



Spurgeon/Fernandez

RESOLUTION NO. 6772

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, the Board of Directors of the Omaha Public Power District is opting to review and adjust compensation for corporate officers as reflected in the attached exhibit, for each subsequent year until the methodology is reviewed and changed.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Omaha Public Power District that the compensation adjustment for the corporate officers: Kathleen W. Brown, Timothy D. McAreavey, Scott M. Focht, Troy R. Via, Clifford V. Fleener, Gina M. Langel, and Bradley R. Underwood as set forth on Exhibit A attached hereto, be and hereby is approved.

EXHIBIT A
OMAHA PUBLIC POWER DISTRICT
SALARY ACTION FOR CORPORATE OFFICERS
APPROVAL DATE: June 18, 2026

<u>Officer</u>	<u>Present Salary</u>	<u>Current % of Midpoint</u>	<u>Proposed Salary</u>	<u>% of Midpoint</u>	<u>Effective Date</u>
Kathleen W. Brown Vice President – Technology & Security & Chief Information Officer	\$445,399	95.4%	\$464,328	99.40%	May 31, 2026
Timothy D. McAreavey Vice President – External Relations & Chief Customer and Public Engagement Officer	\$376,754	88.1%	\$405,952	95.00%	May 31, 2026
Scott M. Focht Vice President – Corporate Strategy & Governance	\$357,025	92.4%	\$372,199	96.30%	May 31, 2026
Gina M. Langel Vice President – Safety & Facilities	\$318,171	82.4%	\$341,238	88.30%	May 31, 2026
Troy R. Via Vice President – Utility Operations & COO	\$524,874	87%	\$574,737	95.20%	May 31, 2026
Clifford V. Fleener Vice President – Sustainability & Environmental Affairs	\$345,630	89.5%	\$367,232	95.10%	May 31, 2026
Bradley R. Underwood Vice President – Financial Services & CFO	\$475,488	82.2%	\$509,961	88.20%	May 31, 2026



Omaha Public Power District

BOARD OF DIRECTORS

Action Item

June 18, 2026

ITEM

Compensation Adjustments for Corporate Officers

PURPOSE

Approve compensation adjustments for the following corporate officers:

- Kathleen W. Brown, Vice President – Technology and Security & Chief Information Officer
- Timothy D. McAreavey, Vice President – External Relations & Chief Customer and Public Engagement Officer
- Scott M. Focht, Vice President – Corporate Strategy & Governance
- Troy R. Via, Vice President – Utility Operations & Chief Operating Officer
- Clifford V. Fleener, Vice President – Sustainability & Environmental Affairs
- Gina M. Langel, Vice President – Safety & Facilities
- Bradley R. Underwood, Vice President – Financial Services & Chief Financial Officer

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:

Javier Fernandez
President and Chief Executive Officer

APPROVED:

Matt Core
Chair - Board of Directors

Attachments: Exhibit A
Resolution