



Moody/Purnell

RESOLUTION NO. 6539

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 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 2022 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.

Monitoring Report SD-8: Employee Relations Governance Committee

McKell Purnell

Vice President – Human Capital

December 13, 2022

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

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

**Established In 2017
120 Enrolled Through 2022**

- **87 Graduated**
 - 27 interned summer 2022
22 continued interning part-time after summer internship
 - 7 full-time and 1 part-time at OPPD
 - 1 full-time and 6 part-time at QLI
- **63 enrolled in college**
- **8 graduated (Associates Degree)**
- **1 graduated (Bachelors Degree)**

**2022-2023
Current Roster**

- **9 high school students (Cohorts 6)**

2022 Employer Partners & interns

- **OPPD 18 interns)**
- **QLI (6 interns)**
- **Claas (1 intern)**
- **Peregrine Hotel (1 intern)**
- **Charles Drew Community Health Center (0 interns)**
- **OneWorld Community Health Center- (1 intern)**

Engage its workforce in personal and professional development:

Employee Resource Groups and Communities of Practice



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
- Tobacco Cessation Programs
- Financial Wellness Programs
- Retirement Seminars and Workshops
- Parenting Sessions
- Suicide prevention Programs

Engage its workforce in personal and professional development.

- **New programs:**
 - Leader Huddles
 - Supervisor Sparks
 - Change Agent Network
 - Blue Ocean Brain
 - Inclusion, Diversity & Equity Roundtables with BUs
- **Targeted development:**
 - Accelerated Leadership Development Programs
 - Crew Leader University
 - The Gatherings for Professionals of Color & Women
 - Full Diversity Partners-Global/FDP-Allies Labs
 - REGAL Mentoring & Sponsorship Pilot Program for Professionals of Color

Engage its workforce in personal and professional development.

- Enhanced Leadership Framework learning options & online resources for leaders & individual contributors
- DE&I engagement
 - Diversity, Equity & Inclusion development and roundtable discussions in Business Units

Maintain and communicate written policies that

- 1. Define procedures and expectations for staff**
- 2. Provide for effective handling of grievances**

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

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

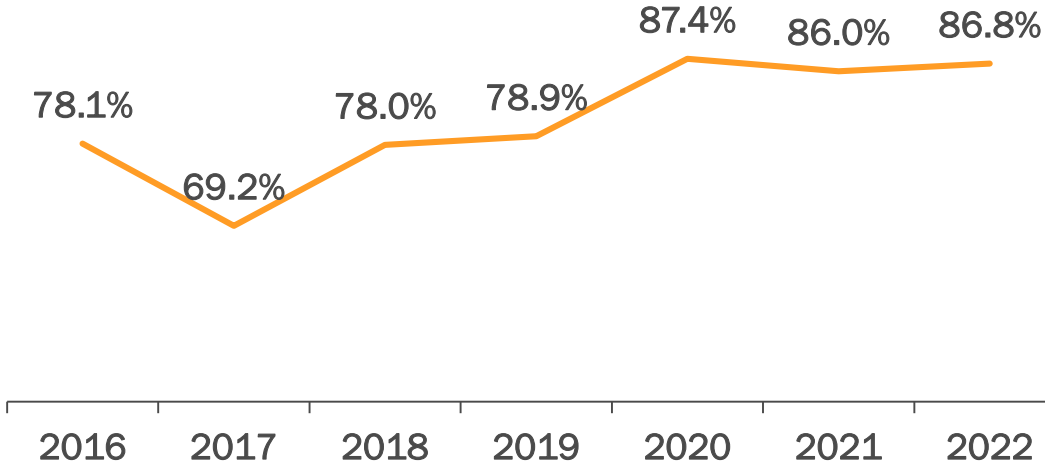
*Both parties must be sincere in their attempts to reach an agreement.

- Collective Bargaining Agreements (Negotiated in 2022)
- Memoranda and Letters of Understanding
- Quarterly Benefits Topics Meetings
- Quarterly Safety Meetings
- Supervisor Training
- Crew Leader University

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

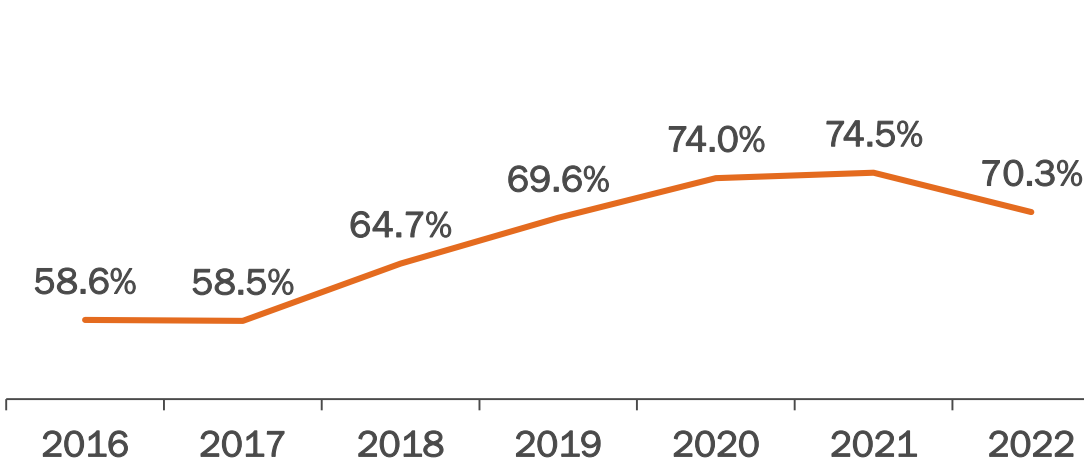
Response Rate

(n=1,584 of 1,824)



Overall % Favorable*

(% Agree / Strongly Agree)



OPPD did not achieve top-quartile performance in employee engagement for similar sized companies in 2022.

Key Opportunities:

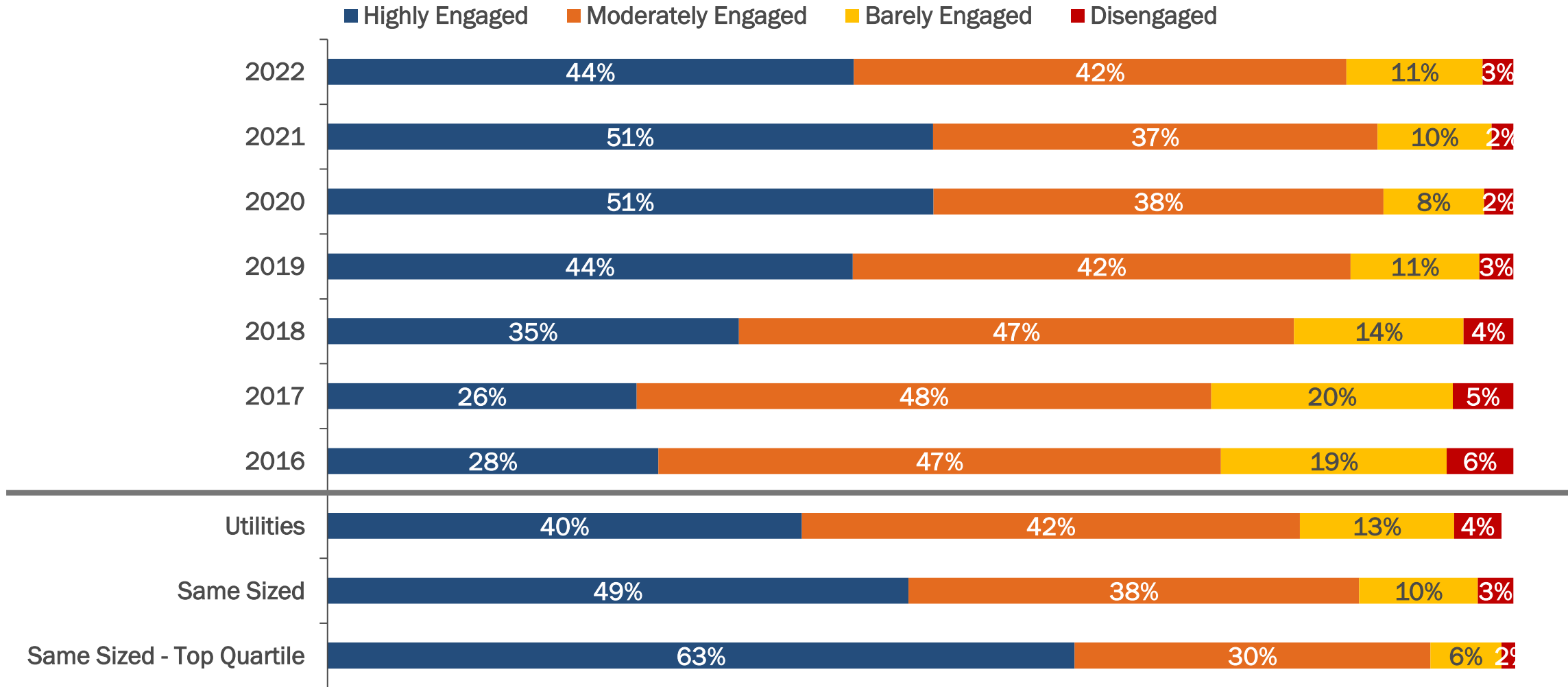
- Better alignment around our Future Vision – **53%** of employees understand the plans for future success (-7.9%)
- Enhance trust with CEO/VPs

Most stable:

- Inclusion, Authenticity & Accountability (less than 1% decrease); Manager Effectiveness (less than 3% decrease)

Employee Engagement Profiles

Modest shifts in overall Engagement at OPPD; still above industry in “Highly Engaged”



Moving Forward: Focus on Key Drivers to improve engagement

Enhance Sr. Leader connections within the district

- Regular Sr. Leader and People Leader Collaborative events
- Provide Leadership Lab sessions to network and learn

Continue focus on career and professional development

- Execute on Learning Strategy
- Expand curriculum and learning opportunities

Enable People Leaders to guide employees through change

- Provide change leadership training and support
- Integrate change management across all initiatives at OPPD

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

2022 Goals

- Elkhorn Service Center– Females
- Energy Plaza – Minorities & Females
- Nebraska City Station – Minorities
- North Omaha Station – Females
- Disabilities – all plans (7% goal)
- Veterans – all plan (5.7% of total hires)

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 13, 2022

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. The Board subsequently updated SD-8: Employee Relations on January 12, 2017 and November 14, 2019.
- 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 2021 SD-8: Employee Relations Monitoring Report.

RECOMMENDED:

DocuSigned by:

McKell V. Purnell

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McKell V. Purnell
Vice President – Human Capital

APPROVED FOR BOARD CONSIDERATION:

DocuSigned by:

L. Javier Fernandez

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L. Javier Fernandez
President and Chief Executive Officer

Attachments: Exhibit A – Monitoring Report
Resolution