



McGuire/Sedky

**RESOLUTION NO. 6414**

**WHEREAS**, the Board of Directors of the Omaha Public Power District is required by law to establish the compensation of the District's Corporate Officers.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Directors of the Omaha Public Power District that the compensation adjustments for President and Chief Executive Officer Timothy J. Burke and Vice Presidents Kathleen W. Brown, Juli A. Comstock, L. Javier Fernandez, Mary J. Fisher, Lisa A. Olson, Martha L. Sedky, and Troy R. Via, as set forth on Exhibit A attached hereto, be and hereby are approved.

EXHIBIT A  
 OMAHA PUBLIC POWER DISTRICT  
 SALARY ACTION FOR CORPORATE OFFICERS

	Merit Increases (See Effective Date)				Market Adjustments (Effective 1/1/2021)		
	Increase	New Salary	Comp Ratio	Effective Date	Adjustment	New Salary	Comp Ratio
Brown, Kathleen W.	4.5%	\$372,334	88%	1/1/2021	4.0%	\$387,227	91.98%
Burke, Timothy J.	4.5%	\$591,855	66%	5/1/2020			
Comstock, Juli A.	4.0%	\$336,188	85%	7/1/2020	3.5%	\$347,955	88.09%
Fernandez, L. Javier	4.5%	\$409,980	78%	1/1/2021	4.0%	\$426,378	80.60%
Fisher, Mary J.	4.5%	\$358,458	85%	12/1/2020	4.0%	\$372,796	88.55%
Olson, Lisa A.	3.0%	\$354,567	99%	7/1/2020			
Sedky, Martha L.	4.5%	\$337,943	95%	12/1/2020	3.5%	\$349,770	97.97%
Via, Troy R.	4.5%	\$309,933	76%	9/1/2020	3.5%	\$320,781	78.82%



# Board Action

## BOARD OF DIRECTORS

December 8, 2020

### ITEM

Compensation Adjustments for Corporate Officers

### PURPOSE

Compensation adjustments for corporate officers are approved by the Board of Directors on an annual basis.

### FACTS

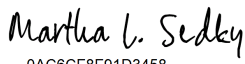
- a. The compensation adjustments recommended are identified on Exhibit A for:
  1. Kathleen W. Brown, Vice President and Chief Information Officer
  2. Timothy J. Burke, President and Chief Executive Officer
  3. Juli A. Comstock, Vice President – Customer Service
  4. L. Javier Fernandez, Vice President and Chief Financial Officer
  5. Mary J. Fisher, Vice President – Energy Production and Nuclear Decommissioning
  6. Lisa A. Olson, Vice President – Public Affairs
  7. Martha L. Sedky, Vice President – Human Capital
  8. Troy R. Via, Vice President – Energy Delivery
  
- b. The adjustments for the above corporate officers are effective as identified in Exhibit A.

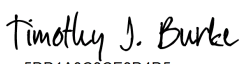
### ACTION

Board approval of the compensation adjustments for Corporate Officers.

RECOMMENDED:

APPROVED FOR BOARD CONSIDERATION:

DocuSigned by:  
  
0AC8CF8F91D3458...  
 Martha L. Sedky  
 Vice President – Human Capital

DocuSigned by:  
  
5DD1A0C8CE8D4D5  
 Timothy J. Burke  
 President and Chief Executive Officer

MLS:mfh

Attachments: Exhibit A  
Resolution