




Spurgeon/Purnell

RESOLUTION NO. 6696

WHEREAS, on March 18, 2025, the Board's Governance Committee (the "Committee") requested, and the Board of Directors ("Board") reviewed, a recommendation to revise Board Policy SD-8: Employee Relations;

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Omaha Public Power District that the proposed revisions of Board Policy SD-8: Employee Relations are approved, effective March 20, 2025, as set forth in Exhibit A, attached hereto.


	OMAHA PUBLIC POWER DISTRICT Board Policy	Category:	Strategic Direction
	Policy No. and Name: SD-8: Employee Relations	Monitoring Method:	Governance Committee Board Report
		Frequency:	Annually
	Date of Approval:	July 16, 2015 January 12, 2017 November 14, 2019 March 20, 2025	Resolution No.:

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 utilities.

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, if an Affirmative Action Plan is required.

	OMAHA PUBLIC POWER DISTRICT Board Policy	Category:	Strategic Direction
	Policy No. and Name: SD-8: Employee Relations	Monitoring Method:	Governance Committee Board Report
		Frequency:	Annually
	Date of Approval:	July 16, 2015 January 12, 2017 November 14, 2019 <u>March 20, 2025</u>	Resolution No.:

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 utilities.

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, if an Affirmative Action Plan is required.



Board Action

March 18, 2025

ITEM

Revisions to SD-8: Employee Relations Policy

PURPOSE

To ensure full Board review, discussion and acceptance of SD-8: Employee Relations policy revisions.

FACTS

- a. The Governance Committee is responsible for evaluating and monitoring Board Policy SD-8: Employee Relations.
- b. The Board recognizes the importance of benchmarking employee engagement against organizations with similar workforce demographics and operational structures.
- c. Based on information from the District's third-party analyst, it was determined that OPPD would face challenges in accurately comparing engagement data with companies and industries that do not share similar characteristics.
- d. OPPD is a federal subcontractor.
- e. Executive Order 14173, issued on January 21, 2025, directed The Office of Federal Contract Compliance Programs (OFCCP) to stop enforcing affirmative action requirements in its workforce.
- f. The Governance Committee supports updating SD-8 to reflect a change to the peer group to ensure more relevant comparisons that will better inform OPPD's engagement strategies and initiatives.
- g. The Governance Committee supports updating SD-8 to qualify that an annual report to the Board on OPPD's Affirmative Action Plan would only be required to the extent such a plan is mandated and required to comply with applicable federal or state laws.
- h. The Governance Committee is recommending to the Board that Board Policy SD-8: Employee Relations be revised as outlined in Exhibit A.

ACTION

Board of Directors approval of SD-8: Employee Relations policy, as outlined in Exhibit A.

RECOMMENDED:

APPROVED FOR BOARD CONSIDERATION:

Signed by:

McKell V. Purnell

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McKell V. Purnell

Vice President Human Capital

Signed by:

L. Javier Fernandez

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L. Javier Fernandez

President and Chief Executive

Attachments: Exhibit A – Clean Version of SD-8
Exhibit B – Redline Version of SD-8
Resolution