

METROPOLITAN UTILITIES DISTRICT
Committee Meetings

8:15 a.m.

January 7, 2021

AGENDA

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

Construction and Operations – Friend, Frost, Cavanaugh

1. Capital Expenditures [Cory O'Brien - Interim SVP, Chief Operations Officer] – **Tab 6**
2. Capital Expenditure for Purchase of 4421 South 76th Circle
[Steve Ausdemore, SVP - Safety, Security & Field Operations] – **Tab 7**
3. Acceptance of Contracts and Payment of Final Estimates
[Stephanie Henn – Director, Plant Engineering] – **Tab 8**
4. Bids on Materials and Contracts
[Jon Zellars – VP, Procurement & Enterprise Services] – **Tab 9**

Services & Extensions – Friend, Begley, Howard

1. Main Extensions [Cory O'Brien – Interim SVP, Chief Operations Officer] – **Tab 11**

Personnel – Begley, Frost, Friend

1. Wage and/or Salary Increases and Ratifications
[Bonnie Savine – VP, Human Resources] - **Tab 12**

(Turn over for regular monthly Board Meeting agenda)

METROPOLITAN UTILITIES DISTRICT
Regular Monthly Board Meeting

9:00 a.m.

January 7, 2021

AGENDA

1. Roll Call
2. Open Meetings Act Notice
3. Pledge of Allegiance
4. Approval of Minutes – Committee Meetings, Public Hearing & Regular Board Meeting for December 3, 2020
5. Election of Chairperson (new Chairperson presides) and Election of Vice-Chairperson
- CONSTRUCTION & OPERATIONS 6. Capital Expenditures
7. Capital Expenditure for Purchase of 4421 South 76th Circle
8. Acceptance of Contracts and Payment of Final Estimates
9. Bids on Materials and Contracts
10. Notice of Purchases Between \$25,000 and \$50,000
- SERVICES & EXTENSIONS 11. Main Extensions
- PERSONNEL 12. Wage and/or Salary Increases and Ratifications
- BOARD 13. Appointment of Committees
14. Other Matters of District Business for Discussion
15. [CLOSED SESSION – Litigation, Personnel & Real Estate Matters](#)

Adjourn Regular Board Meeting

(Turn over for Committee Meetings agenda)

METROPOLITAN UTILITIES DISTRICT
Minutes of Committee Meetings & Public Hearing

December 3, 2020

Chairperson Gwen Howard called to order the meeting of the Metropolitan Utilities District Board of Directors at 8:15 a.m. at the Omaha Douglas Civic Center's Legislative Chamber located at 1819 Farnam Street.

Advance notice of the Committee Meetings, Public Hearing and regular monthly Board Meeting was published in the print version of *The Omaha World-Herald* on November 22, 2020 and its online version from November 22 through November 28, 2020. 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 December 3, 2020 meetings were posted to the M.U.D. website on November 29, 2020. The meetings were livestreamed and uploaded to the District website after the meetings concluded.

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 recently issued 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 1st, 2020 and will remain in effect through January 31st, 2021. Five Board Directors participated remotely and one Board Director participated in-person.

Chairperson Howard reminded those in attendance in the Chamber 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.

Senior Vice-President & General Counsel Mark Mendenhall reminded all virtual participants to be mindful of the transmission of sounds and suggested that microphones be muted when not speaking in order to minimize noise distractions and interference.

Roll Call

On a roll call vote, the following Directors acknowledged their attendance: Jim Begley (onsite), Tanya Cook, Jack Frost, Mike McGowan, Gwen Howard and Tim Cavanaugh (all remotely).

Dave Friend was absent.

Safety Briefing

Vice-President of Safety, Security and Business Continuity 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 Legislative Chamber.

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 November 23, 2020.

Mr. O'Brien reviewed the Change Order No. 1 pertaining to the electrical upgrades to the pump station located at 36th and Edna Streets as outlined in his letter dated November 20, 2020.

Senior Vice-President of Safety, Security and Field Operations Steve Ausdemore reviewed the ratification of Change Order No. 2 at the M.U.D. Headquarters Building renovation as outlined in his letter to the Committee dated November 13, 2020. The Change Order added \$320,947.00 to the contract with MCL Construction, for physical security elements that were anticipated but not yet designed and developed at the time the construction contract was initially executed.

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 November 23, 2020.

Vice-President of Procurement and Enterprise Services Jon Zellars reviewed the bids on materials and contracts as outlined in his letter dated November 20, 2020.

Services & Extensions – Friend, Begley, Howard

Mr. O'Brien reviewed the proposed main extensions as outlined in his letter to the Committee dated November 23, 2020.

Marketing and Consumer Information – Cook, Frost, Cavanaugh

Director of Marketing and Contractor Services Jason Stanek reviewed the proposed annual Marketing Department budget for 2021 as provided to the Committee in his letter dated November 23, 2020, and as outlined in his PowerPoint presentation. Mr. Stanek noted that more than two-thirds of the budget for Marketing programs is funded by Northern Natural Gas for the purpose of promoting natural gas usage. Some of the past year marketing successes were highlighted, including three multi-family apartment complexes (comprising 162, 595 and 154 apartment units) which opted for natural gas piping installation and appliances due to the diligent efforts of the Marketing staff's work with the developers. Another noteworthy highlight involves the addition of FCC

Environmental Services, the City of Omaha's new trash service contractor to the District's compressed natural gas (CNG) customer base. Besides the overall environmental benefits, the fleet of 72 CNG-fueled trucks is projected to use 10,000 gallons of CNG annually, and is expected to boost CNG sales by the end of 2021 to the point at which CNG will become the equivalent of being the District's fifth largest gas customer. Mr. Stanek also reported on the results of the District-sponsored MSR survey of residential customers which is routinely conducted every three years, and the findings indicate that the use of natural gas continues to increase and remains the predominant fuel source for furnaces, water heaters and fireplaces based on such factors as initial costs, energy efficiency and operating costs.

Personnel - Begley, Frost, Friend

Vice-President of Human Resources Bonnie Savine reported on employee counts, the District's current job postings and their current status, and the status and counts of current employee/COVID-19 cases within the District. In response to questions from Directors, Ms. Savine extensively reviewed the current District protocol for addressing COVID-19 exposure among employees. Directors lauded the efforts of Ms. Savine and the Human Resources (HR) Department staff regarding the management of a continually changing COVID-19 environment.

Ms. Savine reviewed the proposed wage and/or salary increases and ratifications as outlined in her letter to the Committee dated November 19, 2020.

Ms. Savine reviewed the 2020 Bargaining Unit Wage Re-Opener as outlined in her letter to the Committee dated November 23, 2020.

Chairperson Howard requested that Ms. Savine review HR sick leave policies in light of any disproportionate impact on female employees. Director Cook added her support to such a review. President Doyle indicated that the pandemic has presented an opportunity in that regard and a review would be timely. Ms. Savine agreed.

Judicial & Legislative – Cook, Cavanaugh, Howard

Mr. Mendenhall reviewed the proposed settlement of a Workers Compensation Claim as outlined in his letter dated November 25, 2020.

Public Hearing – 2021 Budget

Manager of Rates and Regulatory Affairs Geneva Patterson reviewed the proposed water rate increase for the 2021 budget which is slated to begin later in the year on May 2nd to allow for some decline of the financial challenges experienced by customers as a result of the pandemic.

The water rate increase equates to \$3.62 for the average residential customer (or 45¢ per month for May to December of 2021). The proposed increase is intended to generate \$1.6 million to enable the District to remain abreast of the funding needs of its water operations. Ms. Patterson presented a PowerPoint that showed an expected

decrease in water usage, consistent with recent trending while service charges and the water infrastructure replacement fees remain unchanged. Overall, the current average residential customer's total annual water bill of \$379.48 is expected to increase to \$383.10 in 2021.

Ms. Patterson also noted the results of a national survey prepared annually by Memphis Light Gas & Water which showed that the District's water charges compare favorably among the forty utilities that participated. Using the District's proposed water rate for comparison purposes, the District's charges continue to remain in the lower half (18th) of the utilities listed (given the presumption that the other utilities charges remain unchanged for the upcoming calendar year).

Gas rates will remain unchanged for 2021 with respect to the commodity charge, the service charge and the infrastructure replacement charge. However, multiple variables affect gas market pricing and that price during 2021 is projected to increase and will be passed through to customers. The average residential gas customer is projected to see an increase to their gas bill of about \$20.93 per year (3.6%). With those increased pass-through costs, the average *total* annual residential bill is expected to increase from \$576 in 2020 to \$597 in 2021. According to the Memphis Light Gas & Water's national comparison survey on gas charges, the District's gas charges rank the 4th lowest among the forty utilities shown (using January 2020 gas rates for 200 ccfs of gas, and assuming the other utilities' charges do not change due to a rate increase).

Their total combined gas and water charges are projected to increase from 2020's budget by \$24.57 (2.6%) in 2021. Of this total, 15% (\$3.62) is attributable to the requested water rate increase and 85% (\$20.95) is attributable to the anticipated increase in 'pass through' costs (the majority being cost of gas).

An increase in peak shaving costs is also expected due to carrying costs on bond issuance. Gas infrastructure replacement will be funded by a \$28.9 million bond issue in 2021, and the funds generated from the bond issuance will be available for the 2021-2023 time frame for expenditures that exceed revenue accumulated from gas infrastructure replacement fees.

Senior Vice-President & Chief Financial Officer Joseph Schaffart presented a PowerPoint overview of the proposed 2021 gas and water budget. A detailed presentation of the budget and proposed budgetary decisions had previously been provided to the Board at the November Board Meeting in preparation for the formal presentation of a finalized budget at the December Board Meeting.

Chairperson Howard asked whether any Board Members had any further comments or whether there were any members of the public who wished to speak. An M.U.D. employee presented a complaint to the Board regarding his inability to schedule a personal meeting with members of the Human Resources Department. Board Members recommended the parties attempt to reschedule. Director McGowan inquired of Vice-President of Gas Operations Jim Knight as to the status of the District's current LNG

supply, and Mr. Knight responded that the LNG Plant is well-prepared for the winter months.

Chairperson Howard announced that the regular monthly Board Meeting would convene in ten minutes at 10:35 a.m.



Mark E. Doyle
Secretary and President

MED/mjm

METROPOLITAN UTILITIES DISTRICT
Minutes of the Regular Monthly Board Meeting
December 3, 2020

Chairperson Gwen Howard called to order the meeting of the Metropolitan Utilities District Board of Directors at 8:15 a.m. at the Omaha Douglas Civic Center's Legislative Chamber located at 1819 Farnam Street.

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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 recently issued 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 1st, 2020 and will remain in effect through January 31st, 2021. Five Board Directors participated remotely and one Board Director participated in-person.

Chairperson Howard reminded those in attendance in the Chamber 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.

Senior Vice-President & General Counsel Mark Mendenhall reminded all virtual participants to be mindful of their microphone capability for sound transmission and suggested that microphones be muted when not speaking in order to minimize noise distractions and interference.

AGENDA NO. 1

ROLL CALL

On a roll call vote, the following Directors acknowledged their attendance: Jim Begley (onsite), Tanya Cook, Jack Frost, Mike McGowan, Gwen Howard and Tim Cavanaugh (all remotely).

Dave Friend was absent.

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 Legislative Chamber.

AGENDA NO. 3

PLEDGE OF ALLEGIANCE

Chairperson Howard announced that the Pledge of Allegiance would not be recited due to the majority of attendees participating remotely.

AGENDA NO. 4

APPROVAL OF MINUTES FOR COMMITTEE MEETINGS AND REGULAR MONTHLY BOARD MEETING FOR NOVEMBER 5, 2020

Director Cavanaugh moved to approve the minutes for the Committee Meetings and regular monthly Board Meeting for November 5, 2020, which was seconded by Director Begley and carried on a roll call vote.

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

Voting No: None

AGENDA NO. 5

CAPITAL EXPENDITURES

Director Begley moved to approve the capital expenditures as outlined in Mr. O'Brien's letter to the Committee dated November 23, 2020, which was seconded by Director McGowan and carried on a roll call vote.

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

Voting No: None

AGENDA NO. 6

CHANGE ORDER NO. 1 FOR ELECTRICAL UPGRADES TO PUMP STATION AT 36th & EDNA STREETS

Director Begley moved to approve the Change Order No. 1 as outlined in Mr. O'Brien's letter to the Committee dated November 20, 2020, which was seconded by Director Cook and carried on a roll call vote.

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

Voting No: None

AGENDA NO. 7

RATIFICATION OF CHANGE ORDER NO. 2 – HEADQUARTERS RENOVATION

Director Begley moved to approve Ratification of Change Order No. 2 for Headquarters Renovation as outlined in Mr. Ausdemore's letter to the Committee dated November 13, 2020, which was seconded by Director McGowan and carried on a roll call vote.

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

AGENDA NO. 8

ACCEPTANCE OF CONTRACTS AND PAYMENT OF FINAL ESTIMATES

Director Begley moved to approve the acceptance of contracts and payment of final estimates as outlined in the letter from Ms. Henn to the Committee dated November 23, 2020 which was seconded by Director McGowan and carried on a roll call vote.

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

AGENDA NO. 9

BIDS ON MATERIALS AND CONTRACTS

Director Begley moved to approve Management's recommendation regarding the bids on materials and contracts as outlined in Mr. Zellars' letter dated November 20, 2020 from. The motion was seconded by Director Cavanaugh and carried on a roll call vote.

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

AGENDA NO. 10

MAIN EXTENSIONS

Director Begley moved to approve the proposed main extensions as outlined in Mr. O'Brien's letter to the Committee dated November 23, 2020, which was seconded by Director McGowan and carried on a roll call vote.

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

AGENDA NO. 11

ANNUAL MARKETING BUDGET

Director Cook moved to approve the proposed Annual Marketing Budget as outlined in Mr. Stanek's letter to the Committee dated November 23, 2020, which was seconded by Director Cavanaugh and carried on a roll call vote.

Voting Yes: Begley, Cook, McGowan, Howard, Cavanaugh
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 November 19, 2020. The motion was seconded by Director Cook and carried on a roll call vote.

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

AGENDA NO. 13

2020 BARGAINING UNIT WAGE REOPENER

Director Begley moved to approve the 2020 Bargaining Unit Wage Reopener as outlined in Ms. Savine's letter to the Committee dated November 23, 2020. The motion was seconded by Director McGowan and carried on a roll call vote.

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

Voting No: None

AGENDA NO. 14

SETTLEMENT OF WORKERS COMPENSATION CLAIM

Director Cook moved to approve the settlement of the Workers Compensation claim as outlined in Mr. Mendenhall's letter to the Committee dated November 23, 2020. The motion was seconded by Director McGowan and carried on a roll call vote.

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

Voting No: None

AGENDA NO. 15

APPROVAL OF 2021 GAS & WATER BUDGET (RESOLUTION)

Director McGowan moved to approve the 2021 Gas & Water Budget as presented in the Committee Meetings by Ms. Patterson and Mr. Schaffart, and as outlined in the presentation. The motion was seconded by Director Frost and carried on a roll call vote.

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

Voting No: None

AGENDA NO. 16

APPROVAL OF 2021 WATER RATE INCREASE

Director McGowan moved to approve the water rate increase to be effective May 2, 2021 as presented in the Mr. Schaffart's letter dated November 30, 2020 and as outlined in the 2021 Budget presentation. The motion was seconded by Director Begley and carried on a roll call vote.

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

Voting No: None

AGENDA NO. 17

OTHER MATTERS OF DISTRICT BUSINESS FOR DISCUSSION

Chairperson Howard asked if any Board Members or any member of the public had any comments to share.

Chairperson Howard noted that Director Frost was participating remotely and was inaudible at the time the vote was taken for Agenda Items No. 4 through 11.

Director Begley announced that CARES Act funding assistance is still available until December 15, 2020 for customer-owners who have struggled to pay their utility bills this past year, and recommended that additional informational resources could be located on the M.U.D. website at www.mudomaha/COVID19relief.

Chairperson Howard announced that the location of next month's January 7, 2021 regular monthly Board Meeting will likely be taking place at the District's new headquarters building located at 7350 World Communications Drive. More information will be forthcoming regarding the location and format and will be provided in the public meeting notice as well as on the M.U.D. website.

Chairperson Howard thanked Paul Cohen, the administrator of the Omaha Douglas Public Building Commission, and all the Public Building Commission staff on behalf of the Metropolitan Utilities District Board of Directors, for their generous and gracious assistance in making arrangements for holding the M.U.D. Board of Directors' monthly meetings in the Legislative Chamber this past year. The District's historical transition from its downtown location to eventually a new headquarters was made much easier largely because of their collective efforts, and was especially appreciated given the additional challenges brought about by the COVID-19 pandemic.

President Doyle added a reminder that the Governor's suspension of the Open Meetings Act in-person requirement will be in effect through January of 2021 and that the District will facilitate whatever option Board Members choose insofar as their attendance is concerned. Mr. Doyle also thanked everyone for successfully managing through a blended virtual / in-person meeting.

AGENDA NO. 18
CLOSED SESSION – LITIGATION

A Closed Session was not held.

Director Cook offered a motion to adjourn which was seconded by Director Frost and carried on a roll call vote.

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

The meeting was adjourned at 11:00 a.m.



Mark E. Doyle
Secretary and President

MED/mjm

METROPOLITAN UTILITIES DISTRICT

Inter-Department Communication

December 29, 2020

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 January 7, 2020 Committee Agenda for consideration and the Board Agenda for ratification:

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

ANNUAL AUTHORIZATIONS

1. 100072000867 - \$1,000,000 – Crossbore inspection and repair at various locations around M.U.D.'s gas distribution system. A crossbore occurs when a gas or water pipe is installed using a trenchless installation method and that pipe inadvertently penetrates or damages a sanitary sewer lateral. A sanitary sewer lateral is the pipe that connects a home or building to the sanitary sewer main line which is typically located under the street. This type of crossbore occurs because sewer laterals are not located when calling Nebraska 811 since they are owned by each individual homeowner rather than by a specific entity. A crossbore poses a danger because a person could sever the gas pipe when using mechanical cleaning equipment to clean the sewer lateral and thus cause a harmful release of natural gas into a home. These inspections will involve one or two professional plumbing companies inserting small cameras into sewer laterals and televising each lateral between a house's foundation and the sanitary sewer main. During the inspection, the contractors will be looking for crossbores and/or damage that may have occurred due to the District's construction work in the area. The money allocated to this C&A will cover all work associated with inspecting, investigating and repairs to crossbores that are not necessarily associated with an active project for the period between March 1, 2021 and February 28, 2022.

2. 100082000000 and associated job numbers - \$13,510,000 – 2021 annual authorization for gas service installations. This request is for all commercial and residential gas service installations for 2021, including new installations, replacements and reconnections. Approximately \$2.1 million is for the replacement of leaking gas services, \$8.5 million to replace and \$110,000 to reconnect gas services in conjunction with infrastructure replacement. The remainder, about \$2.8 million, is for new installations.

3. 100080000000 and associated job numbers - \$1,775,000 – 2021 annual authorization for gas meters and regulators. This request is for material, meters and labor associated with all customer gas meters and regulators in 2021. This expenditure includes the purchase and installation costs of all gas meters and regulators for new customers and customers impacted by our infrastructure replacement program. The purchases of all replacement meters as part of our meter change-out program are also included in this request.

4. 10009700000 and associated job numbers - \$8,507,760 – 2021 annual authorization for reconnection and replacement of water services. This request is for reconnection and replacement of water services required in conjunction with water main relocation and infrastructure replacement projects.

INFRASTRUCTURE REPLACEMENT - ANNUAL AUTHORIZATIONS

1. 10009200XXXX and 10004200XXXX - \$12,200,000 – 2021 annual authorization for gas infrastructure replacement. These mains will be replaced as part of the District's Gas Infrastructure Replacement Program. This is a request for an annual blanket authorization for various projects throughout the District's gas distribution system to replace approximately 40 miles of low- and high-pressure cast iron gas mains with high-pressure polyethylene (PE) plastic mains by District Construction crews and Q3 Contracting, Inc. The scope of individual projects may range from several hundred feet to several miles, depending on circumstances. Individual projects will be authorized by Management before work commences.

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

2. 10009300XXXX and 10004100XXXX - \$19,489,500 – 2021 annual authorization for water infrastructure replacement. These mains will be replaced as part of the District's Water Infrastructure Replacement Program. This is a request for an annual blanket authorization for various projects throughout the District's water distribution system. Of the 16 miles of water work slated for 2021, approximately eight miles is planned for construction by District crews with the remainder being completed by outside contractors. The scope of individual projects may range from several hundred feet to a mile or more. Individual projects will be authorized by Management before work commences.

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

BUILDINGS, PLANTS AND EQUIPMENT

1. 100086000734 - \$380,000 – Implement Business Planning and Consolidation (BPC 11.0). This project consists of implementing the application Business Planning and Consolidation (BPC 11.0). The BPC application delivers planning, budgeting, forecasting and financial consolidation capabilities. The budget preparation process commences in July each year and concludes with the approval of the budget at December's Board Meeting. BPC should dramatically reduce the time required by budget preparers throughout the District, as well as finance staff in the consolidation and analysis of budget information. BPC application provides multi-dimensional reporting, allowing for our current "activity based" report (i.e. Production, Distribution, Administrative and General) as well as other "views" of the data that may prove more important to decision making. BPC can be leveraged where we can pull the data from unstructured sources like word documents, excel sheets, etc. to help the business in planning and forecasting.

2. 100088000771 and 100088000772 - \$1,010,000 – Purchase four crew cab and chassis for utility crew trucks (CNG) and purchase four fiberglass crew truck bodies with air compressors and power inverters. The trucks will be used by the Construction division in performing gas and water maintenance and emergency work. The vehicles will be replacements for 12 to 17-year-old vehicles that have reached a point wherein they are no longer economical to maintain for use within the District's fleet. Due to the time required to build and assembly the

bodies, they will be invoiced in 2021 and 2022. The District is also seeking reimbursement for up to approximately \$240,000 from the Nebraska Department of Environmental Quality's 2020 Clean Diesel Rebate Program by replacing diesel powered trucks with CNG powered trucks.

3. 100083001129 - \$160,000 – Florence Water Treatment Plant Basin 3 Sluice Gate Procurement Package. In 2010, the District completed a Capital Improvements Plan (CIP) which identified several projects to be completed between 2021 and 2025, known as Phase IV. One of the condition related improvements in Phase IV is the rehabilitation of Basin 3, which is the plant's chlorine contact basin. Replacement of nine sluice gates is part of this project. A sluice gate is a large metal structure that acts as a large valve to isolate the basin. The lead time to manufacture the sluice gates is approximately five months. To avoid delaying the renovation of the basin, the District has elected to bid a sluice gate package while the design process proceeds. This package contains nine sluice gates of various sizes. The contract for this equipment will be assigned to the general contractor, once selected.



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

Approved:



Mark E. Doyle
President

METROPOLITAN UTILITIES DISTRICT
Inter-Department Communication

December 24, 2020

Subject: CAPITAL EXPENDITURE FOR PURCHASE OF 4421 S. 76TH CIRCLE

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

From: Jon Zellars, Vice President, Procurement and Enterprise Services

The following item will be on the January 7, 2021 Committee Agenda for consideration and the January 7, 2021 Board Agenda for approval:

BUILDING, PLANTS AND EQUIPMENT

1. 100084001276 - \$2,250,000.00 – Purchase 4421 S. 76th Circle

Over the last year, the Construction Center has settled because of construction activities associated with an adjacent third-party construction site. Settling has progressed resulting in the closure of a portion of the northwest section of the Construction Center to assure employee safety. This closure resulted in the displacement of various operating work groups to include Construction and Field Services Welders, Electricians, and Carpenter. These work groups have been temporarily relocated while a search for a suitable facility continued.

Upon an internal financial analysis comparing leasing versus purchase, A Purchase and Sale Agreement has been entered into by the District and the owner of 4421 S. 76th Circle. This facility provides for 38,000 SF of shop, garage, and office space. The facility will allow the relocation of displaced workgroups and provide an alternative space to park fleet vehicles and store materials over a minimum of a four-year period.

Approval of this C&A will authorize the President to execute the purchase of 4421 S. 76th Circle upon completion and satisfactory inspections of building components; environmental assessment; and property survey. Additional future capital expenditures will be requested for required repairs and renovations to meet operational needs.



Jon Zellars
Vice President, Procurement and Enterprise Services
(402) 504-2478

Approved:



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



Mark E. Doyle
President

METROPOLITAN UTILITIES DISTRICT
Inter-Department Communication

December 27, 2020

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

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. Est. 3 - Q3 Contracting, GP 2419, 100092001607 100082000040-3, 100042000056, Cast iron gas main replacement, I-480 to 42 nd St. and Center to Vinton Sts.	October 4, 2019	\$3,867,232.50	\$4,036,363.02	\$1,806,989.31

Comments: There were net increases in contract quantities in the amount of \$169,130.52 primarily due to changes in the amount of restoration work required to complete the project. There were deductions for a struck gas service and a struck gas main.

Contract	Board Approval Date	Amounts		
		*Unit Price Bid	Actual	Final
b. Est. 7 - Cedar Construction, WP 1550, 100057000448-52, Install water mains for Sarpy County Power Park East, 132 nd St. from Hwy. 370 to Capehart Rd. and in Capehart Rd. from 132 nd to 144 th Sts.	December 5, 2018	\$4,088,324.40	\$4,159,967.28	\$344,769.86

Comments: There were net increases in contract quantities in the amount of \$71,642.88 for additional boring due to a wetland area being larger than anticipated.

Contract	Board Approval Date	Amounts		
		*Unit Price Bid	Actual	Final
c. Est. 6 - Hawkins Construction, WP 1517, 100093001217, 100041000004, 100097000000-1, 100095001221, Cast iron water main replacement, Sahler St., 108 th to 116 th Sts.	March 23, 2020	\$863,751.53	\$832,763.08	\$88,774.84

Comments: There were net decreases in contract quantities of \$37,524.85 due primarily to reduced restoration made possible by increased directional drilling by the contractor. There was one change order on this project in the amount of \$6,536.40 for additional work to make a connection in 108th Street.

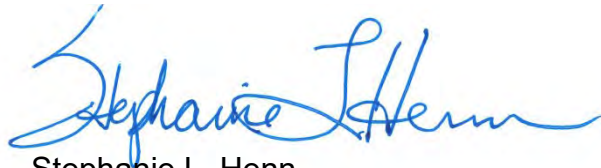
Contract	Board Approval Date	Amounts		
		*Unit Price Bid	Actual	Final
d. Est. 3 - TJ Osborn Construction, WP 1654-2, 100057000466, Install water mains in SRP1A, Phase 2, Schram Rd., 144 th to 156 th Sts.	May 6, 2020	\$1,235,008.40	\$1,203,040.76	\$285,153.88

Comments: There were net decreases in contract quantities of \$64,287.64 due primarily to 16" pipe and associated pipe boring that was not needed. There was also an increase of \$32,320.00 for Change Order No. 1. Most of this change order was for removing and disposing of fiber optic cable and conduit that was in direct conflict with the water main. Approval of this final will also approve Change Order No. 1.

Contract	Board Approval Date	Amounts		
		*Unit Price Bid	Actual	Final
e. Est. 2 - Cedar Construction, WP 1688, 100055001308, Install water mains in Avenue One, 192 nd St. and W. Dodge Rd.	March 5, 2020	\$426,905.50	\$436,960.00	\$53,097.30

Comments: There were net decreases in contract quantities of \$5,245.50. There was one change order on this project in the amount of \$15,300.00 for changing three hydrants to type 10 hydrants in order to avoid conflicts with sidewalks.

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



Stephanie L. Henn
Director, Plant Engineering

Approved:



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



Mark E. Doyle
President

REVISED

METROPOLITAN UTILITIES DISTRICT
Inter-Department Communication

December 30, 2020

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

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

From: Sherri Meisinger, Director, Procurement

The following items will be on the January 7, 2021 Committee Agenda for consideration and the January 7, 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>
Replace Carter Lake Meters and Vaults, West of Abbott Drive and Locust Street and East of 11 th Street and Locust Street 100051001041 10051001042 WP1660 Engineering Estimate: \$590,507.75 *Bid Rejected	18/1	Judds Bros	\$892,200.00*
Install approximately 4,500' of 30" and 200' of 8" Ductile Iron Water Main in Giles Road from Approx. 168 th West to 180 th Street 100055001318 100057000476 100055001180 100057000004 WP 1712A WP 1468 Engineering Estimate: \$\$3,225,000.00 (A C&A in the amount of \$1,875,408.00 will be presented to the Board on January 7, 2021 for approval. C&A for 100055001180 and 100057000004 approved October 5, 2016 in the amount of \$489,231.00)	18/4	Cedar Construction Judds Bros Kersten Construction T.J. Osborn Constr.	\$1,882,287.00 1,897,800.00 2,086,824.89 2,187,600.00

<u>Item</u>	<u>Bids Sent / Rec'd</u>	<u>Bidders</u>	<u>Bid Amount</u>
Install water mains in Windsor East Subdivision, NW Corner of S. 174 th Street and Giles Road 100055001316 WP1712S Engineering Estimate: \$371,606.00 (A C&A in the amount of \$453,115.00 will be presented to the Board on January 7, 2021 for approval.)	18/3	Kersten Construction Cedar Construction Valley Corporation	\$334,832.00 340,544.00 430,686.30
Install water mains in 180 th Street, Blondo Street to West Maple Road 100057000477 100055001346 100055001328 100055001215 100057000360 100057000300 100055000941 100055001166 100057000424 WP1750 WP1434 WP1742 WP1524 WP 1254 Engineering Estimate: \$1,153,348.00 (A C&A in the amount of \$308,997.00 will be presented to the Board on January 7, 2021 for approval. C&A for 100055001166 and 100057000424 approved June 1, 2016 in the amount of \$150,000.00. C&A for 100057000360, 100057000300 and 100055000941 approved August 28, 2012 in the amount of \$371,895.00. C&A for 100055001346 and 100055001328 approved August 6, 2020 in the amount of \$663,942.00. C&A for 100055001215 approved December 6, 2017 in the amount of \$40,000.00)	18/2	Cedar Construction TJ Osborn Constr.	\$1,023,300.00 1,235,940.00
Install water mains in Belle Lago South Subdivision South 42 nd Street and Lookingglass Drive 100055001331 WP1758 Engineering Estimate: \$520,674.00 (A C&A in the amount of \$586,506.00 will be presented to the Board on January 7, 2021 for approval.)	18/2	Cedar Construction Kersten Construction	\$469,421.00 478,772.00
Install water mains in R & L Carriers North 117 th Street and State Street 100057000484 WP1772 Engineering Estimate: \$140,131.00 (A C&A in the amount of \$166,200.00 will be presented to the Board on January 7, 2021 for approval.)	18/5	Cedar Construction Thompson Constr. Kersten Construction Pat Thomas Constr. M.E. Collins Contracting	\$122,707.00 131,470.00 133,191.00 140,873.00 173,350.00

INFORMATION TECHNOLOGY

<u>Item</u>	<u>Bids Sent / Rec'd</u>	<u>Bidders</u>	<u>Bid Amount</u>
Cisco SmartNet Maintenance Support Renewal – 3 Year Agreement * Bid rejected, Non-Responsive	4/4	OneNeck <i>Sirius</i> <i>CDW</i> <i>Sterling</i>	\$ 280,980.42 294,825.33 398,207.88 273,032.88*

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 Slide Gate Procurement 100083001123 WP1643 (A C&A in the amount of \$160,000.00 will be presented to the Board on January 7, 2021 for approval.)	8/2	RW Gate Company <i>Whipps, Inc.</i>	\$140,709.00 181,000.00
Five (5) Crew Cab and Chassis for Utility Crew Truck (CNG) 100088000771 100088000759 (A C&A in the amount of \$658,000.00 will be presented to the Board on January 7, 2021 for approval. C&A for 100088000759 approved February 6, 2020 in the amount of \$170,000.00.)	8/1	Truck Center	\$672,275.00
Five (5) Fiberglass Crew Truck Body with Air Compressor and 10008800772 100088000759 (A C&A in the amount of \$352,000.00 will be presented to the Board on January 7, 2021 for approval. C&A for 100088000759 approved February 6, 2020 in the amount of \$91,000.00.)	5/2	ProTech <i>Altec Inc.</i>	\$359,115.00 394,355.00
Two (2) 30" MJ Gate Valves	3/3	Mueller <i>American Underground</i> <i>Clow</i>	\$50,899.06 57,600.00 60,450.00

ANNUALS

<u>Item</u>	<u>Bids Sent / Rec'd</u>	<u>Bidders</u>	<u>Bid Amount</u>
Perform Sanitary Sewer Lateral Inspections for Cross Bores Caused by Recent Natural Gas Pipe Installations In the City of Omaha and the Surrounding Areas Extension #1 (March 1, 2021 to, February 28, 2022)	1/1	Roto-Rooter	\$813,802.00
Perform Sanitary Sewer Lateral Pre-Inspections & Post-Inspections using Lateral Launching Equipment in the City of Omaha & the Surrounding Areas Extension #2 (April 1, 2021 to March 31, 2024)	1/1	Backlund Plumbing	\$739,500.00
Polyethylene Pipe (January 1, 2021 to December 31, 2021) Extension #2	1/1	Performance Pipe	\$507,833.80
Activated Carbon for Florence WTP (45 tons) (March 1, 2021 to February 28, 2022) Extension #1	1/1	Carbon Activated Corp	\$77,400.00



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

December 23, 2020

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

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

From: Sherri Meisinger, Director, Procurement

During the month of December, the following items were purchased or contracted for and are being submitted to the Board to be placed on file. The purchase or contract was initiated with the low bidder which is bolded and listed first. Nonlocal bidders have been indicated in italics.

<u>Item</u>	<u>Bids Sent / Rec'd</u>	<u>Bidder</u>	<u>Amount Bid</u>
One (1) Small Electric 4000# Forklift 100090001371	4/4	MH Equipment Riekas Equipment <i>Octane Forklift</i> Forklift of Omaha	\$29,592.60 30,480.00 31,716.00 34,500.00

(C&A for 100090001371 approved December 9, 2020 in the amount of \$42,000.00.)



Sherri 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

December 29, 2020

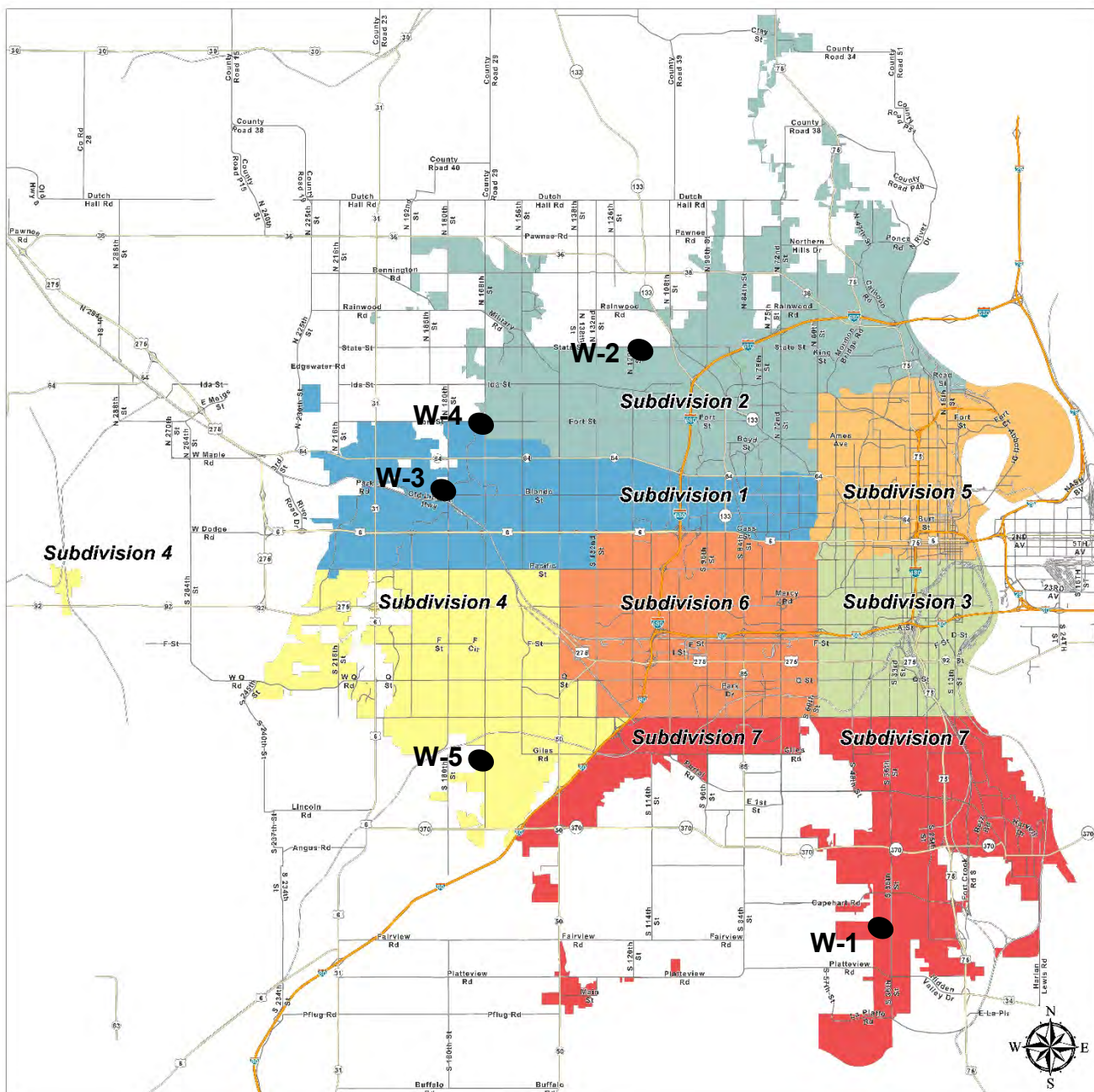
Subject: MAIN EXTENSIONS

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 January 7, 2020 Committee Agenda for consideration and the Board Agenda for approval:



MUD Subdivision Map

WATER

	Project Number	Project Cost	Applicant Contribution	Construction by Applicant	M.U.D. Cost
1.	WP 1758	\$586,506	\$586,506	\$0	\$0
	<i>Subdivision 7, Frost: These mains are being installed to provide domestic water service and fire protection to 121 single-residence lots in Belle Lago Subdivision, 42nd St. and Looking Glass Dr. There is a pioneer main fee in the amount of \$16,056 due to the existing 16-inch water mains in Capehart Road. Work is requested to be completed by June 1, 2021. (City of Bellevue zoning, David Vogtman)</i>				
	Project Number	Project Cost	Applicant Contribution	Construction by Applicant	M.U.D. Cost
2.	WP 1772	\$166,200	\$166,200	\$0	\$0
	<i>Subdivision 2, Friend: These mains are being installed to provide domestic water service and fire protection to one commercial lot in R and L Carriers Addition, 117th and State Sts. There is a pioneer main fee in the amount of \$32,144 due to the existing 36- and 48-inch water mains in State Street. Work is requested to be completed by April 1, 2021. (City of Omaha zoning, Ramar Land Corporation)</i>				
	Project Number	Project Cost	Applicant Contribution	Construction by Applicant	M.U.D. Cost
3.	WP 1750	\$308,997	\$0	\$0	\$308,997
	<i>Subdivision 1, Begley: This 16-inch extension is the final section of main needed to complete a continuous large diameter pipeline along Blondo Street running through Zone 3 between transmission mains in 192nd and 156th Streets. Its completion will enhance reliability within the zone and provide more capacity to move water east to west or west to east. Currently there is only one transmission main, located along West Maple Road, that spans Zone 3 from east to west. The extension will be installed concurrently with a county road improvement project and other previously authorized main extensions along Blondo and 180th Streets. This work is expected to be completed in the Spring 2021. This project will be funded by the District, but reimbursement up to an equivalent 12-inch main (approximately 72%, or \$224,000) is expected in the future through pioneer main contributions that will be paid when adjacent areas develop. (City of Omaha zoning, M.U.D.)</i>				
	Project Number	Project Cost	Applicant Contribution	Construction by Applicant	M.U.D. Cost
4.	WP 1796	\$274,987	\$82,496	\$192,491	\$0
	<i>Subdivision 1, Begley: These mains are being installed to provide domestic water service and fire protection to two multi-residence lots in Pier 15, Phase 2 Subdivision, 168th and Fort Streets. Work is requested to be completed by April 2021. There is a pioneer main fee in the amount of \$154,688 due to the existing 12-inch water mains in 168th and Fort Streets. These mains will be installed under the District's WCD policy. (City of Omaha zoning, HW Multifamily 168, LLC)</i>				

WATER (con't)

Project Number	Project Cost	Applicant Contribution	Construction by Applicant	M.U.D. Cost
WP 1712	\$2,328,523	\$1,247,830	\$0	\$1,080,693
<p>5. Subdivision 4, Cavanaugh: <i>These mains are being installed to provide domestic water service and fire protection to 93 single-residence lots in Windsor East Subdivision, 174th St. and Giles Rd. The 30-inch main in Giles Road will ultimately be used to move water from Platte West to the land area between Gretna and Papillion. The developer is required to pay a 12-inch equivalent cost of the 30-inch main in Giles Road in the amount of \$768,225. The District will pay for the oversizing in the amount of \$1,080,693. Total developer costs, including the 12-inch equivalent of the 30-inch main, is \$1,247,830. There is a pioneer main fee in the amount of \$198,460 due to the existing 30- and 36-inch water mains in 192nd Street and Giles Road. Work is requested to be completed by April 2021. (Sarpy County zoning, Legacy Homes Omaha, LLC)</i></p>				

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

Approved:

Mark E. Doyle
President

METROPOLITAN UTILITIES DISTRICT
Inter-Department Communication

December 23, 2020

Subject: Wage and/or Salary Increases and Ratifications, January 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: Justin Corcoran
Current position (department): Customer Service Technician - Fitter (Field Services)
New position (department): Senior Customer Service Technician (Field Services)
Current rate; step/grade: \$37.39; Step 2
Proposed rate; step/grade: \$40.98; Step 3
Percent of increase: 9.60%
District hire date: August 19, 2013

Employee: David Divoky
Current position (department): Customer Service Technician (Field Services)
New position (department): Senior Customer Service Technician (Field Services)
Current rate; step/grade: \$39.94; Step 4
Proposed rate; step/grade: \$43.14; Step 4
Percent of increase: 8.01%
District hire date: September 18, 1995

Employee: Kory Kuszak
Current position (department): Customer Service Technician (Field Services)
New position (department): Senior Customer Service Technician (Field Services)
Current rate; step/grade: \$39.94; Step 4
Proposed rate; step/grade: \$43.14; Step 4
Percent of increase: 8.01%
District hire date: August 19, 2013

Employee: Caleb Sturgeon
Current position (department): Customer Service Technician - Fitter (Field Services)
New position (department): Senior Customer Service Technician (Field Services)
Current rate; step/grade: \$41.54; Step 4
Proposed rate; step/grade: \$43.14; Step 4
Percent of increase: 3.85%
District hire date: July 21, 2008

Employee: Robert Urbach
Current position (department): Customer Service Technician (Field Services)
New position (department): Senior Customer Service Technician (Field Services)
Current rate; step/grade: \$39.94; Step 4
Proposed rate; step/grade: \$43.14; Step 4
Percent of increase: 8.01%
District hire date: December 17, 2001

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: Joseph Cummings
Current position (department): Apprentice Mechanic (Transportation)
New position (department): Mechanic (Transportation)
Current rate; step/grade: \$29.61; Step 4
Proposed rate; step/grade: \$31.46; Step 1
Percent of increase: 6.25%
District hire date: May 7, 2018

Employee: Daniel Hall
Current position (department): Apprentice Customer Service Technician (Field Services)
New position (department): Customer Service Technician (Field Services)
Current rate; step/grade: \$33.95; Step 4
Proposed rate; step/grade: \$35.95; Step 2
Percent of increase: 5.89%
District hire date: September 8, 2014

Employee: Zachary Lariviere
Current position (department): Water Maintenance Trainee (Water Distribution)
New position (department): Water Maintenance Worker (Water Distribution)
Current rate; step/grade: \$28.03; Step 4
Proposed rate; step/grade: \$29.68; Step 2
Percent of increase: 5.89%
District hire date: November 19, 2018

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

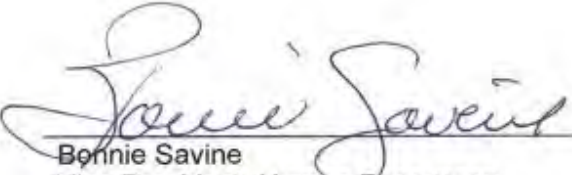
The following SPA employees are selected for promotion. It is recommended the President be authorized to increase the salary of these employees. These SPA positions have been evaluated, graded, appropriate job descriptions completed, and posting guidelines fulfilled. The effective date for these salaries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

Employee: Jay Schnider
Current position (department): Customer Account Clerk IV (Customer Accounting)
New position (department): Training and Quality Assurance Coordinator (Customer Accounting)
Current rate; step/grade: \$31.25; Step 4
Proposed rate; step/grade: \$71,973; SPA – 03
Percent of increase: 10.73%
District hire date: June 4, 2007

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

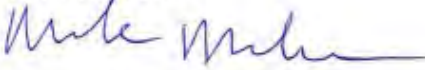
Board of Director Ratification of salaries, for new SPA employees hired from outside the District, is required to confirm the salary within the grade established for the position. Authorization to ratify the annual salary of SPA employees hired from outside the District will be requested each month,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

Employee: Jill Schurman
Current position (department): Human Resources Generalist – Benefits (Human Resources)
Current rate; step/grade: \$71,973; SPA – 03
District hire date: December 28, 2020



Bonnie Savine
Vice President, Human Resources

APPROVED:



Mark A. Mendenhall
Senior Vice President, General Counsel



Mark E. Doyle
President