

METROPOLITAN UTILITIES DISTRICT

Committee Meetings Agenda

1:00 p.m.

February 5, 2025

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

Construction & Operations – Friend, Sidzyik, Cavanaugh

1. Capital Expenditures [Kendall Minor – SVP & Chief Operations Officer] – **Tab 5**
2. Acceptance of Contracts and Payment of Final Estimates
[Trevor Tonniges – Director, Plant Engineering] – **Tab 6**
3. Amendment No. 1 – CC1/CC2 Owner’s Representation and Program Management
Services [John Velehradsky – Director, Facilities Management] – **Tab 7**
4. Bids on Materials and Contracts [Jon Zellars – VP, Procurement & Enterprise Services] – **Tab 8**

Services & Extensions – Friend, Begley, Howard

1. Main Extensions [Masa Niiya – VP, Engineering] – **Tab 9**

Personnel – Begley, Sidzyik, Friend

1. Wage and/or Salary Increases and Ratification
[Bonnie Savine – VP, Human Resources] – **Tab 10**
2. SPA Annual General Increase [Bonnie Savine – VP, Human Resources] – **Tab 11**

Judicial & Legislation – Cavanaugh, Cook, Howard

1. First Legislative Report for 2025 [Rick Kubat – Governmental Relations Attorney] – **Tab 12**

Insurance & Pension – Howard, McGowan, Cook

1. 2024 Investment Review - Retirement Plan and Other Post-Employment Benefits –
[Steve Dickas – VP, Accounting and Braden Cielocha, PNC] – **Tab A – INFORMATION ONLY**

Committee of the Whole

1. District Strategy Update
[Sue Lobsiger – SVP & Chief Information Officer] – **Tab B – INFORMATION ONLY**

(Turn over for regular Board Meeting agenda)

METROPOLITAN UTILITIES DISTRICT

Regular Monthly Board Meeting Agenda

1:45 p.m.

February 5, 2025

1. Roll Call
 2. Open Meetings Act Notice
 3. Pledge of Allegiance
 4. Approval of Minutes – Committee Meetings and Regular Board Meeting for January 8, 2025
- CONSTRUCTION & OPERATIONS**
5. Capital Expenditures
 6. Acceptance of Contracts and Payment of Final Estimates
 7. Amendment No. 1 – CC1/CC2 Owner’s Representation and Program Management Services
 8. Bids on Materials and Contracts
- SERVICES & EXTENSIONS**
9. Main Extensions
- PERSONNEL**
10. Wage and/or Salary Increases and Ratifications
 11. SPA Annual General Increase
- JUDICIAL & LEGISLATIVE**
12. First Legislative Report for 2025
- BOARD**
13. Other Matters of District Business for Discussion
 14. Public Comment
 15. 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
January 8, 2025

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, December 29, 2024. Notice was also provided on the MUD website at 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 January 3, 2025.

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

Safety Briefing

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

Roll Call

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

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, Sidzyk, Cavanaugh

Senior Vice-President and Chief Operations Officer Kendall Minor presented the proposed capital expenditures as outlined in his letter to the Committee dated December 31, 2024.

Director of Plant Engineering Trevor Tonniges presented Change Order No. 1 with Cedar Constructions to install water mains in Stratford West as outlined in his letter to the Committee dated December 17, 2024.

Mr. Tonniges continued, reviewing the Acceptance of Contracts and Payment of Final Estimates as outlined in his letter to the Committee dated December 30, 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 December 20, 2024. Extensive discussion took place regarding the Lead Service Line project bids, including the companies who were awarded the bids, possibility of adding M.U.D. crews, and possibility of adding additional local plumbing companies to complete the work in an accelerated pace. Due to the District's limitations on internal workforce capacity and the funding deadlines it was determined that the current proposed path is the most ideal option to complete the work safely and quickly without impacting the District's regular work. As the program progresses additional opportunities may be identified and evaluated.

Senior Vice-President and General Counsel Mark Mendenhall presented the Interlocal Agreement with the Nebraska Department of Health and Human Services as outlined in his letter to the Committee dated December 31, 2024.

Services and Extensions – Friend, Begley, Howard

Vice-President of Engineering Masa Niiya presented the proposed main extensions as outlined in his letter to the Committee dated December 27, 2024.

Mr. Niiya also provided an update on the Pheasant Point Landfill project which is anticipated to be completed in the Fall of 2025.

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 January 7, 2025.

Ms. Savine continued presenting the SPA salary structure adjustment and policy revision recommendations as outlined in her letter to the Committee dated December 30, 2024. Discussion took place regarding the potential future need to make further adjustments to the SPA salary structure. Ms. Savine indicated that is not anticipated and this item will better position the District to retain current employees and provide them a path to leadership with fair compensation.

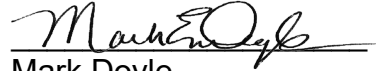
Justice & Legislative – Cavanaugh, Cook, Howard

Senior Vice-President and General Counsel Mark Mendenhall presented the Purchase agreement for the Northwest reservoir property on 192nd and State Street as outlined in his letter to the Committee dated December 31, 2024.

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 9:35 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
January 8, 2025

Chairperson Jim Begley called to order the Regular Board Meeting of the Metropolitan Utilities District Board of Directors at 9:45 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, December 29, 2024. Notice was also provided on the MUD website at 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 January 3, 2025.

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: Dave Friend, Bob Sidzyk, Mike McGowan, Gwen Howard, Tim Cavanaugh, Jim Begley and Tanya Cook.

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 DECEMBER 4, 2024.

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

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

Voting No: None

AGENDA NO. 5
ELECTION OF CHAIR

Director Begley moved to appoint Director Cavanaugh as Board Chair for the 2025 session, which was seconded by Director Friend and carried on a roll call vote.

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

Director Begley passed the gavel to Director Cavanaugh to continue the meeting.

AGENDA NO. 6
ELECTION OF VICE-CHAIR

Director Friend moved to appoint Director Howard as Board Vice-Chair for the 2025 session, which was seconded by Director Begley and carried on a roll call vote.

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

AGENDA NO. 7
2025 COMMITTEE ASSIGNMENTS

Director Cavanaugh announced that the 2025 Committee Assignments will remain the same as 2024 and be placed on file. No vote necessary.

AGENDA NO. 8
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 December 31, 2024. The motion was seconded by Director Begley and carried on a roll call vote.

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

AGENDA NO. 9
CHANGE ORDER NO. 1 – STRATFORD WEST CEDAR CONSTRUCTION

Director Friend moved to approve the Change Order No. 1 with Cedar Constructions as presented in the Committee Meetings by Director Plant Engineering Trevor Tonniges and as outlined in his letter to the Committee dated December 17, 2024. The motion was seconded by Director Howard and carried on a roll call vote.

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

AGENDA NO. 10

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 December 30, 2024. The motion was seconded by Director Begley and carried on a roll call vote.

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

AGENDA NO. 11

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 December 20, 2024, from Director of Procurement Sherri Lightfoot. The motion was seconded by Director McGowan and carried on a roll call vote.

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

AGENDA NO. 12

NEBRASKA DEPARTMENT OF HEALTH AND HUMAN SERVICES INTERLOCAL AGREEMENT

Director Friend moved to approve the Interlocal Agreement with the Nebraska Department of Health and Human Services as presented in the Committee Meetings by Senior Vice President and General Counsel Mark Mendenhall and as outlined in his letter dated December 31, 2024. The motion was seconded by Director Howard and carried on a roll call vote.

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

AGENDA NO. 13

MAIN EXTENSIONS

Director Friend moved to approve the proposed main extensions as presented in the Committee Meetings by Vice-President of Engineering Masa Niiya and as outlined in his letter to the Committee dated December 27, 2024, which was seconded by Director McGowan and carried on a roll call vote.

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

Director Cavanaugh presented Director Begley a plaque as a token of appreciation for his leadership and service as the 2024 Board Chairperson.

AGENDA NO. 14

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 January 7, 2025. The motion was seconded by Director Friend and carried on a roll call vote.

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

Voting No: None

AGENDA NO. 15

SPA PHASE 2 COMPENSATION RECOMMENDATION

Director Begley moved to approve the SPA Phase 2 compensation recommendation as presented in the Committee Meetings by Vice-President of Human Resources Bonnie Savine and as outlined in her letter dated December 30, 2024. The motion was seconded by Director Friend and carried on a roll call vote.

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

Voting No: None

AGENDA NO. 16

NORTHWEST RESERVOIR PURCHASE AGREEMENT

Director Cavanaugh moved to approve the Purchase Agreement for the Northwest Reservoir at 192nd Street and State Street as presented in the Committee Meetings by Senior Vice President and General Counsel Mark Mendenhall and as outlined in his letter dated December 31, 2024. The motion was seconded by Director Howard and carried on a roll call vote.

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

Voting No: None

AGENDA NO. 17

OTHER MATTERS OF DISTRICT BUSINESS FOR DISCUSSION

Chairman Cavanaugh announced that the February committee and board meetings will commence at 1 pm instead of 8:15 am.

AGENDA NO. 18

PUBLIC COMMENT

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.

AGENDA NO. 19

CLOSED SESSION – LITIGATION, PERSONNEL AND REAL ESTATE

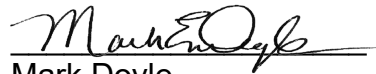
A Closed Session was not necessary.

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

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

Voting No: None

The regular Board Meeting was adjourned at 9:59 a.m.



Mark Doyle

President & Secretary to the Board

MD/sec

METROPOLITAN UTILITIES DISTRICT*Inter-Department Communication***January 27, 2025****Subject: CAPITAL EXPENDITURES**

To: Construction and Operations Committee
cc: all Board Members; President Doyle; Senior Vice Presidents Ausdemore, Lobsiger, Mendenhall, Myers, and all Vice Presidents

From: Kendall Minor, SVP & Chief Operations Officer

The following items will be on the February 5th, 2025, Committee Agenda for consideration and the Board Agenda for approval:

BUILDINGS, PLANTS & EQUIPMENT

1. JOB #: (100086000777 - \$100,000)

TOTAL COST: \$100,000

LOCATION: Various District Locations

PURPOSE: Camera System Upgrades

DESCRIPTION: This capital expenditure request covers the procurement and installation of security cameras at various District facilities, focusing first on addressing blind spots created by new buildings and equipment at the LNG Plant and refresh the camera infrastructure at the Walnut Hill Reservoir, to maintain essential surveillance capabilities. Any remaining funds will be allocated toward adding or upgrading cameras in other areas based on an assessment of security needs. Potential locations include stairwells at the Operations Center, data rooms, and other facilities to improve camera coverage to enhance staff safety, protects critical infrastructure, and strengthens our overall security posture.

2. JOB #: (100089000982 - \$100,000)

TOTAL COST: \$100,000

LOCATION: Various District Locations

PURPOSE: Card Access Upgrades

DESCRIPTION:

This capital expenditure request covers the procurement and installation of card access systems at multiple District facilities. The primary focus is the LNG Plant, where both older and recently constructed buildings require electronic access controls. By implementing these systems, the LNG Plant will benefit from improved key control (limiting the distribution of physical keys), enhanced reporting and auditing capabilities, and tighter access parameters for sensitive areas.

3. JOB #: WP2065 (100083001194 - \$90,000)

TOTAL COST: \$90,000

LOCATION: Edna Pump Station

PURPOSE: Replace transformer

DESCRIPTION: Edna is a pump station with three 10 MGD pumps. However, the existing transformer only allows for one pump to be operated. This work will replace the existing

transformer with a larger transformer allowing for all three pumps to be operated at one time. This triples the capacity of the pump station at very little cost when compared to building new facilities. This improves the flexibility and reliability of the overall distribution system. OPPD is providing the new transformer.

4. JOB #: WP2191 (100097000075 - \$270,000)

TOTAL COST: \$270,000

LOCATION: Various Pump Stations

PURPOSE: Optimization Plan for Midtown Pump Stations

DESCRIPTION: The purpose of this project is to develop an Improvement Plan for the following four Zone 2 pumping stations:

- Bedford Ave. Pump Station
- Poppleton Ave. Pump Station
- Turner Blvd. Pump Station
- Walnut Hill Pump Station

The project will assess existing facility conditions and identify, evaluate, and recommend facility upgrades and repairs. It will also investigate the potential for consolidating the pump stations - abandoning one pump station and increasing pumping capacity at another. The study will estimate the future improvement cost and recommend a phasing plan to incorporate the improvements. This will be useful in the development of the District's near-term and long-term Capital budget.

These four pump stations are located relatively close to each other physically and are also closely connected hydraulically; the operation of one station greatly influences that of another. Evaluating how to eliminate one station and add pumping capacity to another will require a deep understanding of how we operate the water system, our transmission network, and how growth across the system could impact these facilities. Experience with our system model and the Aquanuity Software it runs on will also be needed. HDR is uniquely positioned to provide all this because of its past master planning and model development work for the District. We are requesting approval to sole-source this work to HDR.

This project was not included in the 2025 budget but was listed as a 2026 expenditure. A funding offset has been identified in Pay Group 41's (Florence) operating budget. The "Collector Well Study" budgeted for \$300,000 may be delayed until 2026.

Approving this C&A authorizes the President to enter into an agreement with HDR for the professional engineering services described above.

5. JOB #: (100083001200 - \$111,900)

TOTAL COST: \$111,900

LOCATION: Various Water Facilities

PURPOSE: Professional Architectural and Engineering Roof Design & Inspection Services

DESCRIPTION: In 2024, Facilities Management initiated a request for qualifications and proposals process to provide professional architectural and engineering roof design and inspection services for multiple roofs at District water facilities over a multiyear period. The intent of this process is to complete design work for selected roofs during the year to bid in

fall or early winter for construction during the following year. Recent experience has demonstrated this process allows for contractors to schedule work efficiently and provide bids favorable to budgeted costs.

On June 5, 2024, the Board of Directors approved a C&A for the selection of Schemmer to provide roof design services for the following roofs at the Platte South Water Treatment Facility: Engine (High Service) Building; Connecting Gallery; Unloading Bay; and North and South Upflow Basins. Design work for the first three roofs was completed in 2024, with bids for the roof replacements pending approval at the February 5, 2025, meeting of the Board of Directors. Design services for the North and South Upflow basins were deferred to 2025 to assist with budgeting and construction phasing for multiple roof projects at Platte South over the next three years.

Facilities Management is seeking approval to procure additional Professional Architectural and Engineering Roof Design and Inspection Services from Schemmer for 2025. The scope of work included in this C&A consists of the construction administration and inspection services for the Platte South Engine Building, Connecting Gallery, and Unloading Bay in 2025. Design services are also included for the following projects to be designed in 2025 and bid later this year for 2026 construction: roof replacements for the Poppleton Pump Station and Platte South Upflow Basins; and the concrete roof repair and coating work for the Platte South CT and EQ Basins. Additional C&A's will be requested for Schemmer design and construction inspection services on an annual basis through planned project budgeted completion in 2027.

6. JOB #: WP2188 (100085000690 - \$850,000)

TOTAL COST: \$850,000

LOCATION: 78th and Harrison Pump Station

PURPOSE: Replace #2 Engine

DESCRIPTION: This request is to replace the engine driving the #2 pump at the 78th & Harrison pump station. The 475 HP natural gas fired engine drives a 14 MGD water pump serving zone 2. The pump is crucial to the water transmission and distribution system due to its location and ability to operate during power interruptions. This engine is being replaced due to age related mechanical issues and limited parts availability.

This engine is a 1969 model and was last rebuilt in 2003.

Due to a 12-14 month lead time, the installation phase of this project will occur in early 2026.

The total estimated cost exceeds the amount budgeted for 2025 although the actual 2025 expenditure will be less than budgeted. This is due to the installation phase of work taking place in 2026. The 2026 budget line for this project will be updated accordingly.

7. JOB #: (100089000979 - \$500,000)

TOTAL COST: \$500,000

LOCATION: Various

PURPOSE: Purchase and install Mueller DX leak loggers

DESCRIPTION: The original and supplemental C&A's in the amount of \$1,795,000 in 2024 authorized the purchase and installation of 1250 leak loggers. The requested amount in this

C&A is the continuation of a multi-year process of covering up to 700 miles of pipe with a higher probability of leaking.

The newer generation leak loggers have sensitive microphones coupled with modern communication which allow for deployment throughout the water system - an arrangement commonly referred to as the "internet-of-things." The devices report to a web portal which can be analyzed by the user. What makes these devices transformative is their ability to find leaks that are non-surfacing with minimal labor. Finding a break prior to surfacing allows us to manage the repair differently. The repair and operating crews can plan for an optimal time to fix the leak. This enhances employee safety, reduces cost, reduces customer disruption, and reduces damage to surrounding property. We also save treated water loss. To date we have found 118 leaks. With conservative estimates we have saved 60 to 70 million gallons of water.

8. JOB #: (100033000022 - \$173,000) & (100033000023 - \$265,800) & (100033000024 - \$195,000)

TOTAL COST: \$633,800

LOCATION: Platte South Water Production Facility

PURPOSE: Roof replacement for Engine Building, Connecting Gallery, and Unloading Bay

DESCRIPTION: Facilities Management is seeking approval to perform roof replacements at the Platte South Water Treatment Facility for the Engine Building, Connecting Gallery, and Unloading Bay. All roof warranties expire this year and are currently in poor condition, requiring replacement. Work will include the removal and replacement of electrical, security, and lightning protection equipment to successfully remove and replace the roofs.

9. JOB #: (100086000776 - \$170,000)

TOTAL COST: \$170,000

LOCATION: Platte West Water Production Facility and Florence Water Production Facility

PURPOSE: Upgrade Audio Visual Equipment

DESCRIPTION: The purpose of this C&A is to fund the upgrade of Audio Visual equipment to provide ease of use and consistency across the district for presentations, video meetings, and communications. This year's AV C&A is planned to be used for the PW small and large conference rooms, as well as the Florence Minne Lusa conference room.

10. JOB #: (100086000775 - \$270,000)

TOTAL COST: \$270,000

LOCATION: Platte South Water Production Facility and Construction Center, and Various Pumpstations

PURPOSE: Upgrade Network Equipment

DESCRIPTION: Each year, the ITS Network team replaces a portion of network and telecommunications equipment to ensure the district's infrastructure remains up-to-date, reliable, and well-maintained. This year's lifecycle replacement will focus on upgrading key equipment, including switches at Platte South, SD-WAN devices at remote pump stations, and network devices at the Construction Center. These targeted replacements are essential for maintaining optimal network performance, enhancing connectivity, and supporting the district's ongoing operations and growth.

11. JOB #: (100031000030 - \$225,000)

TOTAL COST: \$225,000

LOCATION: Florence Water Production Facility

PURPOSE: Chlorine Building Upgrade

DESCRIPTION: The chlorine building at the Florence plant was constructed in the early 2000s. Much of the equipment in the building has shown its age and needs replacement. This includes replacement of evaporators, injectors, chlorinator, lighting improvements, building door improvements and other various equipment. A variety of vendors will be used to purchase this equipment and majority of the labor will be done internally.

SYSTEM IMPROVEMENTS

1. JOB #: R2284 (100054001149 - \$140,000) & (100068001132 - \$14,400)

PROJECT COST: \$154,400

LOCATION: 168th Street north of Military Avenue

PURPOSE: Remove and replace 6” coated steel gas main

DESCRIPTION: This work is required to eliminate conflicts with proposed grading, paving, and storm sewers being done for the 168th Street roadway improvement project on the County’s Project C-28(640). The existing 125# steel gas main was installed within an easement making this relocation fully reimbursable. This project is anticipated to begin Spring 2025 and will be constructed by a District crew.

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

January 24, 2025

Subject: ACCEPTANCE OF CONTRACTS AND PAYMENT OF FINAL ESTIMATES

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

From: Trevor Tonniges, Director, Plant Engineering

The following item will be on the February 5, 2025, Committee Meeting for consideration and the Board Meeting Agenda for approval. Work has been satisfactorily completed on the following contract and final payment is recommended:

Contract	Contract Approval Date	Amounts	
		*Unit Price Bid	Actual
a. INSTALL WATER MAINS IN COVENTRY WOOD LOTS 1-174 LOTS 1-236, NE OF 216 TH ST. & HARRISON ST.; CEDAR CONSTRUCTION INC.; WP2067 (100055001455)	4/3/2024	\$869,931.00	\$911,345.00

Comments: There was an increase of \$41,414.00 (+4.8%) for this project, due primarily to an increase in the quantity of 6" water main and augering 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.

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

Signed by:

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Trevor Tonniges
 Director, Plant Engineering

Approved:

DocuSigned by:

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Masa Niiya
 Vice President
 Engineering

DocuSigned by:

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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

January 22, 2025

SUBJECT: AMENDMENT NO. 1 – OWNER’S REPRESENTATION AND PROGRAM MANAGEMENT SERVICES FOR A CONSTRUCTION MANAGER AT RISK PROCESS FOR THE RENOVATION OF CONSTRUCTION CENTER I AND TO BUILD CONSTRUCTION CENTER 2; PROJECT CONTROL; 100084001309, 100084001310

TO: Construction & Operations Committee
Cc: All Board Members; President Doyle; Senior Vice Presidents Ausdemore, Lobsinger, Mendenhall, Minor, Myers, and all Vice Presidents

FROM: John Velehradsky, Director, Facilities Management

On May 25, 2022, the District entered into an agreement with Project Control for Owner’s Representation and program management services for a Construction Manager at Risk process for the renovation of Construction Center I (“CC1”) and to build Construction Center II (“CC2”). The original agreement price was \$920,000.00. Amendment No. 1 represents an increase of \$270,000.00 and consists of two items.

Item No. 1 represents an additional cost of \$105,000.00 for CC1 Owner’s Representation and program management services due to an increase in the estimated construction cost for the project and an extension of the estimated timeline to complete renovation work.

Item No. 2 represents an additional cost of \$165,000.00 for CC2 Owner’s Representation and program management services due to an increase in the planned size of the facility, estimated construction cost, and timeline to complete construction.

The proposed cost increases submitted for approval were anticipated and included in the supplemental C&A approved by the Board of Directors for CC1 and CC2 on June 7, 2023. Overall project costs continue to operate within the \$80.4 million budget approved for both projects. Your approval is requested.

DocuSigned by:
John E. Velehradsky
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John Velehradsky
Director, Plant Engineering

Approved:

DocuSigned by:
Jon Zellars
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Jon Zellars
Vice President,
Procurement & Enterprise Services

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

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

DocuSigned by:
Mark Doyle
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Mark Doyle,
President



METROPOLITAN UTILITIES DISTRICT
Inter-Department Communication

January 24, 2025

Subject: BIDS ON MATERIALS AND CONTRACTS DURING THE MONTH OF JANUARY

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

From: Sherri A Lightfoot, Director, Procurement

The following items will be on the February 5, 2025 Committee Agenda for consideration and the February 5, 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 Cornhusker Creek Lots 1-114 12" Pioneer Main, NW of S. 36 th St & Cornhusker Rd. 100055001482 100057000553 WP2144 Engineering Estimate: \$967,732.00	35/8	Cedar Const.	\$870,703.00
		<i>Judd Bros Const.</i>	937,490.00
		L.G. Roloff Const.	954,475.00
		Kersten Const.	987,825.00
		<i>Valley Corp.</i>	1,065,630.42
		<i>Pat Thomas Const.</i>	1,079,792.00
		<i>Neuvirth Const.</i>	1,259,696.00
		<i>Christopherson Plbg.</i>	1,832,393.00

(A C&A in the amount of \$1,019,952.00 will be presented to the Board on February 5, 2025 for approval.)

OTHER

<u>Item</u>	<u>Bids Sent / Rec'd</u>	<u>Bidders</u>	<u>Bid Amount</u>
Security Improvements at the Platte South Water Production Facility 100033000009 WP 2060	2/2	Paladin Tech.	\$79,344.34
		Prime Secured	81,504.50

(C&A for 100033000009 approved January 3, 2024 in the amount of \$6,405,000.00.)

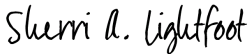
36 th and Edna Transformer Upgrade 100083001194 WP2065 Engineering Estimate: \$115,000.00 (A C&A in the amount of \$90,000.00 will be presented to the Board on February 5,2025 for approval.)	8/1	Commonwealth	\$60,104.00
Replace #2 Engine at 78 th and Harrison Pump Station 100085000690 WP2188 Engineering Estimate: \$710,000.00 *2 nd Low Bid Recommended (A C&A in the amount of \$850,000.00 will be presented to the Board on February 5,2025 for approval.)	3/2	NMC Power Systems <i>Waukesha-Pearce Ind.</i>	\$680,987.00* 674,266.00
Eighteen (18) Half Ton Extended Cab 4x4 Pickups 100088000851 *State of Nebraska Bid, Contract #16076 OC (C&A for Annual Construction Machines, Equipment, Vehicles and Upfitting approved January 8, 2025 in the amount of \$19,508,393.00.)	1/1	Anderson Ford	\$818,766.00*
Fifteen (15) Ford Transit Vans 100088000850 *State of Nebraska Bid, Contract #16076 OC (C&A for Annual Construction Machines, Equipment, Vehicles and Upfitting approved January 8, 2025 in the amount of \$19,508,393.00.)	1/1	Anderson Ford	\$771,975.00*

ANNUALS

<u>Item</u>	<u>Bids Sent / Rec'd</u>	<u>Bidders</u>	<u>Bid Amount</u>
Resilient Seated Gate Valves (April 1, 2025 - March 31, 2026) *Extension #1	1/1	Core and Main	\$505,068.64*
Corporation Ball Valves (April 1, 2025 - March 31, 2026) *Extension #1	1/1	American UGD	\$485,742.00*

Large Wedge Resilient Seated Gate Valves (April 1, 2025 - March 31, 2026) *Extension #1	1/1	American UGD	\$140,770.41*
Water Meters - 1" Size (450 Units) (January 1, 2025 to December 31, 2025) *Extension #1	1/1	Master Meter	\$72,846.00*
Trash Removal and Recycling Services at various District Facilities (July 1, 2025 to June 30, 2026) *Extension #1	1/1	Waste Connections	\$65,952.00*

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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

January 28, 2025

Subject: MAIN EXTENSIONS

To: Services and Extensions Committee
cc: All Board Members: President Doyle; Senior Vice Presidents Ausdemore, Lobsiger, Mendenhall, Minor, Myers, and all Vice Presidents

From: Masa Niiya, Vice President, Engineering

The following main extension will be on the February 5, 2025, Committee Agenda for consideration and the Board Agenda for approval:

1. JOB #: WP2144 (100055001482 - \$789,571) & (100057000553 - \$230,381)
PROJECT COST: \$1,019,952
DISTRICT COST: \$0

LOCATION: Northwest of South 36th Street and Cornhusker Road

DISTRICT SUBDIVISION: Sidzyik

PURPOSE: Install water mains for Cornhusker Creek Subdivision

DESCRIPTION: Work to be done will provide domestic water service and fire protection to 111 single family residential lots, 1 multi-family residential lot, 1 mixed use (commercial/multi-family lot) and 5 outlots in Cornhusker Creek subdivision.

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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 23, 2025

Subject: Wage and/or Salary Increases and Ratifications, February 2025 Board Meeting

To: Personnel Committee

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

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.

Employee:	Kyle Baughman
Current position (department):	Material Handler II (Stores)
New position (department):	Crew Leader – Material Handling (Stores)
Current rate; step/grade:	\$42.14; Step 4
Proposed rate; step/grade:	\$44.78; Step 4
Percent of increase:	6.26%
District hire date:	February 18, 2014

Employee:	Nicholas Buhr
Current position (department):	Customer Service Technician – Fitter (Field Services)
New position (department):	Senior Customer Service Technician (Field Services)
Current rate; step/grade:	\$47.31; Step 4
Proposed rate; step/grade:	\$49.13; Step 4
Percent of increase:	3.85%
District hire date:	July 8, 2013

Employee:	Aaron Halagarda
Current position (department):	Pipe Layer (Construction)
New position (department):	Machine Operator I (Construction)
Current rate; step/grade:	\$36.04; Step 3
Proposed rate; step/grade:	\$38.30; Step 3
Percent of increase:	6.27%
District hire date:	August 30, 2021

Wage and/or Salary Increases and Ratifications

February 2025

Page 2

Employee: Reid Hansen
Current position (department): Pipe Layer (Construction)
New position (department): Machine Operator I (Construction)
Current rate; step/grade: \$34.15; Step 2
Proposed rate; step/grade: \$36.29; Step 2
Percent of increase: 6.27%
District hire date: November 7, 2022

Employee: Gordon Hunt
Current position (department): Water Maintenance Worker (Water Distribution) – Retro Active to November 2024
New position (department): General Maintenance Mechanic (Water Distribution)
Current rate; step/grade: \$33.81; Step 2
Proposed rate; step/grade: \$36.35; Step 2
Percent of increase: 7.51%
District hire date: October 3, 2022

Employee: Joel Kincaid
Current position (department): Meter Mechanic (Meter Services)
New position (department): Investigator (Meter Services)
Current rate; step/grade: \$35.26; Step 2
Proposed rate; step/grade: \$37.08; Step 1
Percent of increase: 5.16%
District hire date: August 30, 2021

Employee: Ryan Kostszewa
Current position (department): Pipe Layer (Construction) – Retro Active to January 2025
New position (department): Machine Operator I (Construction)
Current rate; step/grade: \$34.15; Step 2
Proposed rate; step/grade: \$36.29; Step 2
Percent of increase: 6.27%
District hire date: December 19, 2022

Employee: Yanira Lopez
Current position (department): Customer Service Clerk II (Customer Services)
New position (department): Customer Account Clerk IV (Customer Services)
Current rate; step/grade: \$33.99; Step 4
Proposed rate; step/grade: \$35.60; Step 4
Percent of increase: 4.74%
District hire date: October 30, 2006

Employee: **LaSherrie Palmer**
Current position (department): Customer Service Clerk III (Customer Services)
New position (department): Customer Service Clerk IV (Customer Services)
Current rate; step/grade: \$35.61; Step 4
Proposed rate; step/grade: \$38.44; Step 1
Percent of increase: 7.95%
District hire date: May 6, 2002

Employee: **Kyle Palmesano**
Current position (department): Customer Service Technician (Field Services)
New position (department): Customer Service Technician – Fitter (Field Services)
Current rate; step/grade: \$38.67; Step 1
Proposed rate; step/grade: \$42.58; Step 2
Percent of increase: 10.11%
District hire date: March 30, 2020

Employee: **Eliseo Perea**
Current position (department): Customer Service Technician (Field Services)
New position (department): Customer Service Technician – Fitter (Field Services)
Current rate; step/grade: \$40.94; Step 2
Proposed rate; step/grade: \$44.94; Step 3
Percent of increase: 9.77%
District hire date: September 9, 2019

Employee: **Edward Polzin**
Current position (department): Pipe Layer (Construction) – Retro Active to January 2025
New position (department): Machine Operator I (Construction)
Current rate; step/grade: \$34.15; Step 2
Proposed rate; step/grade: \$36.29; Step 2
Percent of increase: 6.27%
District hire date: December 19, 2022

Employee: **Jonathan Randall**
Current position (department): Gas Maintenance Worker (Gas Distribution)
New position (department): Crew Leader – Gas Distribution (Gas Distribution)
Current rate; step/grade: \$43.40; Step 4
Proposed rate; step/grade: \$46.06; Step 3
Percent of increase: 6.13%
District hire date: June 4, 2018

Wage and/or Salary Increases and Ratifications

February 2025

Page 4

Employee: Terrance Stephens
Current position (department): Pipe Layer (Construction)
New position (department): Machine Operator I (Construction)
Current rate; step/grade: \$34.15; Step 2
Proposed rate; step/grade: \$36.29; Step 2
Percent of increase: 6.27%
District hire date: October 10, 2022

Employee: Nikolas Wiggins
Current position (department): Water Maintenance Worker (Water Distribution)
New position (department): Valve Maintenance Mechanic (Water Distribution)
Current rate; step/grade: \$33.81; Step 2
Proposed rate; step/grade: \$35.92; Step 1
Percent of increase: 6.24%
District hire date: September 20, 2021

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.

Employee: Matthew Armetta
Current position (department): Pipe Layer Trainee (Construction)
New position (department): Pipe Layer (Construction) – Retro Active to January 2025
Current rate; step/grade: \$31.78; Step 4
Proposed rate; step/grade: \$34.15; Step 2
Percent of increase: 7.46%
District hire date: December 19, 2022

Wage and/or Salary Increases and Ratifications

February 2025

Page 5

Employee: **Salvador Baeza Villa**
Current position (department): Pipe Layer Trainee (Construction)
New position (department): Pipe Layer (Construction) – Retro Active to January 2025
Current rate; step/grade: \$31.78; Step 4
Proposed rate; step/grade: \$34.15; Step 2
Percent of increase: 7.46%
District hire date: December 19, 2022

Employee: **Greg Clifton**
Current position (department): Water Maintenance Trainee (Water Distribution)
New position (department): Water Maintenance Worker (Water Distribution) – Retro Active to November 2024
Current rate; step/grade: \$31.93; Step 4
Proposed rate; step/grade: \$33.81; Step 2
Percent of increase: 5.89%
District hire date: October 3, 2022

Employee: **Dillon Kilawee**
Current position (department): Pipe Layer Trainee (Construction)
New position (department): Pipe Layer (Construction) – Retro Active to January 2025
Current rate; step/grade: \$31.78; Step 4
Proposed rate; step/grade: \$34.15; Step 2
Percent of increase: 7.46%
District hire date: December 12, 2022

Employee: **Gage Koziel**
Current position (department): Water Maintenance Trainee (Water Distribution)
New position (department): Water Maintenance Worker (Water Distribution) – Retro Active to November 2024
Current rate; step/grade: \$31.93; Step 4
Proposed rate; step/grade: \$33.81; Step 2
Percent of increase: 5.89%
District hire date: October 10, 2022

Employee: **Theodosious Livingston**
Current position (department): Pipe Layer Trainee (Construction)
New position (department): Pipe Layer (Construction)
Current rate; step/grade: \$31.78; Step 4
Proposed rate; step/grade: \$34.15; Step 2
Percent of increase: 7.46%
District hire date: January 30, 2023

Wage and/or Salary Increases and Ratifications

February 2025

Page 6

Employee: **Joseph Negrete**
Current position (department): Water Maintenance Trainee (Water Distribution)
New position (department): Water Maintenance Worker (Water Distribution) – Retro Active to November 2024
Current rate; step/grade: \$31.93; Step 4
Proposed rate; step/grade: \$33.81; Step 2
Percent of increase: 5.89%
District hire date: October 3, 2022

Employee: **Tyler Porter**
Current position (department): Pipe Layer Trainee (Construction)
New position (department): Pipe Layer (Construction)
Current rate; step/grade: \$31.78; Step 4
Proposed rate; step/grade: \$34.15; Step 2
Percent of increase: 7.46%
District hire date: January 30, 2023

Employee: **Tanner Ridpath**
Current position (department): Water Maintenance Trainee (Water Distribution)
New position (department): Water Maintenance Worker (Water Distribution) – Retro Active to November 2024
Current rate; step/grade: \$31.93; Step 4
Proposed rate; step/grade: \$33.81; Step 2
Percent of increase: 5.89%
District hire date: October 3, 2022

Employee: **Wesley Schmit**
Current position (department): Pipe Layer Trainee (Construction)
New position (department): Pipe Layer (Construction) – Retro Active to January 2025
Current rate; step/grade: \$31.78; Step 4
Proposed rate; step/grade: \$34.15; Step 2
Percent of increase: 7.46%
District hire date: December 12, 2022

Employee: **Chris Talmon**
Current position (department): Water Maintenance Trainee (Water Distribution)
New position (department): Water Maintenance Worker (Water Distribution) – Retro Active to August 2024
Current rate; step/grade: \$31.93; Step 4
Proposed rate; step/grade: \$33.81; Step 2
Percent of increase: 5.89%
District hire date: June 27, 2022

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

The following employees are selected for promotion into SPA positions. It is recommended the President be authorized to increase the salary of these employees. These SPA jobs 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: Kathryn Brousseau
Current position (department): Customer Service Clerk II (Customer Services)
New position (department): Training and Quality Assurance Specialist (Customer Services)
Current rate; step/grade: \$33.99; Step 4
Proposed rate; step/grade: \$81,973; SPA – 03
Percent of increase: 15.95%
District hire date: May 10, 2021

Employee: Jeffery Dotson
Current position (department): Collection Service Representative (Meter Services)
New position (department): Customer Engagement Specialist (Business Development)
Current rate; step/grade: \$40.77; Step 4
Proposed rate; step/grade: \$89,042; SPA – 02
Percent of increase: 5.00%
District hire date: June 16, 2014

Employee: Michael Hadraba
Current position (department): Gas Service Scheduler (Construction)
New position (department): Field Engineer I (Construction)
Current rate; step/grade: \$41.26; Step 4
Proposed rate; step/grade: \$87,715; SPA – 01
Percent of increase: 2.21%
District hire date: February 11, 2008

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: Sean Alumbaugh
Current position (department): Engineer I (Plant Engineering)
Current rate; step/grade: \$79,000; SPA – 02
District hire date: January 6, 2025

Wage and/or Salary Increases and Ratifications

February 2025

Page 8

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Bonnie Savine

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Bonnie Savine

Vice President, Human Resources

APPROVED:

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Mark Mendenhall

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Mark A. Mendenhall

Senior Vice President, General Counsel

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Mark Doyle

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Mark E. Doyle

President



METROPOLITAN UTILITIES DISTRICT

Inter-Department Communication

January 22, 2025

Subject: SPA SALARY SCALE ADJUSTMENT – ANNUAL GENERAL INCREASE

To: Personnel Committee, Jim Begley, Dave Friend and Robert Sidzyik
cc: Board Members Cavanaugh, Cook, Howard, and McGowan.
 President Doyle, and Sr. Vice Presidents Ausdemore, Lobsiger,
 Mendenhall, Minor and Myers

From: Bonnie Savine, Vice President, Human Resources

As a matter of policy, the salary scales for Supervisory, Professional, and Administrative (SPA) employees are reviewed by the District’s management on an annual basis. This review has been completed for 2025. Below is a summary and recommendation for an adjustment to the SPA salary scales. If the recommendation is approved by the Board, the adjustment to the SPA salary scales will be effective on March 1, 2025.

The 2025 recommendation continues to reflect management’s commitment to organizational excellence and fiscal responsibility. As in past years, the District considers various factors when preparing a general increase recommendation some of which are internal equity, compensation survey data, and the approved District budget. The information in this memo supports management’s recommendation for a 3.25% adjustment to all SPA salary scales resulting in a general increase of up to 3.25%.

Employee recruitment & retention and financial stability continue to contribute to the District’s long-term success. The District continues to maintain an adequate financial position. Our employees continue to perform with a focus on safety, customer service and operational efficiency. This supports the District’s mission of delivering significant value to our customers. In contributing to the overall financial stability of the company an adjustment of 3.25% to the salary scales is budgeted and supported by management.

Compensation Survey Data

Each year, the District reviews salary data made available by outside consulting services and professional organizations. The data is consistent with what has been published in recent years. As part of this year’s survey the District collected the following increase data:

World at Work 2024-2025 Salary Budget Survey: Projected 2025 salary increase	3.80%
Mercer’s 2024/2025 U.S. Compensation Planning Survey: Projected 2025 budgeted salary increase	3.60%
Korn Ferry (Hay Group) 2025 Salary: Planned average salary growth U.S.	3.50%
Willis Towers Watson/AGA Projected 2025 salary increase	3.90%
American Water Works Association (AWWA) Projected 2025 salary increase	3.83%
Human Resource Association of the Midlands (HRAM): Anticipated overall increase to the salary range for 2025 (Biennial Survey, Utilized 2024 HRAM Survey results)	3.07%
Society of Human Resources Management (SHRM) Salary Increase Projections 2025	3.50%
Published Survey Data Average	3.60%

SPA Salary Scale Adjustment – General Increase
January 22, 2025

Recommendation

Salary Scale Adjustment

- Increase the SPA salary scale minimums and maximums values by 3.25% effective March 1, 2025.
 - This would be applicable to both the Supervisory and Non-Supervisory SPA Salary Scales
- Grant a general increase of up to 3.25% effective March 1, 2025, to SPA employees in accordance with the 2025 SPA Compensation Guidelines.
 - See the full 2025 SPA Compensation Guidelines for more details.

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Bonnie Savine
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Bonnie Savine
Vice President, Human Resources

APPROVED:

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Mark Mendenhall
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Mark A. Mendenhall
Sr. Vice President, General Counsel

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Mark Doyle
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Mark E. Doyle
President

Attachments:

2025 SPA Compensation Guidelines
2025 SPA Salary Scale

SPA Compensation Guidelines for 2025

(Appraisal Year 2024)

General Increases

All SPA employees will be eligible for the approved General Increase. The increase will be effective on the same date as a Board of Director's approved revision to the SPA salary structure. Employees may receive up to the same percentage increase as the structure increase for their assigned salary grade. For 2025, the effective date is March 1, 2025. This policy will be reviewed and updated for each calendar year in January of each succeeding year. General Increases for SPA employees are subject to the following:

The prior year's SPA appraisals will be reviewed, and SPA General Increases will be awarded, based on the aggregate appraisal score of each SPA employee, according to the 1 through 5 rating system.

- An employee with an appraisal score for the prior calendar year of 3.00 to 5.00 will receive 100% of the Board approved General Increase.
- An appraisal score of 2.50 to 2.99 shall result in adjustment to 75% of the Board approved General Increase.
- An appraisal score of 2.00 to 2.49 shall result in adjustment to 50% of the Board approved General Increase.
- An appraisal score of 1.99 or lower will result in the employee not being eligible for the Board approved General Increase.

Progression Increases

Note: All progression increases are subject to the *proration schedule, if applicable, during the first year of hire, transfer, or promotion. (See the attached *Proration Schedule chart.) All prorated progression increases shall be calculated effective on the first of the month following the employee's anniversary date or job change date.

Progression Increases of up to 5% can be granted annually to SPA employees who have not yet attained the maximum of their salary grade. This includes employees who are promoted or transferred, or who are new hires still eligible to obtain Progression increases--- until the maximum salary for their grade has been reached. The progression increase will be determined by scores achieved on the prior year's annual appraisal. Progression Increases are granted effective March 1st of each year (subject to the proration schedule).

The Progression Increases are determined by the following:

- An appraisal score of 3.00 or higher shall result in 100% of the 5% Progression Increase or applicable prorated progression percentage.
- An appraisal score of 2.50 to 2.99 shall result in 75% of the maximum Progression Increase (75% X 5% = 3.75%).
- An appraisal score of 2.00 to 2.49 shall result in 50% of the maximum Progression Increase (50% X 5% = 2.50%).
- An appraisal score of 1.99 or lower shall result in the employee not being eligible for a Progression Increase for the year.

Timely Appraisal Completion Requirements

All OAC and SPA appraisals must be completed timely by supervisors.

The 2024 SPA Appraisal Timeline is as follows:

- SPA Appraisal/Self-Assessments Launch on December 2nd
- Employee Self-Assessments Due on December 21st
- 1st Level Manager Assessments Due on January 11th
- 2nd Level Manager Approval Due January 25th
- 3rd Level Manager Approval Due February 8th
- Manager Feedback and 1:1 Meetings Due by Feb. 28th

It is expected that all SPA appraisals will be completed for the 2024 calendar year, and going forward, in compliance with the policy.

***Proration Schedule** (effective March 1, 2015)

(Based on first of the month following Hire, Promotion or Transfer)

•	March	12/12 =	1.0000 x 5%	= 5.00%
•	April	11/12 =	.9167 x 5%	= 4.58%
•	May	10/12 =	.8333 x 5%	= 4.17%
•	June	9/12 =	.7500 x 5%	= 3.75%
•	July	8/12 =	.6667 x 5%	= 3.33%
•	August	7/12 =	.5833 x 5%	= 2.92%
•	September	6/12 =	.5000 x 5%	= 2.50%
•	October	5/12 =	.4167 x 5%	= 2.08%
•	November	4/12 =	.3333 x 5%	= 1.67%
•	December	3/12 =	.2500 x 5%	= 1.25%
•	January	2/12 =	.1667 x 5%	= .83%
•	February	1/12 =	.0833 x 5%	= .42%

Note: Prorated progression increases, per the above guidelines and proration schedule became effective March 1, 2015. These guidelines replaced previous compensation policy for progression increases.

METROPOLITAN UTILITIES DISTRICT

2025 SPA Salary Scale Non-Supervisory			2025 SPA Salary Scale Supervisory		
3.25% Increase Effective March 1, 2025			3.25% Increase Effective March 1, 2025		
Grades	2025 Minimum	2025 Maximum	Grades	2025 Minimum	2025 Maximum
			SPA - 13S	\$228,988	\$343,483
			SPA - 12S	\$199,122	\$298,681
			SPA - 11S	\$173,147	\$259,721
			SPA - 10S	\$150,564	\$225,846
			SPA - 9S	\$136,877	\$205,314
SPA - 8	\$124,135	\$158,667	SPA - 8S	\$124,432	\$186,649
SPA - 7	\$115,088	\$146,507	SPA - 7S	\$115,102	\$172,653
SPA - 6	\$106,715	\$135,290	SPA - 6S	\$112,120	\$156,969
SPA - 5	\$98,753	\$124,693	SPA - 5S	\$102,863	\$144,009
SPA - 4	\$91,481	\$115,040	SPA - 4S	\$94,369	\$132,118
SPA - 3	\$84,637	\$105,992	SPA - 3S	\$86,578	\$121,208
SPA - 2	\$78,499	\$97,892			
SPA - 1	\$72,918	\$90,566			

METROPOLITAN UTILITIES DISTRICT*Inter-Department Communication*

January 30, 2025

Subject: FIRST LEGISLATIVE REPORT – 2025 SESSION

To: Judicial and Legislative Committee

cc: All Board Members; President Doyle; Senior Vice Presidents
Ausdemore, Lobsiger, Mendenhall, Minor, Myers; all Vice Presidents

From: Rick Kubat, Government Relations Attorney

The Legislature started the 90-day long session on January 8, 2025, and is tentatively scheduled to adjourn on June 9, 2025. Senator Arch was again selected as speaker of the Legislature, elections for committee chairs have occurred, and senators have been assigned to their respective committees. Senators introduced 715 legislative bills. This is the first session of the 109th Legislature, so there are no carry-over bills from the previous session. In addition to the list of bills provided below, there are numerous other legislative proposals that will continue to be monitored on behalf of the District.

INTRODUCED LEGISLATION IN THE 2025 SESSION

LB 36 (Brandt) – Creates the Wellhead Protection Act. The bill provides that any county, city, or village with zoning, land-use, planning, or permit-granting authority over any wellhead protection area shall notify the controlling entity of such wellhead protection area of any proposed land-use or zoning regulation or building permit within such wellhead protection area. Additionally, counties, cities, or villages shall take into consideration the ability of a controlling entity to provide the public with an adequate supply of potable water when making any determinations regarding the authorization of a proposed land-use or zoning regulation or building permit within a wellhead protection area.

Mgmt. Rec: Support
Status: Natural Resources Committee Hearing January 29, 2025

LB 117 (Holdcroft) – Creates a sales tax exemption for the sale and use of *residential* electricity, natural gas, propane and sewer.

Mgmt. Rec: Support
Status: Revenue Committee Hearing January 31, 2025

LB 147 (Hansen) – Public and private water entities which provide water for human consumption may add fluoride. Entities that chose to fluoridate must do so in an amount and manner as determined by the Nebraska Department of Health and Human Services.

Mgmt. Rec: Neutral
Status: Referred to Health and Human Services Committee

LB 264 (Arch on behalf of Governor) – Fiscal adjustments to Nebraska’s biennium budget. The District’s opposition to LB 264 is specific to section 58, where any remaining balance to the Lead Service Line Cash Fund is transferred to the General Fund on or after July 1, 2025.

Mgmt. Rec: Oppose
Status: Referred to the Appropriation Committee

LB 317 (Brandt) – A 446-page bill that merges the Department of Environment and Energy (NDEE) and the Nebraska Department of Natural Resources (DNR) to become the Department of Water, Energy, and Environment (DWEE), effective July 1, 2025. The merged Department shall exercise the powers and perform such duties that were assigned to both NDEE and DNR prior to the merger. The NDEE Director will be renamed the Director of Water, Energy, and Environment and shall be appointed by the Governor. The DNR Director would be renamed the Chief Water Officer and would retain the authorities previously prescribed for the administration of the duties of DNR. The Chief Water Officer shall have at least five years’ experience in a position of responsibility in irrigation work, shall be appointed by the Governor, and shall report directly to the Director of Water, Energy, and Environment. The bill would remove the requirement for the Chief Water Officer to be a licensed Professional Engineer.

Mgmt. Rec: Neutral
Status: Referred to the Natural Resources Committee

LB 344 (Brandt) – Changes provisions relating to ground water allocations. The bill proposes to update language that is set to expire on January 1, 2026, regarding allocations and limits placed on commercial or industrial municipal water use in fully and over appropriated areas. The Papio-Missouri water basin, in which the District operates, is neither fully nor over appropriated. Under the bill, after January 1, 2026, in fully or over appropriated areas, any new or expanded commercial or industrial user served by a municipal water source that commences water use at a rate in excess of 25 million gallons annually, expands water use to a rate in excess of 25 million gallons annually, or at any time exceeds water use of 25 million gallons annually shall be subject to the controls of an integrated management plan, rule, or order and provide a mitigation report to the natural resources district within which such user is located. The mitigation report shall include (i) annual water use, (ii) annual volume of water returned to the municipal system or discharged to another location, (iii) source of water used to mitigate the new or expanded consumptive use, and (iv) any other information deemed necessary by the applicable natural resources district or the Department of Natural Resources. The mitigation report shall be approved by the applicable natural resources district and the Department of Natural Resources prior to January 1, 2026, or prior to commencement of

the new or expanded use. Each integrated management plan, rule, or order within an area determined by the Department of Natural Resources to be fully appropriated pursuant to section 46-714 or designated as over appropriated pursuant to section 46-713 may require annual water use and water consumption reporting from municipalities.

Mgmt. Rec: Neutral
Status: Referred to the Natural Resources Committee

LB 542 (Dover) – Under current law, the District is required to move facilities at District expense for any changes, alterations or relocations of roads. LB 542 would require the state or local government to pay for relocation of utilities when federal funds or state funds for local governments are part of the financing for said road project.

Mgmt. Rec: Support
Status: Referred to the Transportation and Telecommunications Committee

LB 546 (Rountree) – Provides political subdivisions that supply electricity, natural gas, water, or sewer service with permissive authority to request an emergency proclamation from the Governor when the political subdivision operates in multiple counties. LB 546 was introduced to address the requirement of requesting multiple counties to sign-off on an emergency declaration when utilities are operating in more than one county. The utilities listed will have the authority under the bill to make a direct request to the Governor for such a declaration.

Mgmt. Rec: Support
Status: Referred to Government, Military and Veterans Affairs Committee

LB 548 (Lippincott) – Introduced to address a specific situation, where a municipal natural gas utility desires to serve an industrial customer outside of the utilities' territorial jurisdiction. LB 548 as currently drafted, would allow any publicly owned natural gas utility to serve an industrial customer that uses three million British thermal units of gas per day. The legislation would only apply to industrial customers who are both outside the jurisdiction of the municipal gas utility and not serviced within the territory of any other existing gas utility.

Mgmt. Rec: Neutral
Status: Referred to Natural Resources Committee

LB 580 (Cavanaugh M.) – Provides that any remaining funds in the Lead Service Line Cash Fund for purposes of lead service line removal or labor training be re-appropriated into the subsequent biennium budget. All remaining Lead Service Line Cash funds are to be made available to the District for purposes of lead service line removals via a grant from the Nebraska Department of Environment and Energy.

Mgmt. Rec: Support
Status: Referred to Appropriations Committee

Signed by:

Richard A. Kubat

Richard A. Kubat
Government Relations Attorney

Approved:

DocuSigned by:

Mark A. Mendenhall

Mark A. Mendenhall
Senior Vice President/General Counsel

DocuSigned by:

Mark E. Doyle

Mark E. Doyle
President

METROPOLITAN UTILITIES DISTRICT*Inter-Departmental Communication*

January 28, 2025

Subject: 2024 RETIREMENT PLAN AND OPEB INVESTMENT REVIEW**To:** Insurance and Pension Committee

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

From: Steve Dickas, Vice President, Accounting**Investment Performance**

Attached please find a report from PNC Institutional Asset Management that presents 2024 investment performance for the Retirement and Other Post-Employment Benefits (OPEB) trust funds. The composite investment returns for the year ending December 31, 2024, were 9.93% and 11.79% for the Retirement and OPEB plans respectively (net of fees). The composite returns for the three-month period ending December 31, 2024, were -2.10% and -1.99% for the Retirement and OPEB plans respectively (net of fees).

As a point of reference, the investment return assumption for the Retirement trust is 6.75%, as delineated in the Investment Policy Statement that governs its investment practices. The Investment Policy Statement for the OPEB trust does not specify a return assumption, but rather addresses the return goal as follows: "The Fund's long-term total return objective (income plus market appreciations) is to earn the highest possible rate of return consistent with the Plan's tolerance for risk."

This item will be on the February 5, 2025, Board Committee Meeting agenda for discussion and informational purposes only. Braden Cielocha, Vice President and Senior Relationship Manager with PNC Institutional Asset Management, will provide a brief presentation to the Board regarding investment performance and will be available to answer any questions. This information was also presented at the January 27, 2025, meeting of the Insurance and Pension Committee.

Signed by:



Steve Dickas

Vice President, Accounting
(402) 504-7111

Approved:

DocuSigned by:



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Mark F. Myers
Sr. Vice President, CFO

DocuSigned by:



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Mark E. Doyle
President

Attachment

Metropolitan Utilities District of Omaha

February 5, 2025
Review for December 31, 2024

Presented by:
Braden Cielocha, CFA
Senior Investment Advisor
PNC Institutional Asset
Management
(913) 469-2117
braden.cielocha@pnc.com

Asset Class Performance

Leadership is cyclical and changes with the business cycle

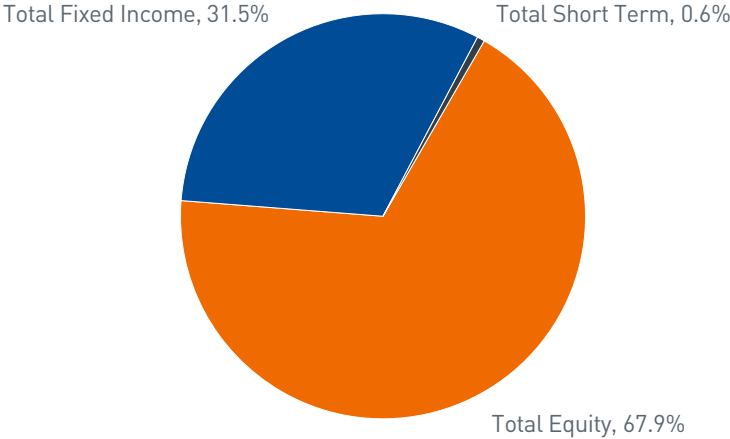
While the first half of 2024 had concentrated performance leadership, the second half of the year showcased the importance of diversification in a highly uncertain business cycle.

2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	LEGEND	
EM 82.36	Small-Cap 26.85		EM 18.68				Small-Cap 21.31	EM 36.83		Large Value 31.93	Large Growth 33.47			Large Growth 30.03	Large Growth 36.07	Large Cap	S&P 500®
High Yield 58.21	Mid-Cap 26.64		Mid-Cap 17.88				Mid-Cap 20.74	Large Growth 27.44		Large Cap 31.49	Small-Cap 19.96			Large Cap 26.29	Large Cap 25.02	Large Growth	S&P 500 Growth
Mid-Cap 37.38	EM 19.90		Large Value 17.68	Small-Cap 38.82	Large Growth 14.89		Large Value 17.40	Intl Dev 24.21		Large Growth 31.13	Large Cap 18.40	Large Growth 32.01		Large Value 22.23	60/40 15.51	Large Value	S&P 500 Value
Intl Dev 33.67	High Yield 15.12		Intl Dev 16.41	Mid-Cap 33.50	Large Cap 13.69		High Yield 17.13	Large Cap 21.83		Mid-Cap 26.20	EM 18.39	Large Cap 28.71		60/40 17.98	Mid-Cap 13.93	Mid-Cap	S&P 400®
Large Growth 31.57	Large Value 15.10		Small-Cap 16.35	Large Growth 32.75	Large Value 12.36		Large Cap 11.96	Mid-Cap 16.24		Small-Cap 25.52	60/40 14.04	Large Value 24.90		Intl Dev 17.94	Large Value 12.29	Small-Cap	Russell 2000®
Small-Cap 27.17	Large Cap 15.06	Core Bond 7.84	Large Cap 16.00	Large Cap 32.39	60/40 10.60		EM 9.90	Large Value 15.36		Intl Dev 22.49	Mid-Cap 13.66	Mid-Cap 24.76		Small-Cap 16.93	Small-Cap 11.54	Intl Dev	MSCI World ex USA
Large Cap 26.46	Large Growth 15.05	High Yield 4.98	High Yield 15.81	Large Value 31.99	Mid-Cap 9.77	Large Growth 5.52	60/40 8.23	Small-Cap 14.65		60/40 22.38	Intl Dev 7.59	60/40 16.61		Mid-Cap 16.44	High Yield 8.19	EM	MSCI EM
Large Value 21.18	60/40 11.65	Large Growth 4.65	Large Growth 14.61	Intl Dev 21.02	Core Bond 5.97	Large Cap 1.38	Large Growth 6.89	60/40 14.52		EM 17.65	Core Bond 7.51	Small-Cap 14.82		High Yield 13.44	EM 7.09	Core Bond	Bloomberg US Aggregate
60/40 18.25	Intl Dev 8.95	60/40 4.40	60/40 11.29	60/40 18.62	Small-Cap 4.89	60/40 1.05	Intl Dev 2.75	High Yield 7.50		High Yield 14.32	High Yield 7.11	Intl Dev 12.62		EM 11.67	Intl Dev 4.70	High Yield	Bloomberg US Corp High Yield
Core Bond 5.93	Core Bond 6.54	Large Cap 2.11	Core Bond 4.21	High Yield 7.44	High Yield 2.45	Core Bond 0.55	Core Bond 2.65	Core Bond 3.54	Core Bond 0.01	Core Bond 8.72	Large Value 1.36	High Yield 5.28		Core Bond 5.53	Core Bond 1.25	60/40	60% S&P 500 / 40% Bloomberg US AGG
		Large Value -0.48		Core Bond -2.02	EM -1.79	Mid-Cap -2.18			Large Growth -0.01			EM -0.28	Large Value -5.22				
		Mid-Cap -1.73		EM -2.20	Intl Dev -4.32	Intl Dev -3.04			High Yield -2.08			Core Bond -1.54	High Yield -11.19				
		Small-Cap -4.18				Large Value -3.13			60/40 -2.63				Core Bond -13.01				
		Intl Dev -12.21				Small-Cap -4.41			Large Cap -4.38				Mid-Cap -13.06				
		EM -19.49				High Yield -4.47			Large Value -8.95				Intl Dev -14.29				
						EM -13.86			Small-Cap -11.01				60/40 -16.07				
									Mid-Cap -11.08				Large Cap -18.11				
									Intl Dev -14.09				EM -19.83				
									EM -15.05				Small-Cap -20.44				
													Large Growth -29.41				

As of 12/31/2024. Source: Morningstar, PNC. Indices are unmanaged, not available for direct investment, and not subject to management fees, transaction costs or other types of expenses that an account may incur.

Asset Allocation

Metropolitan Utilities District of Omaha Retirement Plan
As of December 31, 2024

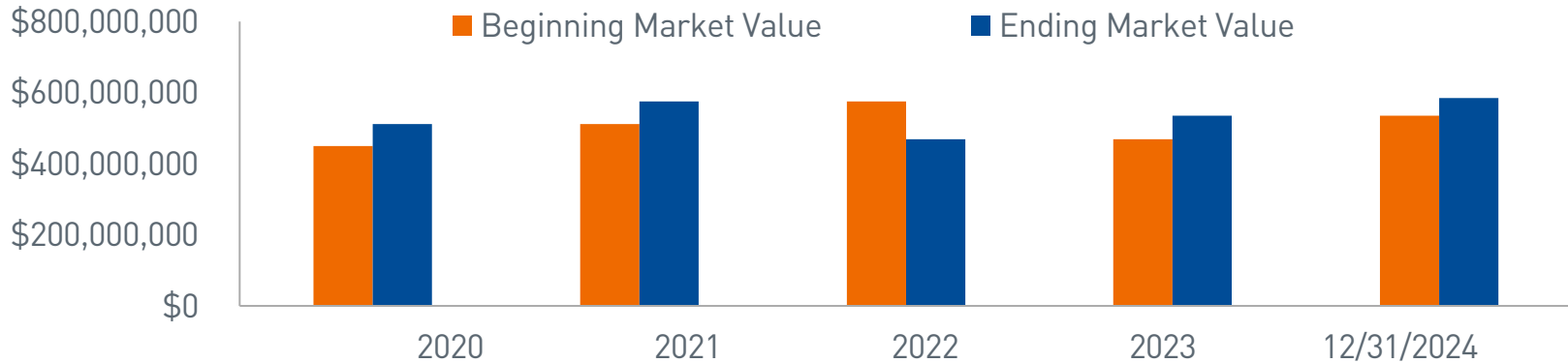


Description	Market Value (\$)	Portfolio Allocation	Policy Target
Total Equity	397,237,590	67.9%	68%
<i>Total International</i>	142,521,564	24.4%	24%
<i>REIT</i>	45,963,264	7.9%	8%
<i>All Cap Funds</i>	208,752,762	35.7%	36%
Total Fixed Income	184,188,720	31.5%	32%
Total Short Term	3,339,052	0.6%	0%
Total Portfolio	584,765,362	100.0%	100.0%

Historical Cash Flow

Metropolitan Utilities District of Omaha Retirement Plan

As of December 31, 2024



Description	2020	2021	2022	2023	12/31/2024
Beginning Market Value	\$449,788,471	\$511,498,658	\$575,100,515	\$468,666,401	\$535,533,567
Net Contributions/Withdrawals	-	-	-	-	(\$7,280,743)
Income Received	-	-	-	-	\$6,761,885
Gain/Loss	\$61,710,186	\$63,601,857	(\$106,434,114)	\$66,867,166	\$49,750,653
Ending Market Value	\$511,498,658	\$575,100,515	\$468,666,401	\$535,533,567	\$584,765,362
Total Return	14.87%	13.73%	-16.98%	16.26%	9.97%
Benchmark Return	12.86%	13.41%	-16.75%	15.89%	10.67%

*See Appendix - Policy Benchmark Composition, for description of Benchmarks.

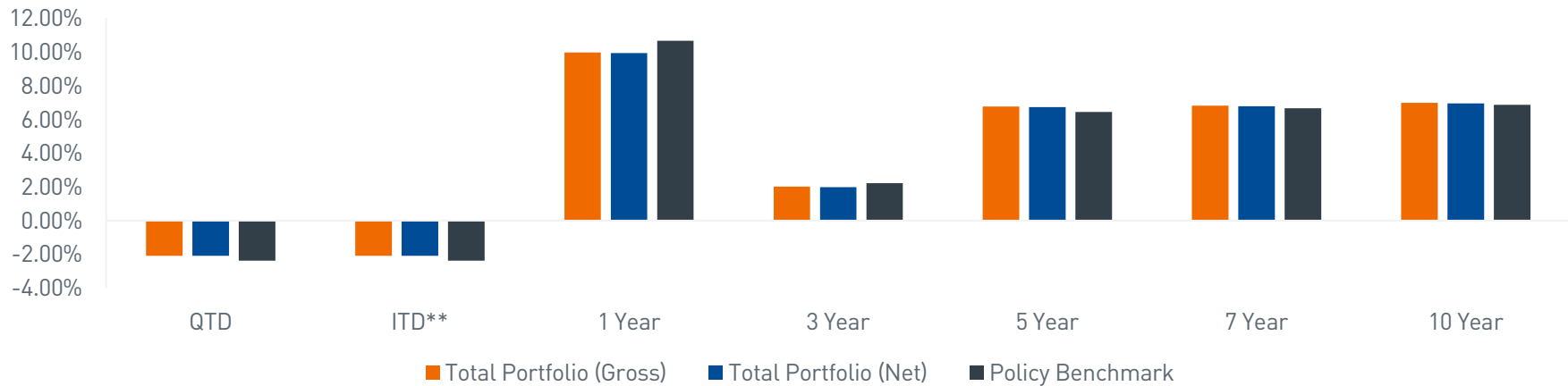
**Historical cash flow for 2020 – 2023 does not reflect actual contributions/withdrawals or income as those were not provided by prior managers

Total Portfolio (Gross) shows performance gross of advisory fees and separately managed account (SMA) fees. Performance reflects reinvestment of dividends, interest and capital gain distributions and rebalancing. Indices are unmanaged, are not available for direct investment, and are not subject to management fees, transaction costs or other types of expenses that an account may incur. Past performance is not guarantee of future results.

Total Portfolio Performance

Metropolitan Utilities District of Omaha Retirement Plan

As of December 31, 2024



Description	QTD	ITD**	1 Year	3 Year	5 Year	7 Year	10 Year
Total Portfolio (Gross)	-2.09%	-2.09%	9.97%	2.01%	6.76%	6.82%	6.98%
Total Portfolio (Net)	-2.10%	-2.10%	9.93%	1.98%	6.73%	6.79%	6.95%
<i>Policy Index</i>	-2.39%	-2.39%	10.67%	2.21%	6.45%	6.67%	6.87%
Total Equity	-2.08%	-2.08%	-	-	-	-	-
<i>Equity Policy Index</i>	-2.18%	-2.18%	-	-	-	-	-
Total Fixed Income	-2.23%	-2.23%	-	-	-	-	-
<i>Fixed Income Policy Index</i>	-2.88%	-2.88%	-	-	-	-	-

*See Appendix – Policy Benchmark Composition for description of benchmarks.

**PNC Performance Inception date is 10/01/2024

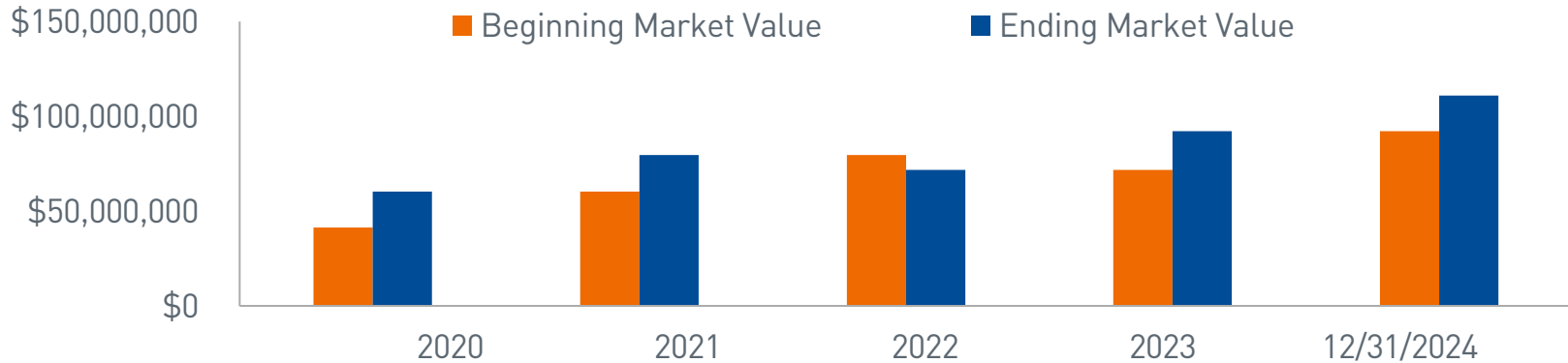
*** Historical performance provided by previous providers (Vanguard & PFM) and Historical Benchmarks from 4/1/2024 to inception are calculated by PNC interim PFM was unable to provide.

Total Portfolio (Gross) shows performance gross of advisory fees and separately managed account (SMA) fees. Total Portfolio (Net) shows performance net of advisory fees, transaction costs, and all manager fees. Performance reflects reinvestment of dividends, interest and capital gain distributions and rebalancing. Indices are unmanaged, are not available for direct investment, and are not subject to management fees, transaction costs or other types of expenses that an account may incur. Past performance is not guarantee of future results.

Historical Cash Flow

Metropolitan Utilities District of Omaha OPEB

As of December 31, 2024



Description	2020	2021	2022	2023	12/31/2024
Beginning Market Value	\$41,349,377	\$60,309,558	\$79,685,419	\$71,702,390	\$92,184,363
Net Contributions/Withdrawals	\$0	\$0	\$0	\$0	\$7,738,286
Income Received	\$0	\$0	\$0	\$0	\$1,294,455
Gain/Loss	\$18,960,181	\$19,375,861	(\$7,983,029)	\$20,481,974	\$9,692,035
Ending Market Value	\$60,309,558	\$79,685,419	\$71,702,390	\$92,184,363	\$110,909,139
Total Return	14.14%	15.09%	-17.40%	17.23%	11.82%
Benchmark Return	13.39%	14.84%	-17.09%	17.02%	11.67%

*See Appendix - Policy Benchmark Composition, for description of Benchmarks.

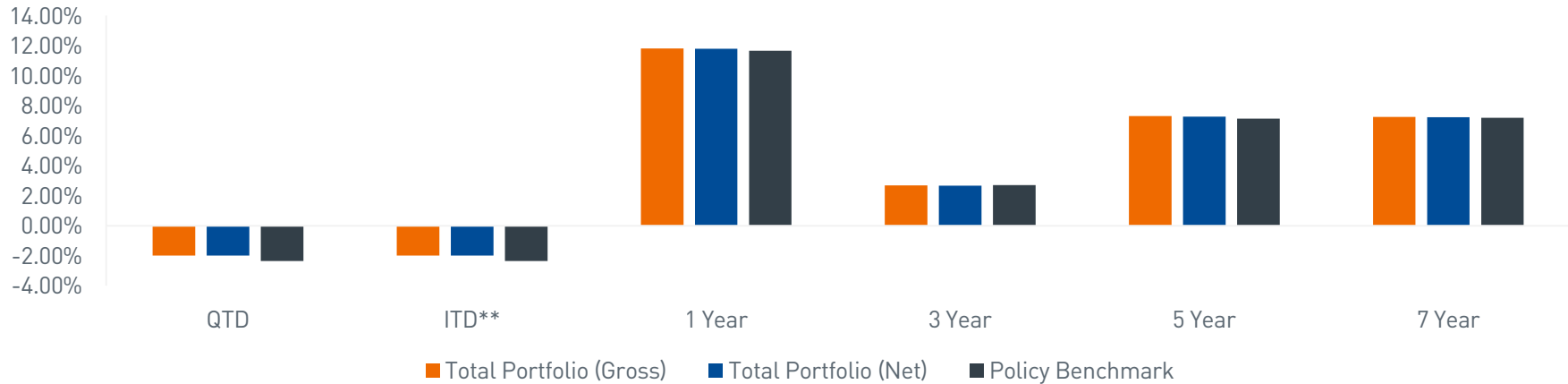
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Total Portfolio Performance

Metropolitan Utilities District of Omaha OPEB

As of December 31, 2024



Description	QTD	ITD**	1 Year	3 Year	5 Year	7 Year
Total Portfolio (Gross)	-1.98%	-1.98%	11.82%	2.69%	7.30%	7.25%
Total Portfolio (Net)	-1.99%	-1.99%	11.79%	2.66%	7.27%	7.23%
<i>Portfolio Index</i>	-2.35%	-2.35%	11.67%	2.71%	7.13%	7.20%
Total Equity	-2.04%	-2.04%	-	-	-	-
<i>Equity Portfolio Index</i>	-2.18%	-2.18%	-	-	-	-
Total Fixed Income	-2.13%	-2.13%	-	-	-	-
<i>Fixed Income Portfolio Index</i>	-2.98%	-2.98%	-	-	-	-

*See Appendix – Policy Benchmark Composition for description of benchmarks.

**PNC Performance Inception date is 10/01/2024

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Appendix

Taking Stock of the Markets

Investment Strategy

January 2025

As the central bank easing cycle began, key catalysts for the path forward are declining inflation and normalizing labor markets; but markets face several macro and geopolitical risks into 2025.

U.S. economy

- The U.S. economy expanded at a faster pace in the third-quarter as the final GDP growth rate increased to 3.1% from the 2.8% previously estimated due in part to continued robust consumer spending amid a sluggish manufacturing backdrop.
- A mid-cycle reacceleration is dependent on moderating inflation, easing monetary policy and a rebound in U.S. manufacturing activity.

International economy

- Eurozone PMIs[®] remain in contraction territory, having yet to return to levels before the Russia-Ukraine war. That said, geopolitical risks and high liquefied natural gas prices continue to hinder a broad economic recovery.
- Emerging markets have been impacted by China's stagnant economy. It remains to be seen if the People's Bank of China's (PBOC) recent stimulus attempts can prompt a consumption recovery.

Global monetary and fiscal policy

- The Fed's easing cycle occurred after most other developed market central banks, highlighting the economic weakness in most other regions. Alongside recent actions in China, interest rate cuts should help extend the business cycle.
- The U.S. deficit remains quite large given the economy is not in recession, which should continue to have implications for higher inflation and interest rates.

U.S. corporate earnings

- The blended earnings growth rate (actual and estimates) for the fourth quarter is 11.6%, marking the strongest growth rate of the year. Consensus growth rate estimates for 2025 are also still approximately 14.5%.
- While 2024 was largely driven by mega-capitalization (cap) technology (tech) earnings, the fourth-quarter estimate excluding them only falls to 8.6%, suggesting comps should begin to ease in the coming quarters and potentially help earnings growth broaden to other sectors, such as Financials and Industrials.

U.S. equity markets

- The S&P 500[®] ended the month down 2.4% but finished the year with a 25% gain, capping off another strong year of absolute and relative performance.
- Large-cap growth was the only major asset class with a positive return, as smaller-cap and value-oriented stocks were negatively impacted by the strengthening U.S. dollar and rising long-term interest rates.

International equity markets

- Developed international equities lagged U.S. equities for the fourth month in a row as a rally in the U.S. dollar, sub-par economic data in Europe and concerns about potential tariff policy remain headwinds.
- Emerging markets declined in December but outpaced developed markets as China and Taiwan posted a small absolute gain for the month.

Fixed income markets

- Long-term interest rates resumed its climb higher after the Fed delivered a hawkish cut in December, signaling only 50 basis points (bps) of easing in 2025 and shifting to a more cautious approach on easing. The 10-year U.S. Treasury (UST) yield reached 4.6%, the highest levels since April.
- While UST yields and credit spreads in December have moved higher, credit spreads remained tight relative to historical average as the macro environment continues to be supportive for both investment grade and high-yield corporate fixed income.

Alternative investments

- Alternatives typically provide value by offering diversification and returns with low correlations to traditional markets.
- We expect valuations to continue to adjust to the higher cost of capital and lower market liquidity, making transactions more attractively priced and current vintage year funds compelling.

2025 Asset Class Views

Opportunities remain even after a strong year of multi-asset returns

Asset Class	View	Notes
EQUITY		
U.S. Equities	Very Favorable	Earnings growth should broaden, but the business cycle is still in a slowing expansion which favors quality stocks
Developed International	Unfavorable	Geopolitical risks, strong U.S. dollar and foreign trade risks dependent on rebound in China
Emerging Markets	Neutral	Most central banks are easing policy, which is a tailwind for equities even as China's economy remains weak
FIXED INCOME		
Core Fixed Income	Neutral	Interest rate volatility should remain moderately above average, while still generating meaningful income
Credit	Favorable	Strong earnings = strong fundamentals for credit = spreads can stay low
ALTERNATIVES		
Private Equity	Favorable	Innovation cycle is still in the early innings, and capital markets activity should rebound from a slow 2024
Private Credit	Favorable	Traditional creditors still have tight lending standards, which is expected to keep pushing activity to private markets
Private Real Estate	Neutral	Heterogeneous asset class offers opportunities as return dispersion among managers remains wide
Hedge Funds	Favorable	After two years of price correlation headwinds, mean-reversion should be a tailwind for active managers

Scan the QR code using your smartphone's camera app to watch a video in which Dan Brady, PNC's Managing Director of Investment Strategy, discusses 2025 Asset Class Views.

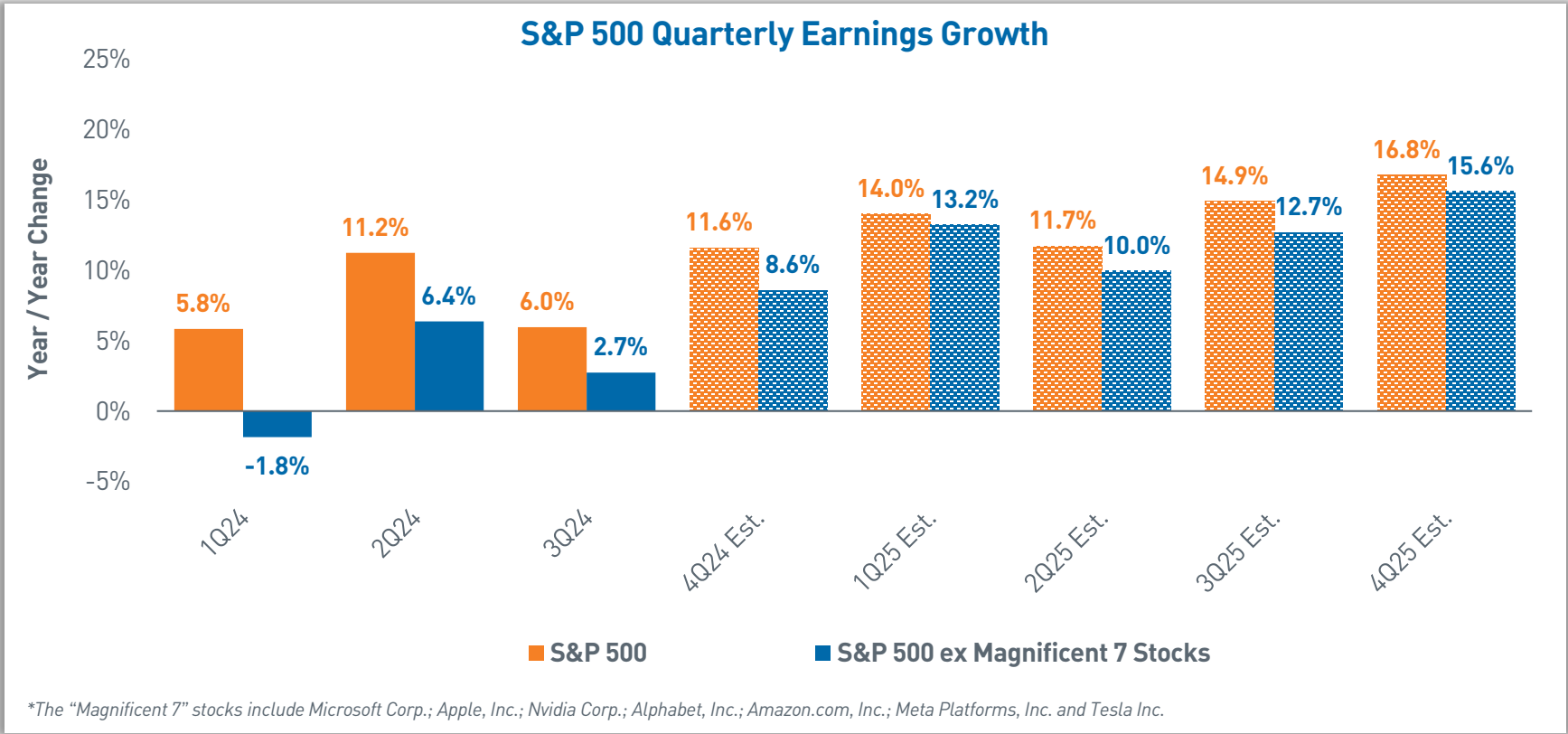


Earnings Growth Should Broaden in 2025

Notably, mega-cap tech earnings should still be very strong

Concentrated earnings growth in 2024 could broaden out in 2025

The concentrated earnings growth of the Magnificent 7 stocks has led to narrow market leadership for most of 2024. We believe this could potentially broaden out in 2025 as cyclical sectors, like Financials and Industrials, rebound.



Scan the QR code using your smartphone's camera app to watch a video in which Dan Brady, PNC's Managing Director of Investment Strategy, discusses how Earnings Growth Should Broaden in 2025.



As of 12/31/2024. Source: FactSet®, FactSet® is a registered trademark of FactSet Research Systems, Inc., and its affiliates. Indices are unmanaged, not available for direct investment and not subject to management fees, transaction costs or other types of expenses that an account may incur.

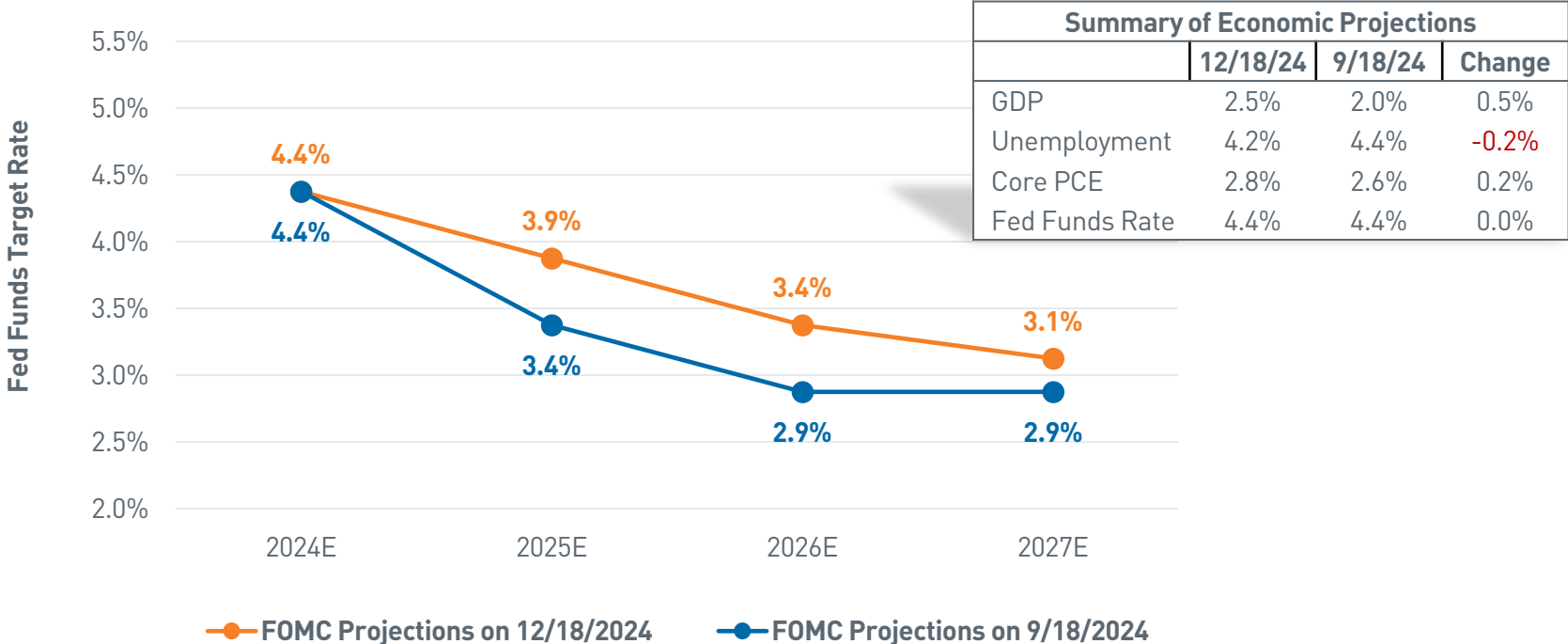
Fed's Outlook for 2025 Remains Data Dependent

The long-term interest rate outlook was largely unchanged in December

Updated "dot plot" signals rate cuts into 2025 and beyond

While market participants are focused on the shallower level of Fed rate cuts in 2025, the long-term path is largely unchanged from the September Federal Open Market Committee meeting. We believe Fed policy remains supportive for markets in 2025.

Fed's Revised Dot Plot



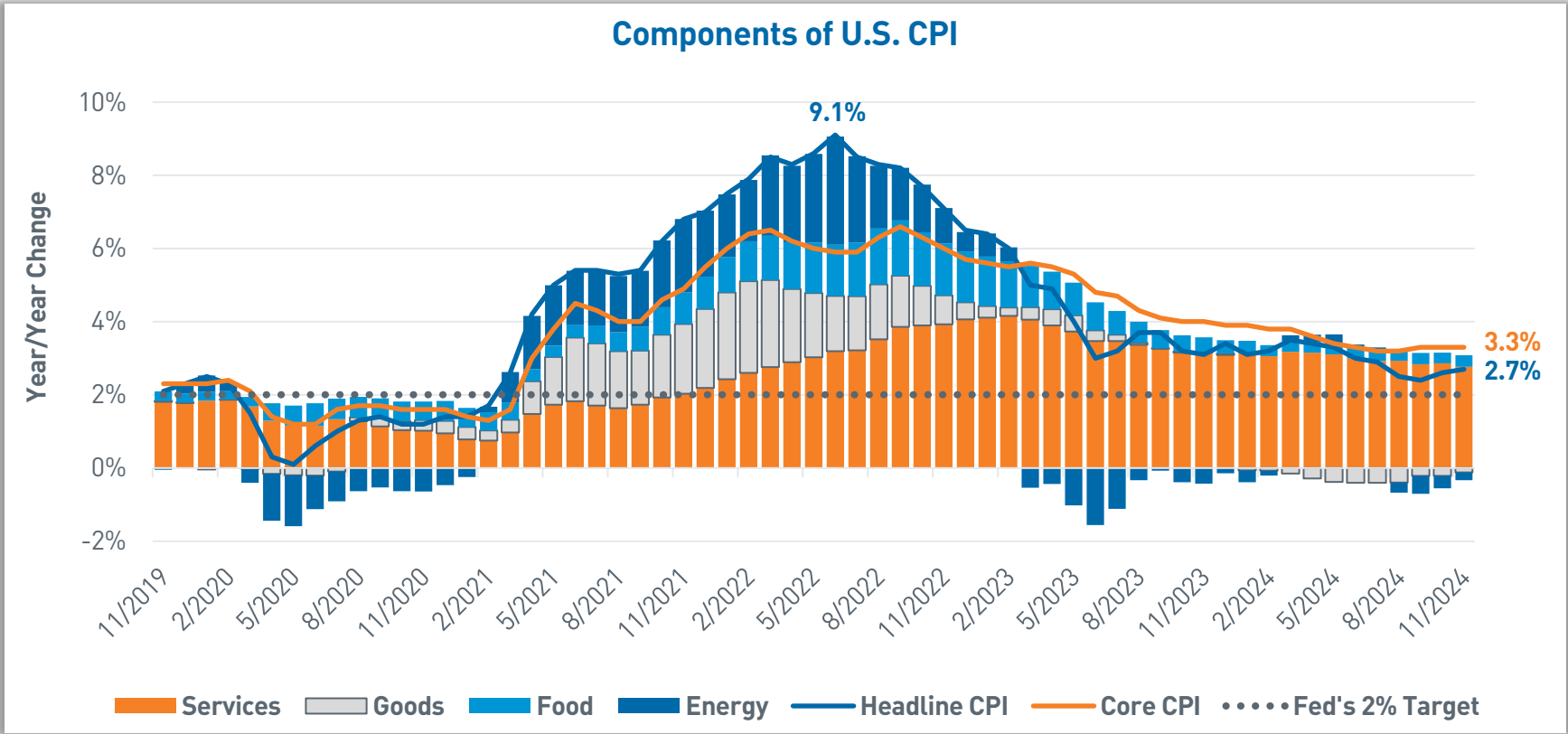
As of 12/31/2024. Source: Bloomberg L.P.

Inflation Remains Above the Fed's 2% Target

Service economy strength is creating sticky inflation

Specific services components continue to drive inflation

The headline CPI has been falling throughout the year thanks to negative energy price inflation. However, several service-oriented categories remain sticky at elevated levels, challenging an easy path to the Fed's 2% target.

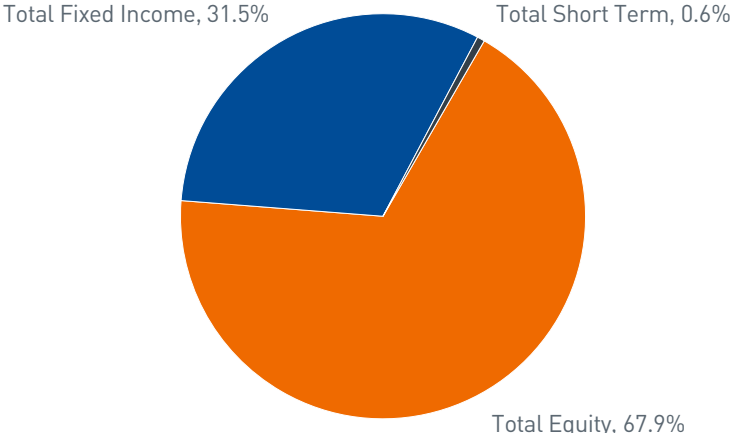


As of 12/31/2024. Source: Bloomberg L.P.

Metropolitan Utilities District Retirement Plan Portfolio Review and Investment Performance

Asset Allocation

Metropolitan Utilities District of Omaha Retirement Plan
As of December 31, 2024



Description	Market Value (\$)	Portfolio Allocation	Policy Target
Total Equity	397,237,590	67.9%	68%
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Total Fixed Income	184,188,720	31.5%	32%
Total Short Term	3,339,052	0.6%	0%
Total Portfolio	584,765,362	100.0%	100.0%

Portfolio Holdings

Metropolitan Utilities District of Omaha Retirement Plan

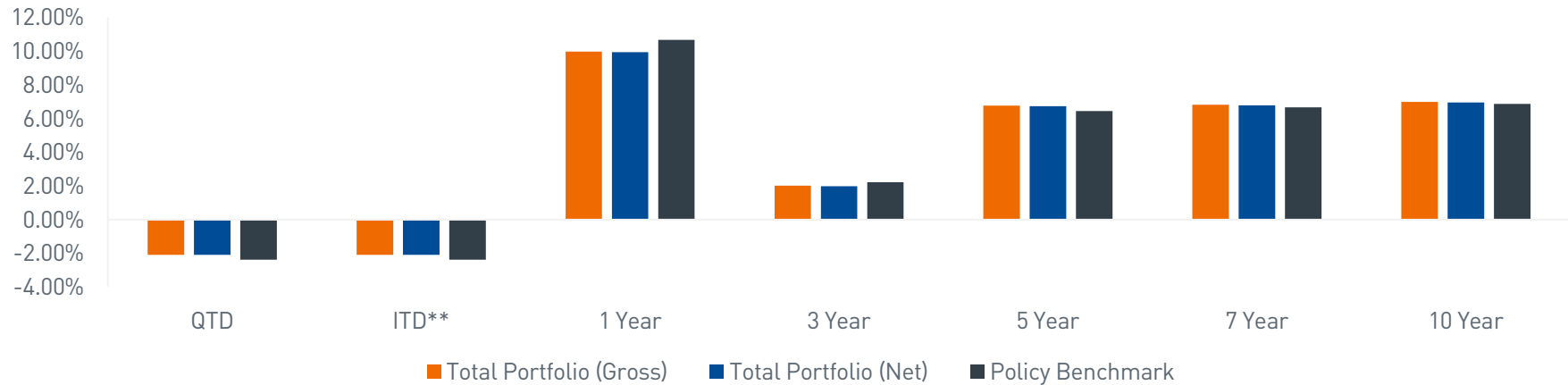
As of December 31, 2024

Description	Ticker	Units	Market Value (\$)	% of Market Value
Total International				
Vanguard Total International Stock Index Fund	VTPSX	1,124,430	142,521,564	24.4%
REIT				
Vanguard Real Estate Index Fund Inst	VGSNX	2,351,062	45,963,264	7.9%
All Cap Funds				
Vanguard Tot Stk Mkt-Inst Pl	VSMPX	788,997	208,752,762	35.7%
Total Equity			397,237,590	67.9%
Fixed Income Taxable				
PCA Core Bond	-	N/A	87,000,331	14.9%
PCA Intermediate Agg Bond	-	N/A	63,427,802	10.8%
PNC Capital Advisors Short Duration 1-5y	-	N/A	17,026,398	2.9%
Vanguard Total International Bond Index Fund #	VTIFX	568,224	16,734,190	2.9%
Total Fixed Income			184,188,720	31.5%
Short Term				
Cash & Equivl	-	3,339,052	3,339,052	0.6%
Total Short Term			3,339,052	0.6%
Total Portfolio			584,765,362	100.0%

Total Portfolio Performance

Metropolitan Utilities District of Omaha Retirement Plan

As of December 31, 2024



Description	QTD	ITD**	1 Year	3 Year	5 Year	7 Year	10 Year
Total Portfolio (Gross)	-2.09%	-2.09%	9.97%	2.01%	6.76%	6.82%	6.98%
Total Portfolio (Net)	-2.10%	-2.10%	9.93%	1.98%	6.73%	6.79%	6.95%
<i>Policy Index</i>	-2.39%	-2.39%	10.67%	2.21%	6.45%	6.67%	6.87%
Total Equity	-2.08%	-2.08%	-	-	-	-	-
<i>Equity Policy Index</i>	-2.18%	-2.18%	-	-	-	-	-
Total Fixed Income	-2.23%	-2.23%	-	-	-	-	-
<i>Fixed Income Policy Index</i>	-2.88%	-2.88%	-	-	-	-	-

*See Appendix – Policy Benchmark Composition for description of benchmarks.

**PNC Performance Inception date is 10/01/2024

*** Historical performance provided by previous providers (Vanguard & PFM) and Historical Benchmarks from 4/1/2024 to inception are calculated by PNC interim PFM was unable to provide.

Total Portfolio (Gross) shows performance gross of advisory fees and separately managed account (SMA) fees. Total Portfolio (Net) shows performance net of advisory fees, transaction costs, and all manager fees. Performance reflects reinvestment of dividends, interest and capital gain distributions and rebalancing. Indices are unmanaged, are not available for direct investment, and are not subject to management fees, transaction costs or other types of expenses that an account may incur. Past performance is not guarantee of future results.

Manager Performance

Metropolitan Utilities District of Omaha Retirement Plan

As of December 31, 2024

Description	QTD	ITD**
Total International	-7.40%	-7.40%
Vanguard Total International Stock Index Fund	-7.40%	-7.40%
<i>MSCI ACWI Ex US</i>	-7.50%	-7.50%
REIT	-7.63%	-7.63%
Vanguard Real Estate Index Fund Inst	-7.63%	-7.63%
<i>MSCI US IMI/Real Estate 25-50 Gross USD</i>	-7.61%	-7.61%
All Cap Funds	2.62%	2.62%
Vanguard Tot Stk Mkt-Inst Pl	2.62%	2.62%
<i>Russell 3000</i>	2.63%	2.63%
Fixed Taxable	-2.23%	-2.23%
Vanguard Total International Bond Index Fund #	0.28%	0.28%
<i>Bloomberg Global Aggregate Ex US</i>	-6.84%	-6.84%
PNC Capital Advisors Short Duration 1-5y	-0.56%	-0.56%
<i>ICE BofA 1-5 Yr Govt/Corp</i>	-0.66%	-0.66%
PCA Intermediate Agg Bond	-2.15%	-2.15%
<i>Bloomberg Intermediate Aggregate</i>	-2.07%	-2.07%
PCA Core Bond	-3.09%	-3.09%
<i>Bloomberg US Aggregate</i>	-3.06%	-3.06%
Total Short Term	1.14%	1.14%
Cash & Equivl	1.14%	1.14%
<i>Bloomberg US Treasury Bill 1-3 Month Blend</i>	1.19%	1.19%

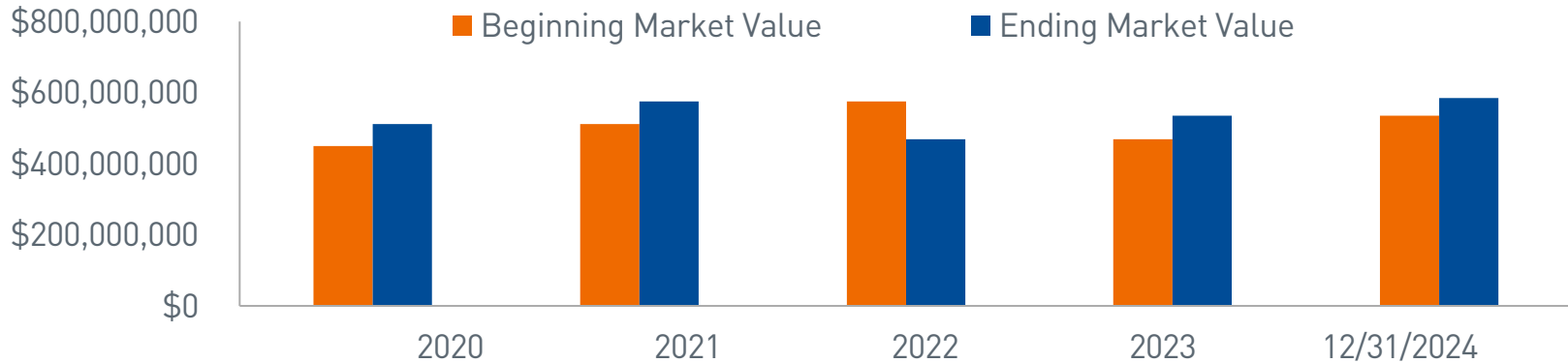
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Historical Cash Flow

Metropolitan Utilities District of Omaha Retirement Plan

As of December 31, 2024



Description	2020	2021	2022	2023	12/31/2024
Beginning Market Value	\$449,788,471	\$511,498,658	\$575,100,515	\$468,666,401	\$535,533,567
Net Contributions/Withdrawals	\$0	\$0	\$0	\$0	(\$7,280,743)
Income Received	\$0	\$0	\$0	\$0	\$6,761,885
Gain/Loss	\$61,710,186	\$63,601,857	(\$106,434,114)	\$66,867,166	\$49,750,653
Ending Market Value	\$511,498,658	\$575,100,515	\$468,666,401	\$535,533,567	\$584,765,362
Total Return	14.87%	13.73%	-16.98%	16.26%	9.97%
Benchmark Return	12.86%	13.41%	-16.75%	15.89%	10.67%

*See Appendix - Policy Benchmark Composition, for description of Benchmarks.

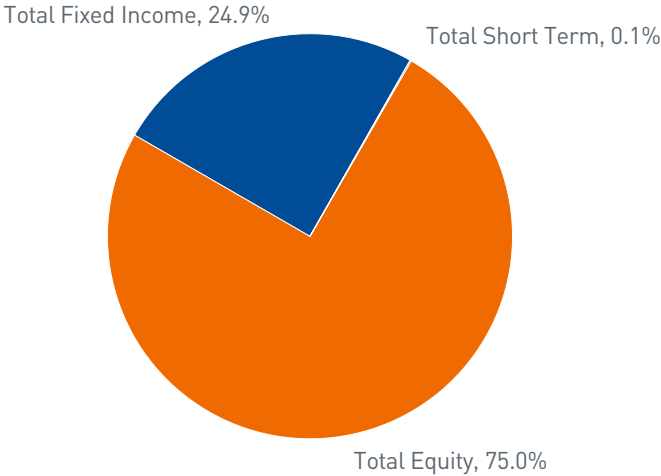
**Historical cash flow for 2020 – 2023 does not reflect actual contributions/withdrawals or income as those were not provided by prior managers

Total Portfolio (Gross) shows performance gross of advisory fees and separately managed account (SMA) fees. Performance reflects reinvestment of dividends, interest and capital gain distributions and rebalancing. Indices are unmanaged, are not available for direct investment, and are not subject to management fees, transaction costs or other types of expenses that an account may incur. Past performance is not guarantee of future results.

Metropolitan Utilities District of Omaha OPEB Portfolio Review and Investment Performance

Asset Allocation

Metropolitan Utilities District of Omaha OPEB
As of December 31, 2024



Description	Market Value (\$)	Portfolio Allocation	Policy Target
Total Equity	83,165,507	75.0%	75%
<i>Total International</i>	30,277,332	27.3%	27%
<i>REIT</i>	8,612,619	7.8%	8%
<i>All Cap Funds</i>	44,275,556	39.9%	40%
Total Fixed Income	27,637,143	24.9%	25%
Total Short Term	106,489	0.1%	0%
Total Portfolio	110,909,139	100.0%	100.0%

Portfolio Holdings

Metropolitan Utilities District of Omaha OPEB

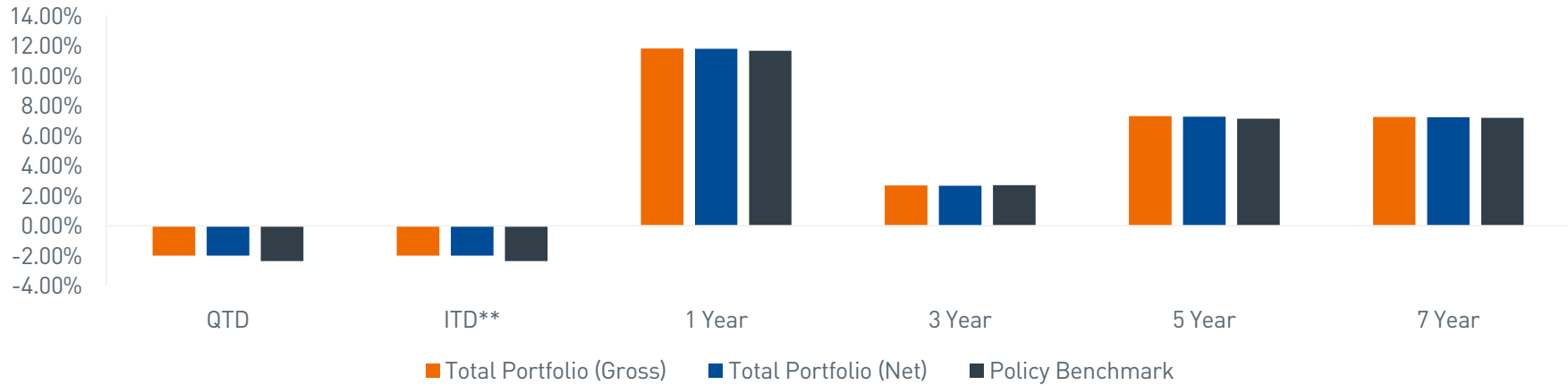
As of December 31, 2024

Description	Ticker	Units	Market Value (\$)	% of Market Value
Total International				
Vanguard Total International Stock Index Fund	VTPSX	238,874	30,277,332	27.3%
REIT				
Vanguard Real Estate Index Fund Inst	VGSNX	440,543	8,612,619	7.8%
All Cap Funds				
Vanguard Tot Stk Mkt-Inst Pl	VSMPX	167,343	44,275,556	39.9%
Total Equity			83,165,507	75.0%
Fixed Income Taxable				
PCA Core Bond	-	N/A	12,156,562	11.0%
PCA Intermediate Agg Bond	-	N/A	9,959,537	9.0%
Vanguard Short Term Investment Grade Fund Class	VFSIX	215,528	2,222,095	2.0%
Vanguard Total International Bond Index Fund #	VTIFX	112,019	3,298,949	3.0%
Total Fixed Income			27,637,143	24.9%
Short Term				
Cash & Equivl	-	106,489	106,489	0.1%
Total Short Term			106,489	0.1%
Total Portfolio			110,909,139	100.0%

Total Portfolio Performance

Metropolitan Utilities District of Omaha OPEB

As of December 31, 2024



Description	QTD	ITD**	1 Year	3 Year	5 Year	7 Year
Total Portfolio (Gross)	-1.98%	-1.98%	11.82%	2.69%	7.30%	7.25%
Total Portfolio (Net)	-1.99%	-1.99%	11.79%	2.66%	7.27%	7.23%
<i>Portfolio Index</i>	-2.35%	-2.35%	11.67%	2.71%	7.13%	7.20%
Total Equity	-2.04%	-2.04%	-	-	-	-
<i>Equity Portfolio Index</i>	-2.18%	-2.18%	-	-	-	-
Total Fixed Income	-2.13%	-2.13%	-	-	-	-
<i>Fixed Income Portfolio Index</i>	-2.98%	-2.98%	-	-	-	-

*See Appendix – Policy Benchmark Composition for description of benchmarks.

**PNC Performance Inception date is 10/01/2024

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Manager Performance

Metropolitan Utilities District of Omaha OPEB

As of December 31, 2024

Description	QTD	ITD**
Total International	-7.40%	-7.40%
Vanguard Total International Stock Index Fund	-7.40%	-7.40%
<i>MSCI ACWI Ex US</i>	-7.50%	-7.50%
REIT	-7.63%	-7.63%
Vanguard Real Estate Index Fund Inst	-7.63%	-7.63%
<i>MSCI US IMI/Real Estate 25-50 Gross USD</i>	-7.61%	-7.61%
All Cap Funds	2.63%	2.63%
Vanguard Tot Stk Mkt-Inst Pl	2.63%	2.63%
<i>Russell 3000</i>	2.63%	2.63%
Fixed Taxable	-2.13%	-2.13%
Vanguard Total International Bond Index Fund #	0.27%	0.27%
<i>Bloomberg Global Aggregate Ex US</i>	-6.84%	-6.84%
Vanguard Short Term Investment Grade Fund Class	-0.37%	-0.37%
<i>ICE BofA 1-3 Yr Treasury</i>	-0.06%	-0.06%
PCA Intermediate Agg Bond	-2.11%	-2.11%
<i>Bloomberg Intermediate Aggregate</i>	-2.07%	-2.07%
PCA Core Bond	-3.08%	-3.08%
<i>Bloomberg US Aggregate</i>	-3.06%	-3.06%
Total Short Term	1.16%	1.16%
Cash & Equivl	1.16%	1.16%
<i>Bloomberg US Treasury Bill 1-3 Month Blend</i>	1.19%	1.19%

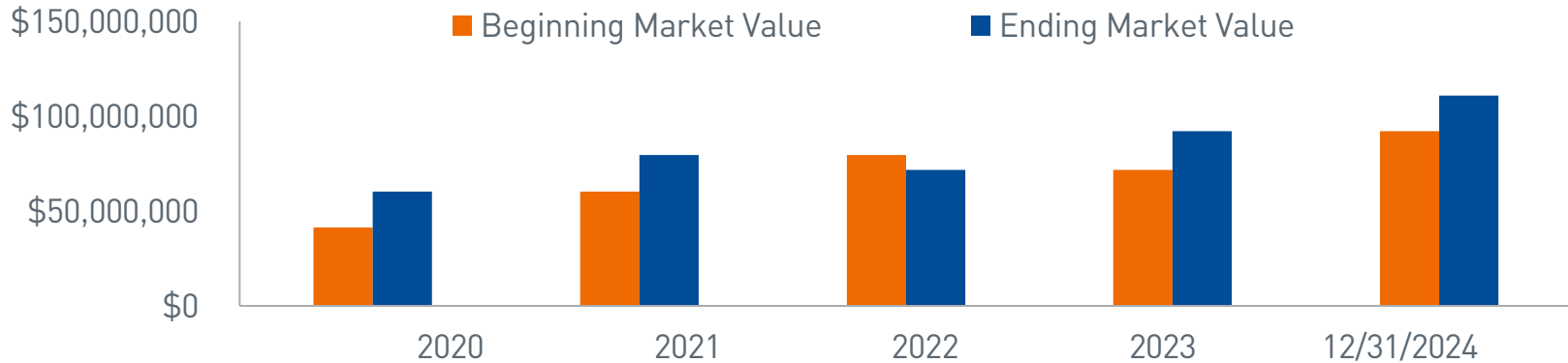
**Inception date is 10/01/2024

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Historical Cash Flow

Metropolitan Utilities District of Omaha OPEB

As of December 31, 2024



Description	2020	2021	2022	2023	12/31/2024
Beginning Market Value	\$41,349,377	\$60,309,558	\$79,685,419	\$71,702,390	\$92,184,363
Net Contributions/Withdrawals	\$0	\$0	\$0	\$0	\$7,738,286
Income Received	\$0	\$0	\$0	\$0	\$1,294,455
Gain/Loss	\$18,960,181	\$19,375,861	(\$7,983,029)	\$20,481,974	\$9,692,035
Ending Market Value	\$60,309,558	\$79,685,419	\$71,702,390	\$92,184,363	\$110,909,139
Total Return	14.14%	15.09%	-17.40%	17.23%	11.82%
Benchmark Return	13.39%	14.84%	-17.09%	17.02%	11.67%

*See Appendix - Policy Benchmark Composition, for description of Benchmarks.

**Historical cash flow for 2020 – 2023 does not reflect actual contributions/withdrawals or income as those were not provided by prior managers

Total Portfolio (Gross) shows performance gross of advisory fees and separately managed account (SMA) fees. Performance reflects reinvestment of dividends, interest and capital gain distributions and rebalancing. Indices are unmanaged, are not available for direct investment, and are not subject to management fees, transaction costs or other types of expenses that an account may incur. Past performance is not guarantee of future results.



Thank you for your business.

How can we better serve your needs?

Benchmark Composition

Metropolitan Utilities District of Omaha Retirement Plan

As of December 31, 2024

Total Portfolio

Policy Benchmark

April 2024	%
Russell 3000	36.00
MSCI ACWI Ex US	24.00
MSCI US IMI/Real Estate 25-50 Gross USD	8.00
Bloomberg US Aggregate	15.00
Bloomberg Intermediate Aggregate	11.00
Bloomberg 1-5 Yr Govt/Credit	3.00
Bloomberg Global Aggregate Ex US	3.00

March 2009	%
MUD RP Pre PNC INDEX	100.00

Equity:

MUD RP TOTAL EQUITY - September 2024	%
Russell 3000	53.00
MSCI ACWI Ex US	35.00
MSCI US IMI/Real Estate 25-50 Gross USD	12.00

Fixed Income:

MUD RP TOTAL FIXED - September 2024	%
Bloomberg US Aggregate	46.00
Bloomberg Intermediate Aggregate	34.00
Bloomberg 1-5 Yr Govt/Credit	10.00
Bloomberg Global Aggregate Ex US	10.00

Indices are unmanaged, are not available for direct investment, and are not subject to management fees, transaction costs or other types of expenses that an account may incur. Indices performance results do not represent, and are not necessarily indicative of, the results that may be achieved in accounts investing in the corresponding investment strategy; actual account returns may vary significantly.

For definitions of Indices/Benchmarks used in this presentation, please refer to www.pnc.com/indexdefinitions.

Benchmark Composition

Metropolitan Utilities District of Omaha OPEB

As of December 31, 2024

Total Portfolio

Policy Benchmark

April 2024	%
Russell 3000	40.00
MSCI ACWI Ex US	27.00
MSCI US IMI/Real Estate 25-50 Gross USD	8.00
Bloomberg US Aggregate	11.00
Bloomberg Intermediate Aggregate	9.00
Bloomberg 1-5 Yr Govt/Credit	2.00
Bloomberg Global Aggregate Ex US	3.00

April 2016	%
MUD OPEB Pre PNC INDEX	100.00

Equity:

MUD OPEB TOTAL EQUITY - September 2024	%
Russell 3000	53.00
MSCI ACWI Ex US	36.00
MSCI US IMI/Real Estate 25-50 Gross USD	11.00

Fixed Income:

MUD OPEB TOTAL FIXED - September 2024	%
Bloomberg US Aggregate	44.00
Bloomberg Intermediate Aggregate	36.00
Bloomberg 1-5 Yr Govt/Credit	8.00
Bloomberg Global Aggregate Ex US	12.00

PNC's Support of Female Financial Decision Makers

Accelerating women's financial equality



PNC's Project 257 is inspired by research stating that at the current pace of progress, it will take another 257 years for women to catch up to men economically. PNC is taking steps to work to address some of the biggest drivers of this economic gap such as women's unequal access to credit and underrepresentation in the workforce.



PARTNERSHIP WITH CORALUS

To help address unequal access to credit, PNC expanded its 3-year, \$1.257 million commitment to Coralus, a global nonprofit that provides zero-interest loans to select ventures aligned with the United Nations Sustainable Development Goals. This expansion enabled the launch of the PNC Bank + Coralus Collective, a cohort of 200 entrepreneurs and financial advisors collaborating for growth and success.



WOMEN'S BUSINESS ADVOCATES

PNC's 4,500+ Women's Business Advocates (WBAs) have completed proprietary training to better understand and support the challenges and opportunities facing female financial decision-makers. WBAs understand that supporting women isn't about special products, rates or services. It's about creating the right networks, providing the right resources and asking the right questions. It's about listening, learning and doing our part to help accelerate women's financial equality.



\$88 BILLION COMMUNITY BENEFITS PLAN

4-YEAR PLAN BEGINNING JANUARY 1, 2022



PNC announced an \$88 billion Community Benefits Plan in connection with PNC's acquisition of BBVA USA that builds on both organizations' demonstrated performance in supporting local communities, including diverse and low- and moderate-income (LMI) communities, advancing economic empowerment, and addressing systemic racism.

In addition, the plan includes:

CHARITABLE GIVING



\$500 MILLION

IN GIVING, INCLUDING CHARITABLE SPONSORSHIPS AND PHILANTHROPIC GRANTS

MOVING ALL FORWARD FINANCIALLY

\$47 BILLION

IN HOME LENDING

Residential mortgage and home equity loans to LMI and minority borrowers, and in LMI and majority-minority census tracts

\$26.5 BILLION

IN SMALL BUSINESS LENDING

Loans to small businesses in LMI communities, majority-minority census tracts, businesses with less than \$1 million in revenue and small farms

\$14.5 BILLION

IN COMMUNITY DEVELOPMENT FINANCING

Community development loans and investments across all markets, including increased support for Community Development Financial Institutions and affordable housing

COMMUNITY ADVISORY COUNCIL

PNC is forming a council to meet semi-annually to discuss areas of community need across the footprint.

ADVANCING RACIAL EQUITY

PNC will increase recruiting from historically Black colleges and universities and those primarily serving Latinx students. PNC will also increase its spending with diverse suppliers.



COMMUNITY DEVELOPMENT

\$56B of \$88B

Community Benefits Plan deployed

57K+

Miles traveled by PNC's mobile branch fleet impacting nearly **9K** community members

28K

Financial wellness events delivered

27K

Low- and moderate-income (LMI) individuals served through **1.5K** financial education classes



ENVIRONMENTAL SUSTAINABILITY

\$23B of \$30B

Environmental Finance Commitment deployed

48%

Renewable Electricity purchased

Within our own operations, reduced:

- Energy consumption by **11%**
- Carbon emissions by **10%**
- Water usage by **4%**

Climate Action Strategy and Climate-related disclosures such as TCFD and CDP



COMMUNITY ENGAGEMENT

\$128.6M

In Charitable Giving

\$400K

In volunteer grants earned by PNC employees

83K+

Hours that PNC employees volunteered

40

Hours of paid time off provided to PNC employees for volunteerism

Continued investment in \$500M PNC Grow Up Great® Program



DIVERSITY & INCLUSION

\$352M

Spent with diverse suppliers

36%

of PNC's Board Directors are women, while **27%** are racially diverse*

17K+

PNC employees participated in at least one of PNC's **13** Employee Business Resource Groups (EBRGs)

5K+

Participants in Growing Forward Mentoring program

* As of the date of the annual meetings of shareholders on April 24, 2024

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