

# METROPOLITAN UTILITIES DISTRICT

## Committee Meetings Agenda

8:15 a.m.

September 4, 2024

1. Safety Briefing
2. Roll Call
3. Open Meetings Act Notice

### **Construction & Operations – Friend, Sidzyik, Cavanaugh**

1. Capital Expenditures [Kendall Minor – SVP & Chief Operations Officer] – **Tab 5**
2. Change Order No. 1 – JC Excavation  
[John Velehradsky – Director, Facilities Management] – **Tab 6**
3. JEO Consulting Services Agreement Extension  
[Adam Gartner – Interim Director, Plant Engineering] – **Tab 7**
4. Acceptance of Contracts and Payment of Final Estimates  
[Adam Gartner – Interim Director, Plant Engineering] – **Tab 8**
5. Bids on Materials and Contracts  
[Jon Zellars – VP, Procurement & Enterprise Services] – **Tab 9**

### **Services & Extensions – Friend, Begley, Howard**

1. Main Extensions [Masa Niiya – VP, Engineering] – **Tab 11**

### **Personnel – Begley, Sidzyik, Friend**

1. Wage and/or Salary Increases and Ratification  
[Bonnie Savine – VP, Human Resources] – **Tab 12**
2. Group Insurance Contract Renewals  
[Bonnie Savine – VP, Human Resources] - **Tab 13**
3. SPA Overtime Policy Revisions [Bonnie Savine – VP, Human Resources] - **Tab 14**

### **Public Comment**

*(Turn over for regular Board Meeting agenda)*

# METROPOLITAN UTILITIES DISTRICT

## Regular Monthly Board Meeting Agenda

9:00 a.m.

September 4, 2024

1. Roll Call
2. Open Meetings Act Notice
3. Pledge of Allegiance
4. Approval of Minutes – Committee Meetings and Regular Board Meeting for August 7, 2024

### CONSTRUCTION & OPERATIONS

5. Capital Expenditures
6. Change Order No. 1 – JC Excavation
7. JEO Consulting Services Agreement Extension
8. Acceptance of Contracts and Payment of Final Estimates
9. Bids on Materials and Contracts
10. Notice of Purchases Between \$25,000 & \$50,000

### SERVICES & EXTENSIONS

11. Main Extensions

### PERSONNEL

12. Wage and/or Salary Increases and Ratifications
13. Group Insurance Contract Renewals
14. SPA Overtime Policy Revisions

### BOARD

15. Other Matters of District Business for Discussion
16. Public Comment
17. CLOSED SESSION – Litigation, Personnel and Real Estate

**Adjourn Regular Monthly Board Meeting**

*(Turn over for Committee Meetings agenda)*

**METROPOLITAN UTILITIES DISTRICT**  
**Minutes of the Committee Meeting**  
**August 7, 2024**

Chairperson Jim Begley called to order the Committee meetings of the Metropolitan Utilities District Board of Directors at 8:15 a.m. at its headquarters building located at 7350 World Communications Drive.

Advance notice of the meeting was published in the print version of *The Omaha World-Herald* on Sunday, July 28, 2024. Notice was also provided on the MUD website at [www.mudomaha.com](http://www.mudomaha.com) and other social media platforms. Agendas and all pertinent Board materials to be presented at the meeting were emailed to Directors and posted on the MUD website on August 2, 2024.

Chairperson Begley announced that the meeting was being livestreamed and a recording of the meeting would be uploaded to the MUD website after the meeting's conclusion.

**Safety Briefing**

Vice President, Safety and Security Shane Hunter provided a safety briefing for all individuals attending the meeting in-person regarding protocol at the headquarters building in the event of an emergency.

**Roll Call**

On a roll call vote, the following Directors acknowledged their attendance: Mike McGowan, Gwen Howard, Tim Cavanaugh, Jim Begley, Tanya Cook, Dave Friend, and Bob Sidzyk. Director McGowan joined remotely.

**Open Meetings Act Notice**

Chairperson Begley announced that a copy of the Open Meetings Act was located on the wall in the back of the Board Room.

**Judicial and Legislative – Cavanaugh, Cook, Howard**

Government Relations Attorney Rick Kubat provided an update on the Legislative Special Session. Discussion took place regarding LB-9, which may affect sales tax exemptions that the District currently holds.

**Construction and Operations – Friend, Sidzyk, Cavanaugh**

Senior Vice-President and Chief Operations Officer Kendall Minor recognized the District's operation employees for their efforts to ensure water production and quality met standards, construction fixed water main breaks in a timely manner, and gas infrastructure concerns were addressed immediately due to the July 31 weather event.

Mr. Minor continued presenting the proposed capital expenditures as outlined in his letter to the Committee dated August 1, 2024.

Interim Director of Plant Engineering Adam Gartner reviewed the Acceptance of Contracts and Payment of Final Estimates as outlined in his letter to the Committee dated July 17, 2024.

Vice-President of Procurement & Enterprise Services Jon Zellars presented the bids on materials and contracts as outlined in the letter to the Committee from Director of Procurement Sherri Lightfoot dated July 24, 2024. Discussion took place regarding one bid which is recommended to be rejected and re-bid as two separate requests. This bid relates to regulatory compliance at the Platte West Water Production Facility.

Senior Vice President and General Counsel Mark Mendenhall presented the renewal of water franchise and acquisition agreement with the City of Ralston as outlined in his letter to the Committee dated July 31, 2024. Discussion was held surrounding the status of the system and potential financial and infrastructure concerns once the District acquires control of the water system.

Vice-President of Engineering Masa Niiya presented the proposed main extensions as outlined in his letter to the Committee dated July 30, 2024.

**Personnel – Begley, Sidzyik, Friend**

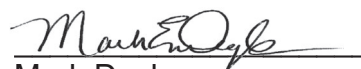
Vice-President of Human Resources Bonnie Savine reviewed the wage and/or salary increases and ratifications as outlined in her letter to the Committee dated July 26, 2024. Discussion took place regarding the determining factors for posting internally vs externally for SPA positions as well as the job description review process. Director Begley requested that job requisition updates be reviewed by the Personnel Committee before posting open positions.

**Public Comment**

Chairperson Begley asked if there were any further comments from the Board or if any member of the public would like to address the Board.

Director Begley recognized Omaha Public Power District and the members of IBEW 763, for their work to restore power to metro area customers. Director Begley also thanked the OPPD staff for extending the opportunity for District staff to visit their stating area and observe their response efforts.

At 9:05 a.m., Chairperson Begley announced the Committee Meetings had concluded and the Board would reconvene in ten minutes for the regular monthly Board Meeting.



Mark Doyle  
President & Secretary to the Board

MD/sec

**METROPOLITAN UTILITIES DISTRICT**  
**Minutes of the Regular Monthly Board Meeting**  
**August 7, 2024**

Chairperson Jim Begley called to order the Regular Board Meeting of the Metropolitan Utilities District Board of Directors at 9:15 a.m. at its headquarters building located at 7350 World Communications Drive.

Advance notice of the meeting was published in the print version of *The Omaha World-Herald* on Sunday, July 28, 2024. Notice was also provided on the MUD website at [www.mudomaha.com](http://www.mudomaha.com) and other social media platforms. Agendas and all pertinent Board materials to be presented at the meeting were emailed to Directors and posted on the MUD website on August 2, 2024.

Chairperson Begley announced that the meeting was being livestreamed and a recording of the meeting would be uploaded to the MUD website after the meeting's conclusion.

**AGENDA NO. 1**

**ROLL CALL**

On a roll call vote, the following Directors acknowledged their attendance: Mike McGowan, Gwen Howard, Tim Cavanaugh, Jim Begley, Tanya Cook, Dave Friend, and Bob Sidzyk. Director McGowan joined remotely.

**AGENDA NO. 2**

**OPEN MEETINGS ACT NOTICE**

Chairperson Begley announced that a copy of the Open Meetings Act was located on the wall in the back of the Board Room.

**AGENDA NO. 3**

**PLEDGE OF ALLEGIANCE**

Chairperson Begley invited all who wished to participate to recite the Pledge of Allegiance.

**AGENDA NO. 4**

**APPROVAL OF MINUTES FOR THE COMMITTEE MEETINGS, REGULAR MONTHLY BOARD MEETING AND PUBLIC HEARING FOR JULY 3, 2024.**

Director Cook moved to approve the minutes for the Committee Meetings and Regular Monthly Board Meeting for July 3, 2024, which was seconded by Director Howard and carried on a roll call vote.

Voting Yes: McGowan, Howard, Cavanaugh, Begley, Cook, Friend, Sidzyk

Voting No: None

**AGENDA NO. 5**  
**CAPITAL EXPENDITURES**

Director Friend moved to approve the proposed capital expenditures as presented in the Committee Meetings by Senior Vice-President and Chief Operations Officer Kendall Minor as outlined in his letter to the Committee dated August 1, 2024. The motion was seconded by Director Cavanaugh and carried on a roll call vote.

Voting Yes: McGowan, Howard, Cavanaugh, Begley, Cook, Friend, Sidzyik  
Voting No: None

**AGENDA NO. 6**  
**ACCEPTANCE OF CONTRACTS AND PAYMENT OF FINAL ESTIMATES**

Director Friend moved to approve the acceptance of contracts and payment of final estimates as presented in the Committee Meetings by Interim Director, Plant Engineering Adam Gartner and as outlined in his letter to the Committee dated July 17, 2024. The motion was seconded by Director Howard and carried on a roll call vote.

Voting Yes: McGowan, Howard, Cavanaugh, Begley, Cook, Friend, Sidzyik  
Voting No: None

**AGENDA NO. 7**  
**BIDS ON MATERIALS AND CONTRACTS**

Director Friend moved to approve the bids on materials and contracts as presented in the Committee Meetings by Vice-President of Procurement and Enterprise Services Jon Zellars and as outlined in the letter to the Committee dated July 24, 2024, from Director of Procurement Sherri Lightfoot. The motion was seconded by Director Cook and carried on a roll call vote.

Voting Yes: McGowan, Howard, Cavanaugh, Begley, Cook, Friend, Sidzyik  
Voting No: None

**AGENDA NO. 8**  
**NOTICE OF PURCHASES BETWEEN \$25,000 AND \$50,000**

Director Friend requested that the Notice of Purchases letter dated July 21, 2024, from Director of Procurement Sherri Lightfoot be placed on file.

**AGENDA NO. 9**  
**CITY OF RALSTON FRANCHISE AND ACQUISITION AGREEMENT**

Director Friend requested that the City of Ralston Franchise and Acquisition Agreement as presented in the Committee Meetings by Senior Vice President and General Counsel Mark Mendenhall and as outlined in the letter to the Committee dated July 31, 2024. The motion was seconded by Director Cook and carried on a roll call vote.

Voting Yes: McGowan, Howard, Cavanaugh, Begley, Cook, Friend, Sidzyik

Voting No: None

**AGENDA NO. 10**  
**MAIN EXTENSIONS**

Director Friend moved to approve the proposed main extensions as presented in the Committee Meetings by Vice-President of Engineering Masa Niiya and as outlined in his letter to the Committee dated July 30, 2024, which was seconded by Director Cavanaugh and carried on a roll call vote.

Voting Yes: McGowan, Howard, Cavanaugh, Begley, Cook, Friend, Sidzyik  
Voting No: None

**AGENDA NO. 11**  
**WAGE AND/OR SALARY INCREASES AND RATIFICATIONS**

Director Begley moved to approve the Wage and/or Salary Increases and Ratifications as presented in the Committee Meetings by Vice-President of Human Resources Bonnie Savine and as outlined in her letter dated July 26, 2024. The motion was seconded by Director Cavanaugh and carried on a roll call vote.

Voting Yes: McGowan, Howard, Cavanaugh, Begley, Cook, Friend, Sidzyik  
Voting No: None

**AGENDA NO. 12**  
**OTHER MATTERS OF DISTRICT BUSINESS FOR DISCUSSION**

Chairperson Begley asked whether any Board Members had any comments they wished to share.

Chairperson Begley mentioned the November Committee and Board meetings are scheduled to be held the day after the U.S. primary election and suggested considering moving the meeting date.

Director Cavanaugh thanked Senior Vice President and Chief Financial Officer Mark Myers for his quick and comprehensive response regarding the recent announcement of the Kellogg's Omaha plant closure and how that will affect the District.

**AGENDA NO. 13**  
**PUBLIC COMMENT**

Chairperson Begley asked whether any members of the public were present who wished to address the Board. There were none.

**AGENDA NO. 14**  
**CLOSED SESSION – LITIGATION, PERSONNEL AND REAL ESTATE**

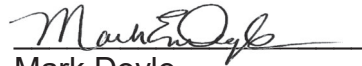
A Closed Session was not necessary.

Director Friend moved to adjourn the regular Board Meeting which was seconded by Director Cook and carried on a roll call vote.

Voting Yes: McGowan, Howard, Cavanaugh, Begley, Cook, Friend, Sidzyk

Voting No: None

The regular Board Meeting was adjourned at 9:21 a.m.



Mark Doyle

President & Secretary to the Board

MD/sec



**METROPOLITAN UTILITIES DISTRICT***Inter-Department Communication*

August 28, 2024

**Subject: CAPITAL EXPENDITURES**

**To:** Committee on Construction and Operations  
cc: all Board Members, Ausdemore, Doyle, Lobsiger, Mendenhall, Myers,  
and all Vice Presidents

**From:** Kendall Minor, SVP & Chief Operations Officer

The following items will be on the September 4, 2024, Committee Agenda for consideration and the Board Agenda for approval.

**BUILDINGS, PLANTS & EQUIPMENT**

**1. JOB #:** (100035000000 - \$85,800) - Supplemental

**TOTAL COST:** \$85,800

**LOCATION:** Platte West Water Production Facility

**PURPOSE:** High service pump director upgrades

**DESCRIPTION:** This Capital Expenditure is for design, furnishing, startup, and commissioning of fourteen PLC based control panels to replace existing high service pump director units at the Platte West Water Production Facility. The existing pump director units have been in service since the plant was commissioned in 2008 and are now obsolete with parts and manufacturer service no longer available.

**2. JOB #: WP2115** (100035000013 - \$460,000)

**TOTAL COST:** \$460,000

**LOCATION:** Platte West Water Production Facility

**PURPOSE:** Painting and Sealant Improvements

**DESCRIPTION:** The purpose of this project is to update and maintain coatings in various locations within the Platte West Water Production Facility (WPF) and its associated wellfields. The scope of this project includes surface preparation, painting of exposed well discharge piping, air relief vent pipes, bollards, hydrants throughout the two wellfields, air relief vent pipes, bollards, hydrants along the Raw Water Transmission Main, Backwash Drain Line pipe, valves, fittings within the Intermediate Level Pipe Gallery of the Gravity Thickener Complex flanges, piping, valves, fittings, and slide gate both interior and exterior to the Finished Water Reservoir. The project also includes concrete pad joint sealant replacement at all 42 wells within Douglas and Saunders County wellfields.

**3. JOB #: WP2115** (100035000016 - \$951,100)

**TOTAL COST:** \$951,100

**LOCATION:** Platte West Water Production Facility

**PURPOSE:** Thrust Restraint Improvements

**DESCRIPTION:** The purpose of this project is to complete well discharge pipe thrust restraint improvements at the (MUD) Platte West Water Production Facility's two wellfields. The project includes installation of expansion joints, thrust blocks, and additional pipe

restraints on 40 of the 42 well discharge pipes. The work will be located at the Douglas County and Saunders County wellfields located approximately 5 miles west of Platte West Water Production Facility.

**4. JOB #:** (100084001347 - \$85,150)

**TOTAL COST:** \$85,150

**LOCATION:** MUD Operations Center

**PURPOSE:** Refurbish Operations Center Cooling Tower

**DESCRIPTION:** The cooling tower for the Operations Center was installed in 2007 and provides cooling for the facility during warmer months. A master plan study was completed for the Operations Center in 2022 recommending the continual use of the existing cooling tower in lieu of replacement due to it being in good operating condition compared to the potential cost for full replacement. The tower is a proprietary unit that requires refurbishment to extend the service life of an anticipated 15 to 20 years and bring the unit back to a like new condition. At the end of its service life, the estimated cost to replace the unit is \$225,000 and would require significant down time for replacement.

A quote was received by Data Power Technology Group to replace the fill diverters, louver, and drift eliminators as part of the original project scope. Additional services were also recommended upon recent inspection of the unit to replace and line the hot/cold-water pans that are showing signs of corrosion. Additional work will also be performed by a certified mechanical contractor to repair existing piping. Facilities Management staff will paint the piping once the refurbishment and repair work has been completed.

**5. JOB #:** (100084001343 - \$65,400)

**TOTAL COST:** \$65,400

**LOCATION:** 61<sup>st</sup> Avenue Campus (MUD Operations Center & Construction Center 1)

**PURPOSE:** Concrete Repairs

**DESCRIPTION:** Concrete repairs at the 61st Avenue Campus are necessary to maintain the Operations/Construction Center I facilities for both operational and safety needs. This work consists of concrete repair at the Operations Center entrance gate #2, trench drain repair near the Construction Center I overhead door at Oak Street, and sidewalk repairs for the walking path to the north employee parking lot. Facilities Management staff will paint the curb and cross walk once the repair work has been completed.

**6. JOB #:** (100089000963 - \$250,000) - Supplemental

**TOTAL COST:** \$250,000

**LOCATION:** Various

**PURPOSE:** Purchase and Install 250 leak loggers with 5 years of analyst services, web portal maintenance, and communication.

**DESCRIPTION:** The original C&A had an authorized amount of \$1,495,000. If approved, the new authorized amount will be \$1,795,000.

The newer generation leak loggers have sensitive microphones coupled with modern communication which allow for deployment throughout the water system - an arrangement commonly referred to as the "internet-of-things". The devices report to a web portal which can be analyzed by the user. What makes these devices transformative is their ability to find leaks that are non-surfacing with minimal labor. Finding a break prior to surfacing allows us

to manage the repair differently. The repair and operating crews can plan for an optimal time to fix the leak. This enhances employee safety, reduces cost, reduces customer disruption, and reduces damage to surrounding property. We also save treated water loss. To date we have found 94 leaks on mains and services. With conservative estimates we have saved 40 to 50 million gallons of water.

The \$250,000 used for this supplemental C&A was received by successfully applying for a state grant. The leak loggers were used as justification for the grant.

Approval of this supplemental C&A will also provide authorization for senior staff to negotiate price, terms, and conditions with Echologics, LLC for the acquisition of the additional loggers.

This is a multi-phase deployment program. We eventually plan to monitor 500-700 miles of pipe. The expansion of the program will proceed incrementally budgeted over the next several years after analysis of existing loggers prove to be a reliable source of leak detection.

**7. JOB #:** (100031000021 - \$178,000)

**TOTAL COST:** \$178,000

**LOCATION:** Florence Water Treatment Plant

**PURPOSE:** Vacuum System Replacement

**DESCRIPTION:** The river station at the Florence Water Treatment Plant currently relies on a vacuum system to draw river water into the low service pumps, especially during periods of low river levels. However, this system has proven unreliable over the past several winters, is costly to maintain with annual oil change expenses totaling \$22,000. To address these issues, we plan to implement a new vacuum system that will utilize the existing vacuum tank, reducing overall costs. The new system will consist of water seal pumps versus the existing lubricated pumps. This new system is designed to be more reliable, require significantly less maintenance, ensuring both operational efficiency and long-term savings. The installation of the new system will be done by District employees.

Approval of this C&A constitutes approval to sole source this purchase with BCS Equipment who is the manufactures representative for NASH Vacuum Systems.

There is \$210,000 in the Florence budget for a Millard Water Tower Painting that was deferred until 2025. Approximately \$10,000 has been used for various projects within Water Operations. The remaining balance will be utilized for this project.

Approved:

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*Kendall Minor*  
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Kendall Minor  
SVP, Chief Operations Officer

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*Mark Doyle*  
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Mark E. Doyle  
President

**METROPOLITAN UTILITIES DISTRICT***Inter-Department Communication*

August 26, 2024

**Subject:** CHANGE ORDER 1 – MUD ACRES 2 MASS GRADING AND SITE PREPARATION; JC EXCAVATION; 100084001332

**To:** Committee on Construction & Operations – Dave Friend, Chairperson; Bob Sidzyik and Tim Cavanaugh  
Cc: All Board Members and Messrs. Doyle, Ausdemore, Mendenhall, Minor, Myers, Ms. Lobsiger, and all Vice Presidents

**From:** John Velehradsky, Director, Facilities Management

On October 4, 2023, the District entered into a contract with JC Excavation for mass grading and site preparation for MUD Acres 2, the site for Construction Center II. The original contract price was \$984,425.00. Change Order No. 1 represents an increase of \$250,583.10 to the contract for a total cost of \$1,235,008.10 and consists of six items.

Item No. 1 represents an increase of \$38,180.00 for changes to drain piping on the east end of the project site due to design changes required by City of Omaha flood plain requirements. After the project was awarded and during the permit review process, the City of Omaha limited the area allowed for fill on the project due to changes in the flood plain boundaries on site. This requirement shifted the proposed building site to the west, requiring larger drain piping for adequate drainage. The increased costs include rental charges for larger equipment needed to install the larger pipe and for the installation of rip rap at the pipe outlet to provide erosion control for drainage flowing into Thomas Creek and for Item No. 4 included in this change order.

Item No. 2 represents an increase of \$13,020.00 to perform over excavation of the building pad. The mass grading contract was awarded to expedite the completion schedule for Construction Center II. The geotechnical report and building pad site were in the design process when the mass grading contract was awarded. Due to shifting the building pad to the west to meet the requirements of the City of Omaha's flood plain review, the report included a recommendation to over excavate and recompact the west half of the building pad due to potential settlement issues.

Item No. 3 represents an increase of \$50,600.00 to construct an additional detention basin with drainage piping for the north access road. Initially, this road was planned as a future installation to save on project budget costs. During the permit review process, the City of Omaha required construction of the north access road to provide an additional fire emergency entrance to the site. The additional surface area for road construction required the installation of an additional detention basin to assist with drainage and stormwater management.


Item No. 4 represents an increase of \$114,977.00 to install double 60" storm sewer culverts. The need, design, and approval of these culverts were in process when the mass grading project was awarded. This work was initially planned to be completed in a later project phase, with JC Excavation installing a temporary drainpipe to be removed by MCL Construction to install the permanent culverts. Having JC Excavation perform

this work as part of the mass grading package saved costs and allowed for more efficient construction by eliminating the need for the temporary drainpipe.


Item No. 5 represents an increase of \$21,133.60 to remove and haul off buried debris. During excavation, buried debris was discovered, requiring removal and proper disposal. One debris site was at the building pad which required a rock base to be installed to provide stabilization for replacement soil under the building pad.


Item No. 6 represents an increase of \$12,672.50 to install permanent seeding and matting for approximately nine acres of property for stormwater control and vegetation establishment. Originally, temporary seeding and matting were planned for these areas. Due to minimal planned disruption in these areas for the remainder of construction, permanent seeding was installed to save costs for work that would have been performed by MCL Construction in a later project phase. Additional work is also included to seed and mat the drainage way for the new 60" culverts.


This work has already been completed to continue progress for building Construction Center II and meet the expected completion schedule of spring 2026. Your approval of Change Order No. 1 is requested.


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John Velehradsky  
Director, Facilities Management

**Approved:**

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Jon Zellars  
Vice President,  
Procurement & Enterprise Services

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Steve Ausdemore  
Sr. Vice President,  
Field Services, Safety & Security

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Mark Mendenhall  
Sr. Vice President, General Counsel

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Mark Doyle,  
President

**METROPOLITAN UTILITIES DISTRICT**

August 28, 2024

**Subject:** RENEWAL OF CONSULTANT AGREEMENT CONSTRUCTION PHASE INSPECTION SERVICES FOR CONTRACTED WATER MAIN PROJECTS – THROUGH OCTOBER 2026

**To:** Committee on Construction & Operations  
Cc: All Board Members, Doyle, Minor, Myers, Mendenhall, Ausdemore, Lobsiger, and All Vice Presidents

**From:** Adam Gartner, Interim Director, Plant Engineering

**Purpose**

**Management is recommending that the District enter into a new two-year professional services agreement for water main construction inspection services with JEO Consulting Group Inc. (JEO).**

JEO provides construction inspection services for new water development and distribution and transmission mains for new system growth and reliability. JEO has provided these inspection services for the District since 2014 under multiple and consecutive contracts. JEO continues to perform very well and is an essential partner whose services are vital to meeting critical needs of the District and development community.

Contracted water development, distribution/transmission mains, and infrastructure replacement (IR) projects are inspected by a team of (19) full-time District employees, Senior Engineering Technicians (construction inspectors). Consultant inspection services are utilized on the water development and system growth projects to supplement District labor resources. District construction inspectors are generally prioritized to challenging IR projects that have regular customer interactions, complex existing utility locates, and significant restoration demands. Remaining Sr. Engineering Technicians resources are used to inspect water development inspection as schedules permit. Water development and system growth projects are usually installed in rural or suburban areas with little to no existing development and impact to existing District customers. These projects also require very limited utility locating services.


Water development and system growth projects have resulted in the addition of 44.5 miles in 2022 and 34.6 miles in 2023. This represents a significant investment in the growth of the Omaha metropolitan area and District's system reliability. Development projects widely vary in timing, size, and have schedules outside of the District's control. The District utilizes the consultant inspection services only as required to meet development and system growth project schedules. Two challenging unknowns going into 2025 and beyond are the planned contracted water relocations for the City of Omaha Streetcar and contracted lead water service projects. Significant District inspection resources will be needed to inspect and locate for these projects that will be noteworthy in the community. In the case of the Streetcar project, the District does not have the direct ability to control the timing or project schedule. Continuing supplemental

consultant inspection services on other projects will provide District inspection staff a greater presence on these unique projects. Consultant inspection (and District staff) costs are expensed to specific project construction and included in any developer paid or reimbursed costs to the District where applicable.

JEO has demonstrated consistent staffing of well qualified inspectors and the ability to train new staff. By selecting to renew with JEO, the District is retaining the institutional knowledge gained in the relationship. JEO has demonstrated the ability to communicate and coordinate work with the numerous District departments involved in the water development program. This includes Water Distribution for pressure testing and chlorination to Graphic Information System (GIS) for as-building.

**Approval of this item will allow the President to negotiate and enter into a new 2-year professional services agreement with JEO for water main construction inspection services, effective October 1, 2024.**


**Prior to the expiration of this agreement, Engineering will evaluate how to move forward with this scope of services and provide a recommendation that best meets the needs of the District.**


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Adam Gartner  
Interim Director, Plant Engineering

**Approved:**

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Masa Miya  
Vice President,  
Engineering

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Kendall Minor  
Sr. Vice President,  
Chief Operations Officer

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Mark Mendenhall  
Sr. Vice President,  
General Counsel

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Mark Doyle  
President

**METROPOLITAN UTILITIES DISTRICT**

*Inter-Department Communication*

August 21, 2024

**Subject:** ACCEPTANCE OF CONTRACTS AND PAYMENT OF FINAL ESTIMATES

**To:** Committee on Construction and Operations  
 cc: all Board Members, Doyle, Mendenhall, Myers, Ausdemore, Minor, Lobsiger, and all Vice Presidents

**From:** Adam Gartner, Interim Director, Plant Engineering

The following items will be on the September 4, 2024, Committee Meeting for consideration and the Board Meeting Agenda for approval. Work has been satisfactorily completed on the following contracts and final payment is recommended:

Contract	Contract Approval Date	Amounts	
		*Unit Price Bid	Actual
a. Roloff Construction, WP1870 / WP1493, 100057000502, 100055001192, 100057000431, Install Water Mains in Giles Road 36" Approach Main, Giles Road from Cary Street to West	4/5/2023	\$3,377,660.00	\$3,188,485.72

**Comments:** There was a decrease of \$189,174.28 (-5.6%) for this project, largely due to less than expected dewatering and poor soil embedment required to complete the work. There was a single, previously approved, change order for additional restoration items and unexpected field conditions identified during construction. Several items such as newly installed landscaping, sidewalks, and other roadway improvements were installed after the project was designed and bid. All work required by the contract has been completed by the Contractor and is acceptable and in compliance with the Contract and Specifications.

Contract	Contract Approval Date	Amounts	
		Contract Bid	Actual
b. American Fence Company, Inc., WP2038, 100035000001, Platte West WPF North Perimeter Fence; 21212 West Q Road, Elkhorn, NE 68022	9/6/2023	\$294,877.86	\$294,877.86

**Comments:** All work required by the contract has been completed by the Contractor and is acceptable and in compliance with the Contract and Specifications.

*\*Based upon Engineering's estimated unit quantities.*



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*Adam Gartner*  
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Adam Gartner  
Interim Director, Plant Engineering

Approved:

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Masa Miya  
Vice President  
Engineering

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*Kendall Minor*  
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Kendall Minor  
Senior Vice President  
Chief Operations Officer

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*Mark Doyle*  
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Mark Doyle  
President

METROPOLITAN UTILITIES DISTRICT  
*Inter-Department Communication*

August 22, 2024

**Subject:** BIDS ON MATERIALS AND CONTRACTS DURING THE MONTH OF AUGUST

**To:** Construction & Operations Committee  
 cc: All Board Members, Doyle, Ausdemore, Lobsiger, Mendenhall, Minor, Myers and all Vice Presidents

**From:** Sherri A Lightfoot, Director, Procurement

The following items will be on the September 4, 2024 Committee Agenda for consideration and the September 4, 2024 Board Agenda for approval. The recommended bid is bolded and listed first. Nonlocal bidders have been indicated in italics.

**WATER/GAS MAIN CONTRACTS**

<u>Item</u>	<u>Bids Sent / Rec'd</u>	<u>Bidders</u>	<u>Bid Amount</u>
Install Water Mains in Woodbrook Valley Lots 36-87 and 106-200 Woodbrook Valley Replat 1 Lots, 1-46 S. of N. 186 <sup>th</sup> Street and Ida Street 100055001463 WP2080 Engineering Estimate: \$907,325.00 (A C&A in the amount of \$1,022,590.00 will be presented to the Board on September 4, 2024 for approval.)	35/3	<b>Cedar Construction</b>	<b>\$867,645.00</b>
		Kersten Construction	898,010.83
		<i>Pat Thomas Const</i>	1,134,459.00
Install Water Mains in Kensington Park Phase II Lots 16-18, N.W. of S. of S. 205 <sup>th</sup> Street and West Q Road 100055001468 WP2090 Engineering Estimate: \$318,650.00 (A C&A in the amount of \$414,896.00 will be presented to the Board on September 4, 2024 for approval.)	35/4	<b><i>Pat Thomas Const.</i></b>	<b>\$338,300.00</b>
		Kersten Construction	339,245.25
		<i>Neuvirth Construction</i>	346,312.28
		Cedar Construction	368,322.00

**INFORMATION TECHNOLOGY**

<u>Item</u>	<u>Bids Sent / Rec'd</u>	<u>Bidders</u>	<u>Bid Amount</u>
Annual Oracle License Renewal (October 15, 2024 to October 14, 2025)	3/1	<i>Mythics</i>	<b>\$422,433.81</b>

**OTHER**

<u>Item</u>	<u>Bids Sent / Rec'd</u>	<u>Bidders</u>	<u>Bid Amount</u>
Manufacture the Lakewood Booster Pump Station 100085000661 WP 1963 Engineering Estimate: \$803,000.00 (C&A for 100085000661 approved July 8, 2023 in the amount of \$846,200.00.)	10/3	<b>Engineered Fluid</b> <i>Dakota Pump</i> <i>USEMCO</i>	<b>\$529,601.31</b> 637,217.00 696,570.00

Platte West Water Production Facility (WPF) High Service Pump Director Upgrades 100035000000 *Bid Rejected, Incomplete Bid (C&A for 100035000000 approved June 7, 2023 in the amount of \$100,000.00.) (A Supplemental C&A in the amount of \$85,800.00 will be presented to the Board on September 4, 2024 for approval.)	3/2	<b>ESCO Group</b> Olsson	<b>\$137,588.00</b> 135,000.00*
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MUD Platte West Water Production Facility (WPF) Plant Process Effluent De-chlorination *Bids Rejected 100035000014 WP2116	11/2	Hawkins <i>Neuvirth Constr.</i>	\$1,027,423.00* 1,206,000.00*
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Platte West Water Production Facility (WPF) Painting and Sealant Improvements 100035000013 WP2115 Engineering Estimate: \$301,000.00 (A C&A in the amount of \$460,000.00 will be presented to the Board on September 4, 2024 for approval.)	11/3	<b>McGill Restoration</b> W.S. Bunch <i>TMI Coatings</i>	<b>\$342,897.00</b> 1,068,130.00 1,552,750.00
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Platte West Water Production Facility (WPF) Thrust Restraint Improvements 100035000016 WP2115 Engineering Estimate: \$761,000.00	11/8	<b>Neuvirth Constr.</b>	<b>\$709,303.08</b>
		Hawkins Constr.	914,213.00
		Judds Bros.	937,500.00
		Thompson Constr.	960,000.00
		Roloff Constr.	988,528.00
		TH Constr.	1,054,297.37
		Cedar Constr.	1,152,830.00
		Eriksen Constr.	1,260,000.00

(A C&A in the amount of \$951,100.00 will be presented to the Board on September 4, 2024 for approval.)

Platte South Water Production Facility Make-Up Air Unit Removal and Replacement 100033000019 WP 2146 Engineering Estimate: \$32,000.00	6/3	<b>Standard Heat. &amp; Air</b>	<b>\$25,121.00</b>
		Mechanical Systems	39,950.00
		Mechanical Sales	42,710.00

(C&A for 100033000019 approved August 26, 2024 in the amount of \$35,521.00.)

Platte South Water Production Facility Building Automation System Integration and Updates 100033000009	1/1	<b>Albireo Energy</b>	<b>\$175,306.00</b>
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(C&A for 100033000009 approved January 3, 2024 in the amount of \$6,405,000.00.)

61 <sup>st</sup> Avenue Campus Concrete Repairs 100084001343 Engineering Estimate: \$60,000.00	8/2	<b>Bayshore Contractors</b>	<b>\$54,215.00</b>
		Midwest DCM	55,387.00

(A C&A in the amount of \$65,400.00 will be presented to the Board on September 4, 2024 for approval.)

Lead Service Line Replacement 100097000035 WP2130 *2 <sup>nd</sup> Low Bid Recommended	10/7	<b>Backlund Plumbing</b>	<b>\$530,561.12*</b>
		Harrison Plumbing	479,156.30
		Plumbrite	591,526.00
		A Raymond Plumbing	693,408.00
		OCB Plumbing	763,204.50
		Veskerna Plumbing	1,247,593.50
		Burton Plumbing	1,384,585.71

(An Annual C&A for Water Services approved January 3, 2024 in the amount of \$13,017,490.00)

Lead Service Line Replacement 100097000036 WP2131	10/6	<b>Harrison Plumbing</b>	<b>\$270,228.60</b>
		Plumbrite	334,525.00
		<i>A Raymond Plumbing</i>	391,435.00
		OCB Plumbing	431,802.00
		<i>Veskerna Plumbing</i>	708,536.00
		Burton Plumbing	784,303.02

(An Annual C&A for Water Services approved January 3, 2024 in the amount of \$13,017,490.00)

Lead Service Line Replacement 100097000037 WP2132	10/7	<b>Plumbrite</b>	<b>\$265,041.70</b>
		Harrison Plumbing	286,496.34
		<i>A Raymond Plumbing</i>	310,620.80
		OCB Plumbing	346,851.75
		Southside Plumbing	357,984.80
		<i>Veskerna Plumbing</i>	584,311.60
		Burton Plumbing	641,588.48

(An Annual C&A for Water Services approved January 3, 2024 in the amount of \$13,017,490.00)

Ten (10) Compact 4x4 Pickups 100088000834	6/2	<b>Anderson Ford</b>	<b>\$395,870.00</b>
		<i>Husker Auto Group</i>	419,970.00

(C&A for Annual Construction Machines, Equipment, Vehicles and Upfitting approved January 3, 2024 in the amount of \$18,794,100.00.)

Remount of Small Stainless Steel Rear and Side Dump Truck Body 100088000838	6/1	<b>Protech Commercial</b>	<b>\$25,935.00</b>
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(C&A for Annual Construction Machines, Equipment, Vehicles and Upfitting approved January 3, 2024 in the amount of \$18,794,100.00.)

Four (4) 108" Fiberglass Service Truck Body W/HYD Valve Operator 100088000840	7/2	<b>Aspen Equipment</b>	<b>\$342,980.00</b>
		<i>Protech Commercial</i>	362,276.00

(C&A for Annual Construction Machines, Equipment, Vehicles and Upfitting approved January 3, 2024 in the amount of \$18,794,100.00.)

10,000 yd3 of Fill Dirt for Construction	5/1	<b>Ronco</b>	<b>\$80,000.00</b>
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**ANNUALS**

<u>Item</u>	<u>Bids Sent / Rec'd</u>	<u>Bidders</u>	<u>Bid Amount</u>
Ductile Iron Fittings (September 1, 2024 to August 31, 2025)	6/3	<b>American UGD</b> Omaha WinWater Core and Main	<b>\$345,866.19</b> 351,193.04 367,080.00
Activated Carbon (45 Tons) Florence WTP (September 1, 2024 to August 31, 2025) *6th Low Bid Recommended	10/9	<b>Arq Purification HRA</b> Atlas Carbon Norit Americas Arq Purification H Carbonxt Carbon Activated Corp 1 Donau Carbon US Carbon Activated Corp 2 Arq Purification T	<b>\$103,500.00*</b> 71,910.00 80,100.00 87,750.00 100,800.00 101,700.00 103,995.00 110,250.00 130,500.00

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*Sherri A. Lightfoot*

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Sherri A. Lightfoot  
Director, Procurement  
(402) 504-7253

Approved:

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*Jon Zellars*

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Jon Zellars  
Vice President, Procurement and Enterprise Services

Signed by:

*Steve Ausdemore*

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STEVEN E. AUSDEMORE  
Senior Vice President, Safety, Security and Field Operations

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*Mark Doyle*

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MARK E. DOYLE  
President

METROPOLITAN UTILITIES DISTRICT  
*Inter-Department Communication*

August 21, 2024

**Subject:** NOTICE OF PURCHASES BETWEEN \$25,000 - \$50,000

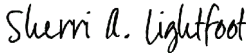
**To:** All Board Members  
 cc: Doyle, Ausdemore, Lobsiger, Mendenhall, Minor, Myers and all Vice Presidents


**From:** Sherri A. Lightfoot, Director, Procurement


During the month of August, the following item was purchased or contracted for and is being submitted to the Board to be placed on file. The purchase or contract was initiated with the low bidder which is bolded and listed first.


<u>Item</u>	<u>Bids Sent / Rec'd</u>	<u>Bidder</u>	<u>Amount Bid</u>
Service Truck Body 100088000845	7/3	<b>Aspen Equipment</b>	<b>\$37,750.00</b>
		<i>Protech Commercial</i>	40,494.00
		<i>Northern Truck</i>	41,840.00

(C&A for Annual Construction Machines, Equipment, Vehicles and Upfitting approved January 3, 2024 in the amount of \$18,794,100.00.)

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 SHERRI A. LIGHTFOOT  
 Director, Procurement  
 (402)504-7253

Approved:  
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 JON BELLARS  
 Vice President, Procurement and Enterprise Services

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 STEVEN E. AUSDEMORE  
 Senior Vice President, Safety, Security and Field Operations

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 MARK E. DOYLE  
 President

**METROPOLITAN UTILITIES DISTRICT***Inter-Department Communication*

August 28, 2024

**Subject:** MAIN EXTENSIONS**To:** Services and Extensions Committee  
cc: All Board Members, Ausdemore, Doyle, Lobsiger, Mendenhall, Minor, Myers, and all Vice Presidents**From:** Masa Niiya, Vice President, Engineering

The following main extensions will be on the September 4, 2024, Committee Agenda for consideration and the Board Agenda for approval:

**1. JOB #: WP2080** (100055001463 - \$1,022,590)**PROJECT COST:** \$1,022,590**DISTRICT COST:** \$0**LOCATION:** North 186<sup>th</sup> Street and Ida Street**DISTRICT SUBDIVISION:** Begley**PURPOSE:** Install water mains in Woodbrook Valley Subdivision including Replat 1**DESCRIPTION:** Work to be done will provide domestic water service and fire protection to 193 newly platted single family residential lots and 6 outlots in Woodbrook Valley Subdivision and Woodbrook Valley Replat 1.**2. JOB #: WP2083** (100057000542 - \$1,356,600), (100057000544 - \$1,383,300) & (100057000555 - \$140,000)**PROJECT COST:** \$2,879,900**DISTRICT COST:** \$1,995,685**LOCATION:** North 180<sup>th</sup> Street from Purple Martin Parkway to Ida Street and Ida Street from North 180<sup>th</sup> Street to North 186<sup>th</sup> Street.**DISTRICT SUBDIVISION:** Begley**PURPOSE:** Provide water service and fire protection for the developing area**DESCRIPTION:** Install 5,130 ft. of 24" and 530 ft. of approach mains. Work to be done will provide domestic water service and fire protection to Woodbrook Valley Subdivision and future growth.

Woodbrook Valley Subdivision will be responsible for pioneering a 12" equivalent of a 24" transmission main along Ida from 180th to 186th (100057000544), and a 12" main west of 186th (100057000555) to serve the development. The District will pioneer the 24" water main from Purple Martin Parkway to Ida Street (100057000542). Future development adjacent to this main will be required to make a Pioneer Contribution to a 12" equivalent of this 24" main.



**3. JOB #: WP2090** (100055001468 - \$414,896)

**PROJECT COST:** \$414,896

**DISTRICT COST:** \$0

**LOCATION:** South 205<sup>th</sup> Street and West "Q" Road

**DISTRICT SUBDIVISION:** Cavanaugh

**PURPOSE:** Install water mains to serve Kensington Park Subdivision Phase II

**DESCRIPTION:** Work to be done will provide domestic water service and fire protection to 3 commercial lots in Kensington Park Subdivision Phase II.

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*Masa Niya*

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Masa Niya

Vice President, Engineering

Approved:

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*Kendall Minor*

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Kendall Minor

Sr. Vice President, Chief Operations Officer

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*Mark Doyle*

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Mark E. Doyle

President

**METROPOLITAN UTILITIES DISTRICT**  
*Inter-Department Communication*

August 23, 2024

**Subject: Wage and/or Salary Increases and Ratifications, September 2024 Board Meeting**

**To:** Personnel Committee members Begley, Friend, and Sidzyik  
**cc:** Board Members Cavanaugh, Cook, Howard, and McGowan  
 President Doyle, and Senior Vice Presidents Ausdemore, Lobsiger, Mendenhall,  
 Minor, and Myers

**From:** Bonnie Savine, Vice President, Human Resources

The Human Resources Department is recommending the Board of Directors approve the wage or salary increases outlined below. All positions involve District employees earning more than \$10,000 per year and therefore require your approval.

**1. Operating and Clerical (OAC) Wage Increases Due To Promotion**

The Human Resources Department is recommending the Board of Directors approve wage increases for the following Employees within the OAC classification. These wage increases are based on a job selection process, are in compliance with the Collective Bargaining Agreement, and are made following the posting and application process for a job opening in the District. The effective date for these increases will be the beginning of the next OAC pay period following Board approval.

<b>Employee:</b>	<b>Mark Brandt</b>
<b>Current position (department):</b>	Machine Operator I (Construction)
<b>New position (department):</b>	Machine Operator II (Construction)
<b>Current rate; step/grade:</b>	\$40.32; Step 4
<b>Proposed rate; step/grade:</b>	\$42.81; Step 3
<b>Percent of increase:</b>	6.18%
<b>District hire date:</b>	June 15, 2015

<b>Employee:</b>	<b>Kaelee Feekin</b>
<b>Current position (department):</b>	Administrative Clerk III (Meter Services)
<b>New position (department):</b>	Administrative Clerk IV (Meter Services)
<b>Current rate; step/grade:</b>	\$32.06; Step 4
<b>Proposed rate; step/grade:</b>	\$34.19; Step 4
<b>Percent of increase:</b>	6.64%
<b>District hire date:</b>	September 8, 2014

Wage and/or Salary Increases and Ratifications

September 2024

Page 2

**Employee:** **Jared Merksick**  
**Current position (department):** Machine Operator I (Construction)  
**New position (department):** Machine Operator II (Construction)  
**Current rate; step/grade:** \$40.32; Step 4  
**Proposed rate; step/grade:** \$42.81; Step 3  
**Percent of increase:** 6.18%  
**District hire date:** December 17, 2001

**Employee:** **Mark Reier**  
**Current position (department):** Machine Operator I (Construction)  
**New position (department):** Machine Operator II (Construction)  
**Current rate; step/grade:** \$40.32; Step 4  
**Proposed rate; step/grade:** \$42.81; Step 3  
**Percent of increase:** 6.18%  
**District hire date:** March 16, 1998

**Employee:** **Roger Richter**  
**Current position (department):** Machine Operator I (Construction)  
**New position (department):** Machine Operator II (Construction)  
**Current rate; step/grade:** \$40.32; Step 4  
**Proposed rate; step/grade:** \$42.81; Step 3  
**Percent of increase:** 6.18%  
**District hire date:** September 17, 2001

**Employee:** **Christopher Simpson**  
**Current position (department):** Machine Operator I (Construction)  
**New position (department):** Machine Operator II (Construction)  
**Current rate; step/grade:** \$40.32; Step 4  
**Proposed rate; step/grade:** \$42.81; Step 3  
**Percent of increase:** 6.18%  
**District hire date:** June 8, 2015

**Employee:** **Matthew Walag**  
**Current position (department):** Gas Plant Operator (Gas Production)  
**New position (department):** Instrument Technician (Gas Production)  
**Current rate; step/grade:** \$43.78; Step 4  
**Proposed rate; step/grade:** \$45.96; Step 2  
**Percent of increase:** 5.00%  
**District hire date:** May 29, 2018

Wage and/or Salary Increases and Ratifications

September 2024

Page 3

**Employee:** John Ruckman  
**Current position (department):** Customer Service Technician (Field Services)  
**New position (department):** Customer Service Technician – Fitter (Field Services)  
**Current rate; step/grade:** \$40.94; Step 2  
**Proposed rate; step/grade:** \$44.94; Step 3  
**Percent of increase:** 9.77%  
**District hire date:** November 4, 2019

**Employee:** Travis West  
**Current position (department):** Valve Maintenance Mechanic (Water Distribution)  
**New position (department):** Crew Leader (Water Distribution)  
**Current rate; step/grade:** \$42.26; Step 4  
**Proposed rate; step/grade:** \$44.61; Step 3  
**Percent of increase:** 5.56%  
**District hire date:** December 8, 2014

**2. Operating and Clerical (OAC) Wage Increases Due To Job Transfer**

The Human Resources Department is recommending the Board of Directors approve wage increases for the following Employees within the OAC classification. A transferring employee who is at less than Standard Wage will be moved to an equal rate in the new job classification or, if there is not an identical wage rate, to the nearest higher wage rate in the new job classification. These wage increases are based on a formal selection process, are in compliance with the Collective Bargaining Agreement, and are made following the posting and application process for a job opening in the District. The effective date for these increases will be the beginning of the next OAC pay period following Board approval.

**There are no recommendations for approval this month**

**3. Operating and Clerical (OAC) Wage Increases Due To Job Progression**

The Human Resources Department is recommending the Board of Directors approve the following wage increases for the OAC employees who have successfully completed required training and who have been recommended by their supervisor for promotion as they progress within their job family. All increases are based on the bargaining unit wage structure. The effective date for these increases will be the beginning of the next OAC pay period following board approval.

**There are no recommendations for approval this month**

Wage and/or Salary Increases and Ratifications

September 2024

Page 4

**4. Supervisory, Professional and Administrative (SPA) Salary Increases Due To Job Promotion**

The following SPA employees are selected for promotion. It is recommended the President be authorized to increase the salary of these employees. These SPA positions have been evaluated, graded, appropriate job descriptions completed, and posting guidelines fulfilled. The effective date for these salaries will be the beginning of the next SPA pay period following board approval.


**There are no recommendations for approval this month**

**5. Supervisory, Professional and Administrative (SPA) New Hire Ratification**


Board of Director Ratification of salaries, for new SPA employees hired from outside the District, is required to confirm the salary within the grade established for the position. Authorization to ratify the annual salary of SPA employees hired from outside the District will be requested each month, if appropriate.


<b>Employee:</b>	<b>Nathan Stone</b>
<b>Current position (department):</b>	Cyber Security Administrator I (Information Technology)
<b>Current rate; step/grade:</b>	\$82,000; SPA – 02
<b>District hire date:</b>	August 26, 2024

<b>Employee:</b>	<b>Trevor Tonniges</b>
<b>Current position (department):</b>	Director, Plant Engineering (Plant Engineering)
<b>Current rate; step/grade:</b>	\$155,000; SPA – 09
<b>District hire date:</b>	August 19, 2024

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**BONNIE SAVINE**  
 Vice President, Human Resources

**APPROVED:**

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**MARK A. MENDENHALL**  
 Senior Vice President, General Counsel

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**MARK E. DOYLE**  
 President

**METROPOLITAN UTILITIES DISTRICT***Inter-Department Communication*

August 28, 2024

**Subject: GROUP INSURANCE CONTRACT RENEWALS****To:** Personnel Committee members Begley, Friend, and Sidzyik**cc:** Board Members Cavanaugh, Cook, Howard, and McGowan

President Doyle; Senior Vice Presidents Ausdemore, Lobsiger, Mendenhall, Minor and Myers

**From:** Bonnie Savine, Vice President, Human Resources

The following group insurance contracts are being recommended for 2025: PPO health, HMO health, dental, vision, flexible spending accounts, basic life insurance, supplemental (voluntary) life insurance, accidental death & dismemberment (AD&D), long-term disability (LTD), COBRA administration, Allstate supplemental benefits and employee assistance program (EAP) benefits. The District worked with HUB International Great Plains (HUB), the District's third-party benefit consultant, to review the existing agreements and plan options for 2025.

The open enrollment period is slated for October 28, 2024, through November 27, 2024, and will be communicated through a variety of communication channels including in-person and virtual meetings, myMUDHub benefits app, along with the traditional written communications which are mailed to employee's homes. We plan to hold our annual Benefits Fair in person on Wednesday, October 30th at the Omaha Firefighters Union Hall. At the event, attendees will have the opportunity to meet with the District's benefit vendors, obtain vaccinations, participate in an onsite mammogram, obtain a biometric screening and more.

**Blue Cross and Blue Shield of Nebraska – Medical and Rx**

Per the terms of the existing three-year administrative services agreement with Blue Cross and Blue Shield of Nebraska (BCBS-NE) executed beginning in 2024, the base administration fee will increase by \$0.25 per employee per month (PEPM) to \$47.50 in 2025. The fees for the AmWell Telehealth and Magellan Spine Management programs - \$0.25 PEPM and \$0.65 PEPM respectively – are remaining unchanged for the 2025 contract year.

The BCBS-NE partnership with Mutual of Omaha remains in place, providing for a \$0.75 PEPM reduction to the administration fee as long as at least three lines of coverage (\$0.25 reduction per line of coverage) remain in force with Mutual of Omaha. This credit brings the base administration fee down to \$46.75 for the 2025 plan year.

BCBSNE will be updating their standard contract provisions, mainly adding clarifying language to existing coverage provisions. The following optional plan considerations are being recommended:

- Coverage for refractions following eye surgery.
- Expansion of Virta program to include pre-diabetic members.

Group Insurance Contract Renewals

August 28, 2024

Page 2

### **PPO Medical**

On the PPO Medical plan, the Affordable Care Act (ACA) maximum allowable out-of-pocket for 2025 reduces to \$9,200 for an individual and to \$18,400 for a family. As a result, the Prescription Drug out-of-pocket maximum will change to \$6,700 for an individual and to \$13,400 for a family. This equates to the ACA maximum, less the negotiated Medical out-of-pocket maximum for 2025. There were no bargained changes for the PPO health plan effective January 1, 2025.

### **HMO Medical**

Plan changes were evaluated and considered for the 2025 renewal period. At this time there are no recommended changes to the HMO plan structure.

HUB is recommending a one-year commitment with Prime Therapeutics (Prime) for the 2025 pharmacy benefits. Per HUB there continue to be rapid changes within the pharmaceutical industry and the recommended one-year commitment allows the District to reevaluate the pharmacy benefit terms in subsequent renewal periods. Currently, the pharmacy benefits are seamlessly built in with BCBS-NE. Renewal terms from Prime Therapeutics (Prime) for the pharmacy contract maintain the current guarantees for both pricing and rebates. The contract will continue to be a 'pass-through' arrangement where MUD will receive the 'better of' the minimum guarantees or the actual discounts and rebates.

The pharmacy program reconciliation for the 2022 plan year shows that MUD achieved an additional \$861,077 in savings above the minimum guarantees. Network performance (pricing) accounted for \$597,918 of this savings, with the remaining \$263,159 was attributed to rebates. This follows the 2022 plan year in which the pharmacy savings were \$910,303 greater than the minimum guarantees. The value of rebates reported for the rolling 12-month period ending June 2024 was \$2,870,102.

### **HM Life – Aggregate and Specific Stop Loss Coverage**

Stop loss coverage is under contract with the current administrator, HM Life. A firm renewal offer has been received by HM Life with an 11.0% increase to the specific stop loss premium, a 4.0% increase to the aggregate stop loss premium and no change to the aggregate claim factor. There is one specific deductible laser that will remain in place for the 2025 policy year. Based on the favorable renewal offer from HM Life and the inability to obtain final offers from other carriers until review of August or even September claims, a market review has not been conducted.

### **Ameritas - Dental Plan**

The claims administration contract with Ameritas is currently in a guarantee until January 1, 2026, at a fee of \$3.89 PEPM.

### **Ameritas - Voluntary Vision Care**

Ameritas underwrites the vision plan with employees having access to a dual choice plan through either EyeMed or Vision Service Plan (VSP) networks. Current premium rates are in a guarantee until January 1, 2026. As a reminder, employee participants pay 100% of the premium associated with vision care.

Group Insurance Contract Renewals  
August 28, 2024  
Page 3

### **Mutual of Omaha - Life Insurance, AD&D, and LTD Plans**

Mutual of Omaha underwrites the basic life, accidental death and dismemberment (AD&D), voluntary life and long-term disability (LTD) plans. Premium rates for all coverages are being renewed with no changes and will be guaranteed for an additional two years until January 1, 2027.

### **Supplemental Individual Disability Insurance**

A proposal for a supplemental group Individual Disability Insurance plan is being recommended for the group of District employees making \$270,000 annually or more. This benefit would fill the gap in LTD income replacement since the group LTD plan with Mutual of Omaha does not provide a full 66 2/3% replacement of income for anyone earning \$270,000 annually or more. The cost of the supplemental individual disability insurance policy being recommended is estimated to be \$6,000 annually.

### **Flexible Spending Account Administration**

The contract with Inspira (formerly PayFlex) has offered to renew the existing agreement for one year until January 1, 2026, with no change to the fee of \$4.25 per participant per month.

### **WEX - COBRA Administration**

Third party COBRA Administrative services are being provided by WEX. These services provide administration of the COBRA regulatory notices as required under the Act. The current administration fee of \$0.55 PEPM is guaranteed until January 1, 2026.

### **Allstate Accident, Critical Illness and Universal Life with Long-Term Care (LTC)**

The District continues to offer supplemental Allstate benefits including accident, critical illness, and universal life with long-term care insurance. As a reminder, employee participants pay 100% of the premium associated with the Allstate benefit plans.

### **BestCare Employee Assistance Program (EAP)**

The employee assistance program renewal with BestCare EAP is recommended for 2025. The 2025 renewal pricing is increasing from \$22.90 per employee per year to \$25.50 per employee per year. The 2025 EAP benefit continues to include one free 30-minute consultation with a legal or financial expert within the designated provider network annually for employees or their dependents. The majority of the rate change is attributed to the increase in onsite service hours included in the agreement. The addition of these contracted hours replaces higher cost on demand hours we have utilized for the past two calendar years.

### **Consulting Fees & Commissions**

The HUB Great Plains consulting agreement is set to renew in 2025. A new three-year agreement is being proposed with a 5% cost-of-living adjustment (to \$9,000 per month), with the monthly fee remaining unchanged for the duration of the agreement. The monthly consulting fee will continue to be billed by HUB Great Plains directly to MUD.

The voluntary vision plan commissions will not change for 2025 and the premiums for the Basic Life/AD&D, Voluntary Life and Long-term Disability benefits are net of commissions.



Group Insurance Contract Renewals  
August 28, 2024  
Page 4

**Recommendation**

The District recommends the Board of Directors approve the negotiated rates for the Group Insurance products outlined above at the September 4, 2024, meeting. I will be at the meeting to answer any questions you may have.

DocuSigned by:  
*Bonnie Savine*  
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**Bonnie Savine**  
Vice President, Human Resources

APPROVED:

DocuSigned by:  
*Mark Mendenhall*  
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**Mark A. Mendenhall**  
Sr. Vice President, General Counsel

DocuSigned by:  
*Mark Doyle*  
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**Mark E. Doyle**  
President

**METROPOLITAN UTILITIES DISTRICT**

August 19, 2024

**Subject: Revised SPA Overtime Policy - Related Premiums****To:** Personnel Committee members Begley, Friend, and Sidzyik**cc:** Board Members Cavanaugh, Cook, Howard, and McGowan  
President Doyle, Senior Vice Presidents Ausdemore, Lobsiger, Mendenhall,  
Minor and Myers**From:** Bonnie Savine, Vice President, Human Resources

During the implementation of the Workforce Time and Attendance system in September 2023, SPA overtime (OT) compensation rules were reviewed. After recommendation from District management, the Board of Directors approved certain changes to SPA OT premiums related to rest period and emergency call out minimum pay for foreman positions in Construction, Field Services, Gas Distribution and Water Distribution. Since that time, payroll data has been analyzed and additional meetings were held with management as well as some of the impacted employee groups to gather feedback.

At this time, management is recommending the following modifications to the SPA with OT pay policy. Approval of this recommendation will allow employees assigned to the specified jobs indicated below to be eligible for rest period and emergency call out minimum pay premiums because of the work related to urgent response for gas and water service operations events involving the gas and water production and treatment plants, stations and equipment.

These premiums are not available for any other jobs classified as SPA with OT.

The following jobs are being recommended to be added to the eligibility list for these premiums upon approval of this recommendation by the Board:

- Central Maintenance
  - **Foreman – Electrical and Instrument Maintenance**
  - **Foreman – Mechanical Maintenance**
- Gas Production
  - **Gas Production Operating Foreman**
  - **Instrument & Training Foreman**
- Water Operations
  - **Plant Foreman – Florence Plant**
  - **Plant Foreman – Platte South**
  - **Plant Foreman – Platte West**

The following jobs are already approved for these premiums:

- Construction
    - Construction Foreman
    - Construction Foreman – Second Shift
    - Training Foreman – Construction
  - Field Services
    - Field Foreman
  - Gas Distribution
    - Foreman, Gas Distribution
  - Water Distribution
    - Foreman, Water Distribution
    - Training Foreman, Water Distribution
- Employees assigned to the SPA with OT jobs listed above will be eligible to earn hours coded as rest period (up to 8 hours) for hours worked during the first 5 hours of the 9-hour period prior to the start of their next scheduled shift. Rest Period will be paid as straight time wages and will count as time worked. For SPAs with OT, employees will be paid straight time salary if the SPA employee works through their Rest Period.
  - The SPA with OT jobs indicated above will be eligible for a minimum 3 hours of pay for emergency callout. These hours will count as time worked. The 3 hours of minimum emergency callout pay will apply if the employee reports for an emergency callout outside of their regular 8-hour shift regardless of the duration of the callout. Emergency callouts that occur less than 3 hours apart will not qualify for an additional minimum 3-hour guarantee. If the emergency callout time entry is prior to an employee working 40 hours in a work week, the time will be paid at straight time rate. If the emergency callout time entry is after an employee has recorded 40 hours of time worked in a work week, the time will be paid at the 1.5x overtime rate.

Management recognizes the critical work required of these roles as it relates to the District's 24/7/365 gas and water operations and emergency response to address operations disruptions. Management further recognizes the importance of rest for employees working in these roles. Upon approval, this revised language will be added to the existing SPA Overtime Policy language in the Personnel Policy Manual.

2024 SPA OT Policy on Related Premiums  
Page 3

Management recommends the Board of Directors approve the use of these two SPA with OT related premiums as indicated above effectively immediately.

DocuSigned by:

*Bonnie Savine*

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Bonnie Savine

Vice President, Human Resources

**APPROVED:**

DocuSigned by:

*Mark Mendenhall*

51BB46766D35440...

Mark A. Mendenhall

Sr. Vice President, General Counsel

DocuSigned by:

*Mark Doyle*

C1E4FA06F330426...

Mark E. Doyle

President