Monitoring Report SD-8: Employee Relations Governance Committee

McKell Pinder
Senior Director-Human Capital
December XX, 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 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.

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”

<table>
<thead>
<tr>
<th>Year</th>
<th>Highly Engaged</th>
<th>Moderately Engaged</th>
<th>Barely Engaged</th>
<th>Disengaged</th>
</tr>
</thead>
<tbody>
<tr>
<td>2022</td>
<td>44%</td>
<td>42%</td>
<td>11%</td>
<td>3%</td>
</tr>
<tr>
<td>2021</td>
<td>51%</td>
<td>37%</td>
<td>10%</td>
<td>2%</td>
</tr>
<tr>
<td>2020</td>
<td>51%</td>
<td>38%</td>
<td>8%</td>
<td>2%</td>
</tr>
<tr>
<td>2019</td>
<td>44%</td>
<td>42%</td>
<td>11%</td>
<td>3%</td>
</tr>
<tr>
<td>2018</td>
<td>35%</td>
<td>47%</td>
<td>14%</td>
<td>4%</td>
</tr>
<tr>
<td>2017</td>
<td>26%</td>
<td>48%</td>
<td>20%</td>
<td>5%</td>
</tr>
<tr>
<td>2016</td>
<td>28%</td>
<td>47%</td>
<td>19%</td>
<td>6%</td>
</tr>
</tbody>
</table>

Utilities

<table>
<thead>
<tr>
<th>Year</th>
<th>Highly Engaged</th>
<th>Moderately Engaged</th>
<th>Barely Engaged</th>
<th>Disengaged</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>40%</td>
<td>42%</td>
<td>13%</td>
<td>4%</td>
</tr>
</tbody>
</table>

Same Sized

<table>
<thead>
<tr>
<th>Year</th>
<th>Highly Engaged</th>
<th>Moderately Engaged</th>
<th>Barely Engaged</th>
<th>Disengaged</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>49%</td>
<td>38%</td>
<td>10%</td>
<td>3%</td>
</tr>
</tbody>
</table>

Same Sized - Top Quartile

<table>
<thead>
<tr>
<th>Year</th>
<th>Highly Engaged</th>
<th>Moderately Engaged</th>
<th>Barely Engaged</th>
<th>Disengaged</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>63%</td>
<td>30%</td>
<td>6%</td>
<td>2%</td>
</tr>
</tbody>
</table>
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.