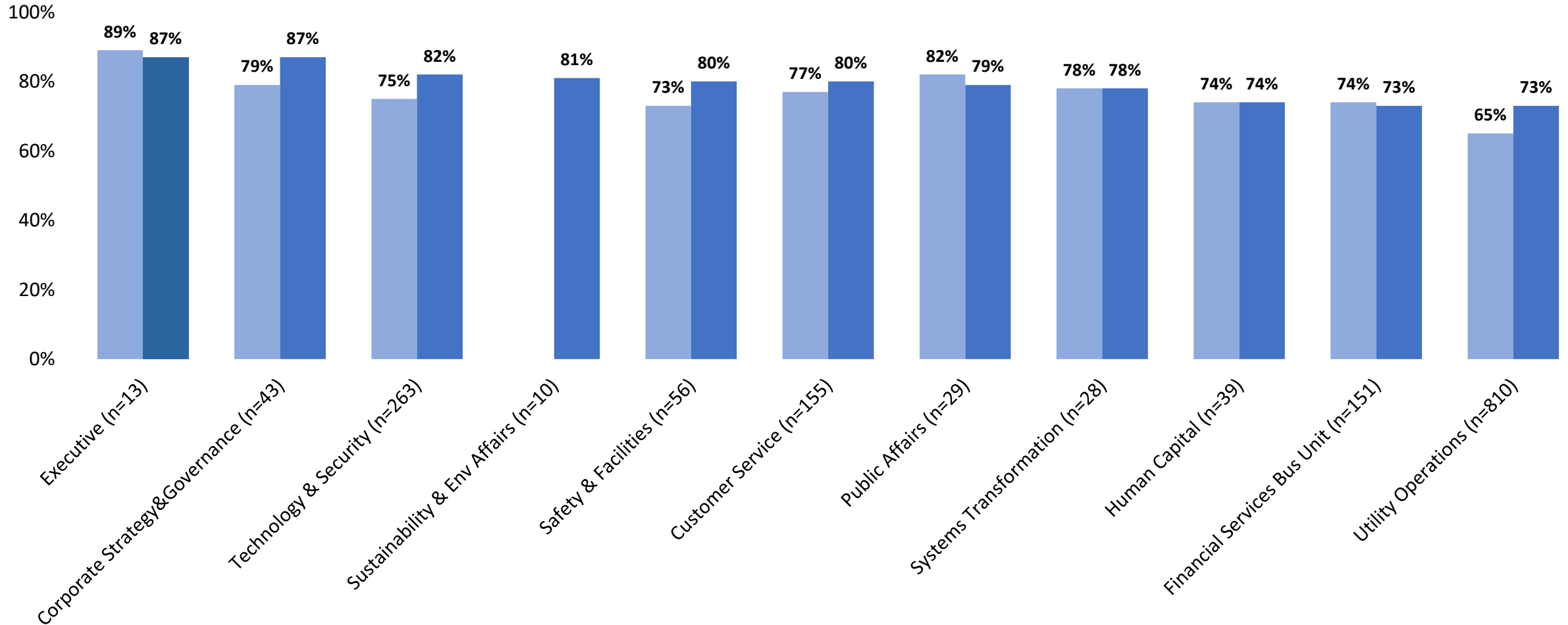
Engagement Outcomes:

Advocacy perceptions have rebounded significantly since 2022, while "Intent to Stay" perceptions are still far below the high achieved in 2020.

Item	2023 % Favorable	Δ 2022
I am always thinking about ways to do my job better.	94%	*0.4%*
I am proud to work here.	86%	*New*
My immediate coworkers consistently go the extra mile to achieve great results.	79%	*1.4%*
I recommend OPPD as a great place to work.	74%	*7.7%*
It would take a lot to get me to leave OPPD.	69%	*1.7%*

% Favorable (2020 – 2023)

■ 2020 ■ 2021 ■ 2022 ■ 2023

I recommend OPPD as a great place to work.
- 2020: 73%
- 2021: 75%
- 2022: 66%
- 2023: 74%

It would take a lot to get me to leave OPPD.
- 2020: 75%
- 2021: 74%
- 2022: 67%
- 2023: 69%

OPPD

Overall % Favorable by Business Unit:

■ 2022 Overall % Favorable   ■ 2023 Overall % Favorable

Executive (n=13): 89%, 87%
Corporate Strategy&Governance (n=43): 79%, 87%
Technology & Security (n=263): 75%, 82%
Sustainability & Env Affairs (n=10): 81%
Safety & Facilities (n=56): 73%, 80%
Customer Service (n=155): 77%, 80%
Public Affairs (n=29): 82%, 79%
Systems Transformation (n=28): 78%, 78%
Human Capital (n=39): 74%, 74%
Financial Services Bus Unit (n=151): 74%, 73%
Utility Operations (n=810): 65%, 73%

OPPD

High Impact Items

Key Theme	Item	2023 % Favorable	Δ 2022
Culture	I know I can depend on the other members of my team.	87%	NEW
	I feel like I belong here.	80%	11.2%
	Our culture supports my health and wellbeing.	74%	4.9%
	The OPPD Core Values guide me and the work I do everyday.	74%	7.1%
Future Outlook	I believe this organization will be successful in the future.	78%	NEW
	I trust the actions and decisions of my Business Unit Leadership Team.	69%	10.5%
	I understand OPPD's plans for future success.	66%	13.2%
	I noticed positive change as a result of the last survey.	51%	5.3%
Career Outlook	At OPPD, I have the opportunity to do what I do best every day.	75%	4.5%
	I know how I fit into OPPD's future plans.	65%	11.3%

🟩 75% or Higher Favorability (Top Quartile is 79%)　　🟥 75% and Below
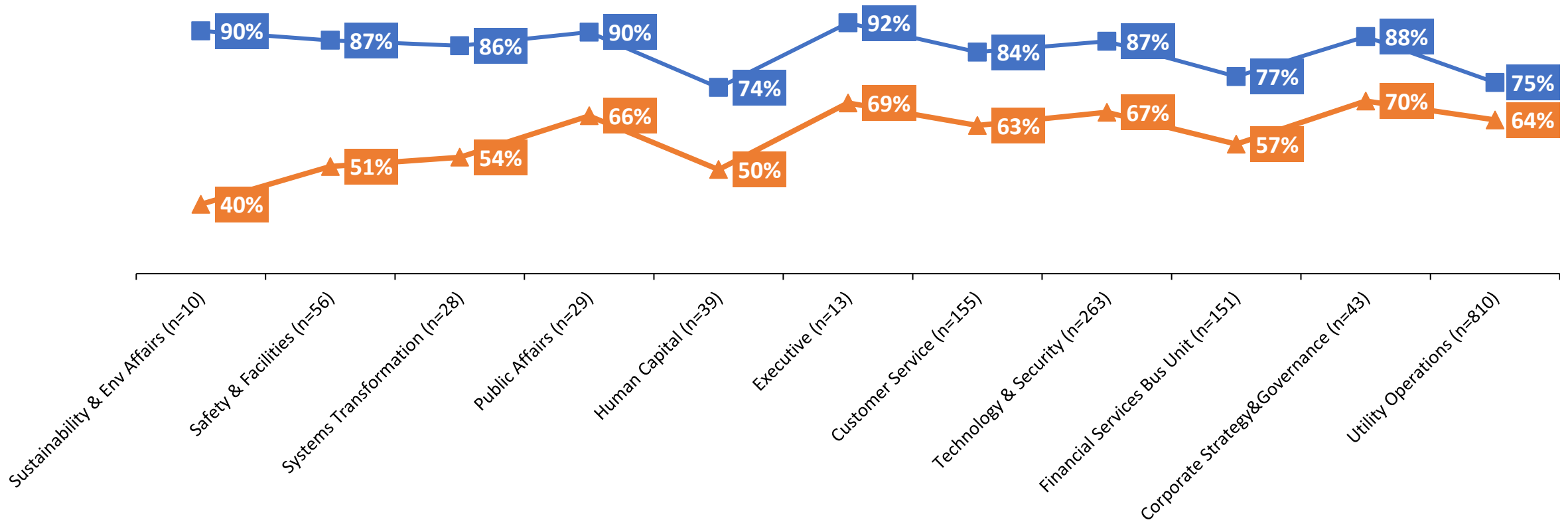
OPPD
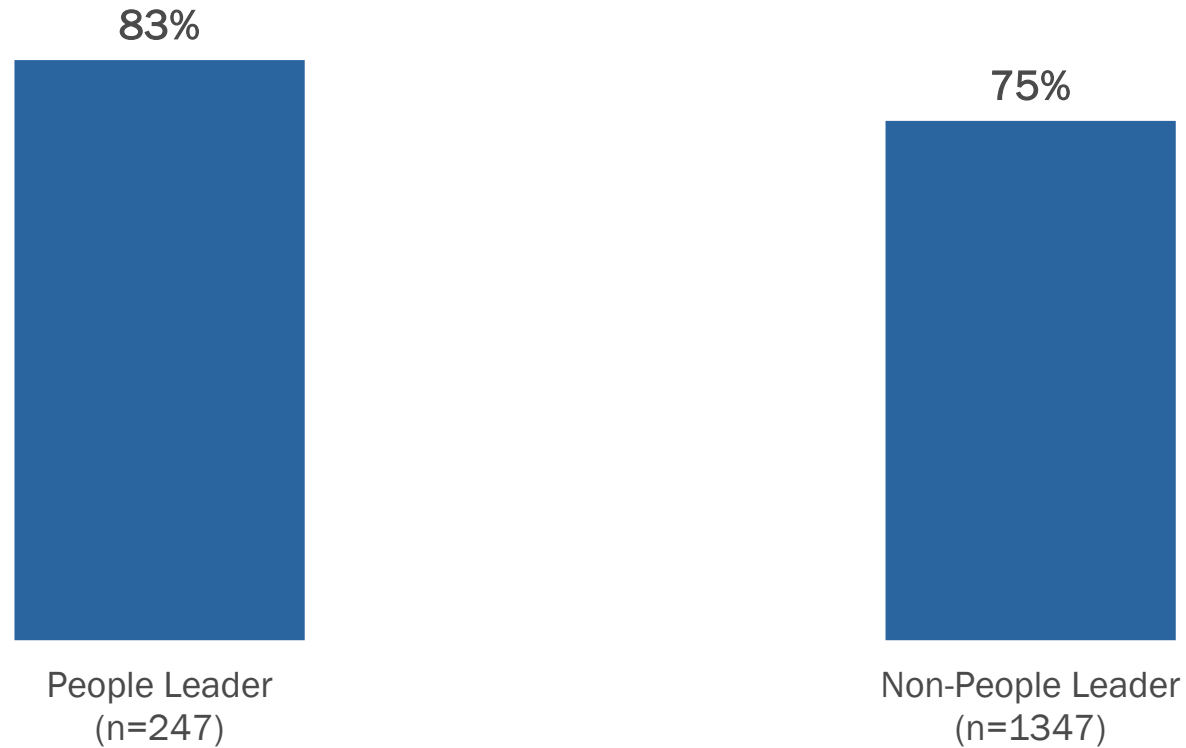
Learning vs. Advancement Perceptions by Business Unit:

Learning perceptions are strong across groups, but a significant gap exists for multiple groups when considering if those learning opportunities equate to actual advancement opportunities.
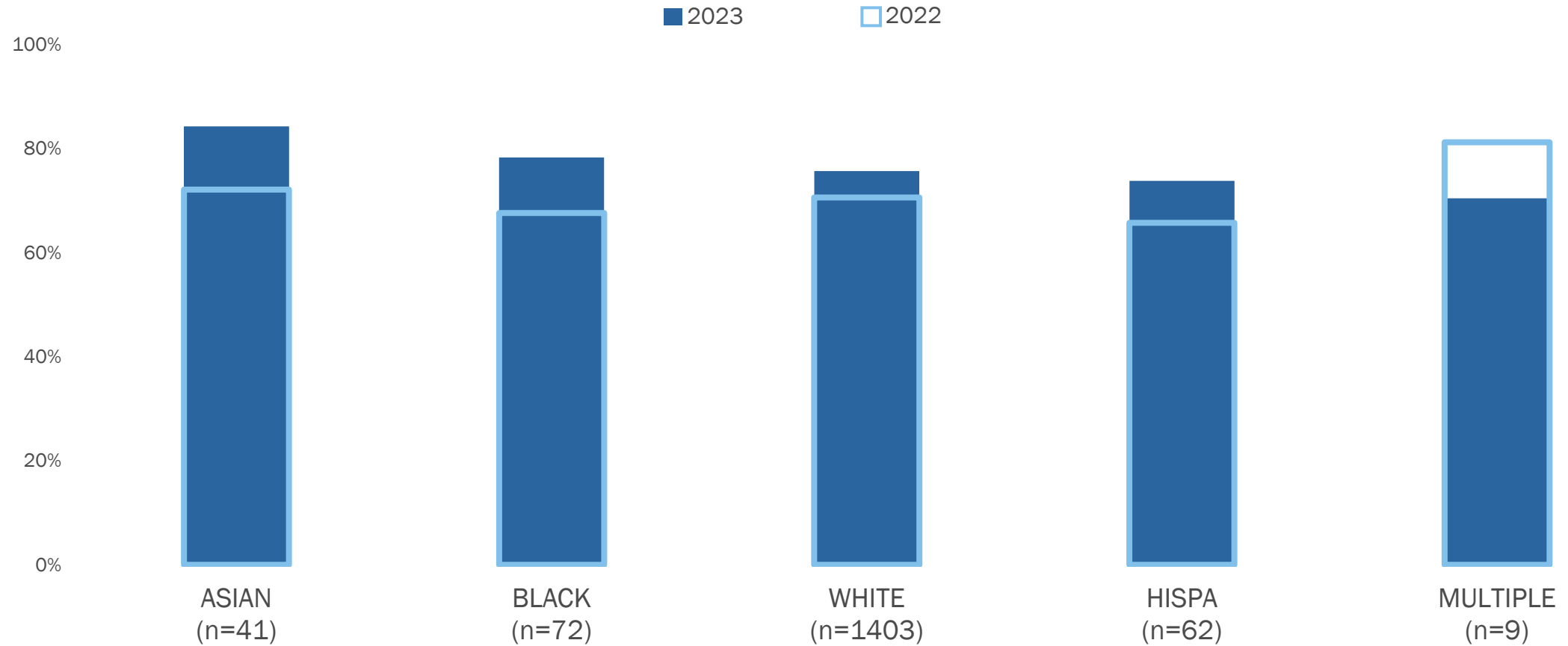
2023 % Favorable

- ■ I have opportunities to learn new skills that will help me succeed.
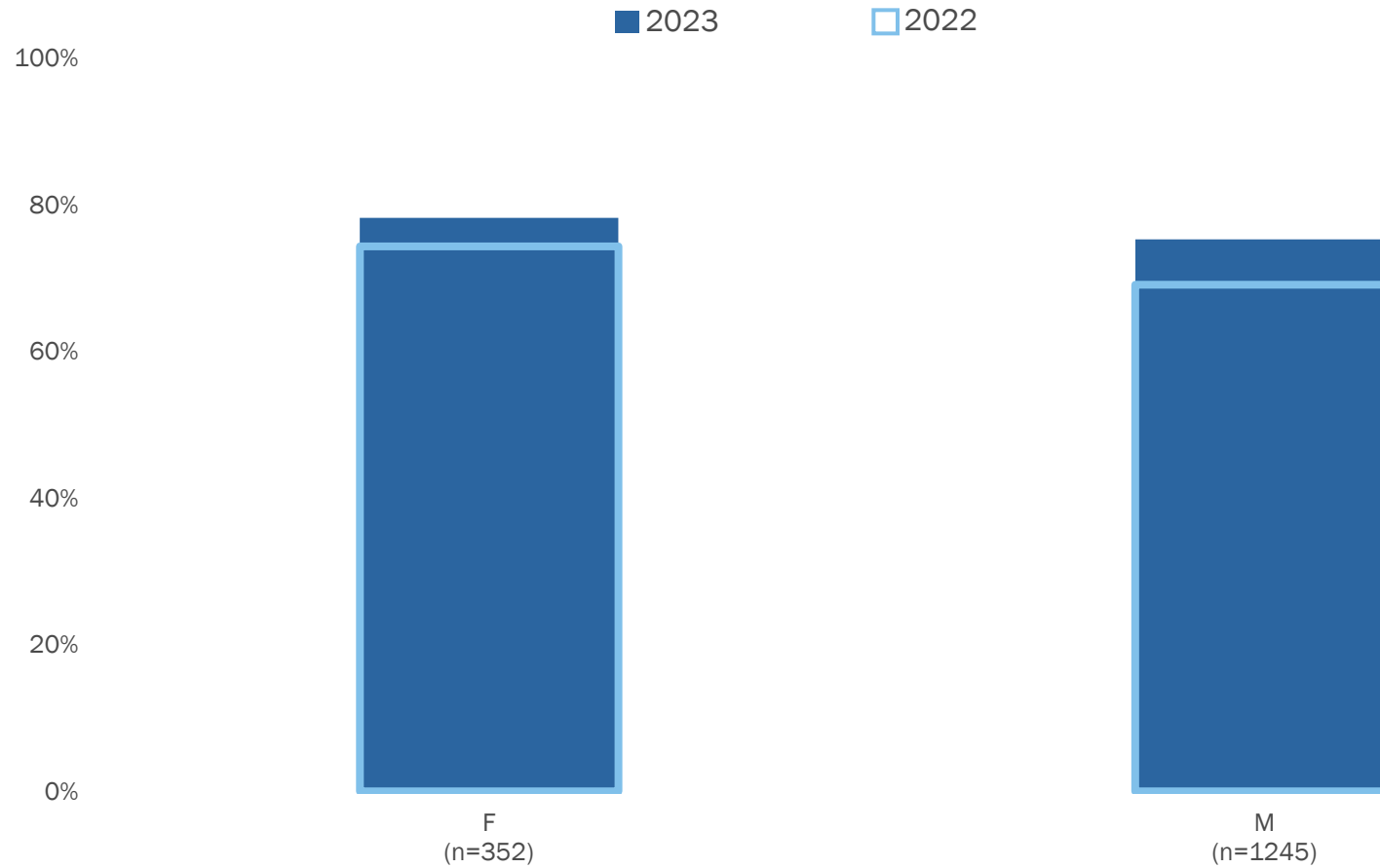- ▲ I have opportunities for advancement or promotion at OPPD.

Business Unit	Learn new skills	Advancement
Sustainability & Env Affairs (n=10)	90%	40%
Safety & Facilities (n=56)	87%	51%
Systems Transformation (n=28)	86%	54%
Public Affairs (n=29)	90%	66%
Human Capital (n=39)	74%	50%
Executive (n=13)	92%	69%
Customer Service (n=155)	84%	63%
Technology & Security (n=263)	87%	67%
Financial Services Bus Unit (n=151)	77%	57%
Corporate Strategy&Governance (n=43)	88%	70%
Utility Operations (n=810)	75%	64%

Employees' Experiences-Inclusion & Belonging

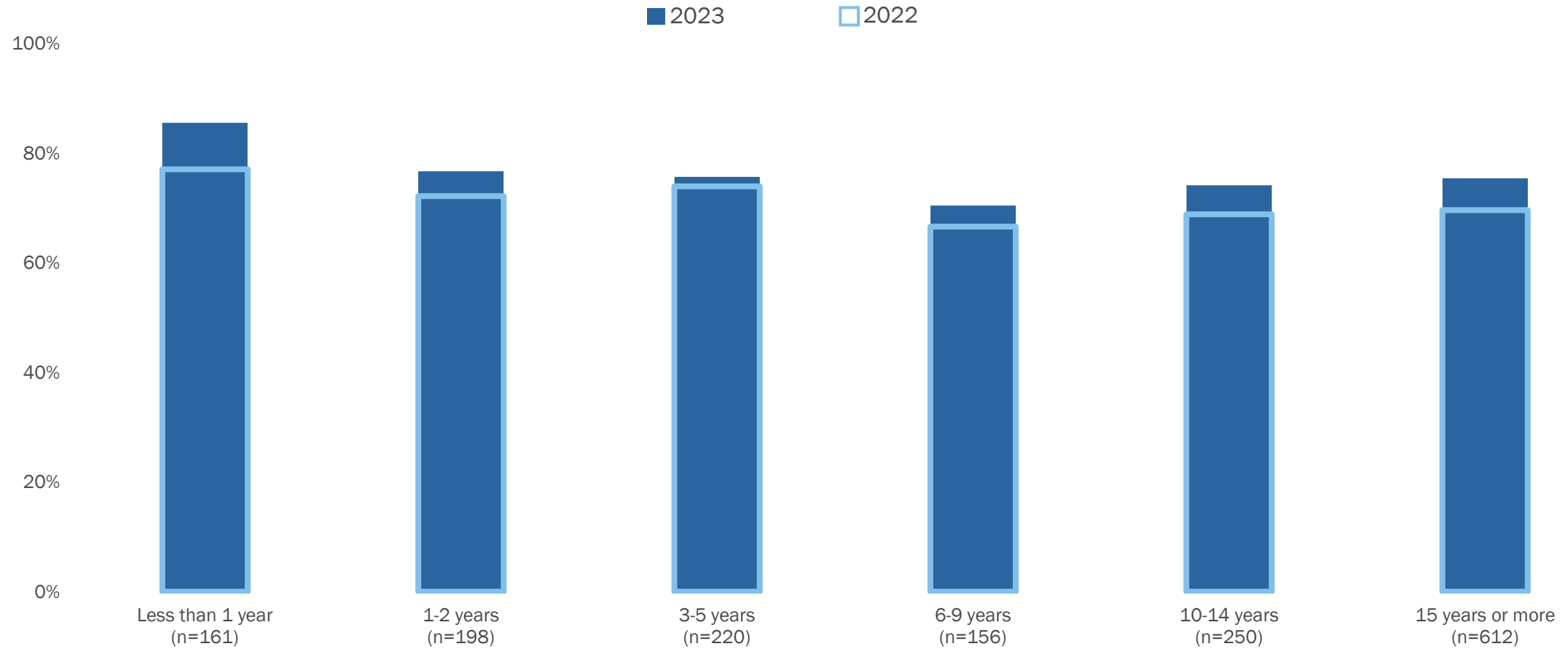| BPTW Survey Question	All EEs	Males	Females	Black	Hispanic	Asian	Other/ Multi
Overall Average Inclusion % Favorability	86	84	79	69	83	90	78
Everyone here is treated fairly regardless of race, gender, ethnic background, disability, sexual orientation, or other differences	79 +4.5 compared to 2022 results	81	71	62	79	88	78
OPPD has created an environment where people of diverse backgrounds can succeed	85 +4.9 compared to 2022 results	86	81	56	82	93	78
My immediate supervisor fosters an inclusive work environment	90 +6.5 compared to 2022 results	90	89	92	92	95	78
As an employee, I feel I am given equal treatment as my peers	78 +4.5 compared to 2022 results	78	75	67	79	85	78
I feel like I belong	80 +11.2 compared to 2022 results	80	81	82	77	80	78
I can bring my whole authentic self to work without worrying about repercussions	76 +2.2 compared to 2022 results	75	79	71	69	78	67

Overall % Favorable by Ethnicity

Overall % Favorable by Gender

Overall % Favorable by Tenure Range

■ 2023   □ 2022

| | Less than 1 year (n=161) | 1-2 years (n=198) | 3-5 years (n=220) | 6-9 years (n=156) | 10-14 years (n=250) | 15 years or more (n=612) |

OPPD

Board Action

BOARD OF DIRECTORS

December 19, 2023

ITEM

SD-8: Employee Relations Monitoring Report

PURPOSE

To ensure full Board review, discussion and acceptance of SD-8: Employee Relations Monitoring Report
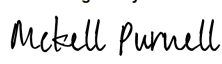
FACTS

a. The first set of Board policies was approved by the Board on July 16, 2015. A second set of Board policies was approved by the Board on October 15, 2015. The Board subsequently updated SD-8: Employee Relations on January 12, 2017 and November 14, 2019.

b. Each policy was evaluated and assigned to the appropriate Board Committee for oversight of the monitoring process.

c. The Governance Committee is responsible for evaluating Board Policy SD-8: Employee Relations.

d. The Governance Committee has reviewed the SD-8: Employee Relations Monitoring Report, as outlined on Exhibit A, and is recommending that OPPD be found sufficiently in compliance with the policy as stated.
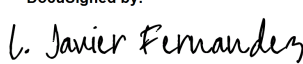
ACTION

The Governance Committee recommends Board approval of the 2023 SD-8: Employee Relations Monitoring Report.

RECOMMENDED: APPROVED FOR BOARD CONSIDERATION:

DocuSigned by: DocuSigned by:

McKell Purnell   *L. Javier Fernandez*
—70617B100E7B45D...   —AC399FDCE56247E...
McKell V. Purnell   L. Javier Fernandez
Vice President – Human Capital   President and Chief Executive Officer

Attachments: Exhibit A – Monitoring Report
                    Resolution