

**METROPOLITAN UTILITIES DISTRICT  
Committee Meetings Agenda**

8:15 a.m.

January 8, 2025

1. Safety Briefing
2. Roll Call
3. Open Meetings Act Notice
4. Community Giving Drive Recap

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

1. Capital Expenditures [Kendall Minor – SVP & Chief Operations Officer] – **Tab 8**
2. Change Order 1 – Stratford West – Cedar Construction  
[Trevor Tonniges – Director, Plant Engineering] – **Tab 9**
3. Acceptance of Contracts and Payment of Final Estimates  
[Trevor Tonniges – Director, Plant Engineering] – **Tab 10**
4. Bids on Materials and Contracts [Jon Zellars – VP, Procurement & Enterprise Services] – **Tab 11**
5. Nebraska Department of Health and Human Services Interlocal Agreement  
[Mark Mendenhall – SVP and General Counsel] – **Tab 12**

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

1. Main Extensions [Masa Niiya – VP, Engineering] – **Tab 13**

**Personnel – Begley, Sidzyik, Friend**

1. Wage and/or Salary Increases and Ratification  
[Bonnie Savine – VP, Human Resources] – **Tab 14**
2. SPA Phase 2 Compensation Recommendation  
[Bonnie Savine – VP, Human Resources] – **Tab 15**

**Judicial & Legislation – Cavanaugh, Cook, Howard**

1. Purchase Agreement for Northwest Reservoir  
[Mark Mendenhall – SVP and General Counsel] – **Tab 16**

**Public Comment**

*(Turn over for regular Board Meeting agenda)*

# METROPOLITAN UTILITIES DISTRICT Regular Monthly Board Meeting Agenda

9:00 a.m.

January 8, 2025

1. Roll Call
2. Open Meetings Act Notice
3. Pledge of Allegiance
4. Approval of Minutes – Committee Meetings and Regular Board Meeting for December 4, 2024
5. Election of Chair (new Chair presides)
6. Election of Vice-Chair
7. 2025 Committee Assignments

## CONSTRUCTION & OPERATIONS

8. Capital Expenditures
9. Change Order No. 1 – Stratford West Cedar Construction
10. Acceptance of Contracts and Payment of Final Estimates
11. Bids on Materials and Contracts
12. Nebraska Department of Health and Human Services Interlocal Agreement

## SERVICES & EXTENSIONS

13. Main Extensions

## PERSONNEL

14. Wage and/or Salary Increases and Ratifications
15. SPA Phase 2 Compensation Recommendation

## JUDICIAL & LEGISLATIVE

16. Purchase Agreement for Northwest Reservoir

## BOARD

17. Other Matters of District Business for Discussion
18. Public Comment
19. 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**  
**December 4, 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, November 24, 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 November 27, 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**

Manager of Safety Shane Docken 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: Tanya Cook, Dave Friend, Bob Sidzyik, Mike McGowan, Gwen Howard, Tim Cavanaugh and Jim Begley.

**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.

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

Senior Vice-President and Chief Operations Officer Kendall Minor presented the proposed capital expenditures as outlined in his letter to the Committee dated November 27, 2024. Senior Vice-President and General Counsel Mark Mendenhall provided an update regarding the Streetcar project funding and proposal to the City of Omaha to ensure the District does not exceed the previously agreed to amount of \$7.6 million. Discussion took place regarding the financial status of the streetcar project. Director Begley inquired on the status of the proposal to the city. Mr. Mendenhall indicated the proposal was mailed to the City of Omaha Law Department on October 8<sup>th</sup>; two updates have been made since that time. The City has not agreed to the proposed arrangement.

Director Friend reiterated that the \$7.6 million agreed to were projected costs of anticipated projects over the next 15 years that were moved sooner to accommodate the streetcar. The cost of the District's streetcar work is not passed on to ratepayers.

Director Cook expressed concern that the City has not acknowledged or accepted the proposed financial agreement. Mr. Mendenhall will elevate the request when providing the City with an update on costs incurred in November. Mr. Mendenhall also reported that both internal and external engineering design teams have made considerable effort to reduce overall costs for the City.

Director of Plant Engineering Trevor Tonniges reviewed the Acceptance of Contracts and Payment of Final Estimates as outlined in his letter to the Committee dated November 22, 2024.

Mr. Tonniges proceeded, presenting Change Order 2 to install water mains in Lake Cunningham Village Phase 2 and approach main as outlined in his letter to the Committee dated November 12, 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 November 22, 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 November 22, 2024.

Ms. Savine continued presenting the 2024 bargaining unit wage re-opener as outlined in her letter to the Committee dated November 26, 2024.

#### **Justice & Legislative – Cavanaugh, Cook, Howard**

Senior Vice-President and General Counsel Mark Mendenhall presented the updated district boundaries as outlined in his letter to the Committee dated November 14, 2024.

Government Relations Attorney Rick Kubat presented the Lower Platte River Consortium Interlocal Cooperation Agreement five-year extension as outlined in his letter to the Committee dated November 20, 2024. Director Begley inquired about the status of the Statewide Tourism and Recreational Water Access and Resource Sustainability (STAR WARS) Special Committee. Mr. Kubat stated the initial proposed location posed concerns to the City of Lincoln's water supply. The study identified other areas for the project. The project is dependent on funding sources.

## **Public Hearing**

Senior Vice-President and Chief Financial Officer Mark Myers presented an overview of the 2025 proposed water rates, proposed gas rates, and proposed budget. There were no material changes since the budget workshop was presented at the November 4, 2024, Committee meeting.

The proposed budget contains a net decrease of 1.9% to the average residential customer's gas and water bill as compared with the 2024 budget assumptions. This includes an estimated 5.0% increase to the annual water bill, which is estimated to be \$1.82 per month or \$21.83 per year. There is also an estimated 6.1% decrease in the annual gas bill, which is estimated to be \$3.61 per month, or \$43.31 per year. This decrease is primarily caused by the lower natural gas cost compared to the 2024 budget. The combined annual bill will be lower by \$1.79 per month, or \$21.48 per year.

The Water Operations budget includes a proposed 7.55% increase to the commodity component of rates for all customer classes except wholesale. The Water Infrastructure Replacement fixed charge is proposed to raise by \$0.25 per month for residential customers with a like percentage change to all other customer classes. These rates will be effective January 2, 2025.

The 2025 budget proposes Impact fees to be updated effective June 1, 2025. Impact Fees are a one-time charge paid for new demand on the District's water system most often due to new construction of residential homes, as well as the addition of new commercial or wholesale customers. The purpose of these fees are to pay for a major portion of growth related costs without placing additional burden on existing rate-payers. These fees are based on the amount of water capacity needed and the size of the water meter on site. The updated impact fees will take place over a 2-year period. The proposed increase in 2025 is 14.5% with an additional 12.7% increase on June 1, 2026.

In addition, the 2025 budget proposes the Wholesale rate schedule to be effective July 2, 2025. There are two tiers of wholesale water rates with a price per unit declining for water usage over 5,000 CCF. The proposed rate schedule includes an increase for volumes over 5,000 CCF to a rate that is 10% higher than the per CCF rate of the first 5,000 CCF, increasing from approximately \$1.32 per CCF to about \$1.69 per CCF. This will establish an inclining rate structure following the same standard as our residential and commercial customer classes.

There is additional information in the appendix which compares the proposed 2025 budget to the 2024 budget.

The Gas Operations budget includes a proposed 6.1% decrease to the average residential customer's bill, primarily driven by the lower cost of natural gas compared to the 2024 budget. The decrease in the cost of natural gas is slightly offset by the increase of projected usage, and a 2.5% increase to the Margin component of rates for all customer classes. In addition, the Gas Infrastructure Replacement fixed charge is proposed to

raise by \$0.25 per month for residential customers with a like percentage change to all other customer classes. These rates will be effective January 2, 2025.

The appendix includes the Memphis Light Gas and Water Annual Survey, a comparison of the Districts rates to other utilities across the country. The survey indicates the District's rates are competitive in both water and gas.

All budget documents presented at this meeting, including the appendix, as well as the budget workshop presented at the November 4, 2024 Board Meeting are available to the public on the District's website.

Director McGowan asked if the district has been in contact with the large volume users regarding the water increase. Mr. Myers confirmed that e-mails have been sent to the top 25 large volume customers to ensure they are aware of the proposed rate adjustments.

Director Cavanaugh asked if the Memphis study included private utilities as well as public utilities. Director of Rates and Regulatory Affairs Geneva Patterson confirmed the survey is open to any utilities willing to participate.

Mr. Myers thanked the Accounting and Rates Departments for their hard work preparing the budget documents. Director McGowan agreed, thanking staff for their efforts to make the budget presentation easy for the Board and public to understand.

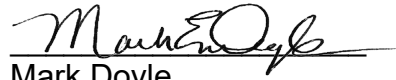
### **Committee of the Whole**

Chairperson Begley opened discussion regarding Board compensation adjustments. LB 1300 was recently enacted into law which made changes to Nebraska revised statute 14-2104 permitting the Board of Directors to make compensation adjustments to Board Member and Chairperson salaries. The last adjustment for Director Compensation by the State Legislature was in 2001. The most recent adjustment to District's Board salaries occurred in January 2007. In accordance with the revised statute, Director Begley recommended director compensation be adjusted using the average percentage change in the unadjusted consumer price index for urban consumers by the Federal Bureau of Labor Statistics for the period since the last salary increase in 2007 plus 1%. The resulting compensation will be \$21,093.83 per year for Board of Directors and \$23,730.56 per year for Board Chairperson. This change is requested to take place January 8, 2025.

### **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. There was none.

At 9:01 a.m., Chairperson Begley announced the Committee Meetings had concluded and the Board would reconvene in then 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**  
**December 4, 2024**

Chairperson Jim Begley called to order the Regular Board Meeting of the Metropolitan Utilities District Board of Directors at 9:11 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, November 24, 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 November 27, 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: Tanya Cook, Dave Friend, Bob Sidzyik, Mike McGowan, Gwen Howard, Tim Cavanaugh and Jim Begley.

**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 NOVEMBER 4, 2024.**

Director Friend moved to approve the minutes for the Committee Meetings and Regular Monthly Board Meeting for November 4, 2024, which was seconded by Director Cook and carried on a roll call vote.

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

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 November 27, 2024. The motion was seconded by Director Howard and carried on a roll call vote.

Voting Yes: Cook, Friend, Sidzyik, McGowan, Howard, Cavanaugh, Begley  
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 Director Plant Engineering Trevor Tonniges and as outlined in his letter to the Committee dated November 22, 2024. The motion was seconded by Director Cavanaugh and carried on a roll call vote.

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

**AGENDA NO. 7**  
**CHANGE ORDER NO. 2 – Lake Cunningham Village Phase 2**

Director Friend moved to approve the Change Order No. 2 for Lake Cunningham Village Phase 2 as presented in the Committee Meetings by Director Plant Engineering Trevor Tonniges and as outlined in his letter to the Committee dated November 12, 2024. The motion was seconded by Director Cook and carried on a roll call vote.

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

**AGENDA NO 8.**  
**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 November 22, 2024, from Director of Procurement Sherri Lightfoot. The motion was seconded by Director Cavanaugh and carried on a roll call vote.

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

**AGENDA NO. 9**  
**NOTICE OF PURCHASES BETWEEN \$25,000 AND \$50,000**

Director Friend requested that the Notice of Purchases letter dated November 22, 2024, from Director of Procurement Sherri Lightfoot be placed on file.

**AGENDA NO. 10**

**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 November 22, 2024. The motion was seconded by Director Howard and carried on a roll call vote.

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

Voting No: None

**AGENDA NO. 11**

**WAGE REOPENERS RECOMMENDATION**

Director Begley moved to approve the 2024 Bargaining Unit Wage Re-Opener as presented in the Committee Meetings by Vice-President of Human Resources Bonnie Savine and as outlined in her letter dated November 26, 2024. The motion was seconded by Director Howard and carried on a roll call vote.

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

Voting No: None

**AGENDA NO. 12**

**UPDATED DISTRICT BOUNDARIES**

Director Cavanaugh moved to approve the Updated District Boundaries as presented in the Committee Meetings by Senior Vice President and General Counsel Mark Mendenhall and as outlined in his letter dated November 14, 2024. The motion was seconded by Director Friend and carried on a roll call vote.

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

Voting No: None

**AGENDA NO. 13**

**INTERLOCAL AGREEMENT – LOWER PLATTE RIVER CONSORTIUM**

Director Cavanaugh moved to approve the five-year extension of the Lower Platte River Consortium agreement as presented in the Committee Meetings by Government Relations Attorney Rick Kubat and as outlined in his letter dated November 20, 2024. The motion was seconded by Director Friend and carried on a roll call vote.

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

Voting No: None

**AGENDA NO. 14 & 15**

**PROPOSED WATER RATE (RESOLUTION) & PROPOSED GAS RATE (RESOLUTION)**

Director McGowan moved to approve the Proposed Water Rate and Gas Rate Resolutions as presented in the Committee Meetings by Senior Vice President and Chief Financial Officer Mark Myers and as outlined in his letters dated November 27, 2024. The motion was seconded by Director Howard.

Director Cavanaugh informed the Board he was prepared to vote against the Water and Gas Rate resolutions prior to the Committee meeting. Due to the presentation and explanations by Mr. Myers, Director Cavanaugh voiced his support of these resolutions given the work the District has done to reduce the average customer bill.

Director Cook voiced her support of the lower average customer bill as well.

Director McGowan informed the Board and public that the detailed budget presentation is available for viewing on the District website.

President Doyle added that he appreciates the Boards involvement in budget decisions.

Director Begley commended Mr. Myers and his team for the budget transparency and explanations.

The motion was carried on a roll call vote.

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

Voting No: None

**AGENDA NO. 16**  
**2025 GAS AND WATER BUDGET (RESOLUTION)**

Director McGowan moved to approve the 2025 Gas and Water Budget and Resolution as presented in the Committee Meetings by Senior Vice President and Chief Financial Officer Mark Myers. The motion was seconded by Director Friend and carried on a roll call vote.

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

Voting No: None

**AGENDA NO. 17**  
**BOARD COMPENSATION ADJUSTMENT**

Director Begley moved to direct District Management to adjust the Board Member and Chairperson compensation as discussed in the Committee Meetings. Director Friend requested to amend the motion to include the language “as authorized by the Nebraska Legislature. Director Begley agreed to the amendment. The motion was seconded by Director Friend.

Director Cavanaugh informed the Board he was prepared to vote against the Board compensation adjustment prior to the Committee meeting had the budget included a rate increase to customers. He voiced that it is appropriate at this time to adjust the salaries.

Director Cook agreed, mentioning that the efforts, professional experience and relationships brought by Directors merit the adjustment.

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

**AGENDA NO. 18**

**OTHER MATTERS OF DISTRICT BUSINESS FOR DISCUSSION**

Mr. Mendenhall announced that he and Bridget Mendenhall are co-chairing the Heath the Streets event on March 1, 2025, and encouraged staff, Board members, and vendors to participate with proceeds going toward utility assistance for District customers.

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

Chairperson Begley announced that the January Committee and Board Meetings would take place on Wednesday, January 8, 2025, due to the New Years Holiday.

**AGENDA NO. 19**

**PUBLIC COMMENT**

Chairperson Begley asked whether any members of the public were present who wished to address the Board.

Director Begley wished a happy birthday to Director Bob Sidzyik and congratulated Director Tim Cavanaugh for 25 years of service to the District as a Board member.

**AGENDA NO. 20**

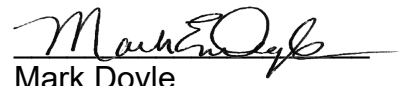
**CLOSED SESSION – LITIGATION, PERSONNEL AND REAL ESTATE**

A Closed Session was not necessary.

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

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

The regular Board Meeting was adjourned at 9:28 a.m.



Mark Doyle  
President & Secretary to the Board

MD/sec



**METROPOLITAN UTILITIES DISTRICT**

*Inter-Department Communication*

**December 31, 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 January 8<sup>th</sup>, 2025, Committee Agenda for consideration and the Board Agenda for approval:

**ANNUAL AUTHORIZATIONS**

**1. JOB #:** Various

**TOTAL COST:** \$12,637,688

**PURPOSE:** Annual Authorization 2025 Water Services

**DESCRIPTION:** This request is for the annual blanket authorization for reconnection and replacement of water services for water main relocation and replacement projects during 2025. In addition, there will be lead replacement work where main replacement will not take place.

**2. JOB #:** Various

**TOTAL COST:** \$15,270,000

**PURPOSE:** Annual Authorization 2025 Gas Services

**DESCRIPTION:** This request is for the annual blanket authorization for new gas services and the replacement of gas services totaling \$15,270,000. The amounts are based on past trends and available 2024 costs and also recognize 2025 forecasts of building activity and inflation.

**3. JOB #:** Various

**TOTAL COST:** \$2,535,000

**PURPOSE:** Annual Authorization 2025 Meters and Regulators

**DESCRIPTION:** This request is to purchase and install gas meters and regulators and to install larger meters and regulators for customers during 2025. The amounts are based on past trends and available 2024 costs and recognize 2025 forecasts of building activity and inflation.

**4. JOB #:** Various

**TOTAL COST:** \$30,719,544

**PURPOSE:** Annual Authorization 2025 Water Infrastructure Replacement Program

**DESCRIPTION:** These mains will be replaced or rehabilitated as part of the District's Water Infrastructure Replacement (WIR) Program. This request is for an annual blanket authorization for various projects throughout the District's water distribution system. Of the 17 miles of water infrastructure replacement work slated for 2025, approximately 7 miles is

planned for construction by District crews, with the remainder to be completed by outside contractors. Most of the mains replaced or rehabilitated will be cast iron. However, mains of other materials (asbestos cement, steel, or ductile iron) may be replaced as prioritized following risk assessments. Some of these abandonments will be stand-alone infrastructure replacement projects while others will be part of relocation projects (such as City paving, CSO or private redevelopment projects). Project scopes can range from hundreds of feet to a mile or more, depending on circumstances. Additionally, the District plans to continue the condition assessment program for higher consequence distribution size mains. These assessment projects will provide data to make more precise replacement or rehabilitation decisions on sections of mains. It is anticipated that a portion of the mains inspected will require replacement/rehabilitation using these funds.

With approval of this annual authorization, the Board will be provided with regular periodic updates on the individual projects.

**5. JOB #:** Various

**TOTAL COST:** \$14,560,000

**PURPOSE:** Annual Authorization 2025 Gas Main Infrastructure Replacement

**DESCRIPTION:** This request is for an annual blanket authorization for various projects throughout the District's gas distribution system.

This includes work by MUD Construction crews to replace approximately 12 miles of low pressure (and some high pressure) cast iron (CI) gas mains which will be mostly reimbursed through PHMSA's Natural Gas Distribution Infrastructure Safety and Modernization grants. This also includes work by Q3 Contracting, Inc. to replace approximately 20 miles of 10 psig coated steel gas mains along with the gas services in 2025 in order to relocate around 2,050 high pressure inside meters to the outside.

Some of these abandonments will be stand-alone gas infrastructure replacement projects. Others may be part of relocation projects (such as City paving, CSO or private redevelopment projects). Typical project scopes can range from several hundred feet to multiple miles, depending on circumstances.

With approval of this annual authorization, the Board will be provided with regular periodic updates on the individual projects.

**6. JOB #:** GP1557

**TOTAL COST:** \$409,703

**PURPOSE:** Annual Authorization 2025 cross bore inspection and repairs at various locations

**DESCRIPTION:** Sewer inspection, investigations and cross bore repairs will continue to be performed on all gas projects. These inspections will involve one or two professional plumbing companies inserting small cameras into sewer laterals and televising each lateral between a house's foundation and the sanitary sewer main. During the inspections, the contractors will be looking for cross bores and/or damage that may have occurred due to the District's construction work in the area. It is estimated that the District will complete 4,000 private sewer lateral inspections in 2025. A total of approximately 85,000 inspections have been completed since the program began in 2012.

These funds will be allocated to cover all work associated with inspecting, investigating and repairs to cross bores that are not necessarily associated with an active project for the period between April 1, 2025, and March 31, 2026.

**7. JOB #:** Various

**TOTAL COST:** \$19,508,393

**PURPOSE:** Annual Authorization 2025 Machines, Vehicles & Equipment

**DESCRIPTION:** This request is for the annual blanket authorization for construction machines, equipment, vehicles and upfitting for the 2025 budget year. The 2025 request also includes items budgeted for CC2. Replacements and additions will be authorized by Management before work commences. The Board will approve proposed bid recommendations per purchasing procedures on individual replacements and additions.

**8. JOB #:** Various

**TOTAL COST:** \$1,400,000

**PURPOSE:** Annual Authorization 2025 Valves and Hydrants

**DESCRIPTION:** This request is for the annual blanket authorization to replace obsolete, inoperable, or irreparable hydrants and valves in the Distribution System. These hydrants and valves are replaced individually on a as needed, case-by-case basis by Water Distribution.

Based on a multi-year average, approximately 40 of the over 37,600 hydrants and 70 of the over 53,500 system valves will be replaced in 2025.

**BUILDINGS, PLANTS & EQUIPMENT**

**1. JOB #:** 100090000034

**TOTAL COST:** \$179,703.72

**PURPOSE:** Purchase Battery Operated Tools

**DESCRIPTION:** The Stores Tool Room manages battery operated tools. By utilizing an industry leading supplier of known quality of the preferred battery-operated tools, accessories and services, including a warranty that will cover the tools repair and replacement costs for three years will not only meet the operational needs of the District but also improve efficiencies and inventory controls by streamlining procurement and tool maintenance and eliminating the need for multiple batteries and chargers and creating accountability with tracking capabilities. The Battery-Operated Tools were previously bid in 2019, and the warranties have expired on the tools purchased from the last bid. The decision was made to post a new RFP for Battery-Operated Tools and Service for five years with the current needs of all District departments. In collaboration, we created a committee comprised of individuals from Construction, Field Services, Water Distribution, Gas Distribution, Meter Services, Gas Production, Transportation, and Central Maintenance. The committee then invited five manufacturers to conduct product demonstrations and answer questions regarding their battery-operated tools. A standard questionnaire was created to ask manufacturers about their safety features, warranties, battery life, as well as other product specific questions. The manufactures that were invited to conduct demonstrations were Hilti, DeWalt, Makita, Milwaukee, and Flex Tools. Field employees then tested the tools in the field for two weeks to see how the tools stood up in non-controlled environments. After the demonstrations and field testing were completed, the committee voted in favor of Makita to be the approved manufacturer. An RFP was completed, and Southern Carlson was found



to be the lowest bid and being a certified Makita repair center.

## **SYSTEM IMPROVEMENTS**

**1. JOB #:** GP2909 (100052001876 - \$173,000) & (100066002493 - \$14,000)

**PROJECT COST:** \$187,000

**LOCATION:** South 36<sup>th</sup> Street and “Q” Street

**PURPOSE:** Remove and replace two 12” gas valves

**DESCRIPTION:** The two 12” gas valves at S. 36th Street & “Q” Street (#30000259 and #30000114) are inoperable. To remedy this, both valves must be removed and replaced. The old valves are Nordstrom valves that were installed in 1957.

**2. JOB #:** GP2808 (100062000684 - \$35,000) & (100062000685 - \$25,000) & (100052001851 - \$95,400)

**TOTAL COST:** \$155,400

**LOCATION:** South 33<sup>rd</sup> Street and Edward Babe Gomez Avenue

**PURPOSE:** Install above ground regulator station and gas mains

**DESCRIPTION:** The existing below ground first cut regulator serving Greater Omaha Packing at 3001 “L” Street is reaching the end of its useful life and needs to be replaced. This customer’s gas usage is so high it requires the capacity of a district regulator station rather than a first cut regulator to meet the customer’s needs. By designating this a District regulator station, it allows this station to serve Greater Omaha Packing and to also be connected into the surrounding 45 psig distribution system. This increases the reliability of the 45-psig gas distribution system for both Greater Omaha Packing and the other industrial customers in the surrounding area.

This project is anticipated to take place in the second quarter of 2025.

**3. JOB #:** GP2910 (100052001877 - \$28,000) & (100066002494 - \$73,000)

**TOTAL COST:** \$101,000

**LOCATION:** South 55<sup>th</sup> Street and Center Street

**PURPOSE:** Install plastic gas main and abandon coated steel gas main

**DESCRIPTION:** The 16” gas valve at S. 55th Street & Center Street (#30000538) is a closed division valve between the 125 psig and 45 psig distribution systems. Gas Operations wants to eliminate all stand-alone division valves on 125 psig gas mains so this valve will be abandoned. An additional 340’ of 16” 125 psig coated steel gas main in S. 55th Street between Frances Street and Center Street is not needed and will be abandoned as part of this project.

To improve reliability in this area, Construction will connect the 45 psig systems in S. 55th Street since the 16” main will be exposed as part of the valve abandonment.

**4. JOB #:** GP2907 (100052001874 - \$50,000) & (100066002491 - \$11,000)

**TOTAL COST:** \$61,000

**LOCATION:** South 96th Street and West Center Frontage Road

**PURPOSE:** Install steel Broen valve and abandon steel Walworth valve

**DESCRIPTION:** The 8” gas valve at S. 96th Street & West Center Frontage Road (#30000507) is inoperable. To remedy this, the valve will be removed and replaced. The new valve will be installed further to the west to get it out of the intersection. The old valve is

a Walworth plug valve that was installed in 1955.

**5. JOB #:** GP2908 (100052001875 - \$298,000) & (100066002492 - \$14,000)

**TOTAL COST:** \$312,000

**LOCATION:** 116<sup>th</sup> Court and Fort Street

**PURPOSE:** Install two steel Broen valves and abandon 2 steel valves

**DESCRIPTION:** The two 16" gas valves at 116th Court & Fort Street (#30008649 and #30008650) are inoperable. To remedy this both valves must be removed and replaced.

**6. JOB #:** R2212 (100053001531 - \$260,000) & (100067001505 - \$12,000) & (100054001108 - \$90,000) & (100068001090 - \$2,000)

**TOTAL COST:** \$364,000

**LOCATION:** North 205<sup>th</sup> Street and Cumberland Drive

**PURPOSE:** Install and abandon water and plastic gas mains

**DESCRIPTION:** Work is required to eliminate conflicts with proposed grading, paving and storm sewers being done for the N 205<sup>th</sup> Street and Cumberland Drive intersection improvements on City of Omaha's Project OPW 54061. This project is anticipated to begin in February 2025 and will be constructed by an MUD crew.

This work is not reimbursable as the mains are in public right-of-way.

**7. JOB #:** R2292 (100054001157 - \$84,400) & (100068001140 - \$22,200)

**TOTAL COST:** \$106,600

**LOCATION:** South 86<sup>th</sup> Circle and Madison Street

**PURPOSE:** Install plastic gas mains and abandon steel gas mains

**DESCRIPTION:** Work is required to address a Grade 2 gas leak that has been found on the 2" 10 psig coated steel gas main crossing the railroad tracks near 8806 Washington Circle. In addition, this gas main is exposed due to wash out northeast of the mentioned railroad crossing.

The new 4" 10 psig plastic gas main will be installed within a proposed permanent easement through the 8606 Madison Plaza property. This new easement is necessary due to the existing main being within thick vegetation and difficult terrain that makes access and subsequent repair a significant challenge. The new easement will also allow the District to terminate a lease agreement that has an annual license fee charged through the Railroad Management Company that increases year over year with a 2024 cost of \$379. In addition, installing the new main within the proposed easement will provide an interconnect between S. 86th Circle and S. 90th Street that will improve service reliability and pressure to the area.

DocuSigned by:  
*Kendall Minor*  
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Kendall Minor  
SVP, Chief Operations Officer

Approved:

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

**METROPOLITAN UTILITIES DISTRICT**

*Inter-Department Communication*

December 17, 2024

**Subject:** CHANGE ORDER 1 – INSTALL WATER MAINS IN STRATFORD WEST LOTS 1-236, SW OF N 171ST ST & MILITARY RD.; CEDAR CONSTRUCTION INC., WP2077 (100055001462)

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


**From:** Trevor Tonniges, Director, Plant Engineering

On April 3, 2024, the District entered into a contract with Cedar Construction Inc. to install water mains in Stratford West Lots 1-236. The original contract price was \$930,876.00. Change Order No. 1 results in an increase of \$36,308.67. This will change the total contract price \$967,184.67.

Change Order No. 1 represents an additional cost of \$36,308.67 due to additional efforts needed during construction.

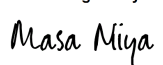
- Item 1 is an increase for the Contractor to realign the existing water main to resolve a storm sewer conflict. This request was made by the Developer and Design Engineering.
- Item 2 is an increase for the additional efforts to re-excavate, shore, and pump water out of the connections during pressure testing.

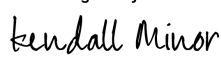
This work has already been completed to prevent delays and your approval is requested. The developer has approved these costs.

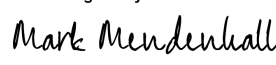
Signed by:  
  
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Trevor Tonniges  
Director, Plant Engineering

**Approved:**

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Masa Niya  
Vice President,  
Engineering

DocuSigned by:  
  
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Kendall Minor  
Sr. Vice President,  
Chief Operations Officer

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

DocuSigned by:  
  
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Mark Doyle  
President



**METROPOLITAN UTILITIES DISTRICT**

*Inter-Department Communication*

December 30, 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:** Trevor Tonniges, Director, Plant Engineering

The following items will be on the January 8, 2025, 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. TOUCH UP PAINTING FOR UPFLOW BASINS AT THE PLATTE SOUTH WATER TREATMENT PLANT; MONGAN PAINTING CO.; WP1766 (100071000704)	12/11/2020	\$123,621.84	\$123,621.84

**Comments:** There were no adjustments to quantities or change orders required for this project. 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	
		*Unit Price Bid	Actual
b. FLORENCE WATER TREATMENT PLANT CATHODIC PROTECTION; COMMONWEALTH ELECTRIC CO.; WP1825 (100083001145)	12/7/2022	\$289,710.00	\$297,720.50

**Comments:** There was a net increase of \$8,010.50 (+2.8%) for this project, due to a previously approved change order in the amount of \$14,907.00 for additional material and extra spare anodes not identified in the contract drawings. There was also a decrease in the number of broken porcelain mounting hardware that required replacement. 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	
		*Unit Price Bid	Actual
<b>c. CAST IRON WATER MAIN REPLACEMENT DODGE ST. TO LEAVENWORTH ST. &amp; S. 67<sup>TH</sup> ST. TO S. 69<sup>TH</sup> ST.;</b> M.E. COLLINS CONTRACTING CO., INC.;; WP 1880 (100093001363, 100095001221, 100097000000, 100097000001, 100041000150)	6/12/2023	\$3,037,573.00	\$2,810,446.10

**Comments:** There was a decrease of \$227,126.90 (-7.5%) for this project, largely due to a reduction in quantities for hard surface restoration items required to complete the work. 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	
		*Unit Price Bid	Actual
<b>d. CAST IRON WATER MAIN REPLACEMENT POLK ST. TO "Z" ST. &amp; S. 135<sup>th</sup> ST. TO S. 138<sup>th</sup> ST.;</b> MURPHY PIPELINE CONTRACTORS LLC;; WP 1893 (100093001369, 100041000156, 100095001221)	3/24/24	\$2,993,030.25	\$2,582,396.52

**Comments:** There was a decrease of \$410,633.73 (-13.7%) for this project, largely due to a reduction in quantities for trench excavations, chlorine tubes and removal and replacement of sidewalk items required to complete the work. 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	
		*Unit Price Bid	Actual
<b>e. INSTALL WATER MAINS-PIPE BURSTING; SOUTH 88<sup>TH</sup> ST. &amp; DORCAS ST. TO SOUTH 87<sup>TH</sup> ST &amp; WEST CENTER ROAD;</b> MURPHY PIPELINE CONTRACTORS LLC; WP1932 (100093001381, 100041000168, 100095000001)	9/9/2024	\$849,932.25	\$737,585.99

**Comments:** There was a decrease of \$112,346.26 (-13.2%) for this project, largely due to a reduction in overall scope that reduced the total footage of pipe installed as well as lower than anticipated quantities for hard surface restoration items. There was also a deduction in the amount of \$11,539.74 due to damage to the existing water main at 87<sup>th</sup> and W. Center Rd. 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	
		*Unit Price Bid	Actual
<b>f. INSTALL WATER MAINS IN HIGH POINT SUBDIVISION LOTS 1-4, S. OF 203<sup>RD</sup> ST. &amp; VETERANS DR.;</b> CEDAR CONSTRUCTION COMPANY INC.;; WP1999 (100055001446)	6/7/2023	\$254,985.00	\$251,752.50

**Comments:** There was a net decrease of \$3,232.50 (-1.3%) for this project, largely due to a reduction in quantities for water main, bends, and air relief items. There was also a previously approved change order in the amount of \$15,091.50 due to additional items and efforts needed to make the connection. 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	
		*Unit Price Bid	Actual
<b>g.</b> INSTALL WATER MAINS IN STRATFORD WEST LOTS 1-236, SW OF N 171ST ST & MILITARY RD.; CEDAR CONSTRUCTION COMPANY INC.; WP2077 (100055001462)	4/3/2024	\$930,876.00	\$958,986.64

**Comments:** There was a net increase of \$28,110.64 (+3.0%) for this project, largely due to a change order in the amount of \$36,308.67 for a request made by the developer to realign the existing water main to resolve a storm sewer conflict and additional efforts needed during the connection and testing. There was also a reduction in quantities for water mains, bends and augering items and deductions for additional time for flushing and sampling. All work required by the contract has been completed by the Contractor and is acceptable and in compliance with the Contract and Specifications.

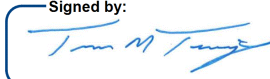
Contract	Contract Approval Date	Amounts	
		*Unit Price Bid	Actual
<b>h.</b> INSTALL WATER MAINS IN DEER CREST NORTH LOT 1-146 12" PIONEER MAIN, SE OF 114 <sup>TH</sup> ST. & STATE ST.; CEDAR CONSTRUCTION COMPANY INC.; WP2085 (100055001465, 100057000545)	3/6/2024	\$902,130.00	\$884,272.00

**Comments:** There was a decrease of \$17,858.00 (-2.0%) for this project, largely due to a reduction in quantities for bends and water main items. 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	
		*Unit Price Bid	Actual
i. PLATTE WEST WATER PRODUCTION FACILITY SURGE TANK IMPROVEMENTS; JUDDS BROS CONSTRUCTION CO.; WP2123 (100083001149)	7/7/2024	\$141,151.00	\$140,751.00

**Comments:** There was a decrease of \$400.00 (-0.3%) for this project, due to a reduction in quantities for sodding the project site. All work required by the contract has been completed by the Contractor and is acceptable and in compliance with the Contract and Specifications.

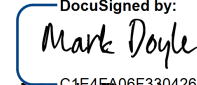
*\*Based upon Engineering's estimated unit quantities.*

Signed by:  
  
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**Trevor Tonhiges**  
 Director, Plant Engineering

Approved:

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**Masa Niya**  
 Vice President  
 Engineering

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

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**Mark Doyle**  
 President





METROPOLITAN UTILITIES DISTRICT  
*Inter-Department Communication*

December 20, 2024

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

**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 January 8, 2025 Committee Agenda for consideration and the January 8, 2025 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 Bedford Heights Lots 1-2, NW of N. 70 <sup>th</sup> Avenue and Bedford Avenue 100055001469 WP2091 Engineering Estimate: \$175,271.00 (A C&A in the amount of \$229,034.00 will be presented to the Board on January 8, 2025 for approval.)	35/4	<b>Vincentini Plumbing</b> <i>Kersten Construction</i> <i>Pat Thomas Construction</i> <i>Cedar Construction</i>	<b>\$179,455.00</b> 181,882.00 182,515.00 199,401.00

**OTHER**

<u>Item</u>	<u>Bids Sent / Rec'd</u>	<u>Bidders</u>	<u>Bid Amount</u>
Cordless Power Tools 100090000034  (A C&A in the amount of \$179,703.72 will be presented to the Board on January 8, 2025 for approval.)	6/3	<b>Southern Carlson</b> <i>Tool Shed</i> <i>Hilti</i>	<b>\$155,363.00</b> 161,220.02 216,002.36

Two (2) Mini Excavators 1/1 **Kubota of Omaha(KX080) \$278,000.00\***  
 100087000699

\*Extension 1

(An Annual Transportation C&A in the amount of \$19,508,393.00 will be presented to the Board on January 8, 2025 for approval.)

One (1) Small Mini Excavator 1/1 **Kubota of Omaha(KX040) \$77,200.00\***  
 100087000700

\*Extension 1

(An Annual Transportation C&A in the amount of \$19,508,393.00 will be presented to the Board on January 8, 2025 for approval.)

**OTHER**

<u>Item</u>	<u>Bids Sent / Rec'd</u>	<u>Bidders</u>	<u>Bid Amount/Bid Value#</u>
Lead Service Line Replacement (800 Water Services)	13/8	<b>Eyman Plumbing</b>	\$1,592,856.84/ <b>\$1,706,881.02</b>
100097000065 100097000066 WP2172		<b>Plumbrite</b>	1,715,475.75/ <b>1,706,881.02</b>
100097000067 100097000068 WP2173		<b>Burton Plumbing</b>	1,745,365.75/ <b>1,706,881.02</b>
100097000069 100097000070 WP2174		<b>OCB Plumbing</b>	1,773,825.75/ <b>1,706,881.02</b>
100097000071 100097000072 WP2175		<i>A Raymond Plumbing</i>	2,078,470.90
		<i>Backlund Plumbing</i>	2,126,565.75
		<i>Premier Plumbing</i>	2,237,999.10
		<i>Franks Trenching</i>	2,410,810.90

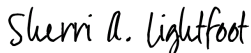
#Bid Value based on average of the four lowest bids and 200 water services per bidder.  
 (An Annual Water Services C&A in the amount of \$12,637,688.00 will be presented to the Board on January 8, 2025 for approval.)

**ANNUALS**

<u>Item</u>	<u>Bids Sent / Rec'd</u>	<u>Bidders</u>	<u>Bid Amount</u>
Residential Meters Set Kits (2PSIG) (1,800 Units) (January 1, 2025 – December 31, 2025)	8/4	<b>Reliable Mfg</b>	<b>\$268,398.00</b>
		<i>Irby Utilities</i>	286,722.00
		<i>Control Equipment Sales</i>	351,000.00
		<i>AY McDonald Mfg</i>	357,048.00

Automotive and Construction Passenger Tires (January 1, 2025 – December 31, 2025)	4/3	<b>Bauer Built Tire</b> Jensen Tire and Auto Pomp's Tire	<b>\$51,722.35</b> 57,864.42 62,783.20
Polyethylene Gas Pipe (January 1, 2025 – December 31, 2025)	5/3	<b>Performance Pipe</b> Irby Utilities Groebner	<b>\$631,109.50</b> 664,894.73 737,261.06
Roof Inspection and Maintenance Services for M.U.D. Facilities (Calendar Year 2025) *Extension 1	1/1	<b>Anderson Roofing</b>	<b>\$56,450.00*</b>
Mail Carrier Services for Various District Locations (January 1, 2025 – December 31, 2025) *Extension 1	1/1	<b>Capital Express</b>	<b>\$63,128.00*</b>

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

Approved:

DocuSigned by:



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Jon Zellars  
Vice President, Procurement and Enterprise Services

Signed by:



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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*

December 31, 2024

**Subject:** MUD – NEBRASKA DEPARTMENT OF HEALTH AND HUMAN SERVICES INTERLOCAL AGREEMENT

**To:** C & O Committee (Friend, Cavanaugh and Sidzyik)

**Cc:** All Board Members; President Doyle; Senior Vice Presidents Ausdemore, Lobsiger, Minor, Myers and all Vice Presidents

**From:** Mark Mendenhall, Senior Vice President, General Counsel

The District operates a testing laboratory to test treated water to ensure compliance with the Nebraska Safe Drinking Water Act, Neb. Rev. Stat. § 71-5301. The Safe Drinking Water Act requires the Nebraska Department of Health and Human Services (“DHHS”) to complete such testing itself or DHHS can accept testing results from certified laboratories pursuant to an agreement between it and the laboratory.

The District, DHHS and the Nebraska Department of Environment and Energy (“NDEE”) have agreed to renew the existing interlocal agreement which allows DHHS and NDEE to accept testing results from the District’s certified laboratory. The agreement is for a three-year period as opposed to the previous 1-year terms. The agreement also allows the parties to renew the agreement for up to two additional one-year periods.

The Interlocal Act, specifically Neb. Rev. Stat. 13-804 further requires that:

Any two or more public agencies may enter into agreements with one another for joint or cooperative action pursuant to the Interlocal Cooperation Act. Appropriate action by ordinance, resolution, or otherwise pursuant to law of the governing bodies of the participating public agencies shall be necessary before any such agreement may enter into force.

The Agreement is attached to this memo and I recommend the Board authorize the Chief Operations Officer to execute the same.

DocuSigned by:



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Mark Mendenhall

Senior Vice President/General Counsel

Approved:

DocuSigned by:



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Mark Doyle

President

**AUTHORIZATION AGREEMENT  
BETWEEN  
THE NEBRASKA DEPARTMENT OF HEALTH AND HUMAN SERVICES  
AND  
METROPOLITAN UTILITIES DISTRICT**

In accordance with Neb. Rev. Stat. § 71-2618(2)(a), this Authorization Agreement, including any addenda and attachments (collectively, "Agreement"), is entered into by and between the Nebraska Department of Health and Human Services ("Department" or "DHHS"), and Metropolitan Utilities District (collectively, "Parties").

**PURPOSE**

The purpose of this agreement is to use laboratory analyses of drinking water samples performed by Metropolitan Utilities District for Public Water Supply Systems (PWS) in Nebraska to show compliance under the Nebraska Safe Drinking Water Act (NSDWA), Neb. Rev. Stat. §§ 71-5301 et seq.

**TERM & TERMINATION**

**TERM.** This Agreement is in effect from December 31, 2024 through December 31, 2027.

**RENEWAL.** This Agreement may be renewed for two (2) additional one (1) year periods, as mutually agreed upon in writing by the Parties.

**TERMINATION.** This Agreement may be terminated at any time, upon mutual consent or by either party for any reason upon submission of written notice to the other party at least thirty (30) days prior to the effective date of termination.

**EXCHANGE OF FUNDS**

**There** will be no exchange of money between the Parties to perform the tasks necessary to carry out the purpose of this Agreement. Each party will provide their own in-kind contributions, as needed, and will absorb any administration costs incurred through this process.

**RESPONSIBILITIES OF THE PARTIES**

1. **DHHS** shall do the following:
  - 1.1. Fulfill its obligations under Neb. Rev. Stat. §71-2618 (2) (a) to establish rules and regulations for certification standards; as appropriate, accept accreditation standards of recognized independent accreditation bodies; as appropriate, adopt and promulgate rules and regulations listing entities whose programs are acceptable evidence for laboratory certification; and establish and collect fees for inspection and certification of laboratories.
2. Metropolitan Utilities District shall do the following:
  - 2.1.1. For all compliance samples, Metropolitan Utilities District must comply with all current Environmental Protection Agency Requirements, Nebraska Administrative Code, Title 179, Chapter 20 (Nebraska Laboratory Certification Requirements for Testing Drinking Water) and recommendations to perform these laboratory analyses for use under the NSDWA.
  - 2.1.2. Use only a methodology set out in 40 CFR 141.852(a) and (c) and the Manual for the Certification of Laboratories Analyzing Drinking Water, 5<sup>th</sup> Edition, January 2005.

- 2.1.3. Use Colilert Quanti-tray for testing all total coliform/E. coli initial repeats and all total coliform/E. coli specials.
- 2.1.4. Maintain records of all data and report data as set out in Chapter V of the Manual for the Certification of Laboratories Analyzing Drinking Water, 5<sup>th</sup> Edition, January 2005. Metropolitan Utilities District agrees to keep all of its records a minimum of five years. All data must be available for review by the Department at all times. Metropolitan Utilities District agrees that it must comply with and adequately document the following:
  - 2.1.4.1. Requirements and recommendations set out in 40 CFR 141.852(a) and (c) and this Agreement; and
  - 2.1.4.2. Chain-of-custody procedures.
- 2.1.5. Annually analyze a Proficiency Test (PT) sample set with acceptable results for each test method and analyte for which certification is requested. Proficiency Test samples must be purchased from a Proficiency Test provider approved by National Environmental Laboratory Accreditation Program (NELAP). The approved Proficiency Test provider must send results of the Proficiency Test samples directly to the Department. PT samples must be analyzed in the same manner as routine samples.
- 2.1.6. Notify the Department in writing of any major changes in laboratory personnel, equipment, or location that may affect Metropolitan Utilities District's Drinking Water Certification within 30 days. A major change includes, but is not limited to, the loss or replacement of the Laboratory Director, Quality Assurance Officer, primary analyst or a situation in which a trained and experienced analyst is no longer available to analyze water samples in any situation that effects Metropolitan Utilities District's ability to meet the provisions of this Agreement. Refer to Nebraska Administrative Code, Title 179, Chapter 20, Section 20-003.05 (Nebraska Laboratory Certification Requirements for Testing Drinking Water) for additional information. The Department reserves the right to disapprove any replacement personnel or major laboratory change proposed by Metropolitan Utilities District.
- 2.1.7. Provide the Nebraska Department of Environment and Energy (NDEE) Drinking Water Monitoring and Compliance program all final sample analytical results in compliance with the Safe Drinking Water Information System upload requirements. These requirements are set out in the document titled Reporting of Sample Analytical Results from Outside Laboratories to Nebraska's Safe Drinking Water Information System. Additional copies can be requested from the NDEE Drinking Water Program.
- 2.1.8. For total coliform/E. coli testing, furnish proper initial repeat sample bottles and perform required analysis for contracted Public Water Supply Systems (PWS) in a timely manner that will allow the PWS(s) to meet current requirements of the Nebraska Public Water Supply System regulations, Title 179. This requires the laboratory to be ready and able to process coliform samples any day of the year.
- 2.1.9. Report all SDWIS Sample Analytical Results electronically to NDEE Drinking Water Monitoring and Compliance Program weekly.
- 2.1.10. Report via email Monday through Friday by the end of the same business day any of the following results to [ndee.drinkingwater@nebraska.gov](mailto:ndee.drinkingwater@nebraska.gov). The NDEE Drinking Water Monitoring and Compliance emergency phone number, (402) 499-6922, should be used for reporting after 5:00 PM and on weekends.
  - 2.1.10.1. All Positive total coliform sample results and E. coli positive sample results.
  - 2.1.10.2. All negative initial repeat results.
  - 2.1.10.3. All Nitrate results over 10.0 mg/L and any confirmation results.
  - 2.1.10.4. Any other contaminant result that is double the maximum contaminant level (MCL) allowed in drinking water.
- 2.1.11. Provide individuals, as determined necessary by the Department, to testify as witnesses in administrative hearings about tests performed by Metropolitan Utilities District under this Agreement. Such provision includes reasonable time prior to such hearings to prepare for the hearings with Department staff and to review Metropolitan Utilities District's records in preparation of such hearings.
- 2.1.12. Laboratories Certified by Reciprocity:
  - 2.1.12.1. Must notify DHHS certification program when they are scheduled for an onsite inspection/audit by their accrediting body.

- 2.1.12.2. Must allow the DHHS certification program to be present during said onsite inspection/audit.
  - 2.1.12.3. Must provide to the DHHS certification program a copy of the report on the onsite inspection/audit. This includes the assessment of the Quality Assurance Program to the DHHS certification program.
  - 2.1.12.4. Must provide to the DHHS certification program any corrective action reports that are associated with pertinent findings from the onsite inspection/audit.
3. *Best Efforts.* The Parties shall use their best efforts to accomplish their respective responsibilities in a timely and efficient manner. The failure of one party to perform its responsibilities shall not relieve the other party of its responsibilities.

## **GENERAL PROVISIONS**

**ASSIGNMENT.** Neither party will assign or transfer any interest, rights, or duties under this Agreement to any person, organization, firm, or corporation without prior written authorization from the other party. In the absence of such written consent, any assignment or attempt to assign will constitute a breach of this Agreement.

**GOVERNING LAW & VENUE.** Any disputes under this Agreement will be bound under the laws of the State of Nebraska. The parties jointly agree that the proper venue for any suit between them regarding this Agreement shall be filed in the District Court of Lancaster County, Nebraska.

**LIMITATION OF LIABILITY.** Each party agrees to assume its own liability for any and all claims of any nature including all costs, expenses and attorneys' fees which may in any manner result from or arise out of this Agreement.

**LOGISTICS SUPPORT.** This Agreement does not require additional plans, maintenance, supply, transportation, or contracting services.

**MANPOWER.** There are no additional manpower requirements.

**MODIFICATION.** Both parties agree that this Agreement shall only be modified by mutual Agreement of the parties. Neither party will be compelled to expend funds to fulfill a modification of this Agreement desired solely by the other party. If the parties determine that financial transactions are necessary to fulfill a modification in activities addressed in the Agreement, those financial transactions will be conducted using separate contracting documents and procedures.

**NO THIRD-PARTY BENEFICIARIES.** No one other than the parties to this Agreement have any rights under this Agreement.

**PERSONNEL.** Each party is responsible for absorbing its own administration costs necessary to carry out the performance of the Agreement, including all costs associated with its own personnel (pay, benefits, support, and travel). Each party is also responsible for the supervision and management of its own personnel.

**RELATIONSHIP AMONG THE PARTIES.** This Agreement creates no relationship of joint venture, partnership, limited partnership, agency, or employer-employee between the parties, and the parties acknowledge that no other facts or relations exist that would create any such relationship between them. Neither party has any right or authority to assume or to create any obligation or responsibility on behalf of the other party except as provided by written instrument signed by the parties.

**SEVERABILITY.** If any provision of this Agreement is held invalid, such invalidity shall not affect the other provisions of this Agreement that can be given effect.

**POINTS OF CONTACT**

The following points of contact will be used by the Parties to communicate in the implementation of this AGREEMENT. Each party may change its point of contact upon reasonable notice to the other party.

FOR DHHS

Russ Fosler  
Nebraska Department of Health and Human Services  
Division of Public Health  
301 Centennial Mall South  
Lincoln, NE 68509-5026  
(402) 471-4964  
[russ.fosler@nebraska.gov](mailto:russ.fosler@nebraska.gov)

FOR METROPOLITAN UTILITIES DISTRICT

Christopher Fox  
Metropolitan Utilities District  
2710 Grebe St  
Omaha, NE 68111  
(402) 449-8182  
[chris.fox@mudnebr.com](mailto:chris.fox@mudnebr.com)

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**IN WITNESS THEREOF**, the parties have duly executed this Agreement as of the last date of execution by the Parties below.

**FOR METROPOLITAN UTILITIES DISTRICT**

**FOR DHHS**

\_\_\_\_\_  
Mark Mendenhall

SVP General Counsel  
Metropolitan Utilities District

Date: \_\_\_\_\_

\_\_\_\_\_

Nebraska Department of Health and Human Services  
Division of Public Health

Date: \_\_\_\_\_





**Certificate Of Completion**

Envelope Id: 20E3BDDD-1339-4D1A-8E0E-E60ADEAD098E	Status: Sent
Subject: Complete with Docusign: Metro Utilities District Authorization Agreement 12.27.2024.docx	
Envelope Type:	
Envelope Name: DHHS & Metro Utilities District agreement	
Divison: Public Health	
DHHS Sender: Shane Bailey	
DHHS Sharepoint ID: CLMS # 5891	
FFATA Reporting Required:	
Source Envelope:	
Document Pages: 4	Signatures: 0
Certificate Pages: 5	Initials: 0
AutoNav: Enabled	Envelope Originator:
Envelopeld Stamping: Enabled	Shane Bailey
Time Zone: (UTC-06:00) Central Time (US & Canada)	301 Centennial Mall S
	Lincoln, NE 68508-2529
	shane.bailey@nebraska.gov
	IP Address: 164.119.5.242

**Record Tracking**

Status: Original 12/27/2024 2:37:26 PM	Holder: Shane Bailey shane.bailey@nebraska.gov	Location: DocuSign
Security Appliance Status: Connected	Pool: StateLocal	
Storage Appliance Status: Connected	Pool: Nebraska Department of Health & Human Services	Location: DocuSign

**Signer Events**

Signature	Timestamp
Mark Mendenhall mark_mendenhall@mudnebr.com SVP General Counsel Metropolitan Utilities District of Omaha Security Level: Email, Account Authentication (None)	Sent: 12/27/2024 2:41:55 PM Resent: 12/31/2024 8:24:58 AM Resent: 12/31/2024 8:25:35 AM Resent: 12/31/2024 8:33:15 AM Viewed: 12/31/2024 10:32:13 AM

**Electronic Record and Signature Disclosure:**  
Accepted: 1/5/2023 8:09:37 AM  
ID: c722df9b-4355-4d4a-a0fc-2db8e6de02e9

Becky Wisell  
Becky.Wisell@nebraska.gov  
Security Level: Email, Account Authentication (None)

**Electronic Record and Signature Disclosure:**  
Accepted: 9/22/2020 9:03:06 AM  
ID: d4393a8d-aa20-4a8e-a04d-5e7e90776546

In Person Signer Events	Signature	Timestamp
Editor Delivery Events	Status	Timestamp
Agent Delivery Events	Status	Timestamp
Intermediary Delivery Events	Status	Timestamp
Certified Delivery Events	Status	Timestamp
Carbon Copy Events	Status	Timestamp

Carbon Copy Events	Status	Timestamp
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Tara WulfkeKoetter  
 Tara.Wulfekoetter@nebraska.gov  
 Security Level: Email, Account Authentication  
 (None)

**Electronic Record and Signature Disclosure:**  
 Not Offered via DocuSign

Christopher Fox  
 chris.fox@mudnebr.com  
 Security Level: Email, Account Authentication  
 (None)

**Electronic Record and Signature Disclosure:**  
 Accepted: 12/14/2023 10:33:24 AM  
 ID: c3ed891a-a8f7-4dba-8faa-256aa7df1df8

Mark Mendenhall  
 mark\_mendenhall@mudnebr.com  
 Security Level: Email, Account Authentication  
 (None)

**Electronic Record and Signature Disclosure:**  
 Accepted: 1/5/2023 8:09:37 AM  
 ID: c722df9b-4355-4d4a-a0fc-2db8e6de02e9

Witness Events	Signature	Timestamp
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Notary Events	Signature	Timestamp
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Envelope Summary Events	Status	Timestamps
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Envelope Sent	Hashed/Encrypted	12/27/2024 2:41:55 PM
Envelope Updated	Security Checked	12/31/2024 8:24:57 AM
Envelope Updated	Security Checked	12/31/2024 8:24:57 AM
Envelope Updated	Security Checked	12/31/2024 8:24:57 AM
Envelope Updated	Security Checked	12/31/2024 8:24:57 AM

Payment Events	Status	Timestamps
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Electronic Record and Signature Disclosure
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## **CONSUMER DISCLOSURE**

From time to time, Nebraska Department of Health & Human Services (we, us or Company) may be required by law to provide to you certain written notices or disclosures. Described below are the terms and conditions for providing to you such notices and disclosures electronically through the DocuSign, Inc. (DocuSign) electronic signing system. Please read the information below carefully and thoroughly, and if you can access this information electronically to your satisfaction and agree to these terms and conditions, please confirm your agreement by clicking the 'I agree' button at the bottom of this document.

### **Getting paper copies**

At any time, you may request from us a paper copy of any record provided or made available electronically to you by us. You will have the ability to download and print documents we send to you through the DocuSign system during and immediately after signing session and, if you elect to create a DocuSign signer account, you may access them for a limited period of time (usually 30 days) after such documents are first sent to you. After such time, if you wish for us to send you paper copies of any such documents from our office to you, you will be charged a \$0.00 per-page fee. You may request delivery of such paper copies from us by following the procedure described below.

### **Withdrawing your consent**

If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

### **Consequences of changing your mind**

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. To indicate to us that you are changing your mind, you must withdraw your consent using the DocuSign 'Withdraw Consent' form on the signing page of a DocuSign envelope instead of signing it. This will indicate to us that you have withdrawn your consent to receive required notices and disclosures electronically from us and you will no longer be able to use the DocuSign system to receive required notices and consents electronically from us or to sign electronically documents from us.

### **All notices and disclosures will be sent to you electronically**

Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

**How to contact Nebraska Department of Health & Human Services:**

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: [john.canfield@nebraska.gov](mailto:john.canfield@nebraska.gov)

**To advise Nebraska Department of Health & Human Services of your new e-mail address**

To let us know of a change in your e-mail address where we should send notices and disclosures electronically to you, you must send an email message to us at [john.canfield@nebraska.gov](mailto:john.canfield@nebraska.gov) and in the body of such request you must state: your previous e-mail address, your new e-mail address. We do not require any other information from you to change your email address..

In addition, you must notify DocuSign, Inc. to arrange for your new email address to be reflected in your DocuSign account by following the process for changing e-mail in the DocuSign system.

**To request paper copies from Nebraska Department of Health & Human Services**

To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an e-mail to [john.canfield@nebraska.gov](mailto:john.canfield@nebraska.gov) and in the body of such request you must state your e-mail address, full name, US Postal address, and telephone number. We will bill you for any fees at that time, if any.

**To withdraw your consent with Nebraska Department of Health & Human Services**

To inform us that you no longer want to receive future notices and disclosures in electronic format you may:

- i. decline to sign a document from within your DocuSign session, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;
- ii. send us an e-mail to [john.canfield@nebraska.gov](mailto:john.canfield@nebraska.gov) and in the body of such request you must state your e-mail, full name, US Postal Address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

**Required hardware and software**

Operating Systems:	Windows® 2000, Windows® XP, Windows Vista®; Mac OS® X
Browsers:	Final release versions of Internet Explorer® 6.0 or above (Windows only); Mozilla Firefox 2.0 or above (Windows and Mac); Safari™ 3.0 or above (Mac only)
PDF Reader:	Acrobat® or similar software may be required to view and print PDF files
Screen Resolution:	800 x 600 minimum

Enabled Security Settings:	Allow per session cookies
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\*\* These minimum requirements are subject to change. If these requirements change, you will be asked to re-accept the disclosure. Pre-release (e.g. beta) versions of operating systems and browsers are not supported.

**Acknowledging your access and consent to receive materials electronically**

To confirm to us that you can access this information electronically, which will be similar to other electronic notices and disclosures that we will provide to you, please verify that you were able to read this electronic disclosure and that you also were able to print on paper or electronically save this page for your future reference and access or that you were able to e-mail this disclosure and consent to an address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format on the terms and conditions described above, please let us know by clicking the 'I agree' button below.

By checking the 'I agree' box, I confirm that:

- I can access and read this Electronic CONSENT TO ELECTRONIC RECEIPT OF ELECTRONIC CONSUMER DISCLOSURES document; and
- I can print on paper the disclosure or save or send the disclosure to a place where I can print it, for future reference and access; and
- Until or unless I notify Nebraska Department of Health & Human Services as described above, I consent to receive from exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to me by Nebraska Department of Health & Human Services during the course of my relationship with you.

**METROPOLITAN UTILITIES DISTRICT**

*Inter-Department Communication*

**December 27, 2024**

**Subject:** MAIN EXTENSIONS

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

**From:** Masa Niiya, Vice President, Engineering

The following main extensions will be on the January 8,2025, Committee Agenda for consideration and the Board Agenda for approval:

**1. JOB #: WP2091** (100055001469 - \$229,034)

**PROJECT COST:** \$229,034

**DISTRICT COST:** \$0

**LOCATION:** North 70<sup>th</sup> Avenue and Bedford Avenue

**DISTRICT SUBDIVISION:** Cook

**PURPOSE:** Install water mains in Bedford Heights Subdivision

**DESCRIPTION:** Work to be done will provide domestic water service and fire protection to 2 multi-family residential lots in Bedford Heights subdivision.

DocuSigned by:

*Masa Niiya*

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Masa Niiya  
Vice President, Engineering

Approved:

DocuSigned by:

*Kendall Minor*

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Kendall Minor  
Sr. Vice President, Chief Operations Officer

DocuSigned by:

*Mark Doyle*

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Mark E. Doyle  
President

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

January 7, 2025

**Subject: Wage and/or Salary Increases and Ratifications, January 2025 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>Jessica Haider</b>
<b>Current position (department):</b>	Computer Aided Drafting Technician II (Engineering Design)
<b>New position (department):</b>	Senior Computer Aided Drafting Technician (Engineering Design)
<b>Current rate; step/grade:</b>	\$36.27; Step 3
<b>Proposed rate; step/grade:</b>	\$39.49; Step 2
<b>Percent of increase:</b>	8.88%
<b>District hire date:</b>	July 20, 2020

<b>Employee:</b>	<b>Nick Haynes</b>
<b>Current position (department):</b>	Mechanic I (Transportation)
<b>New position (department):</b>	Gas Plant Operator (Gas Production)
<b>Current rate; step/grade:</b>	\$36.87; Step 4
<b>Proposed rate; step/grade:</b>	\$39.40; Step 2
<b>Percent of increase:</b>	6.86%
<b>District hire date:</b>	August 8, 2022

<b>Employee:</b>	<b>Terrin Prohaska</b>
<b>Current position (department):</b>	Administrative Clerk III (Facilities Management)
<b>New position (department):</b>	Accounting Clerk I (Accounting)
<b>Current rate; step/grade:</b>	\$27.25; Step 1
<b>Proposed rate; step/grade:</b>	\$28.77; Step 1
<b>Percent of increase:</b>	5.58%
<b>District hire date:</b>	September 25, 2023

Wage and/or Salary Increases and Ratifications

January 2025

Page 2

**Employee:** Austin Swartzendruber  
**Current position (department):** Pipe Layer – Welder (Construction)  
**New position (department):** Chemical Equipment Mechanic I (Platte South)  
**Current rate; step/grade:** \$36.29; Step 2  
**Proposed rate; step/grade:** \$38.70; Step 3  
**Percent of increase:** 6.64%  
**District hire date:** May 10, 2021

**Employee:** Trent Volenec  
**Current position (department):** Utility Worker (Construction)  
**New position (department):** Gas Plant Operator (Gas Production)  
**Current rate; step/grade:** \$42.69; Step 4  
**Proposed rate; step/grade:** \$43.78; Step 4  
**Percent of increase:** 2.55%  
**District hire date:** May 6, 2019

**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

January 2025

Page 3

**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.

**Employee:** Raksha Chhetri  
**Current position (department):** Biologist I (Water Quality)  
**New position (department):** Biologist II (Water Quality)  
**Current rate; step/grade:** \$94,811; SPA – 02  
**Proposed rate; step/grade:** \$99,552; SPA – 04  
**Percent of increase:** 5.00%  
**District hire date:** April 16, 2018

**Employee:** Richard Kubat  
**Current position (department):** Attorney - Government Relations (Law)  
**New position (department):** Attorney - Government Relations (Law) **Job Re-Evaluation**  
**Current rate; step/grade:** \$176,778; SPA – 09  
**Proposed rate; step/grade:** \$185,617; SPA – 10  
**Percent of increase:** 5.00%  
**District hire date:** January 03, 2013

**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.

**Employee:** Marie Sompoudou  
**Current position (department):** Engineer I (Engineering Design)  
**Current rate; step/grade:** \$76,028; SPA – 02  
**District hire date:** December 16, 2024

Wage and/or Salary Increases and Ratifications

January 2025

Page 4

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

Senior Vice President, General Counsel

DocuSigned by:

*Mark Doyle*

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Mark E. Doyle

President

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

December 30, 2024

**Subject:** SPA SALARY STRUCTURE ADJUSTMENT & POLICY REVISION  
RECOMMENDATIONS**To:** Personnel Committee members Begley, Friend, and Sidzyik**cc:** Board Members Cavanaugh, Cook, Howard, and McGowanPresident Doyle; Senior Vice Presidents Ausdemore, Lobsiger, Mendenhall, Minor  
and Myers**From:** Bonnie Savine Vice President, Human Resources

The Human Resources Department has continued its analysis of the SPA salary structure. Throughout this endeavor, the District partnered with HUB for a third-party analysis. HUB conducted an analysis of the District's existing SPA salary structure and an external market analysis for a segment of supervisory jobs currently in grades SPA-03 through SPA-07. As a result of this analysis, Human Resources is recommending the following area of focus for implementing changes to the SPA salary structure.

- Reform the salary grade structure for supervisory jobs in pay grades SPA-03 through SPA-07 to positively address salary compression, equity and to remain competitive with recruitment and retention of our supervisory jobs.

The SPA salary structure adjustments outlined in this memo continue to reflect the District's commitment to our employees through the District's core values including organizational excellence and fiscal responsibility.

**Recommendation: SPA Salary Structure Adjustments**

Adopt best practice salary structure currently used for District jobs at the Director level and above and apply the same rationale to salary grade midpoint differentials and range spread for foreman, supervisor, and manager jobs in salary grades SPA-03 through SPA-07. The new salary structure would help alleviate compression and provide a financial incentive to recruit and retain employees in these supervisory roles. These changes are anticipated to impact approximately 87 SPA supervisors. The recommendation would require the following:

- Create four (4) new salary grades referred to as SPA-03S through SPA-06S. The new grades would separate the salary grades for employees in supervisory jobs from the salary grades for individual performers (non-supervisory).
- Implement midpoint differentials of 9% for supervisory salary grades SPA-03S through SPA-06S with a 40% range spread.
- Revise Section 5: Personnel Policy Manual to reference the separate salary grade structures. This would result in two SPA salary scales: a Supervisory SPA Salary Scale and a Non-Supervisory Salary Scale.
- Communicate the SPA salary structure changes once approved. The revised scales will go into effect March 1, 2025 and will allow for progression increases for all supervisors in March 2025.

SPA Salary Structure Adjustment & Policy Revision – Phase 2  
Page 2

The cost of this recommendation has been included in the 2025 budget. The estimated cost of implementing the revised SPA Salary Scales in 2025 is \$329,000.

Human Resources is recommending the Board of Directors approve the recommendation above.

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

**Attachments:**  
Proposed SPA Salary Scales

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

<b>2024 SPA Salary Scale</b>		
3.75% Increase Effective March 1, 2024		
Grades	2024 Minimum	2024 Maximum
SPA - 13	\$221,780	\$332,671
SPA - 12	\$192,854	\$289,279
SPA - 11	\$167,697	\$251,546
SPA - 10	\$145,825	\$218,737
SPA - 9	\$132,569	\$198,851
SPA - 8D**	\$120,515	\$180,774
SPA - 8	\$120,228	\$153,673
SPA - 7D**	\$111,479	\$167,218
SPA - 7	\$111,465	\$141,895
SPA - 6	\$103,356	\$131,031
SPA - 5	\$95,645	\$120,768
SPA - 4	\$88,601	\$111,419
SPA - 3	\$81,973	\$102,656
SPA - 2	\$76,028	\$94,811
SPA - 1	\$70,623	\$87,715
**Director jobs in grade 7 & 8		

**2024 SPA Salary Scale**  
**Non-Supervisory**

**2024 SPA Salary Scale**  
**Supervisory**

Grades	2024 Minimum	2024 Maximum	Midpoint Differential	Range Spread
SPA - 8	\$120,228	\$153,673	8%	28%
SPA - 7	\$111,465	\$141,895	8%	27%
SPA - 6	\$103,356	\$131,031	8%	27%
SPA - 5	\$95,645	\$120,768	8%	26%
SPA - 4	\$88,601	\$111,419	8%	26%
SPA - 3	\$81,973	\$102,656	8%	25%
SPA - 2	\$76,028	\$94,811	8%	25%
SPA - 1	\$70,623	\$87,715		24%

Grades	2024 Minimum	2024 Maximum	Midpoint Differential	Range Spread
SPA - 13S	\$221,780	\$332,671	15%	50%
SPA - 12S	\$192,854	\$289,279	15%	50%
SPA - 11S	\$167,697	\$251,546	15%	50%
SPA - 10S	\$145,825	\$218,737	10%	50%
SPA - 9S	\$132,569	\$198,851	10%	50%
SPA - 8S	\$120,515	\$180,774	10%	50%
SPA - 7S	\$111,479	\$167,218	10%	50%
SPA - 6S	\$108,591	\$152,028	9%	40%
SPA - 5S	\$99,625	\$139,476	9%	40%
SPA - 4S	\$91,399	\$127,959	9%	40%
SPA - 3S	\$83,853	\$117,393	9%	40%

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

December 31, 2024

**Subject:** PURCHASE AGREEMENT, NORTHWEST RESERVOIR PROPERTY  
192<sup>ND</sup> AND STATE STREET

**To:** Judiciary and Legislative Committee

**Cc:** All Board Members; President Doyle, Senior Vice Presidents Ausdemore,  
Lobsiger, Minor, and Myers and all Vice Presidents

**From:** Mark Mendenhall Senior Vice President, General Counsel

The District's Water Operations' team has planned on the development of a water reservoir and pump station in the Northwest part of its distribution system for over 20 years. System planning maps from 2003, before Platte West Water Treatment Plant came online, identified the need. This part of the District's water distribution system is referred to as Zone 3.

Residential growth within Zone 3 has consistently stressed the distribution system, accelerating the need for a reservoir and pump station. The 2022 Water Master Plan and current modeling of water distribution data concluded the distribution system urgently requires additional storage and pumping capacity in an area near 192<sup>nd</sup> and State Streets.

Multiple sites between 186<sup>th</sup> and 204<sup>th</sup> and State Street were evaluated. Sites were evaluated on various criteria and, with the assistance of Investors Realty, owners were contacted.

The Law Department received a favorable response from the owner of approximately 20 acres near 195<sup>th</sup> and State Street. The site has favorable State Street frontage and is at an acceptable elevation to support the planned reservoir and pump station. The owner proposed a price per acre that appears to reflect the market, and discussions are ongoing to finalize a purchase agreement.

Site acquisition costs are included in the 2025 budget. Upon approval, Mark Doyle will execute a purchase agreement with mutually agreed upon terms that will include time to complete due diligence on the site to ensure it is acceptable.

This matter will appear on the January 8, 2025 Committee Agenda and, subject to Committee review, the January 8, 2025 Board Agenda for consideration.

If you have any questions, please feel free to contact me.

DocuSigned by:

*Mark Mendenhall*

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Mark Mendenhall

Senior Vice President/General Counsel

Approved:

DocuSigned by:

*Mark Doyle*

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Mark Doyle

President

#1 - 20 +/- acres - The Green Dot is 192nd Street and State Street. Starts on the west line and works east.

