



Action Item

BOARD OF DIRECTORS

November 16, 2021

ITEM

Compensation Adjustments for Corporate Officer

PURPOSE

Approve the compensation adjustment for Scott M. Focht, Vice President – Corporate Strategy & Governance

FACTS

- a) Compensation adjustments for corporate officers are approved by the Board of Directors on an annual basis.
- b) The compensation adjustment recommended is identified on Exhibit A for:
 - Scott M. Focht, Vice President – Corporate Strategy & Governance
- c) The adjustment for the above corporate officer is effective as identified on Exhibit A.

ACTION

Board approval of the compensation adjustment for Vice President Scott M. Focht, as shown on Exhibit A.

RECOMMENDED:

DocuSigned by:
McKell V. Pinder
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McKell V. Pinder
Senior Director – 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
Resolution

EXHIBIT A
 OMAHA PUBLIC POWER DISTRICT
 SALARY ACTION FOR CORPORATE OFFICER
 EFFECTIVE DECEMBER 1, 2021

	<u>Present Salary</u>	<u>Salary Adjustment</u>	<u>Reason for Adjustment</u>	<u>Proposed Salary</u>	<u>% Change</u>	<u>% of Midpoint</u>
Scott M. Focht	\$287,897	\$ 2,879	Market adjustment		1.00%	
Scott M. Focht	\$287,897	\$ 12,955	Merit increase		4.50%	
Scott M. Focht	\$287,897	\$ 15,834		\$303,731	5.50%	85.1%



Moody/Pinder

DRAFT
RESOLUTION NO. 64xx

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.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Omaha Public Power District that the compensation adjustment for the corporate officer, Scott M. Focht, Vice President Corporate Strategy and Governance, as set forth on the Exhibit A attached hereto, be and hereby is approved.