

METROPOLITAN UTILITIES DISTRICT
Committee Meetings

8:15 a.m.

February 3, 2021

AGENDA

1. Safety Briefing
2. Roll Call
3. Open Meetings Act Notice
4. Recognition of Outgoing Board of Directors Chairperson
5. Recognition of Community Giving Drive and Chairperson

Construction and Operations – Frost, Friend, Cavanaugh

1. Capital Expenditures [Cory O'Brien - Interim SVP, Chief Operations Officer] – **Tab 5**
2. Acceptance of Contracts and Payment of Final Estimates [Stephanie Henn – Director, Plant Engineering] – **Tab 6**
3. Bids on Materials and Contracts [Jon Zellars – VP, Procurement & Enterprise Services] – **Tab 7**
4. Interlocal Agreement with Nebraska Department of Health & Human Services (“DHHS”) [Mark Mendenhall – SVP, General Counsel] – **Tab 8**

Services & Extensions –Friend, Begley, Howard

1. Main Extensions [Cory O'Brien – Interim SVP, Chief Operations Officer] – **Tab 9**

Personnel – Begley, Frost, Friend

1. Wage and/or Salary Increases and Ratifications [Bonnie Savine – VP, Human Resources] - **Tab 10**
2. SPA Compensation Structure Adjustment and Policy Revision [Bonnie Savine – VP, Human Resources] – **Tab 11**

Judicial and Legislative – Cook, Cavanaugh, Howard

1. First Legislative Report for 2021 [Rick Kubat - Government Relations Attorney] – **Tab 12**

Insurance and Pension – Howard, McGowan, Cook

1. 2020 Retirement Plan and Other Post-Employment Benefits Investment Review [Joseph Schaffart, SVP & Chief Financial Officer and Joseph Wolfram, Vanguard Institutional Advisory Services] - **Tab A (INFORMATION ONLY)**

(Turn over for regular monthly Board Meeting agenda)

METROPOLITAN UTILITIES DISTRICT
Regular Monthly Board Meeting

9:00 a.m.

February 3, 2021

AGENDA

1. Roll Call
2. Open Meetings Act Notice
3. Pledge of Allegiance
4. Approval of Minutes – Committee Meetings & Regular Board Meeting for January 7, 2021
- CONSTRUCTION & OPERATIONS 5. Capital Expenditures
6. Acceptance of Contracts and Payment of Final Estimates
7. Bids on Materials and Contracts
8. Interlocal Agreement with Nebraska Department of Health & Human Services (“DHHS”)
- SERVICES & EXTENSIONS 9. Main Extensions
- PERSONNEL 10. Wage and/or Salary Increases and Ratifications
11. SPA Compensation Structure Adjustment and Policy Revision
- JUDICIAL & LEGISLATIVE 12. First Legislative Report for 2021
- BOARD 13. Other Matters of District Business for Discussion

Adjourn Regular Monthly Board Meeting

(Turn over for Committee Meetings agenda)

METROPOLITAN UTILITIES DISTRICT Minutes of Committee Meetings

January 7, 2021

Chairperson Gwen Howard called to order the regular monthly meeting 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 Committee Meetings and regular monthly Board Meeting was published in the print version of *The Omaha World-Herald* on December 27, 2020 and its online version from December 27 through January 2, 2021. The notice also appeared on the M.U.D. website at www.mudomaha.com and other social media platforms. Agendas and all pertinent documents to be presented at the January 7, 2021 meetings were posted to the M.U.D. website on December 30, 2020.

Chairperson Howard announced that the meeting was being livestreamed and a recording would become available on the M.U.D. website. She announced that due to the Governor's Executive Order No. 20-36 in response to the surge in COVID-19 cases, in-person meeting requirements of the Open Meetings Act are waived. The order became effective on December 1, 2020 and will remain in effect through January 31, 2021.

Chairperson Howard reminded those in attendance in the Board Room that due to an Omaha City Council ordinance, all attendees must abide by the requirement for wearing a facemask or face covering in indoor public settings in response to the COVID-19 pandemic, and she urged all those in attendance to continue to be mindful of social distancing.

Roll Call

On a roll call vote, the following Directors acknowledged their presence: Tanya Cook, Dave Friend, Jack Frost, Mike McGowan, Gwen Howard, Tim Cavanaugh, Jim Begley. (Howard, Cook and McGowan participated remotely. Friend, Frost, Cavanaugh and Begley participated in-person.)

Safety Briefing

Vice-President of Safety & Security Shane Hunter provided a safety briefing for all individuals in attendance at the Board Meeting regarding the protocol in the event of an emergency.

Open Meetings Act Notice

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

Construction and Operations – Friend, Frost, Cavanaugh

Interim Senior Vice-President & Chief Operations Officer Cory O'Brien reviewed the proposed capital expenditures as outlined in his letter to the Committee dated December 29, 2020. Included among the proposed capital expenditures were blanket authorizations to address crossbore inspections and repairs in the District's gas distribution system, gas service installations, purchase and installation of gas meters and regulators, reconnection and replacement of water services, and also continue with the District's gas and water infrastructure replacement program. Also included is the proposed implementation of Business Planning and Consolidation (BPC), a budgeting, forecasting and financial consolidation tool which will facilitate greater efficiency in preparation of the annual budget and enhance reporting capabilities to improve decision-making.

Senior Vice-President of Safety, Security and Field Operations Steve Ausdemore reviewed the proposed purchase of property located at 4421 South 76th Circle as outlined in Mr. Zellars' letter to the Committee dated December 24, 2020. The building will be used as a relocation site for employees who have been displaced by the settling of the District's Construction Center building caused by a third-party construction site nearby. Execution of the purchase agreement is conditioned upon completion and satisfactory inspections of building components, environmental assessment and property survey. Additional capital expenditure requests will be presented in the future for needed repairs and renovations to the property to meet operational needs if Management decides to proceed with the property purchase.

Director of Plant Engineering Stephanie Henn reviewed the acceptance of contracts and payment of final estimates as outlined in her letter to the Committee dated December 27, 2020.

Vice-President of Procurement and Enterprise Services Jon Zellars reviewed the bids on materials and contracts as outlined in the letter to the Committee dated December 30, 2020 from Director of Procurement Sherri Meisinger.

Services & Extensions – Friend, Begley, Howard

Mr. O'Brien reviewed the proposed main extensions as outlined in his letter to the Committee dated December 29, 2020.

Personnel - Begley, Frost, Friend

Vice-President of Human Resources Bonnie Savine reported on the current status of employee counts, District job postings and employee COVID-19 testing. Ms. Savine discussed extensively various aspects of the continually evolving COVID-19 protocol. Ms. Savine and Mr. Ausdemore outlined the strategies for the roll-out of the vaccinations when they become available. All employees will be surveyed to determine those interested in voluntarily obtaining the vaccination. Mr. Ausdemore pointed out that the District has been continually working with local officials since the onset of the pandemic to secure the District's proper placement for District employees whose functions are deemed critical and essential to the provision of gas and water services. The District is partnering with a


local pharmacy which also serves as an intermediary with the Douglas County Department of Health to ensure information is current and timely access to vaccine availability is optimized.

Ms. Savine reviewed the proposed wage and/or salary increases and ratifications as outlined in her letter to the Committee dated December 23, 2020.

Chairperson Howard asked whether any Board Members had any further comments. There were none.

Chairperson Howard announced that due to COVID-related precautions, any members of the public interested in attending the meeting were provided access via a Webex connection set up in a conference room adjacent to the Board Room at the Headquarters Building. She asked whether any members of the public were present and wished to speak, and if so, to please relay that information to the conference room moderator. There were none.

Chairperson Howard announced that the regular monthly Board Meeting would convene in ten minutes at 9:33 a.m.


Mark E. Doyle
Secretary and President

MED/mjm

METROPOLITAN UTILITIES DISTRICT
Minutes of the Regular Monthly Board Meeting
January 7, 2021

Chairperson Gwen Howard called to order the regular monthly meeting of the Metropolitan Utilities District Board of Directors at 9:34 a.m. at its headquarters building located at 7350 World Communications Drive.

Advance notice of the Committee Meetings and regular monthly Board Meeting was published in the print version of *The Omaha World-Herald* on December 27, 2020 and its online version from December 27 through January 2, 2021. The notice also appeared on the M.U.D. website at www.mudomaha.com and other social media platforms. Agendas and all pertinent documents to be presented at the January 7, 2021 meetings were posted to the M.U.D. website on December 30, 2020.

Chairperson Howard announced that the meeting was being livestreamed and a recording would become available on the M.U.D. website. She announced that due to the Governor's Executive Order No. 20-36 in response to the surge in COVID-19 cases, in-person meeting requirements of the Open Meetings Act are waived. The order became effective on December 1, 2020 and will remain in effect through January 31, 2021.

Chairperson Howard reminded those in attendance in the Board Room that due to an Omaha City Council ordinance, all attendees must abide by the requirement for wearing a facemask or face covering in indoor public settings in response to the COVID-19 pandemic, and she urged all those in attendance to continue to be mindful of social distancing.

AGENDA NO. 1

ROLL CALL

On a roll call vote, the following Directors acknowledged their presence: Tanya Cook, Dave Friend, Jack Frost, Mike McGowan, Gwen Howard, Tim Cavanaugh, Jim Begley. (Howard, Cook and McGowan participated remotely. Friend, Frost, Cavanaugh and Begley participated in-person.)

AGENDA NO. 2

OPEN MEETINGS ACT NOTICE

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

AGENDA NO. 3

PLEDGE OF ALLEGIANCE

Chairperson Howard invited all who wished to participate in reciting the Pledge of Allegiance.

AGENDA NO. 4

APPROVAL OF MINUTES FOR COMMITTEE MEETINGS, PUBLIC HEARING AND REGULAR MONTHLY BOARD MEETING FOR DECEMBER 3, 2020

Director Frost moved to approve the minutes for the Committee Meetings and regular monthly Board Meeting for December 3, 2020, which was seconded by Director Cavanaugh and carried on a roll call vote.

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

Voting No: None

AGENDA NO. 5

ELECTION OF CHAIRPERSON (new Chairperson presides) AND ELECTION OF VICE-CHAIRPERSON

Chairperson Howard offered a motion to nominate Director Cook for the position of Chairperson, citing her eight years' experience as State Senator, her integrity and reputation as a bridgebuilder. Vice-Chairperson Cook thanked Chairperson Howard stating that she very much appreciated the endorsement and the opportunity but would decline the nomination.

Director Friend moved to nominate Director McGowan which was seconded by Director Friost and carried on a roll call vote.

Voting Yes: Friend, Frost, McGowan, Cavanaugh

Voting No: None

Present, Not Voting: Cook, Howard, Begley

Director Friend offered a motion to nominate Director Frost for the position of Vice-Chairperson. The motion was seconded by Director Begley and carried on a roll call vote.

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

Voting No: None

Director McGowan presides as Chairperson.

AGENDA NO. 6

CAPITAL EXPENDITURES

Director Friend moved to approve the capital expenditures as outlined in Mr. O'Brien's letter to the Committee dated December 29, 2020, which was seconded by Director Cavanaugh and carried on a roll call vote.

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

Voting No: None

AGENDA NO. 7

CAPITAL EXPENDITURE FOR PURCHASE OF 4421 SOUTH 76TH CIRCLE

Director Friend moved to approve the capital expenditure for purchase of property at 4421 South 76th Circle as outlined in Mr. Zellars' letter to the Committee dated December 24, 2020, which was seconded by Director Frost and carried on a roll call vote.

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

Voting No: None

AGENDA NO. 8

ACCEPTANCE OF CONTRACTS AND PAYMENT OF FINAL ESTIMATES

Director Friend moved to approve the acceptance of contracts and payment of final estimates as outlined in the letter from Ms. Henn to the Committee dated December 27, 2020 which was seconded by Director Begley and carried on a roll call vote.

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

Voting No: None

AGENDA NO. 9

BIDS ON MATERIALS AND CONTRACTS

Director Friend moved to approve Management's recommendation regarding the bids on materials and contracts as outlined in the letter from Ms. Meisinger dated December 30, 2020. The motion was seconded by Director Frost and carried on a roll call vote.

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

Voting No: None

AGENDA NO. 10

NOTICE OF PURCHASES BETWEEN \$25,000 AND \$50,000

Director Friend requested that the Notice of Purchases letter from Ms. Meisinger dated December 23, 2020 be placed on file.

AGENDA NO. 11

MAIN EXTENSIONS

Director Friend moved to approve the proposed main extensions as outlined in Mr. O'Brien's letter to the Committee dated December 29, 2020, which was seconded by Director Cavanaugh and carried on a roll call vote.

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

Voting No: None

AGENDA NO. 12

WAGE AND/OR SALARY INCREASES AND RATIFICATIONS

Director Begley moved to approve the wage and/or salary increases and ratifications as outlined in Ms. Savine's letter to the Committee dated December 23, 2020. The motion was seconded by Director Cavanaugh and carried on a roll call vote.

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

AGENDA NO. 13
APPOINTMENT OF COMMITTEES

Director Frost moved to approve the Appointment of Committees for 2021 which was seconded by Director Cook and carried on a roll call vote.

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

AGENDA NO. 14
OTHER MATTERS OF DISTRICT BUSINESS FOR DISCUSSION

Chairperson McGowan asked whether any Board Members had any further comments. There were none.

Chairperson McGowan proposed moving the District's monthly regular Board Meeting from Thursdays to Wednesdays going forward. All Board Members were in agreement, so long as the Board retained the authority to move the date when presented with scheduling issues or conflicts. President Mark Doyle assured Board Members that the statutory amendment enacted in recent years established the necessary authority to do so.

Chairperson McGowan requested that Management present the following information at the February Board Meeting: (1) the status of the District's new headquarters building; (2) whether a plan is in place to return employees to their respective worksites; (3) COVID-19 update regarding vaccination plans, positivity counts, etc., and (4) the impact of COVID-19 on the District's financials for 2020.

President Doyle indicated that a plan for employees to return to their worksites is in progress but pointed out that the District is committed to a deliberate and cautious return and is also committed to ensuring employees receive thirty days' prior notice to allow them time to make the necessary arrangements for their families.

President Doyle also announced that he would be bringing to the February or March Board Meeting a report on infrastructure replacement, main breaks and projects that the District hopes to accomplish in 2021.

Director Cook inquired as to whether the issue presented by a District employee at the December 3, 2020 Board Meeting was resolved. Mr. Mendenhall responded that the matter that was raised at the December Board Meeting which he described as a miscommunication had been addressed.

Chairperson McGowan asked if any member of the public had any comments to share. There were none.

AGENDA NO. 18

CLOSED SESSION – LITIGATION, PERSONNEL & REAL ESTATE MATTERS

Chairperson McGowan restated the motion to go into Closed Session for the purpose of discussing litigation, personnel and real estate matters. The motion was made by Director Friend, seconded by Director Cook and carried on a roll call vote.

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

At 11:30 a.m., Director Cavanaugh moved to return to Open Session which was seconded by Director Begley and carried on a roll call vote.

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

Chairperson McGowan asked if any member of the public had any comments to make. There were none.

Director Frost moved to adjourn the meeting which was seconded by Director Cavanaugh and carried on a roll call vote.

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

The meeting was adjourned at 11:31 a.m.


Mark E. Doyle
Secretary and President

MED/mjm

METROPOLITAN UTILITIES DISTRICT

Inter-Department Communication

January 27, 2021

Subject: CAPITAL EXPENDITURES

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

From: Cory J. O'Brien, Interim Senior Vice President, Chief Operations Officer

The following items will be on the February 3, 2021 Committee Agenda for consideration and the Board Agenda for approval:

There are no System Improvements C&A's this month, and therefore no map.

BUILDINGS, PLANTS AND EQUIPMENT

1. 100084001272 and associated job numbers - \$75,897,000 – LNG Plant vaporization equipment expansion and replacement, and liquefaction equipment replacement. The LNG Plant processing equipment is original to plant construction in 1975. As outlined in Jim Knight's previous presentations, the peak day gas send-out to our distribution system has steadily grown and is expected to continue to do so. In order to meet customer needs most efficiently, it is recommended that we expand the vaporization capability of the LNG plant from 60,000 Dekatherms per day to 150,000 Dekatherms per day. This expansion will allow for the 63rd and Oak Propane Air Plant to be decommissioned after this project is complete. Additionally, due to the age and importance of the LNG Plant it is recommended that we replace the liquefaction equipment with new, more efficient, more flexible and safer equipment. The new liquefaction system will be able to run year-round while our current system can only run during the spring, summer, and fall.

CHI is the preferred professional consultant to complete the proposed work at the LNG Plant. CHI has successfully performed several projects at the LNG Plant over the past 10 years, including the replacement of the regeneration heater and the backup generator. Additionally, CHI most recently completed replacement of the boil-off compressors. These compressors compress the methane gas that continually boils off the LNG tank and send it back into the distribution system. The boil-off compressors were replaced under an Engineer, Procure, and Construction (EPC) Contract with CHI. CHI performed all design work, bid out the major equipment purchases and managed the equipment installation. The EPC contract arrangement was very beneficial to the District and our customer-owners. The final cost for the boil-off project came in 20% (\$1 million) under the project estimate.

CHI has significant LNG design and construction experience and has worked at over 80% of the 140 LNG facilities in the U.S.A. CHI provided the engineering estimate for this C&A to procure and provide services to expand and replace the vaporization and liquefaction equipment at the LNG Plant. Approval of this C&A will authorize the President to enter into an EPC agreement with CHI to complete this expansion and replacement project.

If approved, CHI will begin design work in early 2021, construct vaporization equipment in 2022, complete liquefaction design work in 2022, and construct liquefaction equipment in 2023-2024.

2. 100087000627 - \$386,000 – Purchase two replacement mid-size backhoe/loaders for the Construction division. These backhoe/loaders will be used for gas and water main repairs and installation. They will be replacements for units that have reached a point wherein they are no longer economical to maintain for use within the District's fleet. The units to be replaced are a 2009 John Deere model 410J with 7,120 hours and a 2010 John Deere model 410J with 6,901 hours.

3. 100088000774 - \$564,000 – Purchase 10 replacement Ford Transit cargo vans for the Field Services division. These vehicles will be utilized by Customer Service Technicians and are replacements for older, high mileage vans in the fleet that have reached a point wherein they are no longer economical to maintain for use within the District's fleet. There are 76 vans of similar size in the District's fleet ranging in year from 2001 to 2016, and 25 vans with over 100,000 miles. The new vans will have all-wheel drive (AWD) capabilities and a medium roof height. The AWD option will provide better response during inclement weather and the additional roof height provides better ergonomics for the technicians utilizing these vehicles. This is the second phase of a multiyear replacement plan for vans. There are currently no approved CNG upfits listed as available in this class of van.

4. 100088000775 - \$800,000 – Purchase 20 extended cab 4x4 half-ton pickups for various divisions. These pickups will be used by various District divisions. This purchase is phase two of a three-year plan to renew the District's pickup fleet. The District has 112 half-ton pickups of which there are more than 50 that exceed both the Transportation division's and industry recommended replacement cycle of 10 years and 120,000 miles. The current average pickup mileage in the District's fleet is over 90,000 miles. The pickups that will be replaced in this phase range in mileage from 125,000 miles to 190,000 miles.

The vendor who was awarded the 2020 bid (Phase 1) has agreed to honor the 2020 contract bid price per truck for this 2021 order. By utilizing the 2020 bid pricing and placing an order in the first quarter of 2021, the District will avoid a potential model year price increase.

There are currently no dedicated CNG upfits available for these trucks.

5. 100087000625 - \$74,000 – Purchase one stand-on skid steer loader and core hole machine. This machine will eliminate the need for jackhammers and backhoes when potholing during the installation of gas and water services. A core, typically about 12 inches in diameter, of the existing paving is removed. The original core is then reinstalled after the work is completed, reducing the restoration costs to the pavement. The process results in a permanent repair with a cost savings estimated at 60% when compared to current excavation practices and is physically less demanding on work crews. Repairs made with this method can be opened to traffic in less than an hour after the repair is completed.

6. 100089000894 - \$82,100 – Purchase one ride-on sweeper-scrubber for the Facilities Management division. This sweeper-scrubber will replace a 16-year-old sweeper that is no longer economical to maintain for use within the District's fleet. The sweeper is used daily to clean the floors in the Operations Center main parking lot and garage, the Construction Center parking garage, the automotive and heavy equipment service shops, and the Construction Center west parking lot. The current sweeper's side broom is not functioning and parts for this machine are no longer available. The new machine also has a larger recovery tank and debris hopper that will increase productivity by reducing the number of times the machine needs to be emptied.

7. 100088000773 - \$64,000 – Purchase one F-550 extended cab chassis for the Water Distribution division. This truck is a replacement for existing truck #522 that is out of service due to a catastrophic engine failure. Truck #522 is a 2008 Ford F450 with 10,631 engine hours. The estimate to replace the engine is \$22,700. This chassis will have a new flatbed installed on it and the equipment from truck #522 will be transferred to the new flatbed. This truck will be equipped with a gasoline engine as the diesel engine option for this truck has proven to be failure prone. There are currently no CNG upfits available in this class of truck.

8. 100083001130 - \$4,428,000 – Rehabilitate Basin 3 at the Florence Water Treatment Plant. Phase IV of the Florence Capital Improvement Plan (CIP) consists of renovation projects, treatment capacity projects, and chemical system related improvement projects to be completed between 2021 and 2025. The rehabilitation of treatment basin 3 is one of the Phase IV projects. Major items of repair and improvement include repairing the concrete on the basin floor and slope side walls, resealing concrete seams/cracks, removing and replacing cementitious overlay, replacing sluice gates, replacement of chlorine contact baffle walls, and replacing sediment valve control lines. Safety upgrades are also included in this project. They include a fixed access ladder system, installing an above-ground structure to house the piping header for the controls for the sediment valves, and boundary cables between the existing railings.



Cory J. O'Brien
Interim Senior Vice President, Chief Operations Officer

Approved:



Mark E. Doyle
President

METROPOLITAN UTILITIES DISTRICT
Inter-Department Communication

January 26, 2021

Subject: ACCEPTANCE OF CONTRACTS AND PAYMENT OF FINAL ESTIMATES

To: Committee on Construction and Operations
cc: all Board Members, Doyle, Mendenhall, Schaffart, Ausdemore, O'Brien and all Vice Presidents

From: Stephanie L. Henn, Director, Plant Engineering

The following items will be on the February 3, 2021 Committee Meeting Agenda and February 3, 2021 Board Meeting Agenda. Work has been satisfactorily completed on the following contracts and final payment is recommended:

Contract	Board Approval Date	Amounts		
		*Unit Price Bid	Actual	Final
a. HDR Engineering, WP 1670, 100085000643, Professional engineering services to create a hydraulic model and initial criticality assessment of MUD water mains.	April 5, 2019	\$222,085.00	\$232,058.76	\$6,814.40

Comments: There was a contract amendment of \$10,000 to accommodate some additional modeling needed for the West Dodge Pump Station so design on the station could continue.

Contract	Board Approval Date	Amounts		
		*Unit Price Bid	Actual	Final
b. Heimes Corp., WP 1727, 100093001288, 100041000076, Structurally line water mains in 20 th St. from Center St. to Poppleton Ave.	June 24, 2020	\$1,085,684.60	\$1,151,737.83	\$93,519.18

Comments: There were net increases in contract quantities of \$29,023.36 due to extra concrete replacement required and deducts due to unscheduled shutdowns for leak repairs. There was also an increase of \$37,029.87 for Change Order No. 1 for the contractor to remove and replace an existing section of 16-inch pipe and bends. Approval of this final will also approve Change Order No. 1.

Contract	Board Approval Date	Amounts		
		*Unit Price Bid	Actual	Final
c. Kersten Construction, WP 1704, 100055001131, Install water mains in Fountain Ridge West Lot 1, 192 nd St. and HWS Cleveland Blvd.	January 2, 2020	\$240,409.00	\$250,272.60	\$61,888.17

Comments: There were net increases in contract quantities in the amount of \$9,863.60, as additional 12" pipe and hydrants were required compared to the original estimate.

Contract	Board Approval Date	Amounts		
		*Unit Price Bid	Actual	Final
d. Heimes Corp., WP 1718, 100093001280, 100041000068, Structurally line water mains in 72 nd St. from Grover to Center Sts.	June 24, 2020	\$1,087,294.60	\$1,103,525.20	\$60,227.41

Comments: There were net increases of \$16,230.60 for extra water service work, paving replacement, and additional vaults required.

Contract	Board Approval Date	Amounts		
		*Unit Price Bid	Actual	Final
e. Cedar Construction, WP 1737, 100055001322, 100057000478, Install water mains in Lakeview 168 Subdivision, 168 th St. and Redick Ave.	April 16, 2020	\$611,068.00	\$586,509.70	\$48,296.99

Comments: There were net decreases in contract quantities of \$24,558.30 due to needing less water main pipe and bends than estimated.

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

Stephanie L. Henn
Director, Plant Engineering

Approved:

Cory J. O'Brien
Interim SVP, COO

Mark E. Doyle
President

METROPOLITAN UTILITIES DISTRICT
Inter-Department Communication

January 22, 2021

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

To: Construction & Operations Committee
cc: All Board Members, Doyle, Ausdemore, O'Brien, Mendenhall, Schaffart and all Vice Presidents

From: Sherri A Meisinger, Director, Procurement

The following items will be on the February 3, 2021 Committee Agenda for consideration and the February 3, 2021 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 Vistancia Phase 2, N. 209 th Street and Fort Street 100055001345 100057000486 WP1783 Engineering Estimate: \$930,595.00 (A C&A in the amount of \$1,061,069 will be presented to the Board on February 3, 2021 for approval.)	18/2	Kersten Construction <i>Cedar Construction</i>	\$861,100.00 872,363.00
Install Water Mains in Tiburon Ridge Commercial (Subdivision), N. of S. 180 th Street and Highway 370 100055001349 100057000489 WP1784S Engineering Estimate: \$430,055.00 (A C&A in the amount of \$527,797.00 will be presented to the Board on February 3, 2021 for approval.)	18/3	Kersten Construction <i>Cedar Construction</i> <i>Thompson Construction</i>	\$411,006.00 414,312.00 456,745.00
Install Water Mains in Lakeview 168 th Phase 2, SW of N. 168 th Street and Ida Street 100055001348 100057000487 100057000488 WP 1787 Engineering Estimate: \$603,370.00 (A C&A in the amount of \$683,855.00 will be presented to the Board on February 3, 2021 for approval.)	18/3	Cedar Construction <i>Kersten Construction</i> <i>Thompson Construction</i>	\$544,613.50 590,721.20 659,510.00

Install Water Mains in Hyda Hills Lots 89-176, NE of Platteview Road and S. 19 th Street 100055001356 WP1798 Engineering Estimate: \$278,670.00 (A C&A in the amount of \$325,631.00 will be presented to the Board on February 3, 2021 for approval.)	18/3	Kersten Construction Cedar Construction Tab Construction	\$250,721.88 292,714.00 295,319.25
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Install Water Mains in G & G Lots 1-8, West Dodge Road and N. Skyline Drive 100055001351 100051001054 WP 1791 Engineering Estimate: \$204,500.00 (A C&A in the amount of \$282,902.00 will be presented to the Board on February 3, 2021 for approval.)	18/3	Thompson Constr. Kersten Construction Cedar Construction	\$219,890.00 247,441.00 295,945.00
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RATIFICATION

<u>Item</u>	<u>Bids Sent / Rec'd</u>	<u>Bidders</u>	<u>Bid Amount</u>
Microsoft Contract Support Renewal – 3 Year Agreement (February 1, 2021 to January 31, 2024)	3/3	<i>SHI</i> <i>CDW</i> <i>Insight</i>	\$692,354.28 711,300.81 776,954.10

OTHER

<u>Item</u>	<u>Bids Sent / Rec'd</u>	<u>Bidders</u>	<u>Bid Amount</u>
Rehabilitation of Basin 3 at The Florence Water Treatment Plant 100083001130 WP1643 (A C&A in the amount of \$4,428,000.00 will be presented to the Board on February 3, 2021 for approval.)	15/2	McGill Restoration ProShot Concrete	\$3,662,744.00 3,724,105.00
One (1) Stand on Skid Steer Loader and Keyhole Machine 100087000625 (A C&A in the amount of \$74,000.00 will be presented to the Board on February 3, 2021 for approval.)	6/1	Ditch Witch	\$60,297.00

One (1) Ride on Sweeper Scrubber 100089000894	6/2	Tennant Sales Southern Carlson	\$67,126.91 64,990.00*
* Bid rejected, Does not meet specifications (A C&A in the amount of \$82,100.00 will be presented to the Board on February 3, 2021 for approval.)			
Twenty (20) 1/2 Ton Super Cab 4x4, Pickups 100088000775	1/1	Sid Dillon Ford	\$578,660.00*
*Price extended from October 2020 bid (A C&A in the amount of \$800,000.00 will be presented to the Board on February 3, 2021 for approval.)			
One (1) Kubota Mini Excavator 100087000626	1/1	Kubota of Omaha	\$97,089.66
(C&A for 100087000626 approved January 1, 2021 in the amount of \$48,000.00.)			
One (1) Extended Cab F-550 Gasoline Chassis for Flatbed 100088000773	N/A	Anderson Ford	\$49,623.00*
*State of Nebraska bid, Contract #14704 (A C&A in the amount of \$64,000 will be presented to the Board on February 3, 2021 for approval.)			
Two (2) Mid-Size Backhoe/Loaders For Construction 100087000627	N/A	Murphy Tractor	\$303,226.00*
*State of Nebraska bid, Contract #15238 (A C&A in the amount of \$386,000.00 will be presented to the Board on February 3, 2021 for approval.)			
Ten (10) Transit Cargo Vans for Field Services 100088000774	N/A	Anderson Ford	\$381,580.00*
*State of Nebraska bid, Contract #15414 (A C&A in the amount of \$564,000.00 will be presented to the Board on February 3, 2021 for approval.)			
Physical Security Systems Florence Water Plant 100083001095	3/2	Prime Electronic Contract	\$35,853.29 37,383.00
(C&A for 100083001095 approved November 7, 2019 in the amount of \$8,500,000.00)			

ANNUALS

<u>Item</u>	<u>Bids Sent / Rec'd</u>	<u>Bidders</u>	<u>Bid Amount</u>
Professional Engineering Services For Soil and Concrete Testing and SWPP Inspection Services Extension #1 (March 9, 2021 to March 8, 2022)	1/1	Olsson, Inc.	\$214,921.70
Water Meters (Sizes 5/8", 3/4", 1", 1-1/2" & 2") Extension #3	1/1	Badger Meter	\$727,750.00
ERT Modules for Water Meters (6525 Units)	1/1	Itron	\$489,375.00



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

Approved:



Jon Zellars
Vice President, Procurement and Enterprise Services



Steven E. Ausdemore
Senior Vice President, Safety, Security and Field Operations



Mark E. Doyle
President

METROPOLITAN UTILITIES DISTRICT

Inter-Department Communication

January 26, 2021

Subject: MUD – NEBRASKA DEPARTMENT OF HEALTH AND HUMAN SERVICES (“DHHS”) INTERLOCAL AGREEMENT

To: Construction and Operations Committee

cc: All Board Members; Messrs. Doyle, O’Brien, Ausdemore, Schaffart and all Vice Presidents

From: Mark Mendenhall, Senior Vice President, General Counsel

The District operates a testing laboratory to test treated water to ensure compliance with the Nebraska Safe Drinking Water Act, Neb. Rev. Stat. § 71-5301. The Safe Drinking Water Act requires DHHS to either complete such testing itself or it can accept testing results from certified laboratories pursuant to an agreement between it and the laboratory. The DHHS, pursuant to an agreement between it and the District, previously certified the District’s laboratory to accept test results. The previous agreement has been amended annually and expired on December 31, 2020.

The District and DHHS have now agreed to another one-year extension (“Agreement”) pursuant to the Nebraska Interlocal Cooperation Act (“Interlocal Act”) Neb. Rev. Stat. § 13-801 et seq. The parties agreed this Agreement should continue to be governed by the Interlocal Act.

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

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

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



Mark Mendenhall
Senior Vice President, General Counsel
402-504-7129

Approved:



Mark E. Doyle
President

Enclosure

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

This interlocal agreement, including any addenda and attachments (collectively, "Agreement") is entered into by and between the Nebraska Department of Health and Human Services (DHHS), and METROPOLITAN UTILITIES DISTRICT ("Local Agency") (collectively, "Parties").

PURPOSE: The purpose of this Agreement is using laboratory analyses performed by the contractor for Public Water Supply Systems (PWS) in Nebraska to show compliance under the Nebraska Safe Drinking Water Act (NSDWA), Neb. Rev. Stat. §§71-5306 et seq

1. DURATION

- 1.1. **TERM.** This Agreement is in effect from January 1, 2021 through December 31, 2021.
- 1.2. **TERMINATION.** This Agreement may be terminated, in whole or in part, at any time upon mutual written consent, or by either party for any reason upon submission of written notice to the other party at least thirty (30) days prior to the effective date of termination. Either party may also terminate the Agreement to the extent otherwise provided herein. Upon either termination or expiration of this Agreement, the Parties shall confer as to the disposal of any real or personal property involved in the Agreement, and agree, in writing as to the manner of method of disposal.

2. RESPONSIBILITIES

- 2.1. **DHHS** shall do the following:
 - 2.1.1. Department agrees to accept testing results for certified methods and analytes that the Local Agency performs for public water supply systems in Nebraska for use under the Nebraska Safe Drinking Water Act (NSDWA) that meet the provisions of this contract.
- 2.2. **Local Agency** shall do the following:
 - 2.2.1. For all compliance samples, the Local Agency must comply with all current Environmental Protection Agency Requirements, Nebraska Title 179 Chapter 20 (Nebraska Laboratory Certification Requirements for Testing Drinking Water) and recommendations to perform these laboratory analyses for use under the NSDWA.
 - 2.2.2. Use only a methodology set out in 40 CFR 141.852(a) and (c), and the Manual for the Certification of Laboratories Analyzing Drinking Water, 5th Edition, January 2005.
 - 2.2.3. Use Colilert Quantitray for testing all total coliform/*E.coli* initial repeats and all total coliform/*E.coli* specials.
 - 2.2.4. Maintain records of all data, and report data as set out in Chapter V of the Manual for the Certification of Laboratories Analyzing Drinking Water, 5th Edition, January 2005. The Local Agency must keep all of its records a minimum of five years. All data must be available for review by the Department at all times. The Local Agency agrees that it must comply with and adequately document the following:
 - A) Requirements and recommendations set out in 40 CFR 141.852(a) and (c) and this agreement; and
 - B) Chain-of-custody procedures
 - 2.2.5. Annually analyze a Proficiency Test sample set with acceptable results for each test method and analyte for which certification is requested. Proficiency Test samples must be purchased from a Proficiency Test provider approved by National Environmental Laboratory

- Accreditation Program (NELAP). The approved Proficiency Test provider must send results of the Proficiency Test samples directly to the Department.
- 2.2.6. Notify the Department in writing of any major changes in laboratory personnel, equipment, or location that may affect Local Agency's Drinking Water Certification within 30 days. A major change includes, but is not limited to, the loss or replacement of the Laboratory Director, Quality Assurance Officer, primary analyst or a situation in which a trained and experienced analyst is no longer available to analyze water samples in any situation that affects the Local Agency's ability to meet the provisions of this Agreement. Refer to Nebraska Administrative Code, Title 179, Chapter 20, Section 20-003.05 (Nebraska Laboratory Certification Requirements for Testing Drinking Water) for additional information. The Department reserves the right to disapprove any replacement personnel or major laboratory change proposed by the Local Agency.
 - 2.2.7. Provide the Department all final sample analytical Results in compliance with the Safe Drinking Water Information System State's upload requirements. These requirements are set out in the document titled Reporting of Sample Analytical Results from outside Laboratories to Nebraska's Safe Drinking Water Information System. Additional copies can be requested from the Drinking Water Program.
 - 2.2.8. For total coliform/*E.coli* testing, furnish proper follow-up sample bottles and the required analysis to contracted Public Water Supply Systems (PWS) in a timely manner that will allow the PWS(s) to meet current requirements of the Nebraska's Public Water Supply Systems regulations, Title 179. This requires the laboratory to be ready and able to process coliform samples any day of the year.
 - 2.2.9. Report all Sample Analytical Results electronically to the Department's Drinking Water Monitoring and Compliance Program by the first day of the week. This data includes previous weeks results, including those already reported to the Department via telephone, fax, or e-mail.
 - 2.2.10. Report via e-mail Monday through Friday by the end of the same business day any of the following results to mary.poe@nebraska.gov, taylor.benzel@nebraska.gov, nate.rivera@nebraska.gov, jessica.johnson@nebraska.gov and logan.morgaridge@nebraska.gov. The emergency phone number, (402) 499-6922, should be used for reporting after 5:00 PM and on weekends.
 - 2.2.10.1. All Positive total coliform sample results and *E.coli* positive sample results.
 - 2.2.10.2. All Nitrate results over 10.0 mg/L and any confirmation results.
 - 2.2.10.3. Any chronic contaminant results for Inorganic Compounds (IOC), Volatile Organic Compounds (VOC), Synthetic Inorganic Compounds (SOC) or radionuclide, etc., samples and any confirmation results that are double the Maximum Contaminant Level.
 - 2.2.11. Provide individuals, as determined necessary by the Department, to testify as witnesses in administrative hearings about tests performed by the Local Agency under this agreement. Such provision includes reasonable time prior to such hearings to prepare for the hearings with Department staff and to review the Local Agency's records in preparation of such hearings.
 - 2.2.12. Laboratories Certified by Reciprocity:
 - 2.2.12.1 Must notify DHHS certification program when they are scheduled for an onsite inspection/audit by their accrediting body.
 - 2.2.12.2 Must allow the DHHS certification program to be present during said onsite inspection/audit
 - 2.2.12.3 Must provide to the DHHS certification program a copy of the report on the onsite inspection/audit. This includes the assessment of the Quality Assurance Program to the DHHS certification program.
 - 2.2.12.4 Must provide to the DHHS certification program any corrective action reports that are associated with pertinent findings from the onsite inspection/audit.
- 2.3. *Best Efforts*. The parties shall use their best efforts to accomplish their respective responsibilities in a timely and efficient manner. The failure of one party to perform its responsibilities shall not relieve the other party of its responsibilities.

3. INDEPENDENT AGENCIES

- 3.1. DHHS and the Local Agency are independent agencies within the State of Nebraska. This Agreement shall not create an employer-employee relationship between the Parties or between any of the employees of one party with the other party. The Agreement does not create a business partnership or joint venture under Nebraska law, or any joint entity as set forth in the Interlocal Cooperation Act, Neb. Rev. Stat. §§ 13-801 et seq.

4. WRITTEN AGREEMENT

- 4.1. *Amendment.* This Agreement may be modified only by written amendment, executed by both parties. No alteration or variation of the terms and conditions of this Agreement shall be valid unless made in writing and signed by the Parties.
- 4.2. *Integration.* This written Agreement constitutes the entire agreement between the Parties, and any prior or contemporaneous representations, promises, or statements by the Parties, which are not incorporated herein, shall not serve to vary or contradict the terms set forth in this Agreement.
- 4.3. *Severability.* Should any part, term or provision of this Agreement be determined to be invalid, the remainder of this Agreement shall not be affected, and the same shall continue in full force and effect.
- 4.4. *Survival.* All provisions hereof that by their nature are to be performed or complied with following the expiration or termination of this Agreement, shall survive the expiration or termination of this Agreement.

5. COMPLIANCE WITH LAW

- 5.1. If required by the Interlocal Cooperation Act, the Local Agency shall ensure that this Agreement is properly filed with the Nebraska Auditor of Public Accounts by the applicable deadline, in accordance with Neb. Rev. Stat. § 13-513.
- 5.2. *Civil Rights and Equal Opportunity Employment.* The Parties shall comply with all applicable local, state and federal law regarding civil rights, including but not limited to, Title VI of the Civil Rights Act of 1964, 42 U.S.C. §§ 2000d et seq.; the Rehabilitation Act of 1973, 29 U.S.C. §§ 794 et seq.; the Americans with Disabilities Act of 1990 (“ADA”), 42 U.S.C. §§ 12101 et seq.; the Age Discrimination in Employment Act, 29 U.S.C. §§ 621 et seq.; the Age Discrimination Act of 1975, 42 U.S.C. §§ 6101 et seq.; and the Nebraska Fair Employment Practice Act, Neb. Rev. Stat. §§ 48-1101 to 48-1125.
- 5.3. The Parties shall comply with all other applicable federal, state, county and municipal laws, ordinances, and rules and regulations in the performance of this Agreement. This may include, but is not limited to, confidentiality requirements for the particular information being accessed or the data being shared, as may be more fully set forth herein.

6. LIABILITY

- 6.1. Nothing in this Agreement shall be construed as an indemnification by one party or the other for liabilities of a party or third parties for property loss or damage or death or personal injury arising out of and during the performance of this Agreement. Any liabilities or claims for property loss or damages or for death or personal injury by a party or its agents, employees, contractors or assigns or by third persons shall be determined according to applicable law.
- 6.2. Nothing in this Agreement shall relieve either party of any obligation or responsibility imposed upon it by law.

7. RECORDS

- 7.1. The Parties agree to provide reasonable access to each other’s records and personnel, as necessary, to ensure compliance with any funding requirements, or to provide records for any federal or state oversight authority.
- 7.2. The Parties shall maintain all records related to this Agreement as consistent with any applicable record retention schedules, or any other retention requirement mandated by law.

8. NO THIRD PARTY BENEFICIARY RIGHTS

- 8.1. No entity not a party to this Agreement is an intended beneficiary of this Agreement, and no entity not a party to this Agreement shall have any right to enforce any term of this Agreement.

9. NOTICES

9.1. Notices shall be in writing and shall be effective upon mailing. All written notices shall be sent to the following addresses:

FOR DHHS:
Becky Wisell
Nebraska Department of Health and
Human Services
301 Centennial Mall South
Lincoln, NE 68509-5026
(402) 471-0928
becky.wisell@nebraska.gov

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

9.2. Either party may change the individual to be notified under this section via letter sent by U.S. Mail, postage prepaid, or via email.

IN WITNESS THEREOF, the Parties have duly executed this Agreement hereto, and that the individual signing below has authority to legally bind the party to this Agreement, and, if applicable, that this Agreement has been authorized by the Party's governing body.

FOR DHHS:

FOR LOCAL AGENCY:

Department of Health and Human Services

Mark Mendenhall
SVP / General Counsel
Metropolitan Utilities District

DATE: _____

DATE: _____

Certificate Of Completion

Envelope Id: B0AFCD440F3F4227909F3392E4985707	Status: Sent
Subject: Please DocuSign: DHHS Lab MUD DW Agreements 2021 #93357 04	
Division: Public Health	
Envelope Type: Contract	
Document #: 93357 04	
Source Envelope:	
Document Pages: 4	Signatures: 0
Certificate Pages: 5	Initials: 0
AutoNav: Enabled	Envelope Originator:
Envelopeld Stamping: Enabled	Procurement Services
Time Zone: (UTC-06:00) Central Time (US & Canada)	301 Centennial Mall S
	Lincoln, NE 68508-2529
	dhhs.servicepaymentprocessing@nebraska.gov
	IP Address: 164.119.5.231

Record Tracking

Status: Original	Holder: Procurement Services	Location: DocuSign
1/5/2021 12:07:15 PM		
	dhhs.servicepaymentprocessing@nebraska.gov	

Signer Events

Signature	Timestamp
Mark Mendenhall	Sent: 1/5/2021 1:02:22 PM
mark_mendenhall@mudnebr.com	Resent: 1/26/2021 10:29:21 AM
SVP / General Counsel	Viewed: 1/26/2021 10:35:48 AM
Metropolitan Utilities District of Omaha	
Security Level: Email, Account Authentication (None)	

Electronic Record and Signature Disclosure:
 Accepted: 1/26/2021 10:35:48 AM
 ID: 9ac19939-2611-42a1-9a91-0420f280c09e

Dr Gary J Anthone
 Gary.Anthone@nebraska.gov
 Security Level: Email, Account Authentication (None)

Electronic Record and Signature Disclosure:
 Accepted: 9/9/2019 9:19:47 AM
 ID: c0cd0b1a-2238-4ebd-bf69-cc51e3205cec

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

Susan Farnsworth	COPIED	Sent: 1/5/2021 1:02:21 PM
Susan.Farnsworth@nebraska.gov		
Security Level: Email, Account Authentication (None)		
Electronic Record and Signature Disclosure: Not Offered via DocuSign		

Carbon Copy Events	Status	Timestamp
Becky Wisell Becky.Wisell@nebraska.gov Administrator Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Accepted: 9/22/2020 9:03:06 AM ID: d4393a8d-aa20-4a8e-a04d-5e7e90776546	COPIED	Sent: 1/5/2021 1:02:21 PM Viewed: 1/5/2021 1:45:05 PM
Laurie Wieting laurie.wieting@nebraska.gov Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign	COPIED	Sent: 1/5/2021 1:02:22 PM
Mary Boden mary.boden@nebraska.gov Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign	COPIED	Sent: 1/5/2021 1:02:22 PM Viewed: 1/5/2021 1:25:56 PM
Magen Schachta Magen.Schachta@nebraska.gov Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign		
Witness Events	Signature	Timestamp
Notary Events	Signature	Timestamp
Envelope Summary Events	Status	Timestamps
Envelope Sent	Hashed/Encrypted	1/5/2021 1:02:21 PM
Payment Events	Status	Timestamps
Electronic Record and Signature Disclosure		

CONSUMER DISCLOSURE

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

Getting paper copies

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

Withdrawing your consent

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

Consequences of changing your mind

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

All notices and disclosures will be sent to you electronically

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

How to contact Nebraska Department of Health & Human Services:

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

To contact us by email send messages to: john.canfield@nebraska.gov

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

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

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

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

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

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

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

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

Required hardware and software

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

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

Acknowledging your access and consent to receive materials electronically

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

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

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

METROPOLITAN UTILITIES DISTRICT

Inter-Department Communication

January 25, 2021

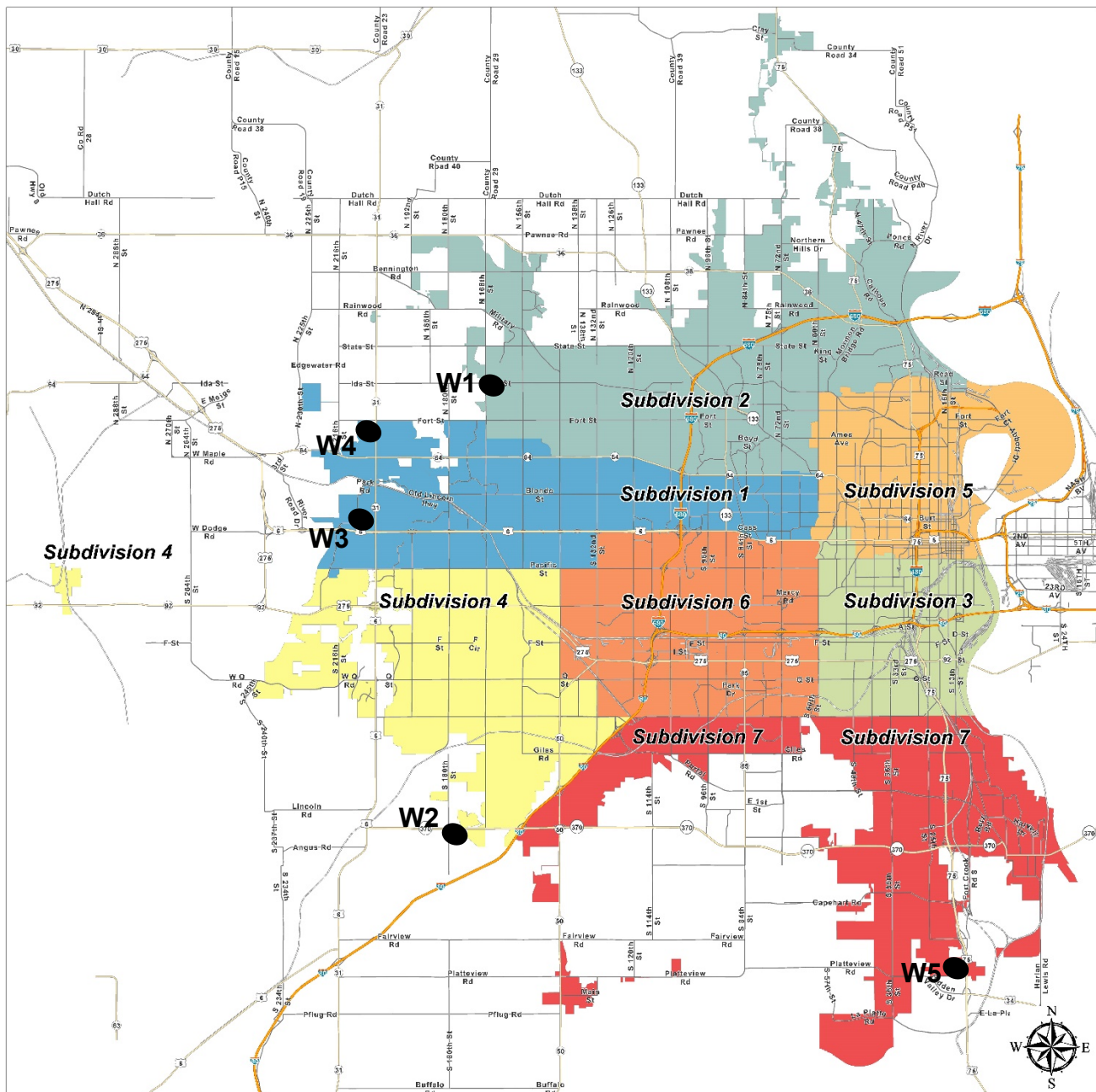
Subject: MAIN EXTENSIONS

To: Services and Extensions Committee

cc: All Board Members, Doyle, Mendenhall, Schaffart, Ausdemore and all Vice Presidents

From: Cory J. O'Brien, Interim Senior Vice President, Chief Operations Officer

The following main extensions will be on the February 3, 2021 Committee Agenda for consideration and the Board Agenda for approval:



MUD Subdivision Map

WATER					
1.	Project Number	Project Cost	Applicant Contribution	Construction by Applicant	M.U.D. Cost
	WP 1787	\$683,855	\$683,855	\$0	\$0
	Subdivision 2, Friend: These mains are being installed to provide domestic water service and fire protection to 130 single-residence lots in Lakeview 168 Subdivision, 168 th and Ida Streets. Work is requested to be completed by June 1, 2021. (City of Omaha zoning, Celebrity Homes)				
2.	Project Number	Project Cost	Applicant Contribution	Construction by Applicant	M.U.D. Cost
	WP 1784	\$1,117,797	\$1,091,937	\$0	\$148,932
	Subdivision 4, Cavanaugh: These mains are being installed to provide domestic water service and fire protection to 14 commercial lots and two multi-residence lots in Tiburon Ridge Commercial Subdivision, 180 th Street and Highway 370. There is a pioneer main fee in the amount of \$123,072 due to the existing 30- and 42-inch water mains in 168 th Street. The developer is required to pay a 12-inch equivalent cost of the 16-inch main in 180 th Street in the amount of \$391,068. The District will pay for the oversizing in the amount of \$148,932. Work is requested to be completed by Spring 2021. (Sarpy County zoning, McCune Development)				
3.	Project Number	Project Cost	Applicant Contribution	Construction by Applicant	M.U.D. Cost
	WP 1791	\$282,902	\$277,744	\$0	\$34,203
	Subdivision 1, Begley: These mains are being installed to provide domestic water service and fire protection to eight commercial lots in G&G Subdivision, 210 th Street and Cumberland Road. Approximately 180 feet of 8-inch water main is being installed as a connection to Chancellor Road at the District's expense. This connection will enhance fire flow and reliability along Chancellor Road. There is a pioneer main fee in the amount of \$29,045 due to the existing 30-inch water main in Pacific Street. Work is requested to be completed by April 30, 2021. (City of Omaha zoning, G&G Manufacturing Co.)				
4.	Project Number	Project Cost	Applicant Contribution	Construction by Applicant	M.U.D. Cost
	WP 1783	\$1,061,069	\$1,261,454	\$0	\$0
	Subdivision 1, Begley: These mains are being installed to provide domestic water service and fire protection to 212 single-residence lots in Vistancia Subdivision – Phase 2, 209 th and Fort Streets. Work is requested to be completed by June 1, 2021. There is a pioneer main fee in the amount of \$200,385 due to the existing 16- and 24-inch water mains in 204 th and Fort Streets. (City of Omaha zoning, Falcone Land Development, LLC)				

WATER (con't)

	Project Number	Project Cost	Applicant Contribution	Construction by Applicant	M.U.D. Cost
	WP 1798	\$325,631	\$611,457	\$0	\$0
5.	<p>Subdivision 7, Frost: <i>These mains are being installed to provide domestic water service and fire protection to 88 single-residence lots in Hyda Hills 2 Subdivision – Phase 2, 17th Street and Mayflower Road. Work is requested to be completed by May 1, 2021. There is a pioneer main fee in the amount of \$285,826 due to a future 24" water main in Platteview Road. (City of Bellevue zoning, SID 314, Celebrity Homes)</i></p>				

Cory J. O'Brien
Interim Senior Vice President, Chief Operations Officer

Approved:

Mark E. Doyle
President

METROPOLITAN UTILITIES DISTRICT
Inter-Department Communication

January 21, 2021

Subject: Wage and/or Salary Increases and Ratifications, February 2021 Board Meeting

To: Personnel Committee members Begley, Friend, and Frost

cc: Board Members Cavanaugh, Cook, Howard, and McGowan
President Doyle, and Senior Vice Presidents Ausdemore, Mendenhall, Schaffart and Interim
Senior Vice President O'Brien

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: Larry Bowers
Current position (department): Pipe Layer Trainee (Construction)
New position (department): Customer Service Technician Trainee (Field Services)
Current rate; step/grade: \$25.11; Step 2
Proposed rate; step/grade: \$27.56; Step 4
Percent of increase: 9.76%
District hire date: September 9, 2019

Employee: Jason McWilliams
Current position (department): Building and Grounds Maintenance Worker (Facilities Management)
New position (department): Building Engineer Trainee (Facilities Management)
Current rate; step/grade: \$26.31; Step 4
Proposed rate; step/grade: \$28.95; Step 2
Percent of increase: 10.03%
District hire date: July 6, 2009

Employee: Eliseo Perea
Current position (department): Pipe Layer Trainee (Construction)
New position (department): Customer Service Technician Trainee (Field Services)
Current rate; step/grade: \$25.11; Step 2
Proposed rate; step/grade: \$27.56; Step 4
Percent of increase: 9.76%
District hire date: September 9, 2019

Employee: John Ruckman
Current position (department): Pipe Layer Trainee (Construction)
New position (department): Customer Service Technician Trainee (Field Services)
Current rate; step/grade: \$25.11; Step 2
Proposed rate; step/grade: \$27.56; Step 4
Percent of increase: 9.76%
District hire date: November 4, 2019

Employee: Sheena Sanders
Current position (department): Administrative Clerk II (Credit Services)
New position (department): Administrative Clerk III (Branch Delivery)
Current rate; step/grade: \$26.81; Step 4
Proposed rate; step/grade: \$28.15; Step 4
Percent of increase: 5.00%
District hire date: June 4, 2012

Employee: Eric Schendt
Current position (department): Pipe Layer Trainee (Construction)
New position (department): Customer Service Technician Trainee (Field Services)
Current rate; step/grade: \$26.51; Step 3
Proposed rate; step/grade: \$27.56; Step 4
Percent of increase: 3.96%
District hire date: April 15, 2019

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

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

There are no recommendations for approval this month

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

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

Employee: Justin Combs
Current position (department): Pipe Layer Trainee (Construction)
New position (department): Pipe Layer (Construction)
Current rate; step/grade: \$27.90; Step 4
Proposed rate; step/grade: \$29.98; Step 2
Percent of increase: 7.46%
District hire date: January 7, 2019

Employee: Oliver Hernandez
Current position (department): Pipe Layer Trainee (Construction)
New position (department): Pipe Layer (Construction)
Current rate; step/grade: \$27.90; Step 4
Proposed rate; step/grade: \$29.98; Step 2
Percent of increase: 7.46%
District hire date: January 22, 2019

Employee: Joshua Peacher
Current position (department): Pipe Layer Trainee (Construction)
New position (department): Pipe Layer (Construction)
Current rate; step/grade: \$27.90; Step 4
Proposed rate; step/grade: \$29.98; Step 2
Percent of increase: 7.46%
District hire date: January 7, 2019

Employee: Thomas Sneed
Current position (department): Pipe Layer Trainee (Construction)
New position (department): Pipe Layer (Construction)
Current rate; step/grade: \$27.90; Step 4
Proposed rate; step/grade: \$29.98; Step 2
Percent of increase: 7.46%
District hire date: January 7, 2019

Employee: Sviatlana Zhuromskaya
Current position (department): Computer Aided Drafting Technician I (Engineering Design)
New position (department): Computer Aided Drafting Technician II (Engineering Design)
Current rate; step/grade: \$27.35; Step 4
Proposed rate; step/grade: \$30.16; Step 2
Percent of increase: 10.27%
District hire date: July 9, 2018

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

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

Employee: Edward Hellbusch
Current position (department): Utility Locator (Safety & Security)
New position (department): Plant Foreman (Platte South)
Current rate; step/grade: \$37.47; Step 4
Proposed rate; step/grade: \$81,835; SPA – 04
Percent of increase: 5.00%
District hire date: October 10, 2016

Employee: Jerry Markham
Current position (department): Sr. Customer Service Technician (Field Services)
New position (department): Field Foreman (Field Services)
Current rate; step/grade: \$43.14; Step 4
Proposed rate; step/grade: \$94,218; SPA – 04
Percent of increase: 5.00%
District hire date: November 6, 2006

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: Tricia Gosson
Current position (department): Buyer (Purchasing)
Current rate; step/grade: \$71,973; SPA – 03
District hire date: January 11, 2021

Employee: Steven LaMountain
Current position (department): Buyer (Purchasing)
Current rate; step/grade: \$71,973; SPA – 03
District hire date: January 25, 2021



Bonnie Savine
Vice President, Human Resources



Mark A. Mendenhall
Senior Vice President, General Counsel



Mark E. Doyle
President

METROPOLITAN UTILITIES DISTRICT

Inter-Department Communication

January 25, 2021

Subject: SPA SALARY STRUCTURE ADJUSTMENT & POLICY REVISION

To: Personnel Committee, Jim Begley, Jack Frost, and Dave Friend

cc: Board Members Cavanaugh, Cook, Howard, and McGowan; President Doyle, and Sr. Vice Presidents Ausdemore, Mendenhall and Schaffart and Interim Senior Vice President O'Brien

From: Bonnie Savine Vice President, Human Resources

As a matter of policy, the salary structure for Supervisory, Professional, and Administrative (SPA) employees is reviewed by the District's Management on an annual basis. Following the review, a summary, which may include a recommendation for an adjustment, is made to the Board. Any adjustment authorized by the Board will be effective on March 1, 2021.

In addition to the annual salary structure review, the Human Resources Department embarked on a project to study the SPA Salary Structure & Compensation Administration Policy. The District partnered with SilverStone Group/HUB for third-party analysis. SilverStone Group/HUB conducted an analysis of the District's SPA salary structure, a review of compensation policy and an external market analysis for the salaries of Director-level jobs and higher. Human Resources worked with the senior team to address the following goals:

- Revise the SPA Compensation Policy language in the Personnel Policy Manual (PPM) Section 5 to address the rigidity that applies to standard promotional increases and promotional increases as a result of job re-evaluation.
- Reform the salary grade structure for Directors and higher to make progress on addressing compression, equity and to remain competitive in recruitment and retention of our leadership jobs.
- Commit to further exploration of options to recognize and reward high performers in all SPA jobs to support interest and motivation for SPA jobs as well as add to recruitment and retention efforts as we continue with succession planning.
- Keep our Core Values, including Financial Responsibility, in mind as we endeavor to reach our goals.

The 2021 recommendations continue to reflect Management's commitment to the District's organizational excellence and financial responsibility pillars.

Recommendations:

1) Section 5: Salary Administration Plan for SPA Personnel

Revise the current Personnel Policy Manual Section 5 language related to SPA compensation for salary increases due to promotion or job reevaluation.

- The policy change will allow the President the ability to make recommendations for salary increases for these reasons in amounts greater than the current 5% limit to address equity and compression among other things.

- Recommended additional language: “Director level jobs and above may be eligible to receive a promotional increase greater than five percent (5%) due to directly related experience, market considerations, compression, salary paid recently to comparable hires, or other factors by recommendation from the President. Prior to the recommendation for a promotional increase above five percent (5%), Human Resources shall review the recommendation with the President and obtain the President’s approval prior to submitting to the Board of Directors.”

2) Salary Structure Adjustments

Part A: Develop new SPA Salary Structure guidelines using best practices for salary grade midpoint differentials and range spread for Director-level jobs and higher.

1. Implement midpoint differentials of 10% for Director-level salary grades and 15% for Vice President-level salary grades and higher with consistent 50% range spreads for Director-level salary grades and higher.
2. Prepare the new 2021 SPA Salary Scales using these midpoint differentials and range spreads for Director-level grades and higher.
3. Create two (2) new salary grades to separate Directors in grades SPA-07 & SPA-08 from non-director jobs in these existing grades. The new grades are SPA-7D & SPA-8D.
4. Retain the existing grade structure for all other grades.

Based on the existing Section 5 Salary Administration for SPA Personnel language that states:

- The employee's new salary shall not exceed the Maximum Rate of the new salary grade.
- The employee shall not be paid less than the Minimum of the new salary grade.

the estimated cost to implement the revised 2021 SPA Salary Scales recommended is \$12,448.00. General & Progression Increases for the SPA group were included in the District’s 2021 budget. The \$12,448.00 cost is due to the need to adjust 4 employees to the Minimum of the revised salary grades, per policy noted above.

Part B: Implement an Annual Salary Structure Increase of 2.25% for all grades.

As in 2020, a variety of factors impacting the recommendation continue to be changes to SPA Benefits (pension contributions), the SPA/Bargaining Unit General Increase Comparison, and Compensation Survey Data. (See supporting information on Addendum A) The information in this memo supports management’s recommendation for the 2021 SPA Salary Structure adjustment of 2.25%.

The District’s long-term success is reliant on overall financial stability. Though the District and the rest of the world felt the impact of the COVID-19 Pandemic throughout 2020 our organization was able to maintain an adequate financial position. Our employees continued to work safely and efficiently and delivered significant value to our customers whether that be through traditional work in the office or field or a remote environment. In contributing to the overall financial stability of the company a 2.25% salary scale adjustment is fiscally responsible and was approved for the 2021 budget.

District SPA employee's annual compensation review will follow the established guidelines as in years past. There are no recommended changes to the compensation guidelines for qualifying for a General Increase or Progression Increase. A summary of the guidelines follows:

- Grant a general increase effective March 1, 2021 to all SPA employees who have demonstrated satisfactory performance, per the following guidelines:

Upon review of completed 2020 SPA Performance Appraisals 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 3.0 to 5.0 will receive the entire Board authorized General Increase of 2.25%
- An appraisal score of 2.5 to 2.99 shall result in adjustment to 75% of the authorized General Increase.
- An appraisal score of 2.0 to 2.49 shall result in adjustment to 50% of the authorized General Increase.
- An appraisal score of 1.99 or lower will result in no increase for the employee.

In accordance with SAP Compensation Policy see the full 2021 SPA Compensation Guidelines for more information.

- SPA employees eligible for a 2021 progression increase are subject to the following guidelines:

The 2020 SPA appraisals will be reviewed, and SPA Progression Increases will be awarded, based on the aggregate appraisal score of each SPA employee, according to the 1 through 5 rating system. Progression Increases are subject to the proration schedule for employees hired, promoted, or transferred in the previous 12 months. The Progression Increases are determined by the following:

- An appraisal score of 3.0 or higher shall result in the entire 5% Progression Increase or applicable prorated progression percentage if the employee was hired or changed jobs in the previous 12 months.
- An appraisal score of 2.5 to 2.99 shall result 75% of the maximum Progression Increase.
- An appraisal score of 2.00 to 2.49 shall result 50% of the maximum Progression Increase.
- An appraisal score of 1.99 or lower shall result in no annual Progression Increase for the SPA employee for the year.

- To complete the Annual SPA compensation review; If compression issues are identified, per the SPA Compensation Administration Policy, an adjustment will be made which will maintain a 10% differential between the highest paid OAC position (or position designated by management) and the position of the SPA employee.

- A report will be completed in February to identify SPA employees eligible for a Progression Increase on March 1, 2021 based on the Maximum of their salary grade. Only these identified employees will be eligible for a Progression Increase on March 1, 2021.
 - An employee at the Maximum of their salary grade as of February 28, 2021 will not qualify for a Progression Increase in 2021, even if their salary grade Maximum is increasing as part of the structure adjustment for Directors and higher.
 - An employee at the Maximum for their salary grade per this report that does not qualify for a full General Increase based on performance effective March 1, 2021, will not be eligible for a Progression Increase in 2021.

*See the full 2021 SPA Compensation Guidelines for more information.



Bonnie Savine
Vice President, Human Resources



Mark A. Mendenhall
Sr. Vice President, General Counsel



Mark E. Doyle
President

Attachments:

2021 OAC – SPA General Increase Review – 10 year history
2021 SPA Compensation Guidelines
2021 SPA Salary Scales

ADDENDUM A: Supporting Information for a 2.25% increase to the Minimum and Maximum's of the SPA salary scales

SPA Pension Contribution Increase

Effective January 1, 2021 the SPA employee's contribution to the District's pension plan increased from 7.5% to 8.0%.

SPA/Bargaining Unit General Increase Comparison

The District has maintained and monitored an index which compares the cumulative effect of increases over the years as they apply to the Bargaining Unit wage system (OAC employees) and the SPA employees salary structure. This index is maintained to retain equity between the two groups. The SPA salary structure has increased at a lower rate than the OAC structure over the years since the index was established in 1983. In particular, general increases for OAC employees have been more than those granted to SPA employees on a ten-year cumulative basis as referenced on attachment 2021 OAC – SPA General Increase Review.

Salary compression between SPA management personnel and subordinates does exist. This adjustment helps ensure that the gap between management and their subordinate's annual salary does not shrink further. The District will continue to address compression for management personnel per District policy during the annual compensation cycle.

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 2020-2021 Salary Budget Survey:
Projected salary increase for 2021 2.90%
 - Mercer's 2020/2021 U.S. Compensation Planning Survey:
Projected salary increase budgeted for 20201 2.80%
 - Korn Ferry(Hay Group) 2021 Salary:
Planned average salary growth U.S. 3.00%
 - Willis Towers Watson/AGA
2021 pay increase 2.70%
 - American Water Works (AWWA)
Projected 2021 salary increase 2.86%
- Published Survey Data Average 2.85%**

**METROPOLITAN UTILITIES DISTRICT
2021 OAC - SPA General Increase Review
10 Year History**

COMPARATIVE INCREASE				
DATE	OAC		DATE	SPA
Apr-11	0.00%		Jun-11	0.00%
Apr-12	0.00%		Jun-12	0.00%
Apr-13	3.50%		Jun-13	2.00%
Sep-14	3.50%		Jan-14	3.50%
Apr-15	3.50%		Jan-15	3.50%
Apr-16	3.50%		Mar-16	3.50%
Apr-17	3.50%		Mar-17	3.50%
Apr-18	1.50%		Mar-18	2.00%
Apr-19	2.75%		Mar-19	2.75%
Apr-20	2.25%		Mar-20	2.25%
Budgeted Apr-21	2.25%		Proposed Mar-21	2.25%

CUMULATIVE				
DATE	OAC		DATE	SPA
	100.00%			100.00%
Apr-11	100.00%		Jun-11	100.00%
Apr-12	100.00%		Jun-12	100.00%
Apr-13	103.50%		Jun-13	102.00%
Sep-14	107.12%		Jan-14	105.57%
Apr-15	110.87%		Jan-15	109.26%
Apr-16	114.75%		Mar-16	113.09%
Apr-17	118.77%		Mar-17	117.05%
Apr-18	120.55%		Mar-18	119.39%
Apr-19	123.87%		Mar-19	122.67%
Apr-20	126.65%		Mar-20	125.43%
Budgeted Apr-21	129.50%		Proposed Mar-21	128.25%

10 Yr Cumulative percent difference OAC over SPA = 0.97%
The proposed SPA 2021 increase retains the % spread of: 0.97%

SPA Compensation Guidelines for 2021

(Appraisal Year 2020)

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 grade. For 2021, the effective date is March 1, 2021. 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 3.0 to 5.0 will receive the entire Board authorized General Increase.
- An appraisal score of 2.5 to 2.99 shall result in adjustment to 75% of the General Increase.
- An appraisal score of 2.0 to 2.49 shall result in adjustment to 50% of the General Increase.
- An appraisal score of 1.99 or lower will result in no Increase for the employee.

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.

Progression Increases of up to 5% can be annually granted to SPA employees who have not attained the Maximum salary of their job 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 the 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 3.0 or higher shall result in the entire 5% Progression Increase or applicable prorated progression percentage.

- An appraisal score of 2.5 to 2.99 shall result 75% of the maximum Progression Increase (75% X 5% = 3.75%).
- An appraisal score of 2.00 to 2.49 shall result 50% of the maximum Progression Increase (50% X 5% = 2.5%).
- An appraisal score of 1.99 or lower shall result in no annual Progression Increase for the SPA employee for the year.

Timely Appraisal Completion Requirements

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

SPA employee voluntary self-evaluations will commence in December. Supervisors will commence their evaluations and preparation of appraisals in late-December, continuing through early-January. The deadline to complete SPA appraisals by supervisors will be **January 9, 2021**. The deadline for 2nd level managers will be **January 23, 2021**.

It is expected that all SPA appraisals will be completed for the 2020 calendar year, and going forward, in compliance with the policy.

*Proration Schedule (effective March 1, 2015)

(Based on month of 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 during the first year in a job.



SPA Salary Scale

2.25% Increase Effective March 1, 2021

Including Recommended SPA Structure Revisions to Midpoint & Range

Grades	2021 Minimum	2021 Maximum
SPA - 13	\$199,105	\$298,658
SPA - 12	\$173,135	\$259,703
SPA - 11	\$150,552	\$225,828
SPA - 10	\$130,915	\$196,373
SPA - 9	\$119,014	\$178,520
SPA - 8D**	\$108,194	\$162,291
SPA - 8	\$107,935	\$137,962
SPA - 7D**	\$100,081	\$150,121
SPA - 7	\$100,068	\$127,387
SPA - 6	\$92,788	\$117,634
SPA - 5	\$85,866	\$108,421
SPA - 4	\$79,542	\$100,027
SPA - 3	\$73,592	\$92,160
SPA - 2	\$68,254	\$85,117
SPA - 1	\$63,402	\$78,747

*District President's Salary Grade Not Published

**New Grades for Director jobs in grade 7 & 8

METROPOLITAN UTILITIES DISTRICT
Inter-Department Communication

January 27, 2021

Subject: FIRST LEGISLATIVE REPORT – 2021 SESSION

To: Judiciary and Legislative Committee

cc: All Board Members; Doyle, Mendenhall, Ausdemore, Schaffart, O'Brien;
all Vice Presidents; Nowka

From: Rick Kubat, Government Relations Attorney

The 90-day long session of the Nebraska Legislature began On January 6, 2021 and is tentatively set to adjourn on June 10, 2021. Legislation proposed in the long session can be considered into the subsequent 2022 session unless it is indefinitely postponed.

Provided below are management's recommendations for District positions on newly introduced legislation. Please know that in addition to the bills provided below, there are numerous additional bills that will be monitored on behalf of the District.

LB 26 (Wayne) – Eliminates sales tax for residential water. LB 26 would eliminate both city and state sales tax imposed on the sale, lease, or rental of and the storage, use, or other consumption of residential water. Industrial and commercial water would still be subject to city and state sales tax under the provisions of the legislation.

Mgmt. Rec: Support
Status: Referred to Revenue Committee

LB 83 (Flood) – Changes the Open Meetings Act to provide for virtual conferencing. LB 83 has two parts. The first part provides for virtual meetings under regular or non-emergency circumstances. The second part of the bill addresses virtual meetings when an emergency declaration is made. The first part of LB 83, would allow specific political subdivisions to hold up to half of their meetings via virtual conferencing in non-emergency or regular circumstances. The District is seeking a change to the underlying bill that would add the District to the list of eligible entities. The second part of LB 83, allows virtual meetings if an emergency is declared under the Emergency Management Act. For District purposes, the emergency declaration can be made by the principal executive officer of local government. The principal officer is defined as the mayor, village board chair or chair of the county board whose territorial jurisdiction covers in whole or part of the District's jurisdiction. The District is included as a public body in the emergency declaration portion of LB 83. LB 83 further clarifies notice requirements and the public's ability to participate in Board meetings under emergency declaration circumstances. The District has provided a letter of support for LB 83.

Mgmt. Rec: Support
Status: Government, Military & Veteran's Affairs Committee hearing Jan. 27th

LB 148 (Bostelman) – Transfers powers and duties from the Department of Health and Human Services to the Department of Environment and Energy. For District purposes, these powers and duties include oversight over drinking water, testing of water samples and the licensure, and permitting of water well contractors.

Mgmt. Rec: Neutral
Status: Natural Resources Committee hearing Jan. 27th

LB 163 (Urban Affairs Committee) – LB 163 amends all sections of Chapter 18 of the Nebraska State Statutes. LB 163 is the Urban Affairs clean up bill intended to replace or eliminate antiquated, obsolete, or unnecessary language and it includes various statutory references to the District.

Mgmt. Rec: Neutral
Status: Urban Affairs Committee hearing Jan. 26th

LB 178 (Lindstrom) – Provides for a turn-back of a portion of the 5.5% of state sales tax dollars collected for sewer and potable water services. LB 178 is a similar version of last year's LB 242. The only change from last year's LB 242, is additional language in LB 178 which requires entities who receive turnback dollars to account for their receipt in their budget statement along with a declaration of the percentage by which water and sewer rates would have increased if not for the receipt of turnback funds. The turn-back of revenue is specifically designated and earmarked for potable water and wastewater infrastructure assistance or repaying of bonds for such work. LB 178 would turn-back 36% of the 5.5% of state sales tax dollars collected for water and sewer services from July 1, 2021 through June 30, 2022, a turn-back of 54% of the 5.5% of state sales tax dollars collected from July 1, 2022 through June 30, 2024, and a turn-back of 72% of the 5.5% of state sales tax dollars collected after July 1, 2024.

Mgmt. Rec: Support
Status: Referred to Revenue Committee

LB 190 (Hughes) – Prohibits the Legislature from appropriating or transferring money from the Water Sustainability Fund. The only exception would be upon a finding that the goals of the fund are no longer being accomplished.

Mgmt. Rec: Support
Status: Natural Resources Committee hearing Jan. 27th

LB 266 (McCollister) – Adopt the Renewable Energy Standards Act. LB 266 requires public power suppliers to achieve net-zero carbon emissions by 2050. The Renewable Energy Standards Act will not apply to a public power entity, if a determination is made by the public power entity, that compliance will negatively affect the operation of the power system.

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

LB 293 (Flood) – Changes the membership of the Public Service Commission from the current five-member board to seven Commissioners.

Mgmt. Rec: Neutral
Status: Transportation & Telecommunications Committee hearing Feb. 1

LB 306 (Brandt) – Changes requirements for low-income home energy assistance program (LIHEAP). LB 190 would increase the federal poverty income guidelines from 130% to 150% to increase the threshold of income to qualify for LIHEAP. Additionally, LB 190 would set aside 10% of the LIHEAP funds for weatherization purposes for qualified applicants to make their homes more energy efficient.

Mgmt. Rec: Support
Status: Health & Human Services Committee hearing Jan. 29th

LB 339 (Bostelman) – Requires a utility coordination plan for highway, bridge, and other specific construction projects. LB 339 applies to any contract exceeding \$50,000 for construction, reconstruction, improvement, maintenance or repair of a street, highway, bridge, or other related structure. The utility coordination plan shall provide the date and time for when utilities are moved or removed. The Contractor for the project may rely upon such plan and shall be compensated by the Department of Transportation, city or county for damages associated with any deviation of the utility coordination plan. LB 339 impacts both the water and gas facilities owned by the District.

Mgmt. Rec: Oppose
Status: Transportation & Telecommunications Committee hearing Jan. 26th cancelled. Presumption for hearing to be rescheduled.

LB 344 (Friesen) – Changes provisions to the One-Call Notification System Act and creates the Underground Excavation Safety Committee (UESC). LB 344 creates the UESC to consist of the State Fire Marshall, two operator representatives and two excavator representatives appointed by the Governor. The UESC members will not be compensated and will be governed by rules and regulations promulgated by the State Fire Marshall. The UESC will review complaint proceedings brought by any person for any violation of the One Call Act of an excavator or operator. If the UESC unanimously determines that a violation of the One-Call Act has occurred, a recommendation for a civil penalty shall be submitted for consideration by the Nebraska Attorney General. A majority of the UESC may make a recommendation for continuing education.

Mgmt. Rec: Neutral
Status: Transportation & Telecommunications Committee hearing Feb. 1

LB 406 (McDonnell) – Creates the Lower Platte River Infrastructure Task Force and provides funding. LB 406 would create a task force to study potential reservoirs on the Lower Platte River. The purpose of the study is to look at three to five potential flood-

control infrastructure projects along the river basin for flood control, water supply, water quality, recreation, and hydropower. The task force is to be made up of representatives appointed by the Director of Natural Resources to include four designees from the four natural resources districts with boundaries along the lower Platte River basin, the dean or designee of the UNL College of Engineering, the mayor or designee of the City of Lincoln, three representatives from communities located adjacent to the lower Platte River, and the Director of the Natural Resources as a nonvoting, ex officio member. Funding for the task force study would come from a \$900,000 transfer from the Water Sustainability Fund if a matching contribution is made from the private sources to support the study. The District has requested additional language in the bill to provide an MUD representative as a member of the task force. Historically, the District has opposed previous legislation for a lower Platte reservoir as prior potential reservoir locations were detrimental to the District's water plant assets. As this is a study of possible locations, management feels it is important to have a voice to assure any potential reservoir locations assure that the public water supply is adequately protected. Potential reservoirs could benefit the District by enhancing flood control in the basin. Additionally, the potential retiming of water could enhance the public water supply in drought conditions. The District has offered a letter of support for LB 406 and is working with Senator McDonnell to be included as a member of the task force.

Mgmt. Rec: Support
Status: Natural Resources Committee hearing Jan. 28th

LB 414 (Wishart) – Changes provisions of the Political Subdivisions Construction Alternatives Act. LB 414 enhances the ability for political subdivisions to use design-build contracts for sewer, water, utility and other large projects.

Mgmt. Rec: Support
Status: Government, Military & Veterans Affairs Committee hearing Feb 4

LB 512 (Brewer) – Adopts the Critical Infrastructure Utility Worker Protection Act. In the event of a civil defense emergency, the Governor shall insure that critical utility workers are provided access to personal protective equipment, medical screening, testing, preventive health services, medical treatment, and vaccines. Priority access means a level of accessibility at least equal to that provided to hospital, medical personnel, law enforcement and other emergency responders. Under LB 512, the District would maintain a list of mission critical employees.

Mgmt. Rec: Support
Status: Referred to the Business & Labor Committee

LB 619 (Sanders) – Changes excavation requirements under the One-Call Notification System Act. LB 619 would change the depth requirements for underground utilities. The District is concerned that the minimum depth requirements proposed by LB 619 are contrary to federal regulations as proscribed by the Pipeline and Hazardous Materials Safety Administration (PHMSA). Specifically, PHMSA requires a depth of 18 inches for gas service lines and LB 619 would require a new depth requirement of 24 inches.

Mgmt. Rec: Oppose
Status: Transportation & Telecommunications Committee hearing Feb. 1

LB 650 (Flood) – Adopt the Nebraska Geologic Storage of Carbon Dioxide Act. LB 650 establishes the legal and regulatory framework for potential carbon dioxide capture and storage projects in Nebraska. Carbon capture technology captures industrial carbon dioxide emissions, compresses the carbon, and places them in geological formations for long term storage. This technology enables industries such as ethanol to reduce their carbon footprint, thus mitigating the environmental impact of their operations. LB 650 establishes the legislative intent for carbon capture in Nebraska. It clarifies property rights related to storage, assigns the Nebraska Oil and Gas Conservation Commission as the primary regulatory authority, provides for regulations and permitting procedures, and creates a cash fund for administration of regulations.

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



Richard A. Kubat
Government Relations Attorney

Approved:



Mark A. Mendenhall
Senior Vice President/General Counsel



Mark E. Doyle
President

METROPOLITAN UTILITIES DISTRICT
Inter-Departmental Communication


January 26, 2021

Subject: 2020 RETIREMENT PLAN AND OPEB INVESTMENT REVIEW

To: Insurance and Pensions Committee
cc: All Board Members; Doyle, Ausdemore, Mendenhall, O'Brien and all Vice Presidents

From: Joseph J. Schaffart, Senior Vice President, Chief Financial Officer

Attached please find a report from Vanguard Institutional Advisory Services (VIAS) that presents 2020 investment performance for the Retirement and Other Post-Employment Benefits (OPEB) trust funds. Investment returns for the twelve-month period ending December 31, 2020 were 13.99% and 13.36% for the Retirement and OPEB plans respectively (net of fees). As a point of reference, the investment return assumption for both the Retirement and OPEB trusts is 6.9%, as delineated in the Investment Policy Statements that govern their investment practices. This item will be on the February 3, 2021 Board Committee Meeting agenda for discussion and review purposes only. Joseph Wolfram, Senior Investment Consultant with Vanguard Investment Advisory Services, 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 25, 2021 meeting of the Insurance and Pensions Committee meeting.



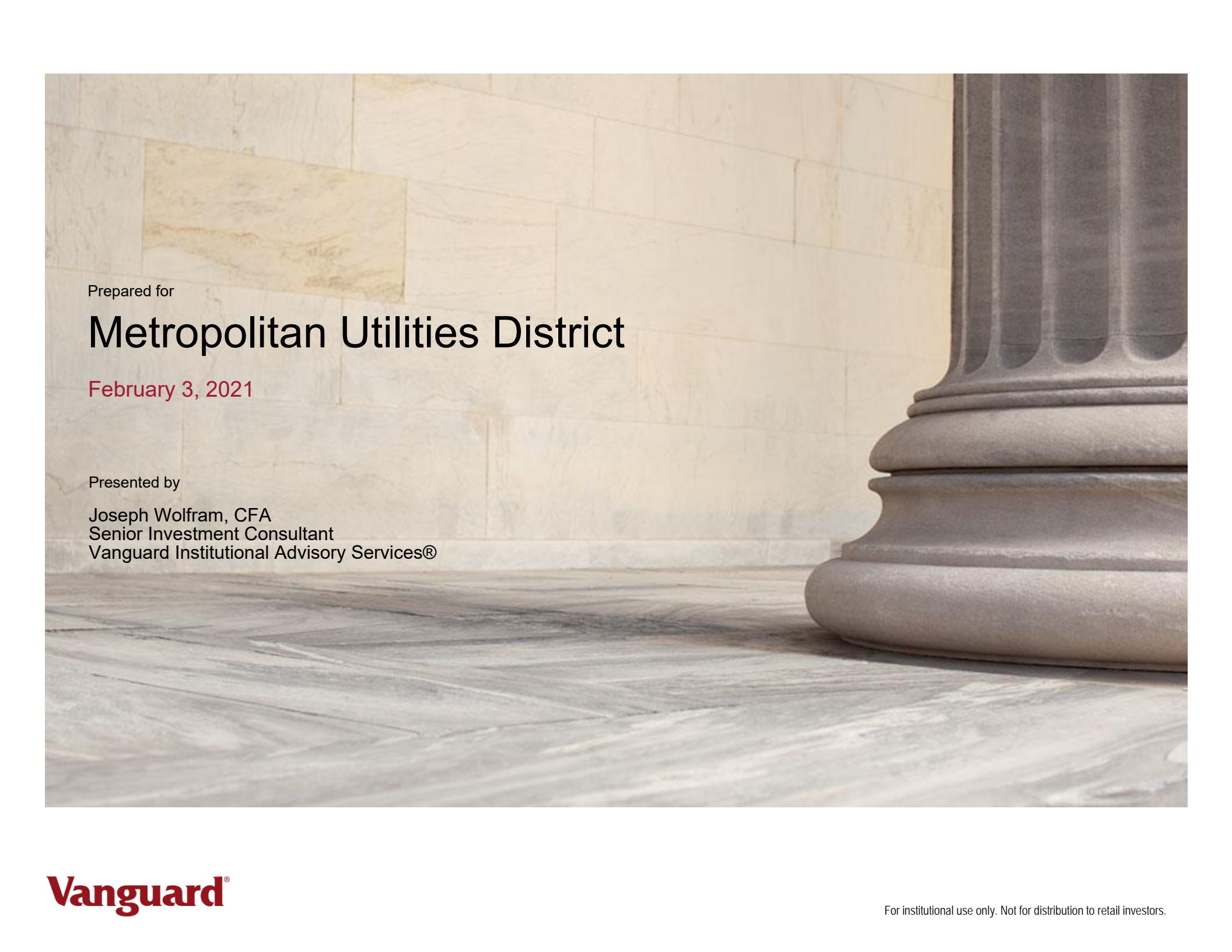
Joseph J. Schaffart
Senior Vice President, Chief Financial Officer
(402) 504-7111

Approved:



Mark E. Doyle
President

Attachment

A photograph of a classical building interior. The background is a wall made of large, light-colored stone blocks. On the right side, a large, fluted column is visible, extending from the floor to the top of the frame. The floor is made of dark, polished stone tiles. The lighting is soft and even.

Prepared for

Metropolitan Utilities District

February 3, 2021

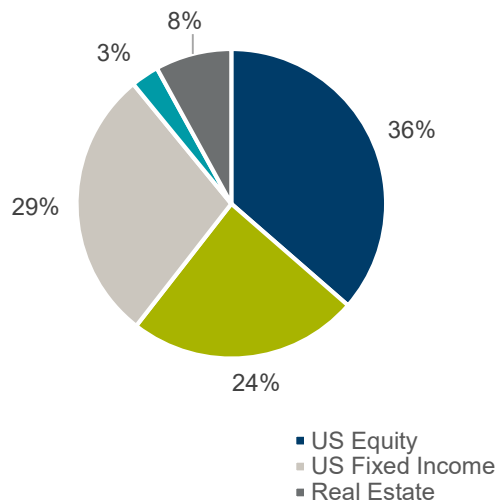
Presented by

Joseph Wolfram, CFA
Senior Investment Consultant
Vanguard Institutional Advisory Services®

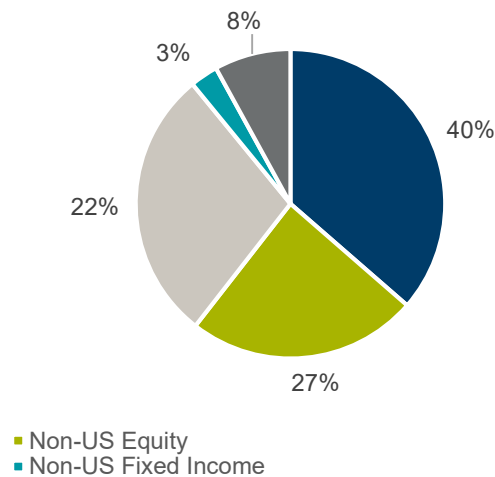
Total Portfolio Snapshot as of December 31, 2020

	Q1 2020 (%)	Q2 2020 (%)	Q3 2020 (%)	Q4 2020 (%)	1 Year (%)	Since Inception Pension (Feb 2009)	Since Inception OPEB (March 2016)
Pension Plan Portfolio	(15.32)	15.04	5.53	10.89	13.99	9.64	
OPEB Plan Portfolio	(16.94)	15.90	5.81	11.30	13.36		10.61
Domestic Equity	(20.86)	22.10	9.21	14.69	21.02	12.80	16.10
International Equity	(24.30)	18.12	6.48	16.90	11.30	6.77	9.65
Domestic Fixed Income	1.34	4.80	0.98	1.16	8.50	3.89	4.15
International Fixed Income	0.16	2.20	1.14	1.03	4.59	4.29	4.00
Real Estate fund	(24.10)	13.44	1.37	9.24	(4.67)	5.12	4.63

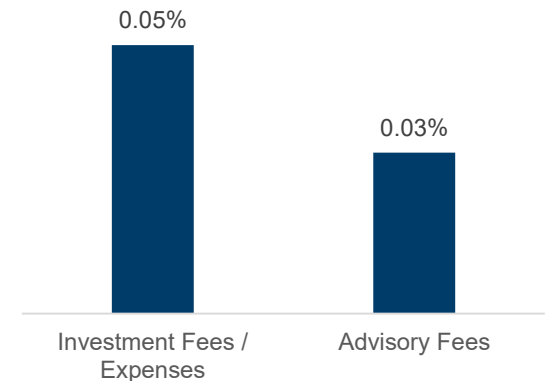
Pension policy allocation



OPEB policy allocation



Total Advisory Fees



Source: Vanguard. Performance is displayed net of fees. Past performance is not a guarantee of future results. Returns greater than one year represent annualized returns. Returns less than one year represent cumulative returns.

Economic scenarios for 2021

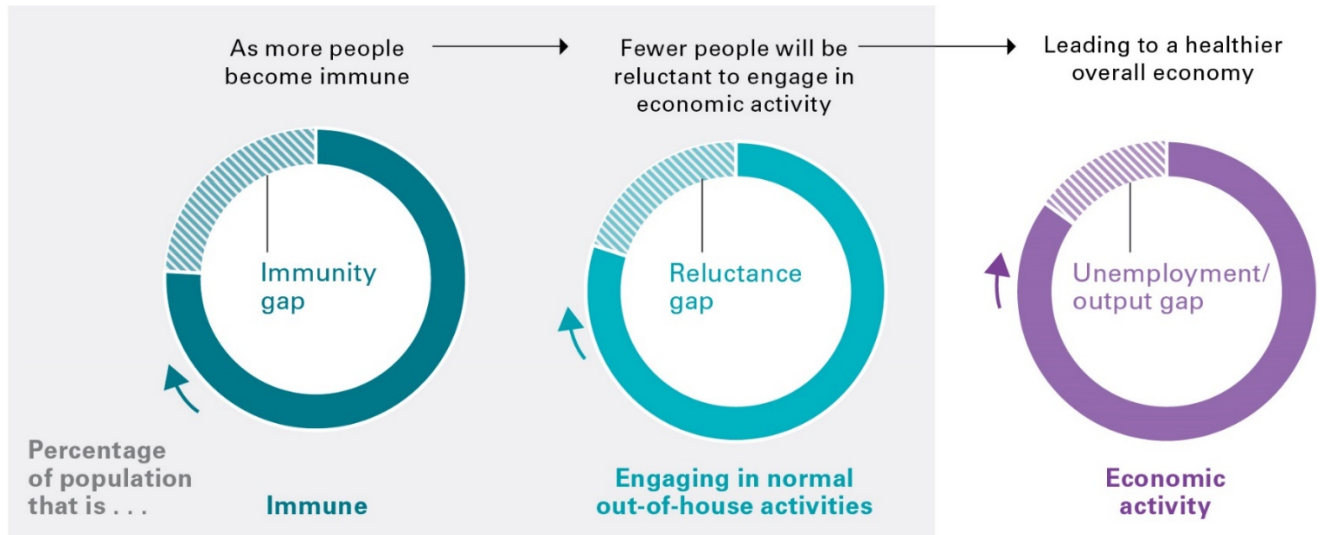
Vanguard assessment of risks

	Downside risk	Base case	Upside surprise
	10%	60%	30%
Immunity gap	Little progress on infection immunity by end of 2021	Major economies achieve infection immunity by end of 2021	Major economies achieve infection immunity by mid-2021
Reluctance gap	Social and business activity hampered through 2021	Social and business activity normalizes by the second half of 2021	Social and business activity normalizes in the first half of 2021
Economic recovery	<p>Labor market scarring possible given persistently high and long-term unemployment</p> <p>Inflation persistently below target</p> <p>Pre-pandemic level of output not achieved in 2021</p>	<p>Unemployment rate falls through year-end 2021</p> <p>Inflation moves toward target in 2021</p> <p>Pre-pandemic level of output reached by end of 2021</p>	<p>Unemployment rate falls and full employment is achieved by end of 2021</p> <p>Inflation overshoots in 2021</p> <p>Pre-pandemic level of output reached mid-2021</p>

Source: Vanguard, as of November 30, 2020.

Note: The odds for each scenario are based on the assessment of members of Vanguard's Global Economics and Capital Markets Outlook Team.

Health outcomes drive consumer behavior and, in turn, recovery

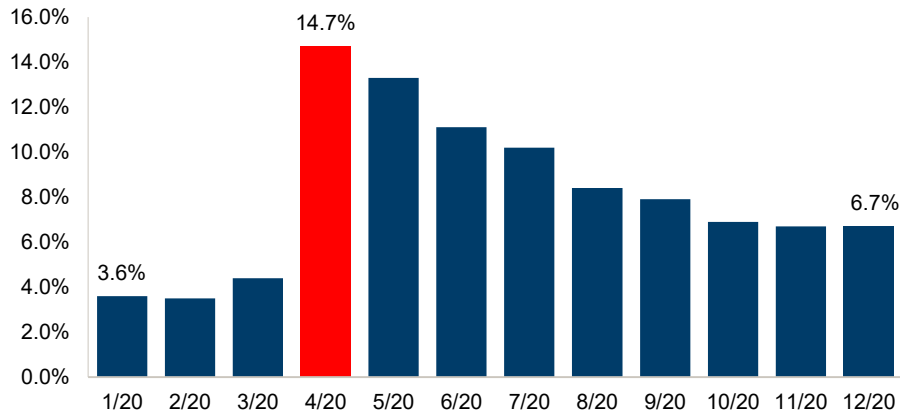


Source: Vanguard.

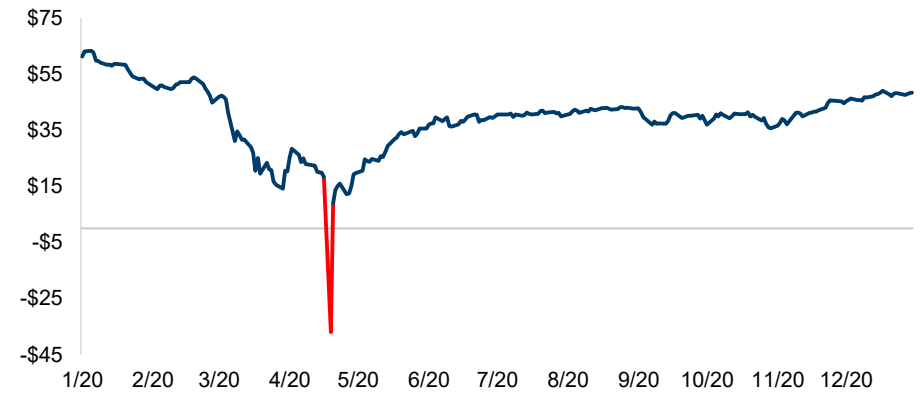
Notes: The immunity gap is the proportion of the population that remains susceptible to COVID-19, and it's calculated as the difference between herd immunity threshold (around 65% of the population) and the percentage of population with acquired immunity. The reluctance gap is the proportion of the population that continues to refrain from normal out-of-house activities in fear of catching the virus. This is directly related to the immunity gap. The higher the immunity gap, the higher the proportion of the population that is fearful of engaging in normal activities. The unemployment/output gap is the gap between what economic activity was before COVID-19 and what economic activity is today. That is directly related to the reluctance gap. The bigger the reluctance gap, the lower economic activity is. That translates to a bigger economic activity gap and a bigger output gap.

2020: It was the worst of times...

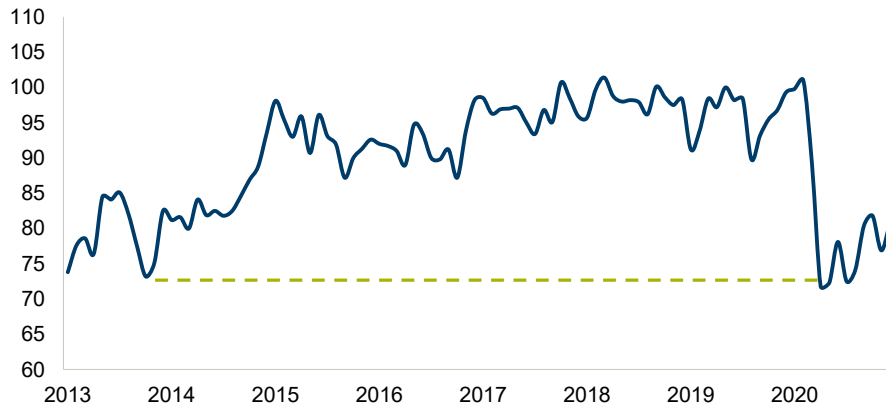
Unemployment spiked to 14.7%, the highest ever recorded



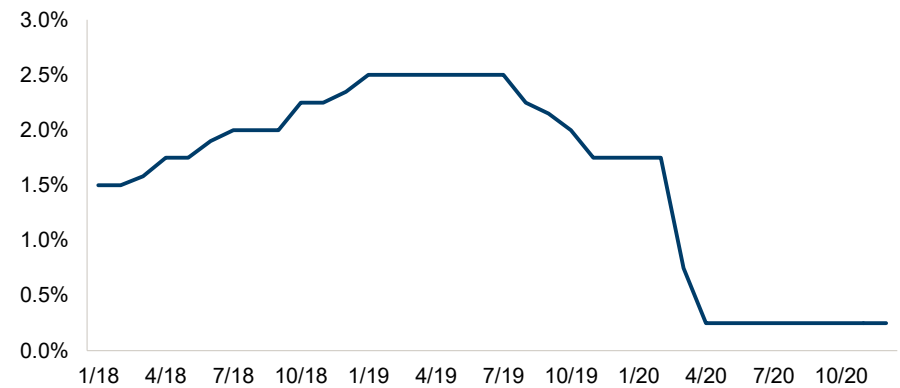
Oil briefly touched negative territory before settling ~21% lower for the year



Consumer sentiment cratered to levels previously seen in the aftermath of the financial crisis



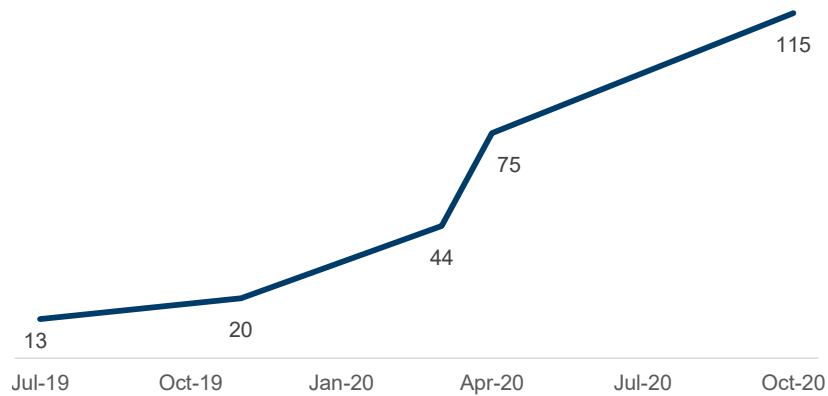
Fed funds rate cut back to 0% despite recent increases



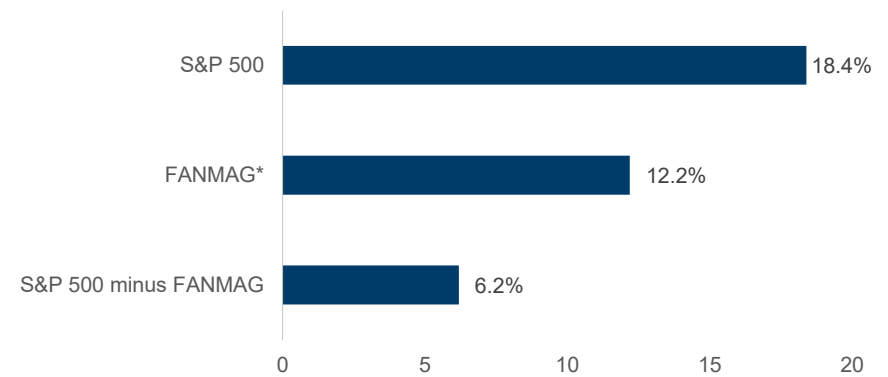
Source: BLS, Board of Governors of the Federal Reserve system, FactSet, Federal Reserve Economic Database, U.S. Energy Information Administration, University of Michigan, and Vanguard calculations. Data as of December 2020. Oil price reflects WTI cost per barrel. Consumer sentiment reflects University of Michigan consumer sentiment survey.

2020: It was the best of times...for tech

Daily average users of Microsoft Teams (millions)



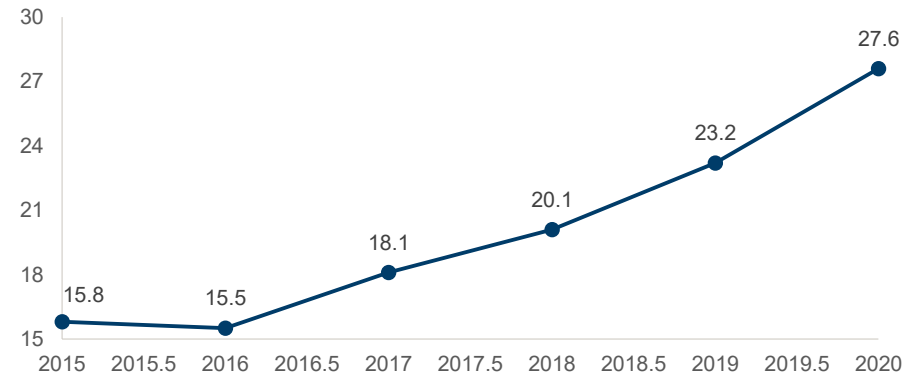
FANMAG* % contribution to S&P 500



Year over year change: Q3 '19 to Q3 '20

Zoom customers with more than 10 employees	+485%	▲
Online grocery sales in the US	+310%	▲
Door Dash orders	+237%	▲
Shipments of Chromebooks	+123%	▲
Walmart US e-commerce sales	+79%	▲
Amazon North America retail revenue	+39%	▲
Netflix memberships	+23%	▲

Tech sector as a % of the S&P 500 has grown dramatically



Past performance is no guarantee of future returns. The performance of an index is not an exact representation of any particular investment, as you cannot invest directly in an index.

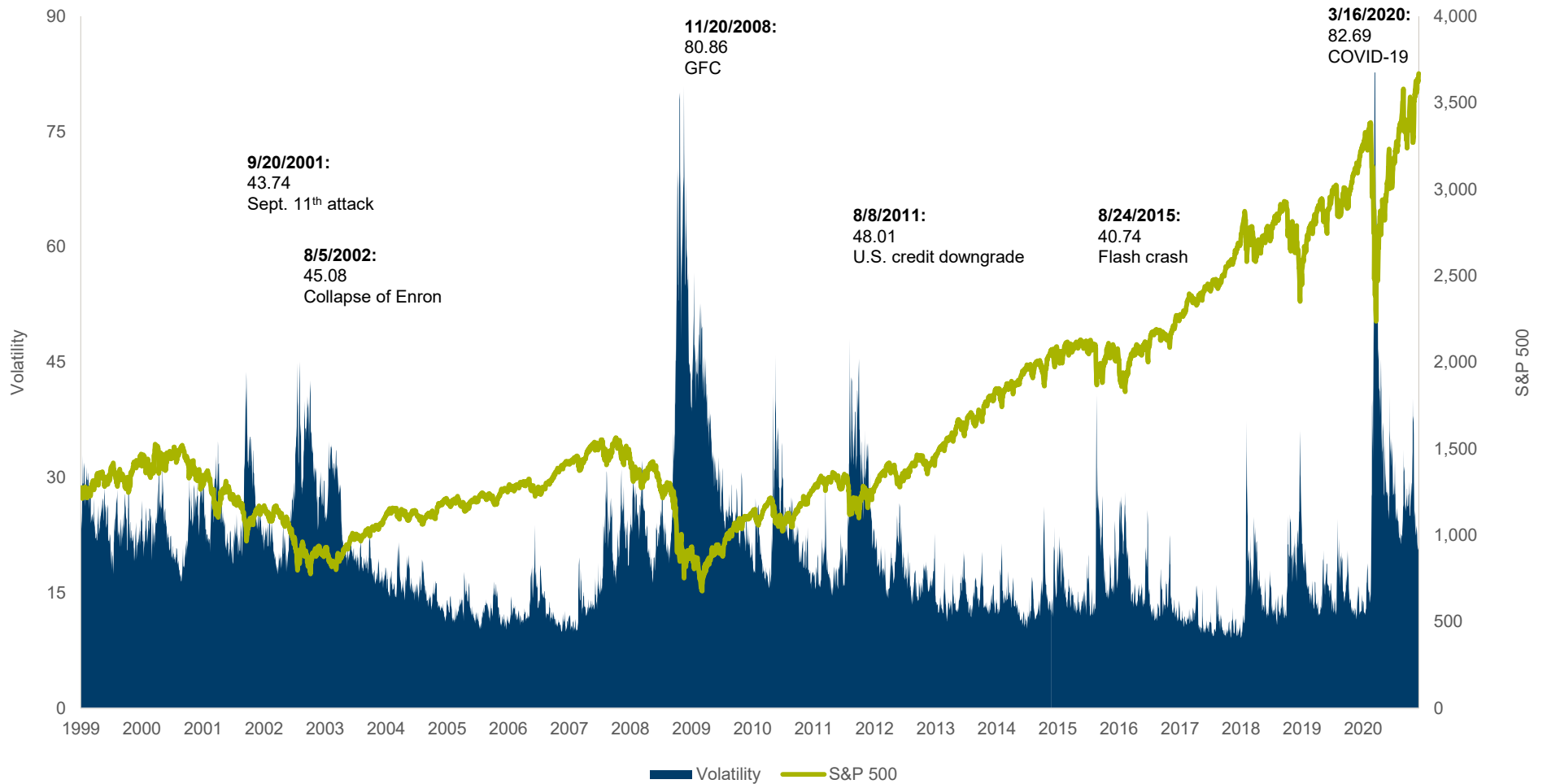
Source: Microsoft, FactSet, Company reports, Canalis, NPD Group, Streamlabs, Stream Hatchet, Bernstein Research.

Data as of Q4 2020 unless otherwise stated.

* FANMAG represents: Facebook, Amazon, Netflix, Microsoft, Apple, Google. Returns are based as an equal-weighted portfolio.

Volatility and S&P 500

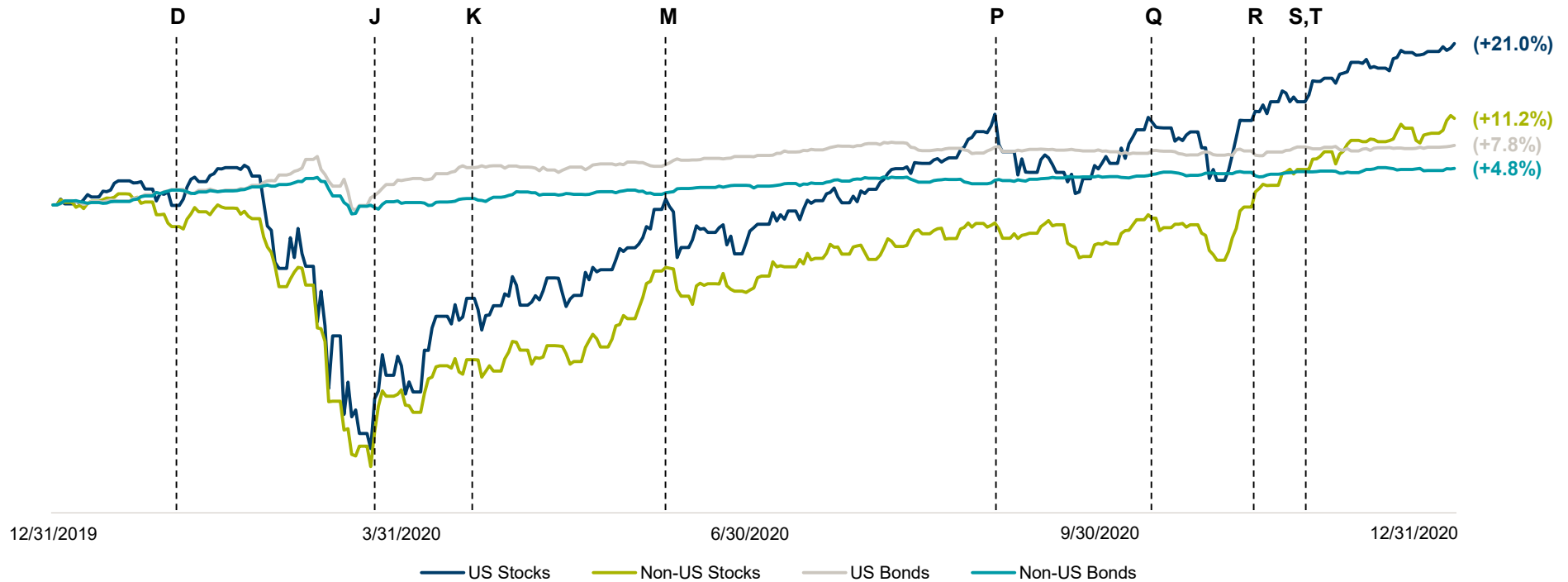
Of the 10 most volatile trading days in the last 20 years, 5 occurred in 2020



Past performance is no guarantee of future returns. The performance of an index is not an exact representation of any particular investment, as you cannot invest directly in an index.

Source: FactSet. Data as of December 31, 2020. Volatility as measured by the VIX.

2020 Performance and notable events



- A) 1/9 – WHO acknowledges COVID-19 virus in Wuhan, China
- B) 1/27 – US yield curve inverts (2yr yield higher than 10yr yield)
- C) 1/31 – WHO issues global health emergency
- D) 2/3 – US declares public health emergency
- E) 3/3 – Fed funds rate cut by 50 bps
- F) 3/8 – Saudi Arabia starts oil price war with Russia
- G) 3/11 – WHO declares COVID-19 a pandemic
- H) 3/15 – Fed funds rate cut to zero, new QE announced
- I) 3/23 – S&P 500 reached its lowest level of the year
- J) 3/26 – Senate passes CARES Act
- K) 4/20 – Oil prices turn negative
- L) 6/4 – ECB announces another \$676B in new stimulus bringing total to \$1.52T
- M) 6/8 – Racial injustice protests grow throughout the US
- N) 6/25 – Fed Reserve suspends share buybacks and limits dividends on banks
- O) 7/21 – Early trials show promising results for multiple Vaccines
- P) 9/2 – Concerns arise over “second wave” of COVID-19, additional lockdowns
- Q) 10/14 – Consensus building that additional stimulus unlikely prior to US election
- R) 11/7 – Joe Biden declared winner of US Presidential election
- S) 11/16 – Moderna announces vaccine is 94.5% effective in phase 3 trials
- T) 11/18 – Pfizer/BioNTech Vaccine is 95% effective in phase 3 trials
- U) 12/11 – FDA authorizes emergency use for Pfizer/BioNTech vaccine
- V) 12/18 – FDA authorizes emergency use for Moderna vaccine

Past performance is no guarantee of future returns. The performance of an index is not an exact representation of any particular investment, as you cannot invest directly in an index.

Source: Morningstar. Data based on daily returns from 12/31/2019 - 12/31/2020. 2020 Total Returns in parentheses.

US Stocks (CRSP US Total Market), Non-US Stocks (FTSE Global All-Cap ex-US), US Bonds (Barclays US Aggregate Float-adjusted Bond Index), Non-US Bonds (Barclays Global ex-USD Aggregate Bond Index Hedged).

Vanguard December 2020 market and economic outlook at a glance

Key takeaways:

- The path of the U.S. economy will depend on the course of the COVID-19 pandemic.
- Vanguard now sees an increased likelihood of the U.S. economy reaching pre-COVID-19 output levels before the end of 2021.
- Easy employment gains from temporary workers returning will have disappeared by the end of 2020.
- China remains on course to be the world's only major economy to reach pre-pandemic trend levels by the end of 2020.
- Vanguard expects some volatility in inflation in the near to medium term, perhaps pushing inflation above 2% momentarily in the first half of 2021.

Asset-class return outlooks

Our ten-year, annualized, nominal return projections, as of September 30, 2020, are shown below. Please note that the figures are based on a 1.0-point range around the rounded 50th percentile of the distribution of return outcomes for equities and a 0.5-point range around the rounded 50th percentile for fixed income.

Equities	Return projection	Median volatility
U.S. equities	3.7%–5.7%	16.9%
U.S. value	4.8%–6.8%	18.7%
U.S. growth	1.1%–3.1%	18.1%
U.S. large-cap	3.6%–5.6%	16.5%
U.S. small-cap	3.7%–5.7%	21.6%
U.S. real estate investment trusts	3.3%–5.3%	19.5%
Global equities ex-U.S. (unhedged)	7.0%–9.0%	18.6%
U.S. inflation	0.9%–1.9%	2.4%

Fixed income	Return projection	Median volatility
U.S. aggregate bonds	0.7%–1.7%	4.0%
U.S. Treasury bonds	0.3%–1.3%	4.1%
U.S. credit bonds	1.3%–2.3%	5.6%
U.S. high-yield corporate bonds	2.7%–3.7%	10.3%
U.S. Treasury inflation-protected securities	0.4%–1.4%	6.3%
U.S. cash	0.6%–1.6%	0.9%
Global bonds ex-U.S. (hedged)	0.5%–1.5%	2.4%
Emerging market sovereign	2.3%–3.3%	10.5%

These probabilistic return assumptions depend on current market conditions and, as such, may change over time.

IMPORTANT: The projections or other information generated by the Vanguard Capital Markets Model® regarding the likelihood of various investment outcomes are hypothetical in nature, do not reflect actual investment results, and are not guarantees of future results.

Distribution of return outcomes from the VCMM are derived from 10,000 simulations for each modeled asset class. Simulations are as of September 30, 2020. Results from the model may vary with each use and over time. For more information, see Important information page.

Source: Vanguard Investment Strategy Group.

Vanguard December 2020 market and economic outlook at a glance



Region-by-region outlook

United States. The economy grew at an annual rate of 33.1% according to the U.S. Bureau of Economic Analysis' first estimate of third-quarter GDP. Vanguard sees the higher-than-expected figure not representing a material long-term change, but rather a bringing-forward of growth from the fourth quarter and early next year.

- An increased likelihood of partial COVID-19-related lockdowns and a lack of further fiscal support this year suggest fourth-quarter GDP growth is likely to be in the 2% to 5% range. Meanwhile, evidence is promising that COVID-19 vaccines currently in trial are effective and that production capacity is sufficient to deliver ample doses in early to mid-2021.
- With the additional likelihood that any lockdown measures would be rolled back in early 2021, we see an increased possibility of the economy reaching pre-COVID-19 output levels before the end of 2021. The second reading of U.S. third-quarter GDP is scheduled to be released Wednesday, November 25.

Euro area. GDP in the euro area rose by 12.6% on a seasonally adjusted basis in the third quarter compared with the second quarter, according to a preliminary estimate by the E.U.'s statistical agency.

- Vanguard expects another euro area GDP contraction in the fourth quarter, less severe than the second-quarter fall, amid renewed lockdowns brought about by COVID-19 resurgence.
- We foresee full-year 2020 GDP contraction in a range of –6% to–8%.

China. The country remains on course to be the world's only major economy to reach pre-pandemic trend levels by year's end. Yet third-quarter GDP, at a gain of 4.9% compared with the third quarter of 2019, was less than expected, and headwinds are building again as much of the world confronts a COVID-19 resurgence.

- China's recovery has been supported by a strong rebound in manufacturing as exports have been bolstered from strong demand in personal protective equipment and technological components for remote work.
- Vanguard expects China's fourth-quarter year-on-year growth to be in the neighborhood of 6% and full-year growth in the 2% to 3% range.

Emerging markets. Vanguard foresees emerging markets contracting by around –3% for 2020.

- The pandemic has weighed heavily on emerging markets, which we foresee trailing developed markets on aggregate in eventually achieving pre-pandemic growth trajectories.

Vanguard December 2020 market and economic outlook at a glance



Government
funding set to
expire

Watch for progress on a federal spending bill

With negotiations on spending in early stages, potential outcomes aren't clear. They include a continuing resolution for as brief as a week to 10 days to buy additional negotiating time and agreement on an omnibus spending bill to carry through the fiscal year ending September 30, 2021.

- Given the prevailing political uncertainty, we have to acknowledge that the possibility of a government shutdown also exists.



Accommodative
monetary policy
continues

The Fed leaves its target range unchanged at 0%–0.25%

Federal Reserve. The Fed emphasized that the path of the U.S. economy will depend on the course of the COVID-19 pandemic.

- Chairman Jerome Powell, in a news conference after the Fed announcement on November 5, noted that a recent acceleration in the spread of COVID-19 cases was a concern, and that people who had begun to reengage in certain economic activities could once again pull back.

European Central Bank. Vanguard expects the ECB will expand the Pandemic Emergency Purchase Programme (PEPP) by at least €500 billion at its December policy meeting.

People's Bank of China. Strength in financial and property markets gives the People's Bank of China a challenge in trying to balance near-term growth and long-term financial stability.

- Vanguard expects the bank to manage this challenge with stimulus measures targeted at significantly affected industries while avoiding a premature tightening that could derail recovery in 2021.

Emerging markets. Vanguard expects emerging markets central banks to keep monetary policy accommodative through low interest rates in 2021.

Vanguard December 2020 market and economic outlook at a glance



Inflation may bump
up temporarily

Some inflation volatility is possible in the near to medium term

U.S. inflation may push above 2% momentarily in the first half of 2021.

- Such an increase would largely be attributable to base effects—the comparatively lower prices in the first half of 2020 as the pandemic took hold and the economy shut down.



Easy employment
gains are fading

Can unemployment numbers continue to improve?

In the **United States**, if the decline in the temporarily unemployed continues its recent trend, then the easy employment gains from temporary workers returning will have disappeared by year's end.

- Further employment growth will have to come from the permanently unemployed finding jobs or growth in the labor force.

Appendix

Market leadership changes

- Emerging markets equities appears at both the top and bottom multiple times, illustrating the relatively high volatility of single asset classes
- The balanced composite generally falls near the middle, demonstrating the volatility dampening effect of high-grade fixed income and the consistency resulting from holding a broadly diversified portfolio
- U.S. stock returns exceeded non-U.S. stock returns by a significant amount over the past ten years, yet it's important to remember that recent outperformance by a subasset class or market segment does not imply future outperformance

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	10-Year Average
	REIT 8.7	Emg 18.1	Sml 38.8	REIT 30.4	Grw 5.1	Sml 21.3	Emg 31.1	IB 3.2	Grw 35.8	Grw 38.3	Grw 16.9
	Bnd 7.8	REIT 17.8	Grw 34.2	Lrg 13.2	REIT 2.5	Val 18.4	Grw 29.6	T-Bill 1.9	Lrg 31.4	Lrg 21.0	Lrg 14.0
	HY 5.0	Val 17.5	Lrg 33.1	Val 12.7	IB 1.4	HY 17.1	Dev 26.3	Bnd 0.0	Val 26.3	Sml 20.0	Sml 11.2
	IB 3.9	Dev 17.4	Val 32.7	Grw 12.4	Lrg 0.9	Lrg 12.1	Lrg 21.7	HY -2.1	REIT 25.8	Emg 15.5	Val 10.4
	Grw 2.2	Lrg 16.4	Dev 20.5	IB 8.8	Bnd 0.5	Cmd 11.4	Bal 16.5	Grw -2.1	Sml 25.5	Bal 13.4	Bal 8.4
	Lrg 1.5	Sml 16.4	Bal 16.8	Bal 6.4	T-Bill 0.0	Emg 10.3	Sml 14.6	REIT -4.6	Dev 22.3	Dev 10.0	REIT 8.3
	T-Bill 0.1	HY 15.8	HY 7.4	Bnd 6.0	Bal -0.6	REIT 8.6	Val 13.2	Lrg -4.8	Bal 20.7	Bnd 7.5	HY 6.8
	Val -0.1	Grw 15.2	HF 6.7	Sml 4.9	Dev -1.8	Grw 7.4	HY 7.5	Bal -5.5	Emg 20.4	HY 7.1	Dev 5.7
	Bal -0.9	Bal 12.7	REIT 2.5	Emg 2.6	HF -3.6	Bal 7.3	HF 6.0	HF -6.7	HY 14.3	HF 6.8	IB 4.4
	Sml -4.2	IB 6.5	IB 1.2	HY 2.5	Val -4.1	IB 4.9	REIT 5.1	Val -8.6	Bnd 8.7	IB 3.9	Bnd 3.8
	HF -8.9	Bnd 4.2	T-Bill 0.1	T-Bill 0.0	Sml -4.4	Dev 3.1	Bnd 3.5	Sml -11.0	HF 8.6	Val 2.9	Emg 3.4
	Dev -12.7	HF 3.5	Bnd -2.0	HF -0.6	HY -4.5	Bnd 2.6	IB 2.5	Cmd -13.0	IB 7.6	T-Bill 0.6	HF 1.3
	Cmd -13.4	T-Bill 0.1	Emg -3.2	Dev -4.4	Emg -13.5	HF 2.5	T-Bill 0.8	Emg -14.8	Cmd 5.4	Cmd -3.5	T-Bill 0.6
	Emg -20.0	Cmd -1.1	Cmd -9.6	Cmd -17.0	Cmd -24.7	T-Bill 0.3	Cmd 0.7	Dev -14.8	T-Bill 2.3	REIT -7.6	Cmd -7.1

Val	Value oriented U.S. based stocks (Russell 3000 Value Index)
Grw	Growth oriented U.S. based stocks (Russell 3000 Growth Index)
Lrg	Large U.S. based stocks (Russell 1000 Index)
Sml	Small U.S. based stocks (Russell 2000 Index)
Dev	International stocks from developed countries (FTSE Developed All Cap ex US Index)
Emg	International stocks from emerging countries (FTSE Emerging ACap CN A Inclus Idx)
Bnd	Investment-grade U.S. bonds (BloomBarc US Aggregate Bond Index)
HY	High-yield U.S. bonds (BloomBarc US Corp High Yield Index)
IB	Investment-grade international bonds (BloomBarc GA ex-USD Index Hedged)
T-Bill	Short-term Treasury rates (Citigroup 3-Month US T-Bill Index)
REIT	U.S. public equity real estate (REIT) (MSCI US REIT Index)
Cmd	Commodities (Bloomberg Commodity Index)
HF	Hedge funds (HFRX Global Hedge Fund Index*)
Bal	Balanced Static Composite (39% U.S. stocks**, 26% Int'l stocks†, 24.5% Invest-grade U.S. bonds††, 10.5% Invest-grade Int'l bonds††)

Past performance is no guarantee of future returns. The performance of an index is not an exact representation of any particular investment, as you cannot invest directly in an index.

Source: Vanguard. Last observation: December 31, 2020; 10-year average performance from December 31, 2010 through December 31, 2020.

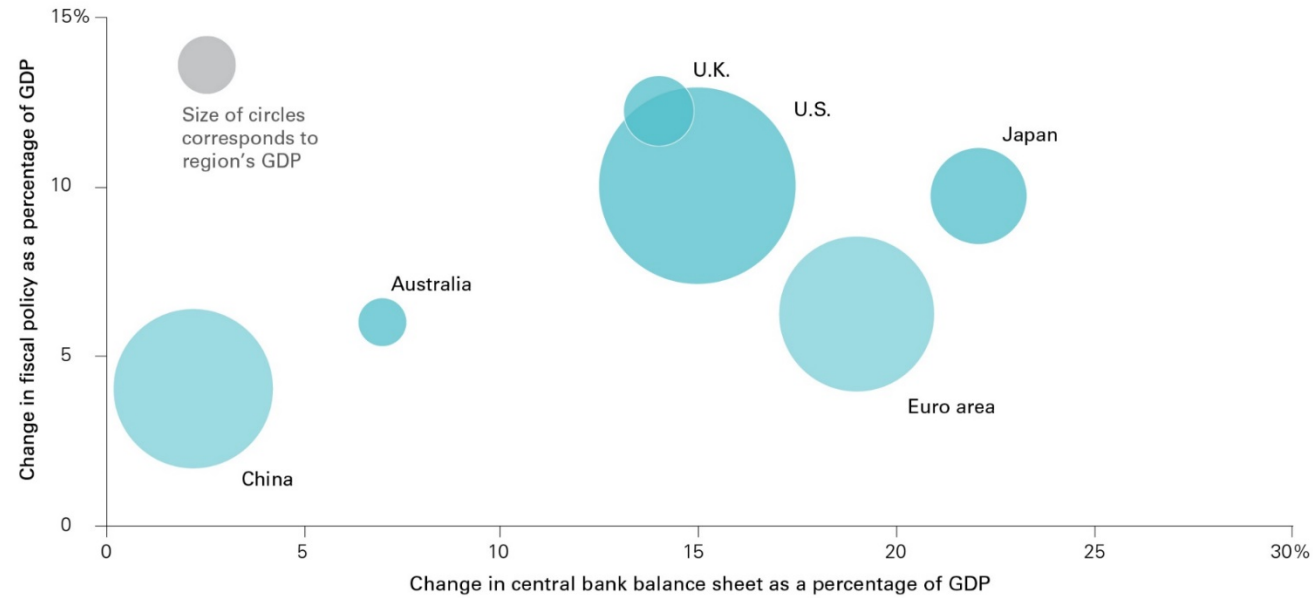
* Source: Hedge Fund Research, Inc.

** U.S. stocks: MSCI US Broad Market Index.

† International Stocks: FTSE Global All Cap ex-US Index.

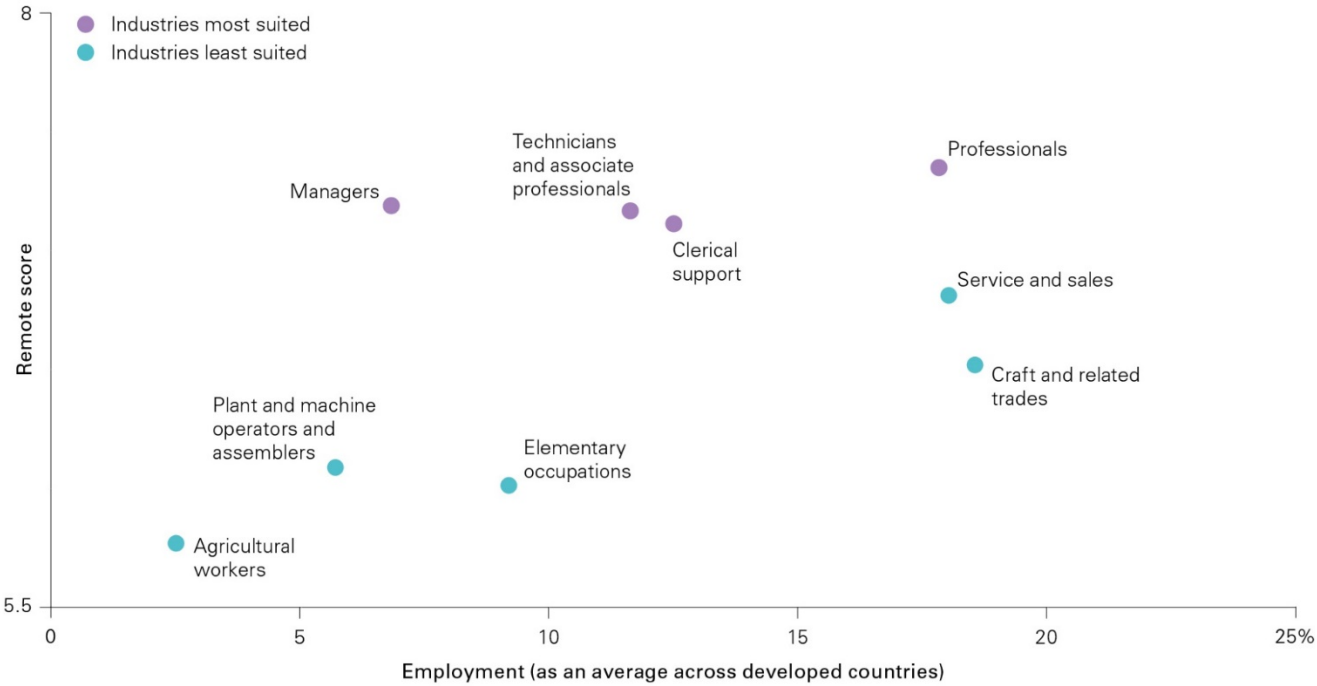
†† Bonds: BloomBarc US Aggregate Bond Index and BloomBarc GA ex-USD Index Hedged.

Unprecedented support from central banks and fiscal policy



Sources: Vanguard, Congressional Budget Office, Board of Governors of the U.S. Federal Reserve System, and International Monetary Fund, as of September 30 2020.
Notes: Change in fiscal policy is represented by the change in the cyclically adjusted primary balance from 2019 through September 30, 2020.

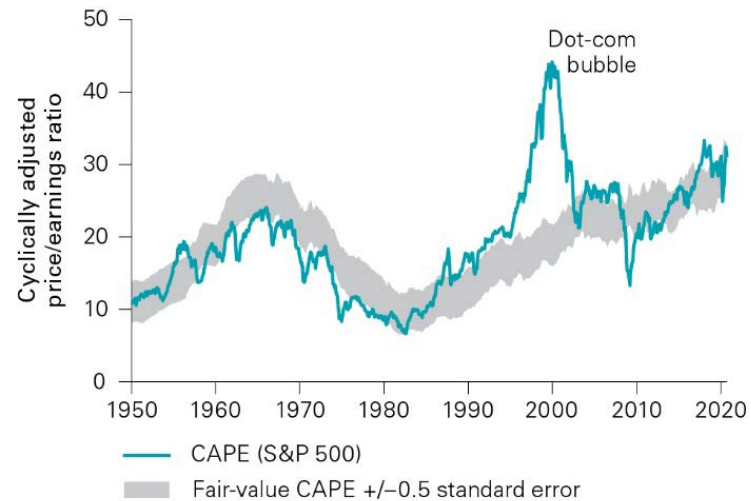
Occupations most suited to remote work are nearly half of total developed-market employment



Sources: Office for National Statistics, Eurostat, and Moody's Data Buffet, as of September 30, 2020.
Notes: Data are limited to developed economies, namely the U.S., the U.K., the European Union, and Japan. The x-axis represents the percentage of total individuals globally employed. The y-axis represents our estimated remote score index and marks the remote score associated with an occupation. A score of 0 would represent occupations least suited for remote work and 8 would represent occupations most suited for remote work. The occupations indicated by blue dots are those with low remote scores, or less suited to be completely done remotely. Purple dots indicate occupations that have a high remote score or are better suited to remote work.

Divergence in global equity valuations

CAPE for the S&P 500 is approaching overvalued territory



Sources: Vanguard calculations, based on Robert Shiller's website at aida.wss.yale.edu/~shiller/data.htm, the U.S. Bureau of Labor Statistics, and the Federal Reserve Board, as of September 30, 2020.

Notes: Fair-value CAPE is based on a statistical model that corrects cyclically adjusted price/earnings (CAPE) measures for the level of inflation expectations and for lower interest rates. The statistical model specification is a three-variable vector error correction (VEC), including equity-earnings yields, ten-year trailing inflation, and ten-year U.S. Treasury yields estimated over the period January 1940 to September 2020. (For details, see Davis et al., 2018.)

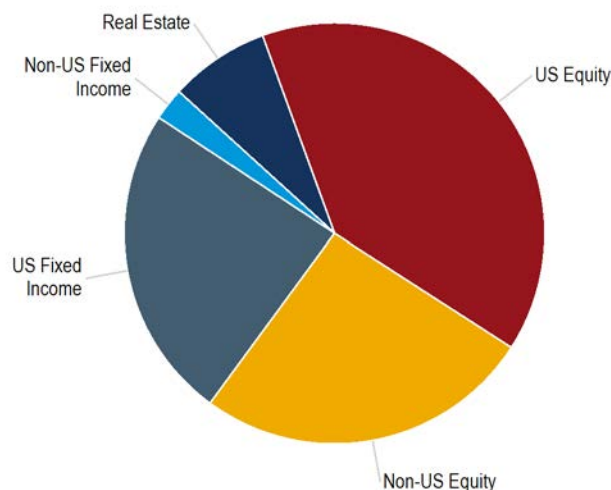
Total Portfolio Performance & Asset Allocation

Performance Summary ending December 31, 2020

	Market Value (\$)	1 Mo (%)	3 Mo (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	Inception (%)	Inception Date
METROPOLITAN UTILITIES DISTRICT OF OMAHA	511,498,658	3.56	10.89	14.02	9.27	10.15	9.02	9.66	Feb-09
METROPOLITAN UTILITIES DISTRICT OF OMAHA (Net)		3.56	10.89	13.99	9.24	10.11	9.00	9.64	
Composite Benchmark		3.19	10.33	12.86	9.08	10.03	8.58	10.79	Feb-09

- Composite Benchmark = 36% Spliced Total Stock Market Index / 24% FTSE All-World ex-US Index / 29% Spliced Bloomberg Barclays US Aggregate Float Adjusted Index / 3% Bloomberg Barclays Global Aggregate ex-USD Float Adjusted RIC Capped Hedged / 8% Real Estate Spliced Index

Current Allocation as of December 31, 2020



	Current \$	Current %	Policy	Difference*
US Equity	\$202,978,126	39.7%	36.0%	3.7%
Non-US Equity	\$132,753,722	26.0%	24.0%	2.0%
US Fixed Income	\$123,695,376	24.2%	29.0%	-4.8%
Non-US Fixed Income	\$12,617,204	2.5%	3.0%	-0.5%
Real Estate	\$39,454,230	7.7%	8.0%	-0.3%
Total	\$511,498,658	100.0%	100.0%	

*Difference between Policy and Current Allocation

Gross of Advisory Fee returns reflect the deduction of fund expense ratios and any other security-level expenses.

Net of Fee returns reflect the deduction of fund expense ratios, any purchase or redemption fees, and VIAS advisory fee applied to the client portfolio.

Performance Summary (Gross of Advisory Fees) ending December 31, 2020

	Market Value (\$)	% of Portfolio	1 Mo (%)	3 Mo (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	Inception (%)	Inception Date
METROPOLITAN UTILITIES DISTRICT OF OMAHA	511,498,658	100.00	3.56	10.89	14.02	9.27	10.15	9.02	9.66	Feb-09
Composite Benchmark			3.19	10.33	12.86	9.08	10.03	8.58	10.79	Feb-09
Total Equity	335,731,848	65.64	5.00	15.55	17.10	10.86	13.07	--	10.55	Dec-14
Equity Domestic	202,978,126	39.68	4.46	14.69	21.02	14.51	15.45	--	12.80	Dec-14
Spliced Total Stock Market Index			4.46	14.70	21.00	14.50	15.44	13.80	12.78	Dec-14
Vanguard® Total Stock Market Index Fund Instl Shares Plus	202,978,126	39.68	4.46	14.69	21.02	14.51	15.45	13.74	13.15	Apr-15
CRSP US Total Market TR USD			4.46	14.70	20.99	14.50	15.44	13.74	13.14	Apr-15
Multi-Cap Core Funds Average			4.29	14.19	16.36	11.01	12.42	11.01	10.00	Apr-15
Equity International	132,753,722	25.95	5.83	16.90	11.30	5.02	9.12	--	6.77	Dec-14
Spliced Total International Stock Index			5.58	17.21	11.24	4.98	9.07	5.18	6.72	Dec-14
Vanguard® Total International Stock Index Institutional Plus Shares	132,753,722	25.95	5.83	16.90	11.30	5.02	9.13	5.17	11.24	Apr-19
Spliced Total International Stock Index			5.58	17.21	11.24	4.98	9.07	5.18	11.48	Apr-19
International Funds Average			5.44	15.84	12.12	5.20	8.21	5.39	12.00	Apr-19
Total Fixed Income	136,312,579	26.65	0.36	1.15	8.13	5.45	4.59	--	3.91	Dec-14
Fixed Income Domestic	123,695,376	24.18	0.36	1.16	8.50	5.48	4.60	--	3.89	Dec-14
Spliced Bloomberg Barclays US Aggregate Float Adjusted Index			0.13	0.71	7.75	5.44	4.53	3.89	3.84	Dec-14
Vanguard® Total Bond Market Index Fund Institutional Shares	63,966,443	12.51	0.16	0.67	7.74	5.41	4.47	3.81	3.79	Dec-14
Spliced Bloomberg Barclays US Aggregate Float Adjusted Index			0.13	0.71	7.75	5.44	4.53	3.89	3.84	Dec-14
Spliced Intermediate-Term Investment-Grade Debt Funds Average			0.37	1.45	8.22	5.32	4.51	3.85	3.72	Dec-14
Vanguard® Inter-Term Investment-Grade Fund Adm™ Shares	46,945,307	9.18	0.63	1.89	10.42	6.68	5.64	5.10	4.96	Dec-14
BBgBarc US Credit 5-10 Yr TR			0.63	2.28	9.49	7.08	6.40	5.69	5.43	Dec-14
Spliced Core Bond Funds Average			0.37	1.45	8.22	5.32	4.51	3.85	3.72	Dec-14
Vanguard® Short-Term Investment-Grade Fund Institutional Shares	12,783,626	2.50	0.36	0.98	5.28	4.03	3.41	2.79	3.04	Dec-14
BBgBarc US Credit 1-5 Yr TR			0.34	0.95	5.19	4.27	3.54	3.04	3.12	Dec-14

Performance Summary (Gross of Advisory Fees) ending December 31, 2020

	Market Value (\$)	% of Portfolio	1 Mo (%)	3 Mo (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	Inception (%)	Inception Date
1-5 Year Investment-Grade Debt Funds Average			0.39	1.07	4.08	3.19	2.70	2.11	2.28	Dec-14
Fixed Income International	12,617,204	2.47	0.38	1.03	4.59	5.14	4.51	--	4.29	Jul-15
Bloomberg Barclays Global Aggregate ex-USD Float Adjusted RIC Capped Hedged			0.36	1.08	4.75	5.30	4.67	--	4.45	Jul-15
Vanguard® Total International Bond Index Fund Institutional Shares	12,617,204	2.47	0.38	1.03	4.59	5.14	4.51	--	4.29	Jul-15
Bloomberg Barclays Global Aggregate ex-USD Float Adjusted RIC Capped Hedged			0.36	1.08	4.75	5.30	4.67	--	4.45	Jul-15
International Income Funds Average			1.75	4.31	5.99	3.45	4.31	2.32	3.60	Jul-15
Total Real Estate	39,454,230	7.71	2.77	9.24	-4.67	4.98	5.67	--	5.12	Dec-14
Real Estate Domestic	39,454,230	7.71	2.77	9.24	-4.67	4.98	5.67	--	5.12	Dec-14
Real Estate Spliced Index			2.79	9.28	-4.55	5.05	5.75	8.77	5.21	Dec-14
Vanguard® Real Estate Index Fund Institutional Shares	39,454,230	7.71	2.77	9.24	-4.67	4.98	5.67	8.71	5.12	Dec-14
Real Estate Spliced Index			2.79	9.28	-4.55	5.05	5.75	8.77	5.21	Dec-14
Real Estate Funds Average			3.25	9.88	-3.81	4.50	5.25	8.05	4.73	Dec-14

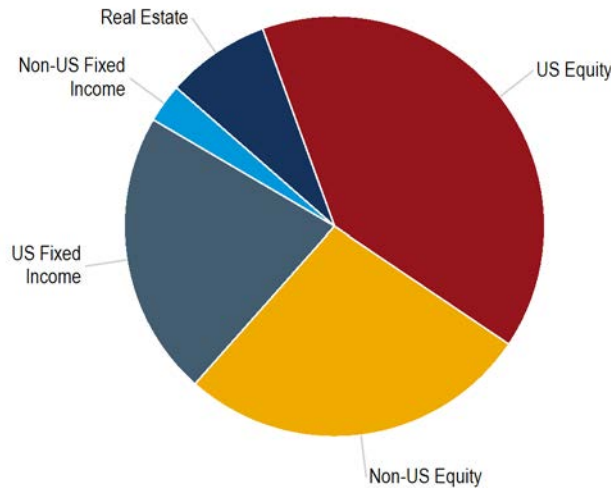
Total Portfolio Performance & Asset Allocation

Performance Summary ending December 31, 2020

	Market Value (\$)	1 Mo (%)	3 Mo (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	Inception (%)	Inception Date
METROPOLITAN UTILITIES DISTRICT OF OMAHA - OPEB	60,309,558	3.66	11.30	13.39	9.18	--	--	10.64	Mar-16
METROPOLITAN UTILITIES DISTRICT OF OMAHA - OPEB (Net)		3.66	11.30	13.36	9.15	--	--	10.61	
Composite Benchmark		3.53	11.39	13.39	9.36	--	--	10.73	Mar-16

- Composite Benchmark = 40% Spliced Total Stock Market Index / 27% FTSE All-World ex-US Index / 22% Spliced Bloomberg Barclays US Aggregate Float Adjusted Index / 3% Bloomberg Barclays Global Aggregate ex-USD Float Adjusted RIC Capped Hedged / 8% Real Estate Spliced Index

Current Allocation as of December 31, 2020



	Current \$	Current %	Policy	Difference*
US Equity	\$24,142,869	40.0%	40.0%	0.0%
Non-US Equity	\$16,356,931	27.1%	27.0%	0.1%
US Fixed Income	\$13,200,962	21.9%	22.0%	-0.1%
Non-US Fixed Income	\$1,788,547	3.0%	3.0%	0.0%
Real Estate	\$4,820,249	8.0%	8.0%	0.0%
Total	\$60,309,558	100.0%	100.0%	

*Difference between Policy and Current Allocation

Gross of Advisory Fee returns reflect the deduction of fund expense ratios and any other security-level expenses.

Net of Fee returns reflect the deduction of fund expense ratios, any purchase or redemption fees, and VIAS advisory fee applied to the client portfolio.

Performance Summary (Gross of Advisory Fees) ending December 31, 2020

	Market Value (\$)	% of Portfolio	1 Mo (%)	3 Mo (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	Inception (%)	Inception Date
METROPOLITAN UTILITIES DISTRICT OF OMAHA - OPEB	60,309,558	100.00	3.66	11.30	13.39	9.18	--	--	10.64	Mar-16
Composite Benchmark			3.53	11.39	13.39	9.36	--	--	10.73	Mar-16
Total Equity	40,499,800	67.15	5.01	15.57	17.07	10.76	--	--	13.60	Mar-16
Equity Domestic	24,142,869	40.03	4.46	14.69	21.02	14.51	--	--	16.10	Mar-16
Spliced Total Stock Market Index			4.46	14.70	21.00	14.50	15.44	13.80	16.08	Mar-16
Vanguard® Total Stock Market Index Fund Instl Shares Plus	24,142,869	40.03	4.46	14.69	21.02	14.51	15.45	13.74	16.09	Mar-16
CRSP US Total Market TR USD			4.46	14.70	20.99	14.50	15.44	13.74	16.08	Mar-16
Multi-Cap Core Funds Average			4.29	14.19	16.36	11.01	12.42	11.01	13.02	Mar-16
Equity International	16,356,931	27.12	5.83	16.90	11.30	5.02	--	--	9.65	Mar-16
Spliced Total International Stock Index			5.58	17.21	11.24	4.98	9.07	5.18	9.64	Mar-16
Vanguard® Total International Stock Index Institutional Plus Shares	16,356,931	27.12	5.83	16.90	11.30	5.02	9.13	5.17	11.24	Apr-19
Spliced Total International Stock Index			5.58	17.21	11.24	4.98	9.07	5.18	11.48	Apr-19
International Funds Average			5.44	15.84	12.12	5.20	8.21	5.39	12.00	Apr-19
Total Fixed Income	14,989,509	24.85	0.37	1.18	8.13	5.41	--	--	4.14	Mar-16
Fixed Income Domestic	13,200,962	21.89	0.37	1.20	8.61	5.44	--	--	4.15	Mar-16
Spliced Bloomberg Barclays US Aggregate Float Adjusted Index			0.13	0.71	7.75	5.44	4.53	3.89	4.10	Mar-16
Vanguard® Total Bond Market Index Fund Institutional Shares	6,599,030	10.94	0.16	0.67	7.74	5.41	4.47	3.81	4.05	Mar-16
Spliced Bloomberg Barclays US Aggregate Float Adjusted Index			0.13	0.71	7.75	5.44	4.53	3.89	4.10	Mar-16
Spliced Intermediate-Term Investment-Grade Debt Funds Average			0.37	1.45	8.22	5.32	4.51	3.85	4.17	Mar-16
Vanguard® Inter-Term Investment-Grade Fund Adm™ Shares	5,402,970	8.96	0.63	1.89	10.42	6.68	5.64	5.10	5.17	Mar-16
BBgBarc US Credit 5-10 Yr TR			0.63	2.28	9.49	7.08	6.40	5.69	5.86	Mar-16
Spliced Core Bond Funds Average			0.37	1.45	8.22	5.32	4.51	3.85	4.17	Mar-16
Vanguard® Short-Term Investment-Grade Fund Institutional Shares	1,198,962	1.99	0.36	0.98	5.28	4.03	3.41	2.79	3.22	Mar-16
BBgBarc US Credit 1-5 Yr TR			0.34	0.95	5.19	4.27	3.54	3.04	3.35	Mar-16

Performance Summary (Gross of Advisory Fees) ending December 31, 2020

	Market Value (\$)	% of Portfolio	1 Mo (%)	3 Mo (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	Inception (%)	Inception Date
1-5 Year Investment-Grade Debt Funds Average			0.39	1.07	4.08	3.19	2.70	2.11	2.61	Mar-16
Fixed Income International	1,788,547	2.97	0.38	1.03	4.59	5.14	--	--	4.00	Mar-16
Bloomberg Barclays Global Aggregate ex-USD Float Adjusted RIC Capped Hedged			0.36	1.08	4.75	5.30	4.67	--	4.18	Mar-16
Vanguard® Total International Bond Index Fund Institutional Shares	1,788,547	2.97	0.38	1.03	4.59	5.14	4.51	--	4.00	Mar-16
Bloomberg Barclays Global Aggregate ex-USD Float Adjusted RIC Capped Hedged			0.36	1.08	4.75	5.30	4.67	--	4.18	Mar-16
International Income Funds Average			1.75	4.31	5.99	3.45	4.31	2.32	3.42	Mar-16
Total Real Estate	4,820,249	7.99	2.77	9.24	-4.67	4.98	--	--	4.63	Mar-16
Real Estate Domestic	4,820,249	7.99	2.77	9.24	-4.67	4.98	--	--	4.63	Mar-16
Real Estate Spliced Index			2.79	9.28	-4.55	5.05	5.75	8.77	4.71	Mar-16
Vanguard® Real Estate Index Fund Institutional Shares	4,820,249	7.99	2.77	9.24	-4.67	4.98	5.67	8.71	4.63	Mar-16
Real Estate Spliced Index			2.79	9.28	-4.55	5.05	5.75	8.77	4.71	Mar-16
Real Estate Funds Average			3.25	9.88	-3.81	4.50	5.25	8.05	4.56	Mar-16

Important information

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