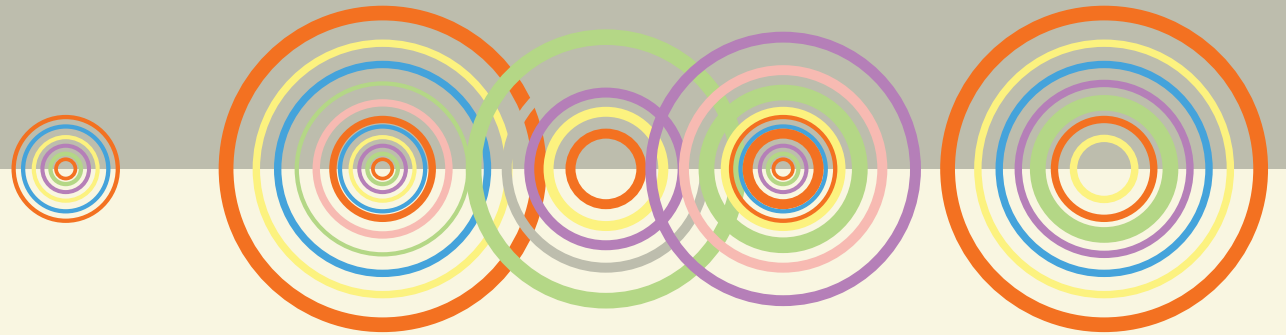


# MONITORING REPORT SD-8: EMPLOYEE RELATIONS GOVERNANCE COMMITTEE

➤ 12.16.25 ➤



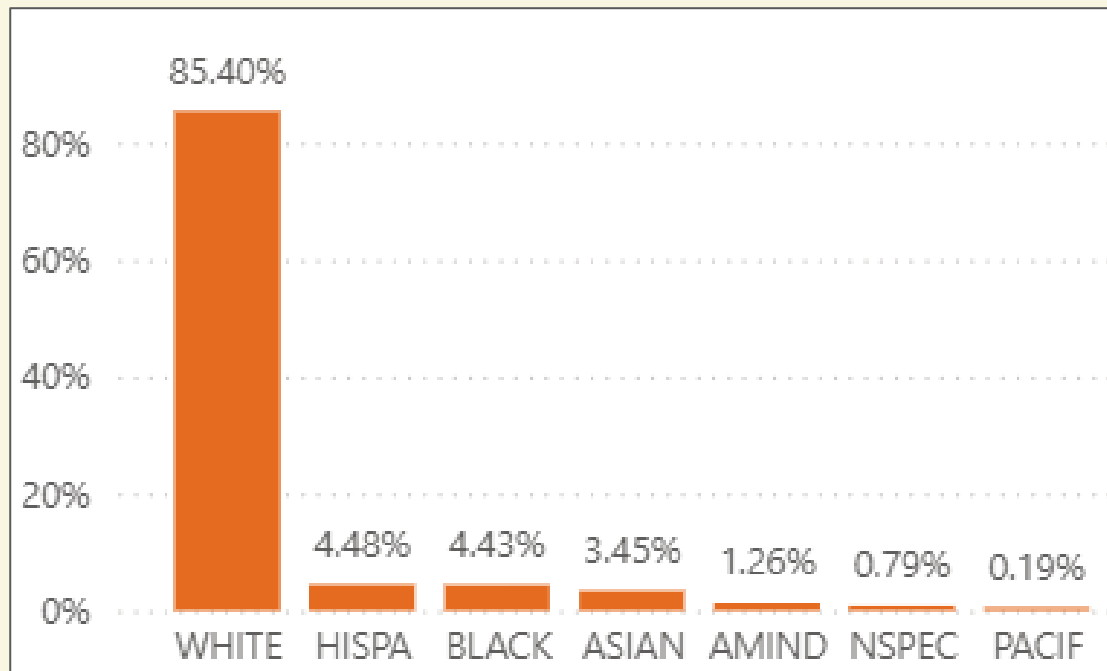
# SD-8 EMPLOYEE RELATIONS

- 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 utilities.
- 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, if an Affirmative Action Plan is required.

# » **A DIVERSE & INCLUSIVE WORKPLACE**

# DEMOGRAPHICS BY ETHNICITY

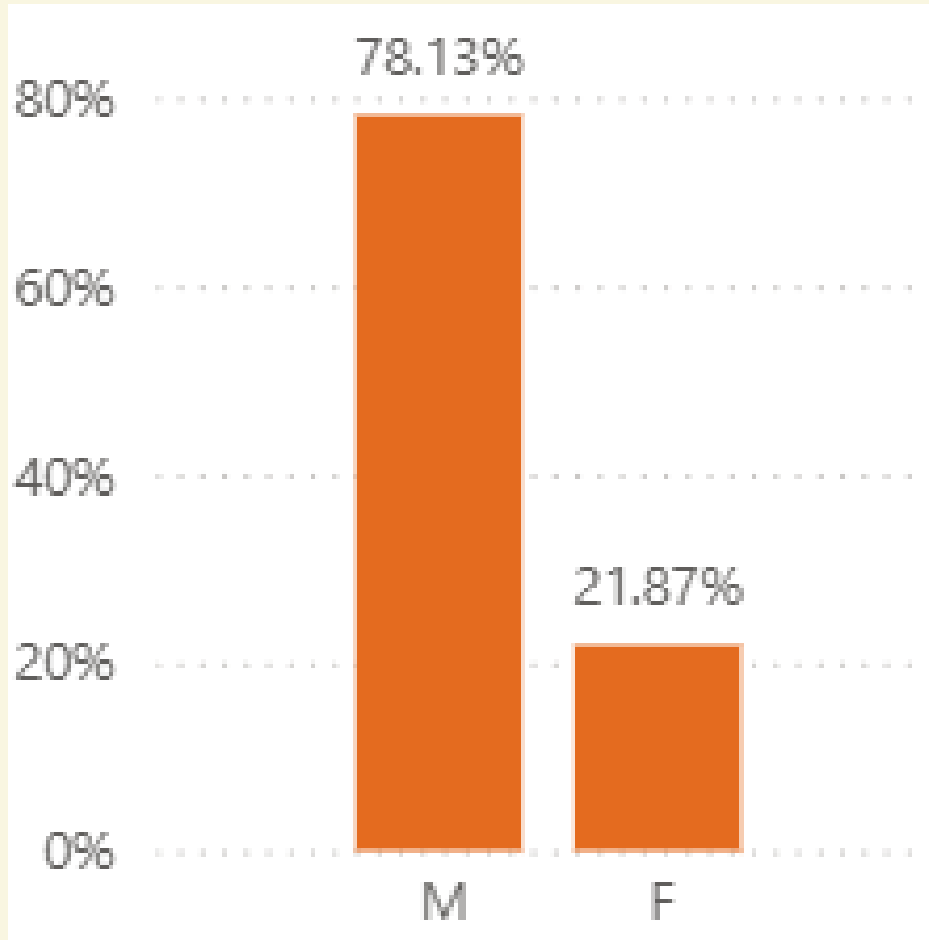
OPPD - As of October 1, 2025



Ethnic Group	OPPD Rate (as of Oct 1, 2025)	OPPD Service Territory Rate*	Nebraska Rate (as of 2023)
Asian	3.45%	1.16%	2.50%
Black	4.43%	3.02%	4.76%
Hispanic	4.48%	10.45%	12.00%
Native American	1.26%	1.57%	0.50%
Pacific Islander	0.19%	0.15%	0.10%
White	85.40%	83.10%	79.88%
Not Specified	0.79%	Not Available	

\*The counts by OPPD territory are growth estimates based on the decennial census report from 2020.

# DEMOGRAPHICS BY GENDER



Gender	OPPD Rate (as of Oct 1, 2025)	OPPD Service Territory Rate*	Nebraska Rate (as of 2023)
Female	21.87%	48.47%	50.3%
Male	78.13%	51.53%	49.7%

According to national studies, **women account for 25% of the traditional energy sector** compared to an **overall average of 47%** nationally in the workforce\*\*.

Underrepresentation of women attributed to

- Lack of female role models
- Physical demands of jobs
- Pipeline issues of females in STEM-related studies

\*The counts by OPPD territory are growth estimates based on the decennial census report from 2020.

\*\*National Renewable Energy Laboratory, February 8, 2022

# DEMOGRAPHICS BY VETERAN STATUS AND GENERATIONS



Military Status	OPPD Rate
Veteran	9.0%

Generations	OPPD Rate
Traditionalist (1928 – 1945)	0.50%
Baby Boomers (1946 – 1964)	7.54%
Gen X (1965 – 1980)	38.74%
Gen Y/ Millennials (1981 – 1994)	43.03%
Gen Z (1995 – 2009)	10.65%



# AFFIRMATIVE ACTION PLAN (AAP) PERFORMANCE REVIEW

**Affirmative Action is the obligation to ensure applicants have equal opportunity to employment and employees receive nondiscriminatory treatment**

**Key Change in 2025:** On January 21, 2025, Executive Order 14173, titled “Ending Illegal Discrimination and Restoring Merit-Based Opportunity”, revoked EO 11246. This marks a significant shift in federal policy, eliminating the formal requirement for affirmative action plans based on race, sex, or national origin for federal contractors.

**Strategic Considerations for 2026:**

**Risk Management:** While AAPs are no longer federally mandated under EO 11246, maintaining internal equity audits and nondiscrimination documentation may mitigate legal and reputational risks.

**State and Local Laws:** Some jurisdictions may still require affirmative action or DEI-related reporting. OPPD must ensure compliance with all applicable non-federal regulations.

**Contract Review:** All federal contracts should be reviewed for updated clauses related to EO 14173 compliance and DEI program restrictions.

# EMPLOYEE RESOURCE GROUPS (ERG)

~54% of the workforce participates in an ERG or a COP

## In 2025 ERG ONE: Power Hour Series

- 4 Executive-led Power Hours as part of the *Coffee and Conversations* series

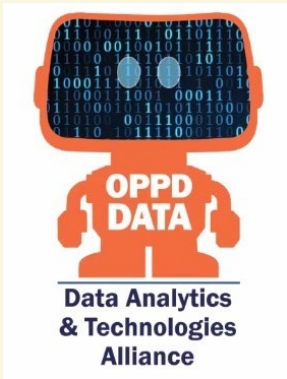
### Topics included:

- Navigating Your Career at Different Levels
- The Power of Showing Up
- Voces Unidas
- Career Reflections
- Created space for **career growth, inclusion and authenticity**
- **40.3%-member participation**
- Feedback showed employees felt **heard, supported, and aligned** with OPPD's core values.





# COMMUNITIES OF PRACTICE



Society of  
Engineers



OPPD Society of Engineers touring substations and building connections to enhance service relationships.

# » **EMPLOYEE ENGAGEMENT**

## ➔ OVERALL RESULTS

Overall favorability = **70.7%**

Overall favorability declined by **5.1%** since 2024 (**Top Quartile 79%**)

- Participation fell by 17.1% in comparison to 2024.
- 255 fewer employees completed the survey this year compared to 2024 (1,787 respondents in 2024).
- Perceptions related to recognition, confidence in the future and learning/development saw largest declines
  - Employee concerns around cost savings were top of mind (especially impacting recognition and job security perceptions)
- Perceptions related to team dynamics, inclusion, safety and respect count among the most favorable
- While overall favorability declined for 2025, OPPD is performing well (2-11% higher) in comparison to other utilities across many engagement categories.

## ➔ KEY OPPORTUNITIES FOR IMPROVEMENT

### **EXECUTIVES: Future Outlook**

- I understand OPPD's plans for future success.
- When the organization makes changes, I understand why (High Impact)
- **Actions:** Continue to provide transparency regarding the future strategy and plans for success. Find ways to ensure employees feel recognized

### **LEADERS/MANAGERS: Performance**

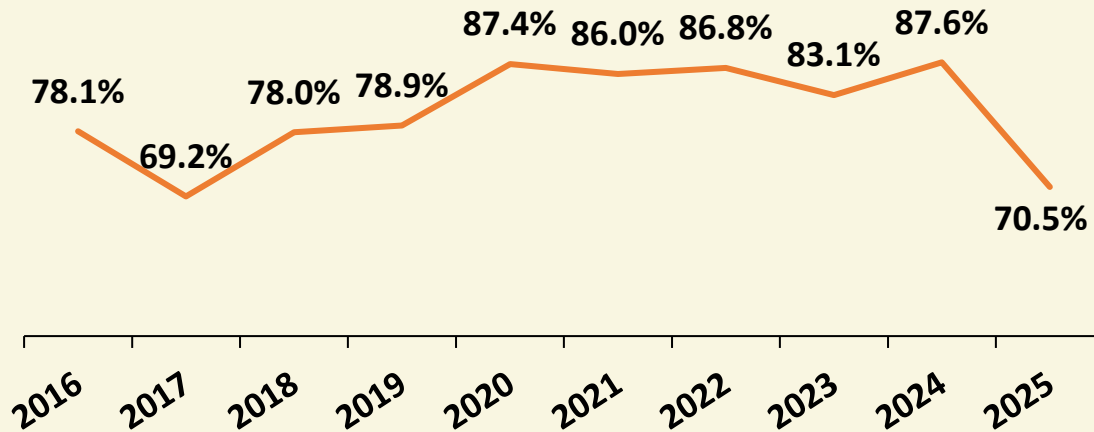
#### **Management & Inclusive Decision Making:**

- My immediate supervisor regularly coaches me on my job performance. (High Impact)
- I clearly understand how my performance is measured. (High Impact)
- I am included in decisions that affect my work. (High Impact)
- I have opportunities to learn new skills that will help me succeed. (High Impact)
- **Actions:** Discuss both team & Individual goals regularly. Explore ways to expand development and growth. Ensure 1:1s are established and maintained.

# CONDUCT AN ANNUAL ENGAGEMENT SURVEY

## Response Rate

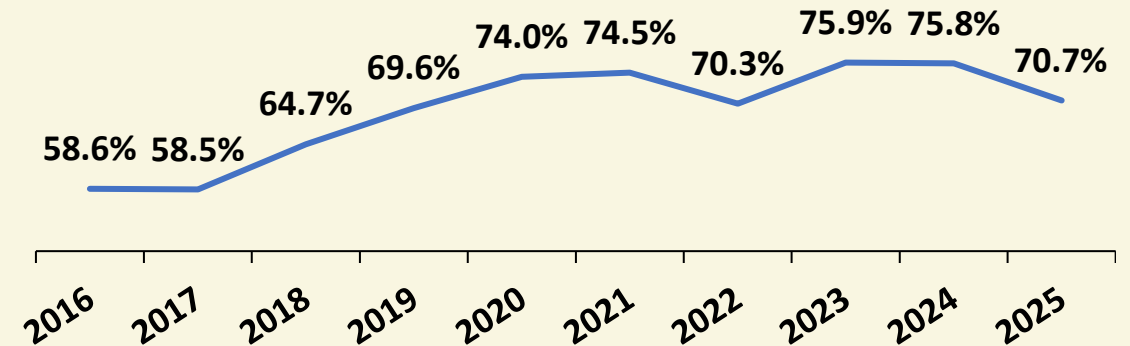
(n = 1,532 of 2,174)



- 255 fewer employees completed the survey this year compared to 2024 (1,787 respondents in 2024). Overall, participation fell by 17.1%
- Exempt participation (n=899) fell by 9%
- 55% of Unionized employees participated in the survey this year (compared to 81% in 2024, dropping by 26%)
- 763 had a 30% decline in participation

## Overall % Favorable

(% Agree / Strongly Agree)  
(Top Quartile\* = 79%)



- Overall favorability declined by 5.1% since 2024
- Perceptions related to recognition, confidence in the future, and learning/development saw the most significant declines
- Within the comments, employee concerns around recent budget cuts were top of mind (especially impacting recognition and job security perceptions)
- Perceptions related to team dynamics, inclusion, safety, and respect count among the most favorable

\*Represents Top Quartile across all BPTW survey participants

# HIGH IMPACT RESULTS

These questions represent the most actionable opportunities for your leaders and front-line managers. Managers that provide sufficient coaching, clarify expectations, and create an inclusive environment will see stronger overall engagement.

Question	2025 % Favorable	vs. 2024	vs. Utilities	vs. Same Sized
I understand how my job helps the organization achieve success.	87%	NEW	5.0%	1.9%
My job allows me to utilize my strengths.	79%	NEW	9.8%	6.1%
My immediate supervisor regularly coaches me on my job performance.	79%	NEW	12.9%	11.2%
Goals and accountabilities are clear to everyone in my immediate work group.	71%	-4.4%	6.9%	3.3%
I have the information I need to do my job well.	70%	-6.6%	6.2%	1.7%
I clearly understand how my performance is measured.	70%	-6.1%	11.8%	6.7%
I have the materials and equipment I need to do my job.	68%	-7.8%	-0.8%	-4.4%
I am included in decisions that affect my work.	66%	NEW	17.6%	13.9%
I have opportunities to learn new skills that will help me succeed.	63%	-14.9%	-2.1%	-4.9%
When the organization makes changes, I understand why.	41%	NEW	-2.0%	-9.1%

# INCLUSION BREAKOUT

Question	2025 % Favorable	Δ 2024	Same Sized (1000 - 4999 Employee)	Same Sized (Top Quartile)	Utilities
Senior leadership is prepared to effectively manage a diverse workforce.	64%	-	-2.1%	-13.0%	+6.7%
Workforce diversity is valued at our organization.	74%	-	+0.7%	-14.0%	+7.6%
I trust this organization to be fair to all employees.	61%	-	-0.7%	-12.5%	+7.0%
I am included in decisions that affect my work.	66%	-	+13.9%	+4.6%	+17.6%
My immediate supervisor fosters an inclusive work environment.	88%	-0.1%	-	-	-
The people I work with treat each other with respect.	87%	+9.2%	+7.7%	-0.2%	+11.7%
Our organization values diverse opinions and ideas.	60%	-	-	-	-



# » **OTHER SD-8 MANDATES**

# PROFESSIONAL DEVELOPMENT

2025 recap & 2026 focus

## Virtual & In-person Instructor-

### Led Training Sessions

Short sessions to explore professional development skills offered twice in 2025:

- Goal Setting
- Feedback
- Change Agility
- Emotional Intelligence & Self-Awareness
- Self-Evaluation
- Team Dynamics
- Utility Basics & OPPD connections
- PF2050 Strategy Links

### Annual Development Week

Opportunity for employees to consider development & link to resources

- 489 employees participated in multiple learning events – 50% increase
- Focused on development planning approach, networking for growth, quiet achievers' success and bringing confidence into your work
- Mayor John Ewing linking development happening in Omaha
- In-person Development Open House to connect for to resources
- Change Agility learning brought to over 300 Utility Ops employees at safety mtg throughout the district

### Looking Ahead

Supporting purpose-driven leadership

- Continued rollout of "Personify Leadership: for people leaders. 103 leaders (VP, direct reports, variety of middle managers) participated to create consistency in language and approach.
- Leadership readiness – revised New Leader 90-day Onboarding launch
- Continue to curate resources and build workshops to drive building skills to support capabilities needed for the future workforce



## CREW LEADER UNIVERSITY & CREW LEADER CONNECT

- Builds leadership and communication skills of crew members to step into crew leader positions.
- Enables Crew Leaders to grow and learn from each other.
- 175 employees have attended and graduated from Crew Leader U over last five years
- 84 employees have filled a crew leader position
- Crew Leader Connect participants are existing crew leaders attending to gain additional leadership insights



# PERSONAL WELLBEING

## Mental Wellness:

- Virtual trainings and or workshop for leaders and employees.
- “Let’s Talk” Mental Health quarterly virtual coffee chats

## Personal Wellbeing:

- Four district wide challenges
- Total Health Assessment/ Onsite biometric and flu shot events
  - ( New Vendor Strada Health Care this year)
- Real Appeal Online Weight Management Program
- Yoga, Pilates and Mobility / Flexibility class onsite at the Huddle.
- 24/7 access to the BCBS Wellness Center at the Huddle space.
- Lactation Suite/ rooms across the district updated.
- All employee skin cancer self screening education module.
- Trek the Tower, Heat the Streets and AFSP Out of Darkness Walk



# MAINTAIN AND COMMUNICATE WRITTEN POLICIES THAT

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

- 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 (Three-Year Agreements signed)
- Memoranda and Letters of Understanding
- Quarterly Safety Meetings
- Supervisor Training
- Crew Leader University & Connect
- ELT engagement with Union Leadership



# **RECOMMENDATION**

**The Governance Committee has reviewed and accepted this Monitoring Report for SD-8: Employee Engagement and recommends that the Board finds OPPD is taking reasonable and appropriate measures to comply with Board Policy SD-8.**

# Any reflections on

- what has been accomplished, challenges and/or strategic implications?

