



Williams/Fernandez

**RESOLUTION NO. 6654**

***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.

***WHEREAS***, the Board of Directors of the Omaha Public Power District is opting to review and adjust compensation for corporate officers effective June 2nd of 2024 and for each subsequent year until the methodology is reviewed and changed.

***NOW, THEREFORE, BE IT RESOLVED*** by the Board of Directors of the Omaha Public Power District that the compensation adjustment for the corporate officers: Kathleen W. Brown, Timothy D. McAreavey, Lisa A. Olson, McKell V. Purnell, Scott M. Focht, Bradley R. Underwood, Jeffrey M. Bishop, Troy R. Via, and Clifford V. Fleener as set forth on Exhibit A attached hereto, be and hereby is approved.

**EXHIBIT A  
 OMAHA PUBLIC POWER DISTRICT  
 SALARY ACTION FOR CORPORATE OFFICERS  
 APPROVAL DATE: JUNE 20, 2024**

<u>Officer</u>	<u>Current Salary</u>	<u>% of Midpoint</u>	<u>Proposed Salary</u>	<u>New % of Midpoint</u>	<u>Effective Date</u>
<b>Kathleen W. Brown</b> Vice President – Technology and Security & CIO	\$418,815	96.6%	\$432,426	99.7%	June 2, 2024
<b>Timothy D. McAreavey</b> Vice President – Customer Service	\$346,662	85.2%	\$361,395	88.8%	June 2, 2024
<b>Lisa A. Olson</b> Vice President – Public Affairs	\$393,105	106.9%	\$405,881	110.4%	June 2, 2024
<b>McKell V. Purnell</b> Vice President – Human Capital	\$313,964	83.5%	\$339,866	90.3%	June 2, 2024
<b>Scott M. Focht</b> Vice President – Corporate Strategy & Governance	\$328,508	89.3%	\$342,470	93.1%	June 2, 2024
<b>Bradley R. Underwood</b> Vice President – Systems Transformation	\$316,891	86.2%	\$347,788	94.6%	June 2, 2024
<b>Jeffrey M. Bishop</b> Vice President – Financial Services & CFO	\$487,125	88.5%	\$507,828	92.2%	June 2, 2024
<b>Troy R. Via</b> Vice President – Utility Operations & COO	\$465,105	81%	\$503,476	87.7%	June 2, 2024
<b>Clifford V. Fleener</b> Vice President – Sustainability & Environmental Affairs	\$325,000	88.4%	\$335,563	91.3%	June 2, 2024



# Action Item

## BOARD OF DIRECTORS

June 20, 2024

### ITEM

Compensation Adjustments for Corporate Officers

### PURPOSE

Approve compensation adjustments for the following corporate officers:

- Kathleen W. Brown, Vice President – Technology and Security & CIO
- Timothy D. McAreavey, Vice President – Customer Service
- Lisa A. Olson, Vice President – Public Affairs
- McKell V. Purnell, Vice President – Human Capital
- Scott M. Focht, Vice President – Corporate Strategy & Governance
- Bradley R. Underwood, Vice President – Systems Transformation
- Jeffrey M. Bishop, Vice President – Financial Services & CFO
- Troy R. Via, Vice President – Utility Operations & COO
- Clifford V. Fleener, Vice President – Sustainability & Environmental Affairs

### FACTS

- a) Compensation adjustments for corporate officers are approved by the Board of Directors on an annual basis.
- b) The compensation adjustments recommended are identified in Exhibit A for the above-named corporate officers.
- c) The adjustments for the above corporate officers are effective as identified in Exhibit A.

### ACTION

Board approval of the compensation adjustments for members of the Executive Leadership Team, as shown in Exhibit A.

RECOMMENDED:

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Javier Fernandez  
President and Chief Executive Officer

APPROVED:

DocuSigned by:  
  
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Eric Williams  
Chairperson- Board of Directors

Attachments: Exhibit A  
Resolution