



McGuire/Sedky

RESOLUTION NO. 6408

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 2020 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 2020 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 to be sufficiently in compliance with the policy as stated.

SD-8: Employee Relations Monitoring Report Governance Committee

Mart Sedky, Vice President Human Capital
Board of Directors All Committees Meeting
December 8, 2020

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

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

Established in 2017
71 enrolled (2017-2019)

- 61 Graduated
- 35 interned summer of 2020
- 27 currently interning part-time
- 9 working full-time and 2 working part-time
- 49 enrolled in college
- 5 graduated

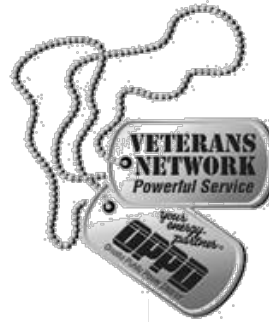
QLI Joined

- 7 interns

2020

- 34 students

Employee Resource Groups and Communities of Practice



OPPD
Toastmasters Club



Society of
Engineers



Newly Formed ERG – *emPOWERING Working Families*
Forming Community of Practice – *Project Management*

Engage its workforce in personal and *professional* development.

- New programs:
 - Leader Huddles
 - Supervisor Sparks
 - Change Agent Network
 - Blue Ocean Brain – on-line, micro learning sessions
- Targeted development:
 - Accelerated Leadership Development Programs- levels 3 & 2
 - Crew Leader University program
 - The Gathering for Professionals of Color & Women
 - Full Diversity Partners-Global/FDP-Allies Labs
- Enhance Leadership Framework learning options & online resources for leaders & individual contributors
- DEI engagement
 - Commitment to Opportunity, Diversity & Equity (CODE) Survey
 - Resolution against Racism, Injustice and Inequality
 - Town Hall on Race
 - Brave Conversations in Business Units and Departments

emPOWERed U

Learning to power our future



Employee
Functional
Path



Employee
Ongoing
Learning
Path
(Level 1 & 2)



Emerging
Leader
Path
(Level 2)



Leader
Ongoing
Learning
Path
(Level 2 & 3 & 4)



Sponsored
Development
(ALL Levels)

emPOWERed U, a learning community, will provide the platform for every employee to grow and develop skills that will progress with the rapid pace of change.



CORE – ALL Employee Onboarding – Welcome to Your OPPD

CORE – Leader Onboarding – LEADING the Way

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
- Sleep Hygiene Programs
- Tobacco Cessation
- Financial Wellness Programs
- Retirement Seminars and Workshops

Maintain and communicate written policies that define procedures and expectations for staff and provide for effective handling of grievances.

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

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

- Collective Bargaining Agreements (Negotiated in 2017)
- Memoranda and Letters of Understanding
- Quarterly Benefits Topics Meetings
- Quarterly Safety Meetings
- Supervisor Training
- Crew Leader University

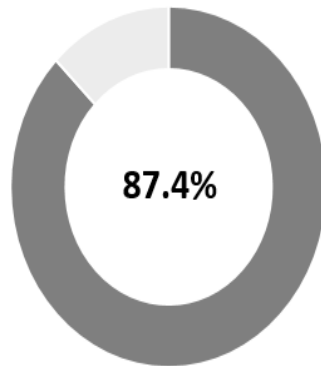
The requirement to bargain in good faith generally means that both parties must be sincere in their attempts to reach an agreement.

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

Survey Overview:

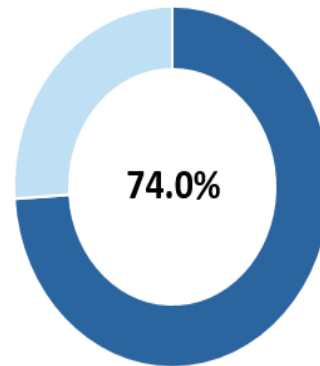
Response Rate

1626 of 1861 Responded



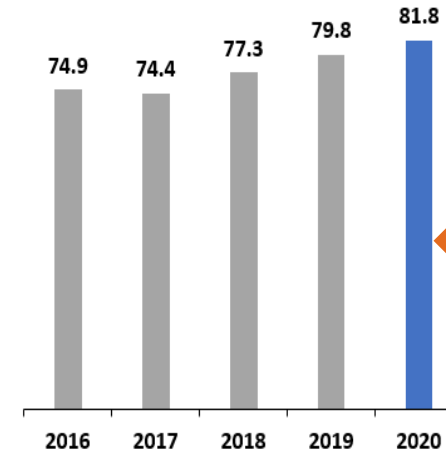
vs. 78.9% 2019

Overall % Favorable



vs. 69.6% 2019

Overall Score (100pt Scale, converted from 6pt average)



TIER 1

Moving forward, we will be focusing on "Overall % Favorable" as the target metric, rather than Overall Score

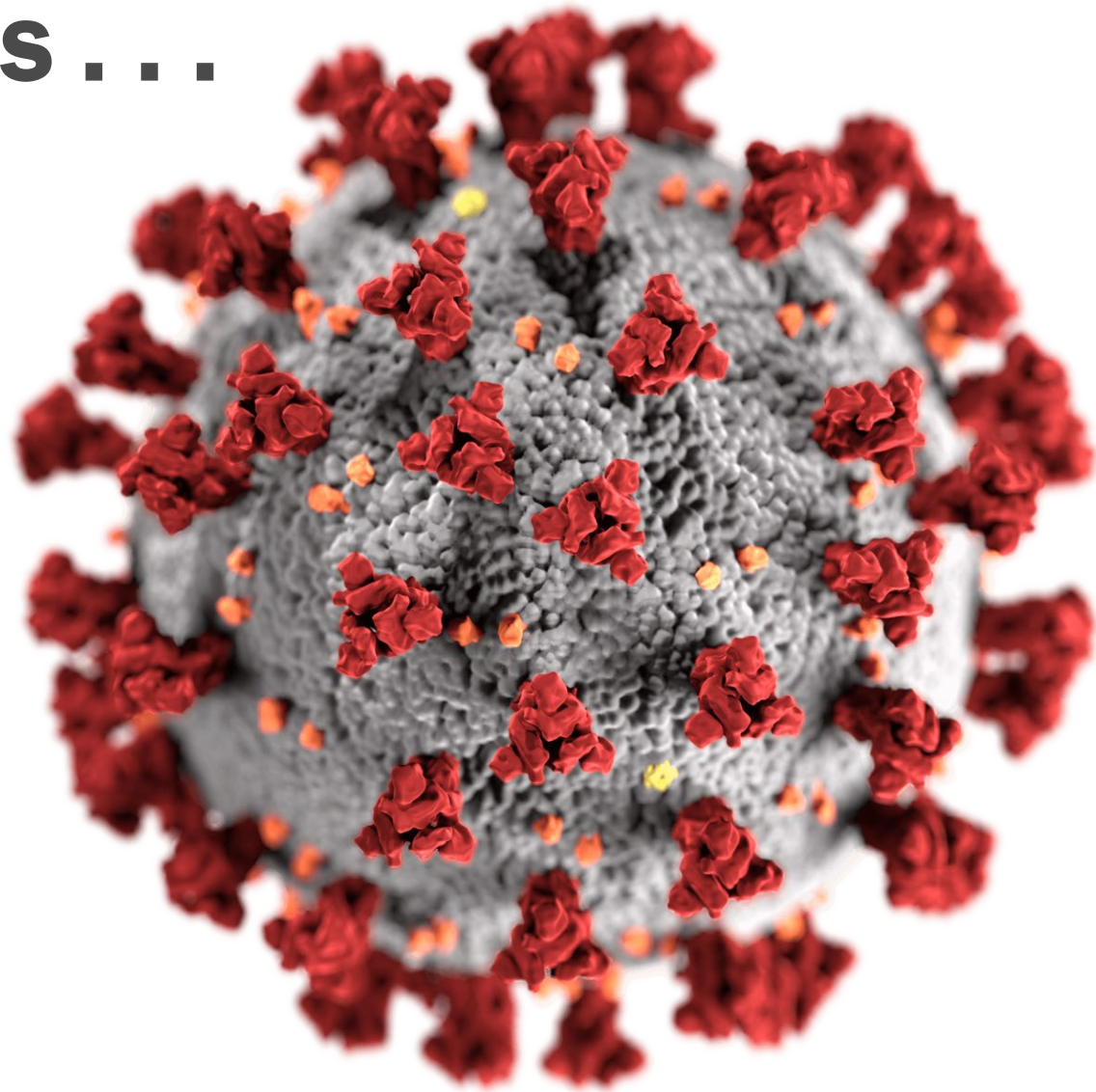
- % Favorable allows to more easily measure improvements and declines (e.g., if we see a 5% improvement, we know that we shifted perceptions for 5% of the population).
- Overall Score, while the main metric used in Best Places to Work events, does not easily allow us to determine how perceptions have changed over time.

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

- 2020 Goals
 - Elkhorn Center – Females
 - Energy Plaza – Minorities
 - Disabilities

- Good Faith Efforts
 - Optimized Sourcing Strategy
 - Workforce Development
 - High Impact Diversity, Equity and Inclusion Efforts
 - Employee Value Proposition
 - Careers in Energy Outreach

And then there was . . .



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.



Board Action

BOARD OF DIRECTORS

December 8, 2020

ITEM

SD-8: Employee Relations Monitoring Report

PURPOSE

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

FACTS

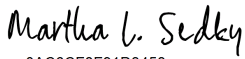
- a. The first set of Board policies was approved by the Board on July 16, 2015. A second set of Board policies was approved by the Board on October 15, 2015.
- b. Each policy was evaluated and assigned to the appropriate Board Committee for oversight of the monitoring process.
- c. The Governance Committee 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 2020 SD-8: Employee Relations Monitoring Report.

RECOMMENDED:

APPROVED FOR BOARD CONSIDERATION:

DocuSigned by:

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 Martha L. Sedky
 Vice President – Human Capital

DocuSigned by:

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 Timothy J. Burke
 President and Chief Executive Officer

MLS:mfh

Attachments: Exhibit A – Monitoring Report Resolution