



Spurgeon/Fernandez

RESOLUTION NO. 6725

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, and

WHEREAS, the Board of Directors of the Omaha Public Power District is opting to review and adjust compensation for corporate officers as reflected in the attached exhibit, 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 adjustments for vice presidents Kathleen W. Brown, Timothy D. McAreavey, McKell V. Purnell, Scott M. Focht, Troy R. Via, Clifford V. Fleener, and Gina M. Langel, as set forth on Exhibit A attached hereto, are hereby approved.

EXHIBIT A
OMAHA PUBLIC POWER DISTRICT
SALARY ACTION FOR CORPORATE OFFICERS
APPROVAL DATE: August 21, 2025

<u>Officer</u>	<u>Current Salary</u>	<u>% of Midpoint</u>	<u>Proposed Salary</u>	<u>New % of Midpoint</u>	<u>Effective Date</u>
Kathleen W. Brown Vice President – Technology and Security & CIO	\$432,426	97.3%	\$445,399	100.2%	June 1, 2025
Timothy D. McAreavey Vice President – External Relations & Chief Customer and Public Engagement Officer	\$361,395	86.7%%	\$376,754	90.3%	June 1, 2025
McKell V. Purnell Vice President – Human Capital	\$339,866	88.1%	\$354,310	91.9%	June 1, 2025
Scott M. Focht Vice President – Corporate Strategy & Governance	\$342,470	90.9%	\$357,025	94.7%	June 1, 2025
Troy R. Via Vice President – Utility Operations & COO	\$503,476	85.5%	\$524,874	89.2%	June 1, 2025
Clifford V. Fleener Vice President – Sustainability & Environmental Affairs	\$335,563	89.0%	\$345,630	91.7%	June 1, 2025
Gina M. Langel Vice President – Safety & Facilities	\$305,200	81.0%	\$318,171	84.4%	June 1, 2025

Action Item

BOARD OF DIRECTORS

August 21, 2025

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 – External Relations & Chief Customer and Public Engagement Officer.
- McKell V. Purnell, Vice President – Human Capital
- Scott M. Focht, Vice President – Corporate Strategy & Governance
- Troy R. Via, Vice President – Utility Operations & COO
- Clifford V. Fleener, Vice President – Sustainability & Environmental Affairs
- Gina M. Langel, Vice President – Safety & Facilities

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 & APPROVED:

Signed by:

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L. Javier Fernandez
President and Chief Executive Officer

Attachments: Exhibit A
Resolution