



Action Item

BOARD OF DIRECTORS

September 19, 2023

ITEM

Compensation Adjustments for Corporate Officers

PURPOSE

Approve compensation adjustments for the following corporate officers:

- Kathleen W. Brown, Vice President – Technology & Security & CIO
- Tim D. McAreavey, Vice President – Customer Service
- Kevin S. McCormick, Vice President – Safety & Facilities
- 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

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:

DocuSigned by:

L. Javier Fernandez

President and Chief Executive Officer

Attachments: Exhibit A
Resolution

EXHIBIT A
OMAHA PUBLIC POWER DISTRICT
SALARY ACTION FOR CORPORATE OFFICERS
APPROVAL DATE: SEPTEMBER 21, 2023

<u>Officer</u>	<u>Present Salary</u>	<u>Market Change</u>	<u>Merit Change</u>	<u>Proposed Salary</u>	<u>% of Midpoint</u>	<u>Effective Date</u>
Kathleen W. Brown Vice President – Technology & Security & CIO	\$404,652	----	3.50%	\$418,815	99.50%	June 4, 2023
Timothy D. McAreavey Vice President – Customer Service	\$335,750	----	3.25%	\$346,662	87.80%	June 4, 2023
Kevin S. McCormick Vice President – Safety & Facilities	\$303,450	----	3.25%	\$313,312	87.80%	June 4, 2023
Lisa A. Olson Vice President – Public Affairs	\$379,812	----	3.50%	\$393,105	110.10%	June 4, 2023
McKell V. Purnell Vice President – Human Capital	\$292,740	4.00%	3.25%	\$313,964	86.00%	June 4, 2023
Scott M. Focht Vice President – Corporate Strategy & Governance	\$317,399	----	3.50%	\$328,508	92.00%	June 4, 2023
Bradley R. Underwood Vice President – Systems Transformation	\$292,740	4.00%	4.25%	\$316,891	88.76%	June 4, 2023
Jeffrey M. Bishop Vice President – Financial Services & CFO	\$450,000	4.00%	4.25%	\$487,125	91.10%	June 4, 2023
Troy R. Via Vice President – Utility Operations & COO	\$425,725	5.00%	4.25%	\$465,105	83.40%	June 4, 2023



RESOLUTION NO. 6595

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, for the sake of administrative efficiency, the Board of Directors of the Omaha Public Power District has decided to review and adjust compensation for corporate officers effective June 4 of 2023, rather than on each officer's employment anniversary date, and plans to continue this practice in future years.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Omaha Public Power District that the compensation adjustments for the OPPD Vice Presidents: Kathleen W. Brown, Tim D. McAreavey, Kevin S. McCormick, Lisa A. Olson, McKell V. Purnell, Scott M. Focht, Bradley R. Underwood, Jeffrey M. Bishop, and Troy R. Via, as set forth on Exhibit A attached hereto, be and hereby is approved.