

# METROPOLITAN UTILITIES DISTRICT

## Committee Meetings Agenda

12:30 p.m.

October 1, 2025

1. Safety Briefing
2. Roll Call
3. Open Meetings Act Notice
4. Closed Session – Personnel

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

1. Capital Expenditures [Kendall Minor – SVP & Chief Operations Officer] – **Tab 5**
2. Acceptance of Contracts and Payment of Final Estimates  
[Trevor Tonniges – Director, Plant Engineering] – **Tab 6**
3. Change Order No. 1 – Lead Service Line Replacement Contracts  
[Trevor Tonniges – Director, Plant Engineering] – **Tab 7**
4. Bids on Materials and Contracts [Jon Zellars – VP, Procurement & Enterprise Services] – **Tab 8**

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

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

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

1. Wage and/or Salary Increases and Ratification  
[Bonnie Savine – VP, Human Resources] – **Tab 10**
2. Selection of Vice President, Construction [Bonnie Savine – VP, Human Resources] – **Tab 11**
3. Dental & Vision Benefit Administration Recommendation  
[Bonnie Savine – VP, Human Resources] – **Tab 12**
4. 2025 Wage Reopeners Recommendation [Bonnie Savine – VP, Human Resources] – **Tab 13**

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

1. Surplus Property Declaration - 4204 Ames Ave [Marc Willis – Attorney - Compliance] – **Tab 14**

*(Turn over for regular Board Meeting agenda)*

# **METROPOLITAN UTILITIES DISTRICT**

## **Regular Monthly Board Meeting Agenda**

**1:45 p.m.**

**October 1, 2025**

1. Roll Call
2. Open Meetings Act Notice
3. Pledge of Allegiance
4. Approval of Minutes – Committee Meetings and Regular Board Meeting for September 3, 2025

### **CONSTRUCTION & OPERATIONS**

5. Capital Expenditures
6. Acceptance of Payments and Final Estimates
7. Change Order #1 – Lead Service Line Replacement Contracts
8. Bids on Materials and Contracts

### **SERVICES & EXTENSIONS**

9. Main Extensions

### **PERSONNEL**

10. Wage and/or Salary Increases and Ratifications
11. Vice President, Construction
12. Dental & Vision Benefit Administration Recommendation
13. 2025 Wage Reopeners Recommendation

### **JUDICIAL & LEGISLATIVE**

14. Surplus Property Declaration - 4204 Ames Ave

### **BOARD**

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

**Adjourn Regular Monthly Board Meeting**

***(Turn over for Committee Meetings agenda)***

## **METROPOLITAN UTILITIES DISTRICT**

### **Minutes of the Committee Meeting**

### **September 3, 2025**

Chairman Tim Cavanaugh called to order the Committee meetings of the Metropolitan Utilities District Board of Directors at 1:00 p.m. at its headquarters building located at 7350 World Communications Drive.

Advance notice of the meeting was published in the print version of *The Omaha World-Herald* on Sunday, August 24, 2025. Notice was also provided on the MUD website at [www.mudomaha.com](http://www.mudomaha.com) and other social media platforms. Agendas and all pertinent Board materials to be presented at the meeting were emailed to Directors and posted on the MUD website on August 29, 2025.

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

#### **Safety Briefing**

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

#### **Roll Call**

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

#### **Open Meetings Act Notice**

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

#### **Outstanding Service Award**

On behalf of the Board of Directors and Management, Director Cavanaugh presented Construction employees Matt Armetta and Josh Jones with the Outstanding Service Award for intervening in a domestic dispute on July 1, 2025. The quick response from Mr. Armetta and Mr. Jones reflects the District's core principles of care, integrity and safety and security to our customers and community.

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

Senior Vice-President and Chief Operations Officer Kendall Minor presented the proposed capital expenditures as outlined in his letter to the Committee dated August 29, 2025. A brief discussion took place regarding the Capital Improvement Plans and funding

as well as communications between the District and the City of Omaha regarding current Streetcar projects.

Director of Plant Engineering Trevor Tonniges presented the acceptance of contracts and payment of final estimates as outlined in his letter to the Committee dated August 22, 2025.

Mr. Tonniges continued, presenting Change Order 1 – WP2090 – Pat Thomas Construction, Inc as outlined in his letter to the Committee dated August 8, 2025.

Mr. Tonniges then presented the JEO Consulting Services Agreement Extension as outlined in his letter to the Committee dated August 29, 2025. Discussion took place regarding general rate changes when long term contract commitments expire.

Vice-President of Procurement & Enterprise Services Jon Zellars presented the bids on materials and contracts as outlined in the letter to the Committee from Director of Procurement Sherri Lightfoot dated August 25, 2025.

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

Vice-President of Engineering Masa Niiya presented the proposed main extensions as outlined in his letter to the Committee dated August 28, 2025.

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

Vice-President of Human Resources Bonnie Savine reviewed the wage and/or salary increases and ratifications as outlined in her letter to the Committee dated August 25, 2025.

Ms. Savine continued, reviewing the Group Insurance Contract Renewals as outlined in her letter to the Committee dated August 25, 2025.

Ms. Savine concluded, presenting the Advanced Leader Recognition as outlined in her letter to the Committee dated August 25, 2025. Associates recognized were invited to stand for congratulations.

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

Attorney Justin Cooper presented the condemnation authority request for Lot 1 Easy View Addition as outlined in his letter to the Committee dated August 25, 2025.

#### **Insurance & Pension – Howard, McGowan, Cook**

Senior Vice-President and Chief Financial Officer Steve Dickas introduced the Experience Study prepared by the District's actuarial consultant, CavMac. The purpose of the "Experience Study" is to determine whether the actuarial assumptions currently in use are consistent with actual emerging experience. CavMac Actuary Megan Skiles presented the summary of findings and recommendations. The recommended changes to the pension assumptions include a .10% increase to productivity, a .10% increase to

general wage growth and increasing the salary merit scale at early durations. All other economic assumptions remain unchanged.

### **Public Comment**

Christian Gray, residing at 1134 South 30<sup>th</sup> Ave, Omaha, NE and representing InCommon Community Development, introduced himself. Mr. Gray asked what the District's policies and procedures are for notifying businesses and residents of upcoming scheduled work and project updates that may affect their property and business. Mr. Gray also asked about the various crew types that the District deploys and how those deployments are determined. Finally, Mr. Gray asked about the expectations for Board Member response when contacted by constituents.

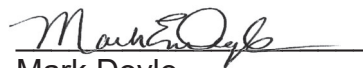
Mr. Mendenhall responded to Mr. Gray's questions and acknowledged that Mr. Gray has contacted the District several times over the last three months and various District employees have addressed his concerns.

Vice President of Engineering Masa Niiya provided information about project ownership and customer notifications. President Doyle provided information about emergency crew deployment and Board response process. Director Cook and Director Howard addressed Mr. Gray's concerns regarding Board response.

Mr. Mendenhall arranged to meet with Mr. Gray after the Board meeting to discuss any additional concerns.

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

At 2:13 p.m., Chairman Cavanaugh announced the Committee Meetings had concluded, and the Board would reconvene in twelve minutes for the regular monthly Board Meeting.

A handwritten signature in dark ink, appearing to read "Mark Doyle", with a horizontal line extending to the right.

Mark Doyle  
President & Secretary to the Board

MD/sec

**METROPOLITAN UTILITIES DISTRICT**  
**Minutes of the Regular Monthly Board Meeting**  
**September 3, 2025**

Chairman Tim Cavanaugh called to order the Committee meetings of the Metropolitan Utilities District Board of Directors at 2:25 p.m. at its headquarters building located at 7350 World Communications Drive.

Advance notice of the meeting was published in the print version of *The Omaha World-Herald* on Sunday, August 24, 2025. Notice was also provided on the MUD website at [www.mudomaha.com](http://www.mudomaha.com) and other social media platforms. Agendas and all pertinent Board materials to be presented at the meeting were emailed to Directors and posted on the MUD website on August 29, 2025.

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

**AGENDA NO. 1**

**ROLL CALL**

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

**AGENDA NO. 2**

**OPEN MEETINGS ACT NOTICE**

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

**AGENDA NO. 3**

**PLEDGE OF ALLEGIANCE**

Chairman Cavanaugh invited all who wished to participate to recite the Pledge of Allegiance.

**AGENDA NO. 4**

**APPROVAL OF MINUTES FOR THE COMMITTEE MEETINGS, REGULAR MONTHLY BOARD MEETING AND PUBLIC HEARING FOR AUGUST 6, 2025**

Director Begley moved to approve the minutes for the Committee Meetings and Regular Monthly Board Meeting for August 6, 2025, which was seconded by Director McGowan and carried on a roll call vote.

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

Voting No: None

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

Director Friend moved to approve the proposed Capital Expenditures as presented in the Committee Meetings by Senior Vice-President and Chief Operations Officer, Kendall Minor as outlined in his letter to the Committee dated August 29, 2025. The motion was seconded by Director McGowan and carried on a roll call vote.

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

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

Director Friend moved to approve the Acceptance of Contracts and Payment of Final Estimates as presented in the Committee Meetings by Director Plant Engineering Trevor Tonniges and as outlined in his letter to the Committee dated August 22, 2025. The motion was seconded by Director Begley and carried on a roll call vote.

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

**AGENDA NO. 7**  
**CHANGE ORDER 1 – WP2090 – Pat Thomas Construction, INC**

Director Friend moved to approve Change Order 1 – WP2090 – Pat Thomas Construction, INC as presented in the Committee Meetings by Director Plant Engineering Trevor Tonniges and as outlined in his letter to the Committee dated August 8, 2025. The motion was seconded by Director Sidzyik and carried on a roll call vote.

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

**AGENDA NO. 8**  
**JEO CONSULTING SERVICES AGREEMENT EXTENSION**

Director Friend moved to approve the JEO Consulting Services Agreement Extension as presented in the Committee Meetings by Director Plant Engineering Trevor Tonniges and as outlined in his letter to the Committee dated August 29, 2025. The motion was seconded by Director Sidzyik and carried on a roll call vote.

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

**AGENDA NO. 9**  
**BIDS ON MATERIALS AND CONTRACTS**

Director Friend moved to approve the Bids on Materials and Contracts as presented in the Committee Meetings by Vice-President of Procurement and Enterprise Services Jon Zellars and as outlined in the letter to the Committee dated August 25, 2025,

from Director of Procurement Sherri Lightfoot. The motion was seconded by Director Sidzyik and carried on a roll call vote.

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

#### **AGENDA NO. 10**

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

Director Friend requested that the Notice of Purchases letter dated August 22, 2025, from Director of Procurement Sherri Lightfoot be placed on file.

#### **AGENDA NO. 11**

##### **MAIN EXTENSIONS**

Director Friend moved to approve the proposed Main Extensions as presented in the Committee Meetings by Vice-President of Engineering Masa Niiya and as outlined in his letter to the Committee dated August 28, 2025, which was seconded by Director Howard and carried on a roll call vote.

Voting Yes: Sidzyik, McGowan, Howard, Cavanaugh, Begley, Cook, Friend  
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 presented in the Committee Meetings by Vice-President of Human Resources Bonnie Savine and as outlined in her letter dated August 25, 2025. The motion was seconded by Director Howard and carried on a roll call vote.

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

#### **AGENDA NO. 13**

##### **GROUP INSURANCE CONTRACT RENEWALS**

Director Begley moved to approve the Group Insurance Contract Renewals as presented in the Committee Meetings by Vice-President of Human Resources Bonnie Savine and as outlined in her letter dated August 25, 2025. The motion was seconded by Director Friend and carried on a roll call vote.

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

#### **AGENDA NO. 14**

##### **ADVANCED LEADER DEVELOPMENT PROGRAM RECOGNITION**

Director Cavanaugh requested that the Advanced Leader Development Program Recognition letter dated August 25, 2025, from Vice-President of Human Resources Bonnie Savine be placed on file.

#### **AGENDA NO. 15**

##### **CONDEMNATION AUTHORITY – EASY VIEW ADDITION LOT 1**

Director Cavanaugh moved to approve the Condemnation Authority Request as presented in the Committee Meetings by Attorney Justin Cooper and as outlined in his letter dated August 25, 2025. The motion was seconded by Director Sidzyk and carried on a roll call vote.

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

#### **AGENDA NO. 16**

##### **EXPERIENCE STUDY FOR THE PENSION AND OPEB PLANS, PERIOD ENDING DECEMBER 31, 2024**

Director Howard moved to approve the experience study for the pension and OPEB trust for the period ending December 31, 2024, as presented by CavMac Actuary Megan Skiles and as outlined in the letter from Senior Vice-President and Chief Financial Officer Steve Dickas dated August 28, 2025. The motion was seconded by Director Friend.

Director McGowan requested clarification of the motion. A brief discussion took place regarding the details of the motion.

Director Howard moved to approve the experience study for the pension and OPEB trust with adopted recommendations for the period ending December 31, 2024, as presented by CavMac Actuary Megan Skiles and as outlined in the letter from Senior Vice-President and Chief Financial Officer Steve Dickas dated August 28, 2025. The motion was seconded by Director Friend.

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

##### **OTHER MATTERS OF DISTRICT BUSINESS FOR DISCUSSION**

Chairman Cavanaugh asked whether any Board Members had any comments they wished to share. Director Cavanaugh shared additional appreciation for Mr. Armetta and Mr. Jones, which was supported by the Board.

President Doyle congratulated Senior Vice-President and Chief Information Officer Sue Lobsiger on her retirement. Ms. Lobsiger expressed appreciation for the District. Director Cook and Chairman Cavanaugh thanked Ms. Lobsiger for her service with the District.

**AGENDA NO. 17**  
**PUBLIC COMMENT**

Chairman Cavanaugh asked if there were any further comments from the Board or if any member of the public would like to address the Board. There was none.

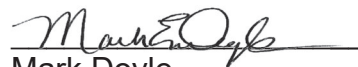
**AGENDA NO. 18**  
**CLOSED SESSION – LITIGATION, PERSONNEL AND REAL ESTATE**

A Closed Session was not necessary.

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

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

The regular Board Meeting was adjourned at 2:40 p.m.



Mark Doyle  
President & Secretary to the Board

MD/sec

---

October 1, 2025**METROPOLITAN UTILITIES DISTRICT***Inter-Department Communication***September 29, 2025****Subject:** CAPITAL EXPENDITURES

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

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

The following items will be on the October 1, 2025, Committee Agenda for consideration and the Board Agenda for approval:

**BUILDINGS, PLANTS & EQUIPMENT**

**1. JOB #:** GP2937 (100020000017 - \$275,000)

**TOTAL COST:** \$275,000

**LOCATION:** 117<sup>th</sup> Propane Air Plant

**PURPOSE:** Replace backup generator

**DESCRIPTION:** The existing standby generator at the 117th Propane Air Plant was originally installed in 1964. This generator provides backup power to the compressor building and the propane cavern dewatering pump. It is being replaced due to age-related mechanical issues and limited parts availability. Due to a 4-6 month lead time, the construction phase of this project will occur in 2026.

The project includes removal of the existing generator and installation of the new generator with all necessary appurtenances.

**2. JOB #:** (100020000066 - \$173,000)

**TOTAL COST:** \$173,000

**LOCATION:** 117<sup>th</sup> Propane Air Plant

**PURPOSE:** Removal and replacement of electric power wiring

**DESCRIPTION:** This project entails the removal and replacement of the 400 amp, 480V, three-phase electrical wiring that connects the electrical and compressor buildings and supplies power to the propane-air compression systems at the District's propane-air facility located at 117th & Fort Street.

During routine annual maintenance, District electricians discovered that the insulation on the existing cable is deteriorating. Compromised insulation increases the risk of equipment failure, which could disrupt the operation of the propane-air facility.

As technicians replace the cables, they will reuse conduit where possible. If the old cables cannot be extracted or the new cables cannot be pulled through, new conduit

installation will be necessary.

**3. GP2954** (100020000026 - \$143,500)

**TOTAL COST:** \$143,500

**LOCATION:** LNG Plant

**PURPOSE:** Dike Floor Improvements

**DESCRIPTION:** The dike floor at the LNG facility has wear and tear from over 40 years leading to a loss of rock cover, poor draining conditions, and without a suitable surface layer, making the floor difficult to access by equipment for further work and maintenance, as well as potential erosion control hazard.

A design was completed to have the subgrade graded to original positive drainage conditions, have erosion filter fabric installed and a clean rock layer suitable for equipment installed. This work will act to restore equipment access and drainage to the dike.

**4. JOB #:** GP2933 (100083001199 - \$85,000)

**TOTAL COST:** \$85,000

**LOCATION:** 117<sup>th</sup> Propane Air Plant

**PURPOSE:** Repair ditch erosion in drainage creek

**DESCRIPTION:** This request is to repair a drainage ditch damaged by rainwater. The ditch poses a risk of damaging or collapsing both south entrances to the 117th & Fort Propane Air Plant. These entrances are primarily used for propane truck offloading into the propane storage cavern as well as emergency response vehicles should they be necessary.

The Plant Engineering team has developed a contract specifying the installation of Flexamat Standard (or an approved equivalent). This solution will ensure smooth water flow without causing further erosion and protect the LNG entrance and nearby Northern Natural Gas pipeline.

**5. JOB #: #:** (100084001421 - \$188,340) – RATIFICATION

**TOTAL COST:** \$188,340

**LOCATION:** LNG Plant main gate entrance

**PURPOSE:** Replace heat-damaged paving and construct new drainage box

**DESCRIPTION:** On July 11, 2025, the LNG Plant main entrance paving suffered heat-related damage resulting in significant damage to the pavement immediately east of the main gate. This entrance is essential for LNG Plant operations.

MUD Plant Engineering designed the repair work. The heaved paving and damaged drainage box were removed. A new drainage box was formed and constructed with tie rods to join it to the new paving. The existing drainage pipe was rebuilt and tied into the new drainage box. A new induction loop was also purchased and installed.

Three heavy rainstorms resulted in weather delays adding to the repair cost. Your ratification approval is requested.

**6. JOB #:** (100031000120 - \$75,000)

**TOTAL COST:** \$75,000

**LOCATION:** Florence Water Treatment Plant

**PURPOSE:** Chemical Building VOC Lab HVAC Rooftop Unit Replacement

**DESCRIPTION:** The Chemical Building at the Florence Water Treatment Plant has an independent volatile organic compound (VOC) lab. This lab has its own heating, ventilation, and air conditioning (HVAC) rooftop unit (RTU) that works off positive pressure because of the sensitive equipment in the lab. This unit has shown its age, has had multiple repairs and is past its useful life. This unit was installed roughly 18 years ago. This C&A will cover the funds to replace the unit entirely.

**7. JOB #:** (100097000159 - \$50,000)

**TOTAL COST:** \$50,000

**LOCATION:** Florence Water Treatment Plant

**PURPOSE:** Florence Filter Building Boiler Study Services

**DESCRIPTION:** The filter building boiler system was originally installed in 2009. It has consistently experienced issues during the winter months including efficiencies. Currently, the system is unable to operate at full capacity, and significant corrosion is present throughout the radiant heaters, indicating the system's age and deterioration within the humid environment. This study will be performed this year with the intent to design early 2026 and provide updates prior to winter of 2026-2027.

Plant Engineering has sole sourced ABP to perform a study on the boiler system. This study will provide options on how to best utilize the existing system and/or install a new heating system.

**8. JOB #:** (100071000704 - \$135,000)

**TOTAL COST:** \$135,000

**LOCATION:** Platte West Water Production Facility

**PURPOSE:** Plate and Frame Press Plate Replacements

**DESCRIPTION:** The Platte West Residuals Processing system consists of two (2) presses which provide dewatering of treatment residuals. Each press includes 120 intermediate plates. These plates wear out over time and are now reaching the end of their service life.

This C&A in the amount of \$135,000.00 provides funds to purchase 120 intermediate plates which will provide a complete set of intermediate plates for 1 Press. The removal and installation of the plates will be performed by Water Operations staff.

**9. JOB #:** WP2203 (100085000692 - \$150,000), (100085000693 - \$1,600,000) & (100051001051 - \$700,000)

**TOTAL COST:** \$2,450,000

**LOCATION:** Highway 133 and north of Rainwood Road

**PURPOSE:** Design, Construction and Connection of Hwy 133 Pump Station

**DESCRIPTION:** The Water Distribution System Master Plan identified key capital projects for continuing to serve the metropolitan area to 2050 and beyond. A new pump station is recommended near Highway 133 and Highway 36 to pump water from

Zone 2 into Bennington and Zone 3, and to accommodate growth along the Highway 133 corridor. A two-stage approach was recommended. A smaller, approximately 1 million gallon per day (MGD) pump station will be constructed initially and a larger 10 MGD pump station as demand continues to increase with new development over the next several decades.

In March 2025, a C&A was approved to acquire approximately 1.85 acres of land in the area along Highway 133 and Rainwood Rd. This C&A includes funds for the remaining phases of this project to construct the smaller 1 MGD pump station. This includes detailed design engineering services, packaged pump station procurement, and pump station installation with interconnecting piping.

Early procurement of the packaged pump station is needed to accommodate the long lead time. Competitive bids were received in September 2025 for the manufacturing of the packaged pump station. The site design of the pump station installation and connection piping will be finalized in 2025 and will be competitively bid for construction in 2026.

Approval of this C&A will authorize the President to enter into a consultant agreement with HGM to provide detailed design services.

**10. JOB #:** WP2015 (100083001177 - \$175,000)

**TOTAL COST:** \$175,000

**LOCATION:** Walnut Hill Reservoir

**PURPOSE:** Demolition Design Services

**DESCRIPTION:** The Walnut Hill Reservoir was taken out of service in 2010. Over the years, the reservoir has begun to deteriorate and is an eyesore for the surrounding neighborhood. This C&A is to cover the design services for demolition of the abandoned reservoir, including asbestos abatement as well as a regrading plan after the removal.

The District publicly solicited requests for qualifications and proposals from engineering firms licensed in Nebraska with relevant experience to this project. Two consulting firms responded with proposals: SCS Engineers and Erhart Griffin & Associates. A selection committee, comprised of Water Operations and Engineering, reviewed these submissions.

Based on the qualifications and proposals the selection team recommends Ehrhart Griffin & Associates (EGA).

A separate C&A for the demolition will be submitted once the design is completed. Demolition is anticipated to begin in 2026.

## **SYSTEM IMPROVEMENTS**

**1. JOB #:** WP2249 (100071000743 - \$420,000) & (100051001103- \$100,000)

**PROJECT COST:** \$520,000

**LOCATION:** 28<sup>th</sup> Avenue from Bondesson Street to Larimore Avenue

**PURPOSE:** Install insertion, extraction points, and conditionally assess transmission mains

**DESCRIPTION:** This work is being performed to determine the condition of 2.5 miles of the 48" lockbar steel transmission water main (vintage 1915) running along 28th Ave between Bondesson Street and Larimore Avenue. Pure Technologies (a Xylem Brand) will conduct this inspection with support from M.U.D. water operations.

Pure Technologies has completed multiple inspections for the District in the past. For this inspection, they will use their free-swimming PipeDiver and Smartball platforms, which the District has successfully utilized over the past several years. This tool allows for a more efficient inspection process, as it eliminates the need to take the main completely out of service.

**2. JOB #:** WP2254 (100071000783 - \$565,000)

**PROJECT COST:** \$565,000

**LOCATION:** North 60<sup>th</sup> Street and Rainwood Road to State Street and Wenninghoff Road

**PURPOSE:** Conditionally assess transmission mains

**DESCRIPTION:** This work is being performed to determine the condition of the 36" Pre-stressed Concrete Cylinder Pipe (PCCP) transmission water main running from N 60th St and Rainwood Rd. to State St. and Wenninghoff Rd. Pure Technologies (a Xylem Brand) will conduct this inspection with support from M.U.D. water operations.

Pure Technologies has completed multiple inspections for the District in the past. For this inspection, they will use their free-swimming PipeDiver platform, which the District has successfully utilized over the past several years. This tool allows for a more efficient inspection process, as it eliminates the need to take the main completely out of service.

**3. JOB #:** WP2035 (100051001088 - \$213,900)

**PROJECT COST:** \$213,900

**LOCATION:** South 63rd Street between Frederick Street and Bancroft Street

**PURPOSE:** Install water mains

**DESCRIPTION:** This work is being done to improve water system reliability and meet modern fire protection requirements for the area. A new 8" HDPE water main will be constructed along South 63rd Street to provide a new feed for this area and better interconnect the distribution system. This will be done in conjunction with nearby cast iron water mains being replaced under the District's Infrastructure Replacement (IR) Program. A separate C&A requesting approval will be submitted for the IR work. This project is anticipated to start in December 2025 and will be constructed by a District crew.

**4. JOB #:** R2353 (100053001616 - \$438,000), (100067001588 - \$68,500) & (100068001171 - \$6,100)

**PROJECT COST:** \$512,600

**LOCATION:** Hamilton Street from North Saddle Creek Road

**PURPOSE:** Relocate water and gas mains

**DESCRIPTION:** This work is required to eliminate conflicts with a relocated sewer line and a proposed building for the North Saddle Creek Redevelopment. This project is anticipated to begin October of 2025 and will be constructed by a District crew. This work is reimbursable as the project is private in nature.

**5. JOB #:** R1858 – **STREETCAR PROJECT** (100053001642) & (100067001595)

**PROJECT COST:** \$4,770,000

**ESTIMATED DISTRICT COST:** \$1,106,612

**LOCATION:** Park Avenue to Turner Boulevard and Harney Street to Farnam Street

**PURPOSE:** Relocate water mains

**DESCRIPTION:** Hawkins Construction Company will be relocating District water mains in this location to eliminate conflicts with the City of Omaha's Streetcar Project, OPW 54338. Hawkins' costs will be paid directly by the City of Omaha.

To support this effort, the District estimates it will incur costs of \$1,106,612 for design, inspection, and water distribution work. The District's actual costs, however, may exceed the estimate due to a variety of factors such as construction delays or unforeseen field conditions. The District will seek reimbursement of its actual costs from the City of Omaha to the extent necessary to limit the District's Streetcar-related costs to \$7.6 million.

In addition to the Project Cost set forth above related to mains, Hawkins will be performing service work totaling an estimated \$80,700.

**6. JOB #:** R2294 (100053001763 - \$499,000), (100067001736 - \$122,400), (100054001332 - \$201,300) & (100068001318 - \$40,700)

**PROJECT COST:** \$863,400

**LOCATION:** South 72<sup>nd</sup> Street and "L" Street

**PURPOSE:** Relocate water and gas mains

**DESCRIPTION:** This work is required to eliminate conflicts with proposed grading, paving, and storm sewers being done for the US-275 / 72nd St intersection on NDOT CN22469. This project is anticipated to begin October 2025 and will be constructed by a District crew. This work is not reimbursable as the mains are in public right-of-way.

**7. JOB #:** WP2194 (100051001098 - \$1,156,055)

**PROJECT COST:** \$1,156,055

**LOCATION:** Fort Street west of North 103<sup>rd</sup> Street

**PURPOSE:** 48" valve installation and water main replacement

**DESCRIPTION:** A 48" valve was planned and budgeted for to be installed this year to replace the inoperable valves located at N. 108th St. & Fort St. and N. 98th St. & Fort Street. During this design process, the 48" Pre-stressed Concrete Cylinder Pipe (PCCP) main started leaking. We previously performed a condition assessment on this

main and are aware of nearby pipe sections with wire breaks. It is determined the best course of action is to replace the leaking pipe, the nearby distressed pipe, and incorporate the new valve at the same time. The 48" main along Fort St. between N. 90th St. and N. 120th St. is currently shutdown and will remain so until this installation is completed. This emergency project is anticipated to begin in October 2025 and will be constructed by Roloff Construction.

**8. JOB #:** WP2152 (100051001095 - \$113,920) - SUPPLEMENTAL  
**PROJECT COST:** \$113,920

**LOCATION:** 40<sup>th</sup> and La Platte Road

**PURPOSE:** Install 24" valve and connection for City of Plattsmouth wholesale service

**DESCRIPTION:** This project was previously approved by the Board on November 4, 2024 for an estimated cost of \$167,269. To allow for a more efficient installation timeline, for project continuity, the District proposes to engage Valley Corporation for construction. The updated estimate for this work is \$281,189. The City of Plattsmouth is responsible for the cost of this and the water main downstream of the District connection point.

DocuSigned by:

*Kendall Minor*

505CE444C77B413...

Kendall Minor

SVP, Chief Operations Officer

Approved:

DocuSigned by:

*Mark Doyle*

C1E4FA06F330426...

Mark E. Doyle

President

**METROPOLITAN UTILITIES DISTRICT***Inter-Department Communication***October 1, 2025**

September 23, 2025

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

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

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

The following items will be on the October 1, 2025, Committee Meeting for consideration and the Board Meeting Agenda for approval. Work has been satisfactorily completed on the following contracts and final payment is recommended:

Contract	Contract Approval Date	Amounts	
		*Unit Price Bid	Actual
a. INSTALL WATER MAINS IN MAGNOLIA SUBDIVISION LOTS 1-175, SW. OF 180 <sup>TH</sup> ST. & HWY. 370; CEDAR CONSTRUCTION COMPANY INC.; WP1997 (100055001438, 100057000533)	9/6/2023	\$2,082,207.50	\$2,000,531.35

**Comments:** There was a net decrease of \$81,676.15 (-3.9%) for this project due primarily to a decrease in water main, bends, sleeves, and augering required to complete the work. All work required by the contract has been completed by the Contractor and is acceptable and in compliance with the Contract and Specifications.

Contract	Contract Approval Date	Amounts	
		*Unit Price Bid	Actual
b. INSTALL WATER MAINS IN MAGNOLIA TRAILS LOTS 1-206 16" PIONEER MAIN, SE OF 216 <sup>TH</sup> ST. & FORT ST.; CEDAR CONSTRUCTION COMPANY INC.; WP2045 (100055001454, 100057000539)	2/7/2024	\$1,806,420.00	\$1,783,872.76

**Comments:** There was a net decrease of \$22,547.24 (-1.3%) for this project due primarily to a decrease in water main, bends sleeves, and augering required to complete the work. There was also a small change order required to extend some hydrant branches to accommodate future road alignments. All work required by the contract has been completed by the Contractor and is acceptable and in compliance with the Contract and Specifications.

Contract	Contract Approval Date	Amounts	
		*Unit Price Bid	Actual
c. PLATTE WEST PLATTE WEST MATERIAL STORAGE BUILDING, 21212 Q STREET, OMAHA NE 68022; MIDWEST DCM; WP2049 (100035000013)	6/11/2024	\$340,305.00	\$341,710.28

**Comments:** There was an increase of \$1,405.28 (+0.4%) for this project due to a change order that was needed to modify the structural steel after the City of Omaha code review was completed. All work required by the contract has been completed by the Contractor and is acceptable and in compliance with the Contract and Specifications.

Contract	Contract Approval Date	Amounts	
		*Unit Price Bid	Actual
d. INSTALL WATER MAINS IN WESTBURY CREEK 3 LOTS 1-33, E OF S. 216 <sup>TH</sup> ST. & K ST.; UNITED UTILITIES; WP2089 (100055001467)	5/1/2024	\$187,111.00	\$180,110.00

**Comments:** There was a decrease of \$7,001.00 (-3.7%) for this project due to a decrease in water main and bends required to complete the work. All work required by the contract has been completed by the Contractor and is acceptable and in compliance with the Contract and Specifications.

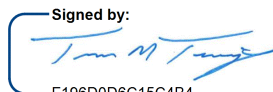
Contract	Contract Approval Date	Amounts	
		*Unit Price Bid	Actual
e. INSTALL WATER MAINS IN PURPLE MARTIN HILL LOT 1, NE OF KANSAS AVE. & PURPLE MARTIN PKWY.; CASTLE CONTRACTING, LLC; WP2107 (100055001475)	6/5/2024	\$99,421.00	\$97,311.00

**Comments:** There was a decrease of \$2,110.00 (-2.1%) for this project due to a decrease in water main required to complete the work. All work required by the contract has been completed by the Contractor and is acceptable and in compliance with the Contract and Specifications.


Contract	Contract Approval Date	Amounts	
		*Unit Price Bid	Actual
f. PLATTE WEST WATER PRODUCTION FACILITY-PAINTING AND SEALANT IMPROVEMENTS; MCGILL RESTORATION INC.; WP2115 (100035000013)	9/6/2023	\$342,897.00	\$362,368.36

**Comments:** There was an increase of \$19,471.36 (+5.7%) for this project due primarily to a previously approved change order to add anodes for additional cathodic protection as well as the need for additional painting that was discovered during construction that was not in the original contract documents. All work required by the contract has been completed by the Contractor and is acceptable and in compliance with the Contract and Specifications.


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

Signed by:  
  
 F196D0D6C15C4B4...  
**Trevor Tonniges**  
 Director, Plant Engineering

Approved:

DocuSigned by:  
  
 98B161DE431645F...  
**Masa Niya**  
 Vice President  
 Engineering

DocuSigned by:  
  
 505CE444C77B413...  
**Kendall Minor**  
 Senior Vice President  
 Chief Operations Officer

DocuSigned by:  
  
 C1E4FA06F330426...  
**Mark Doyle**  
 President

**METROPOLITAN UTILITIES DISTRICT***Inter-Department Communication***October 1, 2025**

9/24/2025

**Subject:** CHANGE ORDER 1 – 2025 LEAD SERVICE LINE REPLACEMENT CONTRACTS; BACKLUND PLUMBING (WP2130), HARRISON PLUMBING (WP 2131), PLUMBRITE (WP 2173), BURTON PLUMBING SERVICES LLC. (WP 2174), AND OCB PLUMBING INC (WP 2175)

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

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

The Lead Service Line Replacement (LSLR) program has made significant progress in this first full year following the pilot programs in 2024. There has been a lot of learning and adjustments made with our contract plumbing partners to help refine this program as we head into 2026. One of the more impactful elements of this program to our customers is the restoration work that must be completed after each service is installed and placed into service. This involves both soft surface restoration and seeding as well as replacement of concrete pavement in most cases.

The original contract included bid items for restoration efforts that included the contractor pricing the pavement restoration with the City of Omaha for streets and sidewalks. We found that the sheer volume of pavement cuts as well as the pace at which the contract plumbers are working started to lead to a backlog of restoration efforts with the City. This has a negative impact on our customers if they have to wait for weeks in some cases for the pavement to be poured back and introduces risks to customers' homes if open excavations fill with rainwater and potentially back up into basements.

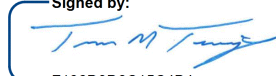
To address this issue, we have worked with the City of Omaha, our LSLR contract partners, and the Nebraska Department of Water, Energy, and Environment (DWEE) to allow each plumbing contractor to self-perform and/or subcontract the paving restoration. This will give each plumber more control over their schedule, and we will use a third-party consultant (Olsson) to perform inspection and material testing to ensure that we meet the City of Omaha's requirements. A similar process has been very successfully used for our WIR and GIR projects that also require a significant number of pavement cuts.

Unit pricing was received from each of the five (5) contractors on the LSLR program and those prices were blended into an average unit price. This is the same approach that was used when the project was originally bid. The established unit price increase for pavement restoration will result in the estimated net increases (shown below) based on the estimated number of services to be completed under the existing contract and the difference between each contractor's initial bid.

Project	Estimated Number of Services to be Completed	Estimated Net Increase	Estimated Net Cost Increase Per Service
WP2130	60	\$96,816.56	\$1,613.61
WP2131	20	\$35,166.29	\$1,758.31
WP2173	86	\$63,736.94	\$741.13
WP2174	113	\$93,032.93	\$823.30
WP2175	118	\$80,538.56	\$682.53

The proposed pricing has been agreed upon by the District and our plumbing contractors, with concurrence from DWEE, who is administering our DWSRF funding for this program. We will use this new pricing for the remainder of the year under our existing contracts, and we will bid this new process into the 2026 program going forward.


Your approval of these change orders is requested.

Signed by:  
  
 F196D0D6C15C4B4...  
**Trevor Tonhiges**  
 Director, Plant Engineering

### Approved:

DocuSigned by:  
  
 98B161DE431645F...  
**Masa Niya**  
 Vice President,  
 Engineering

DocuSigned by:  
  
 505CE444C77B413...  
**Kendall Minor**  
 Sr. Vice President,  
 Chief Operations Officer

DocuSigned by:  
  
 51BB46766D35440...  
**Mark Mendenhall**  
 Sr. Vice President,  
 General Counsel

DocuSigned by:  
  
 C1E4FA06F330426...  
 09/25/2025  
**Mark Doyle**  
 President

October 1, 2025

METROPOLITAN UTILITIES DISTRICT  
Inter-Department Communication

September 22, 2025

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

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

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

The following items will be on the October 1, 2025 Committee Agenda for consideration and the October 1, 2025 Board Agenda for approval. The recommended bid is bolded and listed first. Nonlocal bidders have been indicated in italics.

**WATER/GAS MAIN CONTRACTS**

<b><u>Item</u></b>	<b><u>Bids Sent / Rec'd</u></b>	<b><u>Bidders</u></b>	<b><u>Bid Amount</u></b>
Install Water Mains in Hagen Hills East Lots 47-89 & Outlots "F" & "G" NE of N. 168 <sup>th</sup> Street and Military Rd. 100055001487 100057000559 100057000541 WP2176 Engineering Estimate: \$918,650.00 (A C&A in the amount of \$1,027,799.00 will be presented to the Board on October 1, 2025 for approval.)	41/4	<b>Kersten Constr.</b> <i>Judds Bros Constr.</i> <i>Cedar Constr.</i> <i>Valley Corp.</i>	<b>\$835,168.05</b> 879,135.00 893,038.00 931,980.39
Install Water Mains in Girls Inc. 2108 "L" Street 100055001560 100051001122 WP2250 Engineering Estimate: \$187,115.00 (A C&A in the amount of \$231,658.00 will be presented to the Board on October 1, 2025 for approval.)	41/2	<b>Kersten Constr.</b> <i>Pat Thomas Constr.</i>	<b>\$182,962.25</b> 239,950.00

Install 48" PCCP Water Main Replacement and Valve Installation, N. 103rd Street and Fort Street 100051001098 WP2194 Engineering Estimate: \$941,674.00 (A C&A in the amount of \$1,156,055.00 will be presented to the Board on October 1, 2025 for approval.)	41/2	<b>L.G. Roloff Constr.</b> <i>Valley Corp.</i>	<b>\$840,185.00</b> 845,351.30
---	------	---	-----------------------------------

**JOINT CONTRACT**

<u>Item</u>	<u>Bids Sent / Rec'd</u>	<u>Bidders*</u>	<u>Bid Amount</u>
Joint Contract – City of Omaha Streetcar Project OPW 54916; Utilities Turner Boulevard Package 4C 100053001642 100067001595 R1858 Engineering Estimate: \$4,292,547.58 *If different than the water main subcontractor, the general contractor of City of Omaha Project OPW 54338 is in parenthesis. **The District and the City of Omaha previously agreed as part of the joint contracting process that the lowest overall bid for the project be accepted. (A C&A in the amount of \$4,770,000.00 will be presented to the Board on October 1, 2024 for approval.)	1/1	<b>Hawkins Const.</b>	<b>\$3,744,088.00**</b>

**RATIFICATION**

<u>Item</u>	<u>Bids Sent / Rec'd</u>	<u>Bidders</u>	<u>Bid Amount</u>
Florence Water Treatment Plant Chlorine Building Door Replacement 100031000030 (C&A for 100031000030 approved February 5, 2025 in the amount of \$225,000.00.)	2/2	<b>Omaha Door &amp; Window</b> Langfeldt Overhead Door	<b>\$46,440.00</b> 47,900.00

**OTHER**

<b><u>Item</u></b>	<b><u>Bids Sent / Rec'd</u></b>	<b><u>Bidders</u></b>	<b><u>Bid Amount</u></b>
Repair LNG Ditch Erosion in Drainage Creek at 117 <sup>th</sup> Street and Fort Street 100020000012 GP2933	20/5	<b>Midwest Excavating</b> <i>Judds Bros. Constr.</i> MC Wells Contracting Gretna Plumbing <i>Vixen</i>	<b>\$60,250.00</b> 107,395.00 110,360.00 114,056.00 215,681.00
(A C&A in the amount of \$85,000.00 will be presented to the Board on October 1, 2025 for approval.)			
LNG Dike Floor Improvements 100020000026 GP2954	13/2	<b>Midwest Excavating</b> <i>M.E. Collins Contracting</i>	<b>\$104,695.95</b> 140,890.50
(A C&A in the amount of \$143,500.00 will be presented to the Board on October 1, 2025 for approval.)			
LNG Primary Dike Dewatering Piping Replacement 100020000009 GP2936	15/3	McWells Contracting Cerris Systems <i>Judds Bros. Constr.</i>	126,350.00* 174,199.99* 184,700.00*
*Bids Rejected, Bids Exceeded Approved Budget			
117 <sup>th</sup> P/A Plant Backup Generator Replacement 100020000017 GP2937	2/2	<b>NMC Power Systems</b> Cummins	<b>\$220,782.00</b> 278,265.00
(A C&A in the amount of \$275,000.00 will be presented to the Board on October 1, 2025 for approval.)			
Hwy 133 Pump Station 100085000693 WP2203	10/2	<b>Engineered Fluid</b> <i>Dakota Pump</i>	<b>\$797,150.00</b> 835,124.00
(A C&A in the amount of \$1,600,000.00 will be presented to the Board on October 1, 2025 for approval.)			
Install 24" Service Valve for the Plattsmouth Water Supply 100051001095 WP2152	1/1	<b>Valley Corp.</b>	<b>\$204,447.76</b>
(C&A for 100051001095 approved November 4, 2024 in the amount of \$167,269.00.) (A Supplemental C&A in the amount of \$113,920.00 will be presented to the Board on October 1, 2025 for approval.)			

Florence Water Treatment Plant VOC	2/2	<b>Grunwald</b>	<b>\$73,462.00</b>
Lab HVAC Rooftop Unit Replacement		Prairie Mechanical	93,960.00
100031000120			

(A C&A in the amount of \$75,000.00 will be presented to the Board on October 1, 2025 for approval.)

Platte West Water Production Facility	5/5	<b>Pure Filtration</b>	<b>\$116,395.00</b>
Plate and Frame Press Plate		Micronics	144,404.40
Replacement		Clear Edge Filtration	158,340.00
100071000704		Market USA	183,150.00
		Evoqua Water Tech.	366,560.00

(A C&A in the amount of \$135,000.00 will be presented to the Board on October 1, 2025 for approval.)

One (1) Heavy Duty Rubber	11/6	<b>NMC</b>	<b>\$285,185.00*</b>
Tire Front End Loader		A1 Iron	177,785.00**
100087000711		Titan Machinery	230,400.00**
*6 <sup>th</sup> Low Bid Recommended		Road Builders	232,854.00**
**Bid Rejected		Bobcat of Omaha	253,591.00**
		Murphy Tractor	260,255.00**

(C&A for Annual Construction Machines, Equipment, Vehicles and Upfitting approved January 8, 2025 in the amount of \$19,508,393.00

\*NMC is the only bidder that met specifications without critical exceptions to the specifications.

Three (3) Heavy Duty V Blade	3/2	<b>Ty's Outdoor Power</b>	<b>\$27,240.00</b>
Snowplows		ProTech Commercial	30,972.00
100088000856			

(C&A for Annual Construction Machines, Equipment, Vehicles and Upfitting approved January 8, 2025 in the amount of \$19,508,393.00.)

**OTHER**

<b><u>Item</u></b>	<b><u>Bids Sent / Rec'd</u></b>	<b><u>Bidders</u></b>	<b><u>Bid Amount/Bid Value#</u></b>
Unknown Lead Service Inspections	6/2	Heimes	\$99,634.00/
100097000015 WP2252			<b>50,068.83</b>
100097000015 WP2039		Valley Corp.	100,641.30/
			<b>50,068.83</b>

#Bid Value based on the average of the two lowest bids and 40 water services per bidder.  
(C&A for Annual Water Services approved January 8, 2025 in the amount of \$12,637,688.00.)

DocuSigned by:

*Sherri A. Lightfoot*

FE517A20F86A486...

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

Approved:

DocuSigned by:

*Jon Zellars*

070E2068A16A419...

Jon Zellars  
Vice President, Procurement and Enterprise Services

Signed by:

*Steve Ausdemore*

2102D91577D943C...

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

DocuSigned by:

*Mark Doyle*

C1E4FA06F330426...

Mark E. Doyle  
President

---

October 1, 2025**METROPOLITAN UTILITIES DISTRICT***Inter-Department Communication***September 23, 2025****Subject:** MAIN EXTENSIONS**To:** Services and Extensions Committee  
cc: All Board Members: President Doyle; Senior Vice Presidents  
Ausdemore, Dickas, Mendenhall, Minor, and all Vice Presidents**From:** Masa Niiya, Vice President, Engineering

The following main extensions will be on the October 1, 2025, Committee Agenda for consideration and the Board Agenda for approval:

**1. JOB #:** WP2176 (100055001487 - \$350,651), (100057000559 - \$291,666) & (100057000541 - \$385,482)

**PROJECT COST:** \$1,027,799

**DISTRICT COST:** \$385,482

**LOCATION:** Northeast of North 168<sup>th</sup> Street & Military Road

**DISTRICT SUBDIVISION:** Friend

**PURPOSE:** Install water mains for Hagen Hills (East) Subdivision Phase 2

**DESCRIPTION:** Work to be done will provide water service to 43 single-family residential lots and 2 outlots in Hagen Hills (East) Subdivision.

**2. JOB #:** WP2250 (100055001560 - \$200,353) & (100051001122 - \$31,305)

**PROJECT COST:** \$231,658

**DISTRICT COST:** \$31,305

**LOCATION:** South 21<sup>st</sup> Street to "K" Street

**DISTRICT SUBDIVISION:** Howard

**PURPOSE:** Install water mains for Girls Inc. South Center

**DESCRIPTION:** Work to be done will provide domestic water service and fire protection to 2108 "L" Street - Girls Inc. South Center.

DocuSigned by:

Masa Niiya

98B161DE431645F...

Masa Niiya

Vice President, Engineering

Approved:

DocuSigned by:

Kendall Minor5059E444077B413  
Kendall Minor

Sr. Vice President, Chief Operations Officer

DocuSigned by:

Mark Doyle

C1E4FA06F330426

Mark E. Doyle

President

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

**October 1, 2025**

September 17, 2025

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

**To:** Personnel Committee

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

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

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

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

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

<b>Employee:</b>	<b>Daniel Delgado</b>
<b>Current position (department):</b>	Customer Service Technician – Fitter (Field Services)
<b>New position (department):</b>	Senior Customer Service Technician (Field Services)
<b>Current rate; step/grade:</b>	\$48.85; Step 4
<b>Proposed rate; step/grade:</b>	\$50.73; Step 4
<b>Percent of increase:</b>	3.85%
<b>District hire date:</b>	January 21, 2014

<b>Employee:</b>	<b>Ronald Cerny</b>
<b>Current position (department):</b>	Customer Service Technician (Field Services)
<b>New position (department):</b>	Senior Customer Service Technician (Field Services)
<b>Current rate; step/grade:</b>	\$46.97; Step 4
<b>Proposed rate; step/grade:</b>	\$50.73; Step 4
<b>Percent of increase:</b>	8.00%
<b>District hire date:</b>	May 27, 2014

<b>Employee:</b>	<b>Daniel Hussey</b>
<b>Current position (department):</b>	Customer Service Technician (Field Services)
<b>New position (department):</b>	Senior Customer Service Technician (Field Services)
<b>Current rate; step/grade:</b>	\$46.97; Step 4
<b>Proposed rate; step/grade:</b>	\$50.73; Step 4
<b>Percent of increase:</b>	8.00%
<b>District hire date:</b>	May 02, 2016

## Wage and/or Salary Increases and Ratifications

October 2025

Page 2

**Employee:** Drake Kubat  
**Current position (department):** Pipe Layer (Construction)  
**New position (department):** Pipe Layer Welder (Construction)  
**Current rate; step/grade:** \$39.18; Step 4  
**Proposed rate; step/grade:** \$41.62; Step 4  
**Percent of increase:** 6.23%  
**District hire date:** February 03, 2020

## **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:** John Biodrowski  
**Current position (department):** Computer Aided Drafting Technician I (Engineering Design)  
**New position (department):** Computer Aided Drafting Technician II (Engineering Design)  
**Current rate; step/grade:** \$32.17; Step 4  
**Proposed rate; step/grade:** \$35.48; Step 2  
**Percent of increase:** 10.29%  
**District hire date:** December 27, 2022

**Employee:** Luis Valadez  
**Current position (department):** Maintenance Mechanic Trainee (Central Maintenance)  
**New position (department):** Maintenance Mechanic I (Central Maintenance)  
**Current rate; step/grade:** \$36.25; Step 4  
**Proposed rate; step/grade:** \$39.74; Step 2  
**Percent of increase:** 9.63%  
**District hire date:** March 07, 2022

## Wage and/or Salary Increases and Ratifications

October 2025

Page 3

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

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

**Employee:** Samuel Blair  
**Current position (department):** Engineer I (Engineering Design)  
**New position (department):** Engineer II (Engineering Design)  
**Current rate; step/grade:** \$97,892; SPA – 02  
**Proposed rate; step/grade:** \$102,787; SPA – 04  
**Percent of increase:** 5.00%  
**District hire date:** December 16, 2019

**Employee:** Thomas Zach  
**Current position (department):** Sr. Mechanic (Transportation)  
**New position (department):** Assistant Director, Transportation (Transportation)  
**Current rate; step/grade:** \$49.30; Step 4  
**Proposed rate; step/grade:** \$112,120; SPA – 06S  
**Percent of increase:** 9.34%  
**District hire date:** January 20, 2009

**Employee:** Dhanachezhiyan Mahalingam  
**Current position (department):** Director, Enterprise Architecture (Information Technology)  
**New position (department):** Director, Enterprise Architecture (Information Technology) Job Re-Evaluation  
**Current rate; step/grade:** \$195,981; SPA – 08S – TX  
**Proposed rate; step/grade:** \$205,314; SPA – 09S  
**Percent of increase:** 4.76%  
**District hire date:** August 4, 2008

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

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

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

DocuSigned by:

Bonnie Savine

26D7AD694CE943B...

Bonnie Savine

Vice President, Human Resources

APPROVED:

DocuSigned by:

Mark Mendenhall

51BB40700D35440...

Mark A. Mendenhall

Senior Vice President, General Counsel

DocuSigned by:

Mark Doyle

C1E4FA00E330420...

Mark E. Doyle

President

October 1, 2025

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

September 19, 2025

**Subject: Promotion of Vice President, Construction**

**To:** Personnel Committee members Begley, Friend, and Sidzyik  
**cc:** Board Members Cavanaugh, Cook, Howard, and McGowan  
President Doyle, and Senior Vice Presidents Ausdemore, Dickas, Mendenhall, and Minor  
**From:** Bonnie Savine, Vice President, Human Resources

The District recommends that the Board of Directors approve a promotional salary increase for James (Jim) Bewley, from Interim Vice President, Construction to Vice President, Construction.

Mr. Bewley was hired by the District on May 23, 1984. Starting as a Meter Reader, he has demonstrated growth and versatility in various roles over his 41 years at the District. Mr. Bewley has over 17 years of supervisory experience, complemented by 24 years field operations experience. His leadership journey includes key positions such as Senior Customer Service Technician, Field Foreman, and Gas Distribution Foreman. Mr. Bewley also served as Director, Gas Distribution, a role to which he was promoted to in 2020. Mr. Bewley is currently serving as the Interim Vice President, Construction, and has been doing so since April 2025. Mr. Bewley's extensive experience and proven leadership capabilities make him an asset to the District. He also holds a Grade VI Water Operator License (Backflow).

Human Resources and the Senior Management team conducted a thorough recruitment and job placement process. The District's Senior Management team and I agree on this selection. Based on his extensive, proven work experience, Mr. Bewley is recommended for promotion to the position of Vice President, Construction. Mr. Bewley's promotion will be from Grade SPA-7S to Grade SPA-11S on the Supervisory, Professional and Administrative Scale.

Given the expanded responsibilities associated with the Vice President, Construction role, it is recommended that the President be authorized to increase Mr. Bewley's salary to \$206,000 per year, effective October 16, 2025, in accordance with District policy.

DocuSigned by:

Bonnie Savine

26D4ADB94CE943B...

Bonnie Savine

Vice President, Human Resources

**APPROVED:**

DocuSigned by:

Mark Mendenhall

31BB46766D35240...

Mark A. Mendenhall

Senior Vice President, General Counsel

DocuSigned by:

Mark Doyle

C1E4FA66F330426...

Mark E. Doyle

President

**METROPOLITAN UTILITIES DISTRICT***Inter-Department Communication***October 1, 2025**

September 22, 2025

**Subject: DENTAL & VISION INSURANCE CONTRACT RENEWALS****To:** Personnel Committee members Begley, Friend, and Sidzyik**cc:** Board Members Cavanaugh, Cook, Howard, and McGowan  
President Doyle; Senior Vice Presidents Ausdemore, Dickas, Mendenhall and Minor**From:** Bonnie Savine, Vice President, Human Resources

Following the September 2025 M.U.D. Board of Directors Meeting, the District was made aware of new dental and vision benefit offerings through BCBSNE. The District worked with HUB International Great Plains (HUB), the District's third-party benefit consultant, to review these alternative plan options for 2026. After comparing the BCBSNE dental and vision offerings with the 2026 renewal rates from Ameritas, a change is being recommended for the administration of these benefits beginning in 2026.

**Dental Plan**

Ameritas requested an increase to the dental administration fee to \$4.28 (from \$3.89) which will be guaranteed for two years until January 1, 2028.

BCBSNE quoted a dental administration fee of \$3.47 for 2026 with a guaranteed \$0.05 increase in 2027 and 2028.

The District is recommending changing dental claims administration providers from Ameritas to BCBSNE in 2026 due to the notable cost savings, the anticipated minimal member disruption when comparing the Ameritas and BCBSNE dental networks, and the convenience for members of having a single group insurance administrator for claims servicing.

**Voluntary Vision Care**

Since 2019, the District has offered employees a voluntary vision benefit through Ameritas. Employee participants pay 100% of the premium associated with vision care.

For 2026, Ameritas is offering the renewal which will be guaranteed for two years until January 1, 2028. The following optional plan considerations were presented to the District:

- Change frequency of benefits to be based on calendar year (no rate impact)
- Allow use of frame benefits annually compared to every other year and increase frames allowance from \$130 to \$200

A proposal was also received from BCBSNE for voluntary vision coverage, including the above-referenced benefit changes. BCBSNE utilizes the EyeMed network for their vision program. The quoted vision premiums through BCBSNE offer employees approximately 4.7% in premium savings in comparison to the quoted premiums from Ameritas. The BCBSNE vision premium rates would be guaranteed for two years until January 1, 2028.

Dental & Vision Insurance Contract Renewals  
September 22, 2025  
Page 2

The District is recommending adopting the following vision plan provisions and changing voluntary vision care administration from Ameritas to BCBSNE in 2026 due to the premium savings:

- Change frequency of benefits to be based on calendar year
- \$0 copay for routine vision exam
- Allow use of frame benefits annually compared to every other year and increase frames allowance to \$200

### **Recommendation**

The District recommends the Board of Directors approve the negotiated rates & administrator changes for the Dental and Vision benefit administration outlined above at the October 1, 2025, meeting. These changes will reduce administration costs for the District and will result in a simplified group insurance experience for our employees and their family members by consolidating their insurance benefits through a single insurance card, a single customer service point of contact and an improved online member portal. I will be at the meeting to answer any questions you may have.

DocuSigned by:

*Bonnie Savine*

26D4ADB97CE943B...

Bonnie Savine

Vice President, Human Resources

APPROVED:

DocuSigned by:

*Mark Mendenhall*

51BB46766D35440...

Mark A. Mendenhall

Sr. Vice President, General Counsel

DocuSigned by:

*Mark Doyle*

C1E24FA06F330426...

Mark E. Doyle

President



September 18, 2025

Ms. Bonnie Savine  
Vice President, Human Resources  
Metropolitan Utilities District (MUD)  
3100 South 61st Avenue  
Omaha, NE 68106

RE: Renewal Summary & Suggestions – 2026 Plan Year

Dear Bonnie:

On behalf of HUB International Great Plains (HUB), we thank you for the opportunity to work with Metropolitan Utilities District (MUD) as your employee benefits consultant. The following will summarize our suggestions for the January 1, 2026, renewal of your employee benefit programs.

**General Medical/Rx Overview**

Per the terms of the three-year administrative services agreement executed with Blue Cross Blue Shield of Nebraska (BCBSNE) beginning in 2024, the base administration fee will increase by \$0.25 per employee per month (PEPM) to \$47.75 in 2026. While the \$0.65 PEPM fee for the Magellan Spine Management program will remain unchanged from 2025, the telehealth fee will increase to \$0.38 PEPM (from \$0.25) with the transition to Telescope as the new vendor.

The BCBSNE partnership with Mutual of Omaha remains in place, providing a \$0.75 PEPM reduction to the administration fee as long as at least three lines of coverage (\$0.25 reduction per line of coverage) are maintained with Mutual of Omaha. This credit brings the base administration fee down to \$47.00 for the 2026 plan year.

Renewal terms from Prime Therapeutics (Prime) for the pharmacy contract includes a small improvement in pricing, but a more noticeable increase in guaranteed rebates. The contract will continue to be a “pass-through” arrangement where MUD will receive the “better of” the minimum guarantees or the actual discounts and rebates.

The pharmacy program reconciliation for the 2024 plan year shows that MUD achieved an additional \$404,038 in value above the minimum guarantees. Network performance (pricing) accounted for \$364,026 of this value, with the remaining \$40,012 attributed to rebates. This follows the prior four plan years where the pharmacy savings were \$994,041 (2021), \$910,303 (2022), and \$861,077 (2023) greater than the minimum guarantees. The value of rebates reported for the 12-month period ending June 2025 was \$3,231,114.

Ms. Bonnie Savine  
September 18, 2025  
Page -2-

BCBSNE will be updating its standard contract provisions, mainly adding clarifying language to existing coverage provisions. The following optional plan considerations have been presented:

- Alternate drug formulary: not recommended
- Virtual second opinion program: not recommended
- Weight loss drug therapy program: not recommended
- Vitality total well-being program: not recommended
- Add \$25,000 lifetime coverage for infertility treatment and medications: recommended
- Increased calendar year visit limit for skilled nursing facility benefits: proposed
- Add narrow network option on the preferred provider organization (PPO) plan: not recommended

### **PPO Medical**

On the PPO medical plan, the Affordable Care Act (ACA) maximum allowable out-of-pocket for 2026 increases to \$10,150 for an individual and to \$20,300 for a family. As a result, the prescription drug out-of-pocket maximum will change to \$7,650 for an individual and to \$15,300 for a family. This equates to the ACA maximum less the negotiated medical out-of-pocket maximum for 2026.

The employee contribution amounts will remain at 15.0% for the 2026 plan year. This percentage will be incorporated into the MUD rate figuration review based on a three-year average of premium costs.

### **HMO Medical**

No plan design changes are suggested on the HMO medical plan for 2026.

### **Pharmacy**

The renewal offer includes an improvement in the pricing discounts and minimum rebate guarantees. The pharmacy contract will continue to be a "pass-through" arrangement where MUD receives the better of the minimum guarantees or actual savings. The pharmacy reconciliation for each of the last five years shows that the savings credited to MUD have been measurably greater than the minimum contractual guarantees.

The renewal offer is on a one-year contractual basis. It is suggested to evaluate the contractual terms on an annual basis. The pharmacy environment is frequently changing so it is advisable to avoid locking into predetermined terms for an extended period in the event more favorable terms are warranted in the near term.

### **Stop-Loss**

HM Life provided an initial preliminary renewal offer with a 19.0% increase to the specific stop-loss premium, no change to the aggregate stop-loss premium, and a 15.7% increase to the aggregate claim factor. Negotiations have yielded an improved renewal offer at a 14.0% increase to the specific stop-loss premium, which is firm and valid through September 30.

There is one existing specific deductible laser that will remain in place for the 2026 policy year.

Ms. Bonnie Savine  
September 18, 2025  
Page -3-

### **Dental**

While the dental claims administration fee has not changed since Ameritas became the administrator in 2019, Ameritas is requesting an increase to the fee (from \$3.89 to \$4.28), which will be guaranteed for two years until January 1, 2028.

A proposal was received from BCBSNE for dental claims administration. The quoted fee is \$3.47 with guaranteed \$0.05 increases in 2027 and 2028. The intent would be to duplicate the current plan design as closely as possible.

A report of dental providers utilized by MUD members has been requested from Ameritas to evaluate the potential disruption when comparing the Ameritas and BCBSNE dental networks.

### **Premium Equivalencies for Medical/Rx and Dental**

HUB has finalized the projected premium equivalencies for the 2026 plan year with the inclusion of claims through August 2025. Budget projections indicate that the medical/Rx plan would be in an overall 6.6% deficit position for the 2026 plan year. Note the following broken down by group: 4.9% deficit for the Active PPO; 9.9% deficit for the Active HMO; 7.2% deficit for Active Total (PPO & HMO combined); and 3.2% deficit for the Retirees. The inclusion of coverage for infertility treatment (\$25,000 lifetime maximum benefit) has been incorporated into the final budget projections.

The dental plan is also running in a slight deficit position and would require a minimal (1.6%) increase for the 2026 plan year.

### **Infertility Treatment**

The MUD health plan currently provides coverage for the diagnosis of infertility, but there is no plan coverage for treatment or medications. Options for coverage of infertility treatment and medications were explored, both within the MUD health plan and through standalone vendors. A lifetime benefit of \$25,000 is being proposed in addition to the MUD health plan for the Active employee population, which would increase the required budget adjustment by 1.8% for the Active employees. The estimated first year cost is \$383,000 and would be expected to decrease to \$75,000 in subsequent years.

### **Vision**

A voluntary vision plan has been offered since 2019. Ameritas underwrites the vision plan, with employees having the option to enroll in either the EyeMed or Vision Service Plan (VSP) network.

Ameritas is offering the renewal at no change, and premium rates will be guaranteed for two years until January 1, 2028.

The following options and plan considerations have been presented:

- Change frequency of benefits to be based on calendar year (no rate impact): recommended
- Reduce the frame frequency to 12 months and increase the materials allowance to \$200 (+39.2% to rates): recommended

Ms. Bonnie Savine  
September 18, 2025  
Page -4-

A proposal has also been received from BCBSNE for vision coverage, including the above-referenced benefit changes, offering savings on the premium rates. Premium rates would be guaranteed for two years until January 1, 2028. BCBSNE only utilizes the EyeMed network for their vision program.

#### **Life and Disability**

Mutual of Omaha underwrites the basic life/accidental death and dismemberment (AD&D), voluntary life, and long-term disability (LTD) plans. Premium rates for all coverages are in a rate guarantee until January 1, 2027.

Based on a review of the historical performance of the voluntary life plan, Mutual of Omaha has agreed to reduce all premium rates by 10.0% effective January 1, 2026.

#### **Flexible Spending Accounts (FSAs) Administration**

The contract with Inspira will renew with no change to the current \$4.25 per participant per month fee for another year through the end of 2026.

#### **COBRA Administration**

Administrative services are provided by WEX. A renewal has not yet been received, but it is anticipated that the current administration fee of \$0.55 PEPM will not change for 2026.

#### **Universal Life with Long-Term Care**

Coverage was implemented in 2022 with an initial guarantee issue offering, followed by subsequent guarantee issue offerings with volume limitations during the annual open enrollment periods since implementation.

Current new hires enrolling when initially eligible go through a simplified underwriting process. Employees not electing coverage when initially eligible will be subject to full underwriting requirements if enrollment is requested later.

#### **Consulting Fees & Commissions**

The HUB consulting fee of \$9,000 per month will remain unchanged for the duration of the current agreement through the end of 2027. The monthly consulting fee will continue to be billed by HUB directly to MUD.

The voluntary vision plan commissions will not change for 2026 and the premiums for the basic life/AD&D, voluntary life, and LTD benefits are net of commissions.

Again, we appreciate the opportunity to work with you as your benefits consultant. If you have any questions regarding any of this review or our suggestions, please do not hesitate to contact me.

Best regards,



Bill Fox, CEBS  
Senior Vice President, Strategic Account Executive

BF/je

---

October 1, 2025**METROPOLITAN UTILITIES DISTRICT**

September 23, 2025

**Subject: 2025 BARGAINING UNIT WAGE RE-OPENER**

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

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

The District's Collective Bargaining Agreement (CBA) with the IBEW #1521 ("Agreement") includes language that an annual wage re-opener will be conducted each year. This language provides the opportunity for employees occupying positions covered by the Agreement to petition a committee consisting of two (2) union and two (2) management representatives to adjust the pay for their position based upon significant changes in their respective duties and responsibilities that have taken place since either the date the job description was created or last updated. Supervisors and employees meet with the Committee to present their position(s) and to answer any questions the Committee may have. In accordance with the CBA language, the Committee as a whole must agree to the adjustment of a wage rate or no change will occur.

For the 2025 Wage Re-Opener, the Committee held eleven (11) meetings encompassing twenty-five (25) requestors reviewing ten (10) jobs. The Committee is recommending adjustments to seven (7) jobs, affecting wages for nineteen (19) employees. The wage adjustment recommendations were thoughtfully vetted by the Committee to ensure equity amongst all OAC wage scales.

The following wage or job adjustments are recommended:

**Building and Grounds Maintenance Worker (10023) – Facilities Management**

The Building and Grounds Maintenance Worker job classification is assigned to the Facilities Management Division. There are two (2) employees assigned to this position.

Duties that are new to the role include operating equipment including skid loaders, paving sweepers, floor scrubbers, and paint sprayers. This role has taken on additional responsibilities such as routine maintenance, filling potholes on District property, and painting.

2025 Bargaining Unit Wage Re-opener  
Page 2 of 5

The Committee is recommending the following adjustments:

Wage Adjustment:

Drew Dillenburg and Michael Freeman are at the Standard Wage of Building & Grounds Maintenance Worker \$30.93 per hour. The recommended adjustment increases the Standard Wage of the Building & Grounds Maintenance Worker to \$31.47 per hour. Drew Dillenburg and Michael Freeman will be placed at \$31.47 per hour – Standard Wage effective October 11, 2025.

This recommendation has been reviewed by Senior Vice President, Steve Ausdemore.

**Building Engineer (10029) – Facilities Management**

The Building Engineer job classification is assigned to the Facilities Management Division. There are four (4) employees assigned to this position.

Duties that are new to this role include the skills and knowledge to program lighting in District facilities, fix lighting sensors, and other automation systems in District Facilities related to mechanical and plumbing operations. Additionally, this role completes minor welding tasks which requires additional training.

The Committee is recommending the following adjustments:

Wage Adjustment:

Kevin Donahue, Matthew Harman, Jason McWilliams, and Ryan Risinger are at the Standard Wage of Building Engineer \$42.96 per hour. The recommended adjustment increases the Standard Wage of the Building Engineer to \$43.71 per hour. Kevin Donahue, Matthew Harman, Jason McWilliams, and Ryan Risinger will be placed at \$43.71 per hour – Standard Wage effective October 11, 2025.

This recommendation has been reviewed by Senior Vice President, Steve Ausdemore.

**Maintenance Mechanic Trainee (10165) – Central Maintenance**

The Maintenance Mechanic Trainee job classification is assigned to the Central Maintenance Division. There are three (3) employees assigned to the Maintenance Mechanic Trainee position in the Central Maintenance Division.

Duties that are new to the role include the preparation and installation of machinery grout, welding, and the responsibility of painting pumps and equipment has been absorbed by this position, including preparation of the surfaces for painting.

2025 Bargaining Unit Wage Re-opener  
Page 3 of 5

The Committee is recommending the following adjustments:

Wage Adjustment:

Michael Bauersachs, Mathew Polsley, and Luis Valadez are at the Standard Wage of Maintenance Mechanic Trainee \$36.25 per hour. The recommended adjustment increases the Standard Wage of the Maintenance Mechanic Trainee to \$36.62 per hour. Michael Bauersachs, Mathew Polsley, and Luis Valadez will be placed at \$36.62 per hour – Standard Wage effective October 11, 2025.

This recommendation has been reviewed by Senior Vice President, Kendall Minor.

**Maintenance Mechanic I (10164) – Central Maintenance**

The Maintenance Mechanic I job classification is assigned to the Central Maintenance Division. There are three (3) employees assigned to the Maintenance Mechanic I position in the Central Maintenance Division.

Duties that are new to the role include the preparation and installation of machinery grout, welding, and the responsibility of painting pumps and equipment has been absorbed by this position, including preparation of the surfaces for painting.

The Committee is recommending the following adjustments:

Wage Adjustment:

Joseph Comstock and Jared McConnell are at the Step 3 Wage of Maintenance Mechanic I \$41.94 per hour. The recommended adjustment increases the Step 3 Wage of the Maintenance Mechanic I to \$42.37 per hour. Joseph Comstock and Jared McConnell will be placed at \$42.37 per hour – Step 3 Wage effective October 11, 2025.

Jeffery Loschen is at the Step 2 Wage of Maintenance Mechanic I \$39.74 per hour. The recommended adjustment increases the Step 2 Wage of the Maintenance Mechanic I to \$40.14 per hour. Jeffery Loschen will be placed at \$40.14 per hour effective October 11, 2025.

This recommendation has been reviewed by Senior Vice President, Kendall Minor.

**Maintenance Mechanic II (10163) – Central Maintenance**

The Maintenance Mechanic II job classification is assigned to the Central Maintenance Division. There is one (1) employee assigned to the Maintenance Mechanic II position in the Central Maintenance Division.

2025 Bargaining Unit Wage Re-opener  
Page 4 of 5

Duties that are new to the role include the preparation and installation of machinery grout, welding, and the responsibility of painting pumps and equipment has been absorbed by this position, including preparation of the surfaces for painting.

The Committee is recommending the following adjustments:

Wage Adjustment:

Joseph Hubenka is at the Standard Wage of Maintenance Mechanic II \$48.80 per hour. The recommended adjustment increases the Standard Wage of the Maintenance Mechanic II to \$49.29 per hour. Joseph Hubenka will be placed at \$49.29 per hour – Standard Wage effective October 11, 2025.

This recommendation has been reviewed by Senior Vice President, Kendall Minor.

**Mechanic II (10170) - Transportation**

The Mechanic II job classification is assigned to the Transportation Division. There are four (4) employees assigned to the Mechanic II position in the Transportation Division.

The responsibilities of this role related to Compressed Natural Gas (“CNG”), including CNG vehicles, CNG Fuel Systems, and CNG dispensers have evolved, requiring advanced training and skills. The District’s fleet and related technology have also experienced changes expanding the breadth of knowledge and accountability required for this role.

The Committee is recommending the following adjustments:

Wage Adjustment:

Colton Carey, Joseph Cummings, and Tom Finn are at the Standard Wage of Mechanic II \$43.51 per hour. The recommended adjustment increases the Standard Wage of the Mechanic II to \$44.95 per hour. Colton Carey, Joseph Cummings, and Tom Finn will be placed at \$44.95 per hour – Standard Wage effective October 11, 2025.

Brandon Mace is at S3 of Mechanic II \$41.33 per hour. The recommended adjustment increases the Step 3 Wage of the Mechanic II to \$42.70 per hour. Brandon Mace will be placed at \$42.70 per hour effective October 11, 2025.

This recommendation has been reviewed by Senior Vice President, Steve Ausdemore.

**Stationary Engine Mechanic (10237) – Central Maintenance**

The Stationary Engine Mechanic job classification is assigned to the Central Maintenance Division. There are two (2) employees assigned to the Stationary Engine Mechanic position in the Central Maintenance Division.

2025 Bargaining Unit Wage Re-opener  
Page 5 of 5

Duties that are new to the role include ordering, stocking, and maintaining all parts inventory at repump stations, water production facilities and other District facilities. This role creates and updates the maintenance schedules and procedures for all stationary engines, with supervisor oversight. This role has taken on compliance responsibilities as it relates to emissions testing and reporting for catalyst systems on applicable District engines. Additionally, this role has taken on the responsibility of the activation and maintenance of portable generators for business continuity readiness and events.

The Committee is recommending the following adjustments:

Wage Adjustment:

Scott Porter and John Rosin are at the Standard Wage of Stationary Engine Mechanic \$51.12 per hour. The recommended adjustment increases the Standard Wage of the Stationary Engine Mechanic to \$51.64 per hour. Scott Porter and John Rosin will be placed at \$51.64 per hour – Standard Wage effective October 11, 2025.

This recommendation has been reviewed by Senior Vice President, Kendall Minor.

DocuSigned by:

*Bonnie Savine*

26D4ADB94CE943B...

Bonnie Savine

Vice President, Human Resources

**APPROVED:**

DocuSigned by:

*Mark Mendenhall*

51BB46766D35440...

Mark A. Mendenhall

Sr. Vice President, General Counsel

DocuSigned by:

*Mark Doyle*

C1E4FA06F530426...

Mark E. Doyle

President

---

October 1, 2025**METROPOLITAN UTILITIES DISTRICT***Inter-Department Communication*

September 25, 2025

**Subject:** AUTHORIZATION FOR SALE OF LAND – 4204 AMES AVENUE,  
OMAHA, NE. – ABANDONED GAS REGULATOR STATION

**To:** Judiciary and Legislative Committee  
cc: All Board Members, President Doyle, Senior Vice Presidents Ausdemore, Dickas,  
Minor, and all Vice Presidents

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

District Management recommends that the gas regulator station building and property located at 4204 Ames Avenue be declared surplus. The station has been out of service since late 2023 and there are no current or future plans to use the property. The property is more fully described on the attached Exhibit A.

A resolution has been prepared authorizing the Senior Vice President – General Counsel to advertise the property for sale subject to the final approval of the sale by the Board of Directors.

This matter will appear on the agenda at the Judiciary and Legislative Committee meeting on October 1, 2025 and at the regular Board meeting on October 1, 2025.

*Mark Mendenhall*

Mark A. Mendenhall  
Senior Vice President, General Counsel

Approved:



Mark E. Doyle  
President



## RESOLUTION

WHEREAS, a portion of the real estate owned by the Metropolitan Utilities District of Omaha as a part of its gas plant and generally located at 4204 Ames Avenue, in Omaha, Nebraska, will not be used for any gas distribution facilities; and

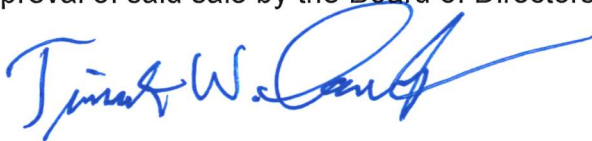
WHEREAS, the Board of Directors hereby finds and determines that there will not be in the foreseeable future any need for the real estate hereinafter described for any of the operations of the district; and finds that it is in the best interest of the District that said real estate be sold; and

WHEREAS, the General Counsel of the District should be authorized and directed to negotiate or otherwise arrange for the sale of the property in such a manner as he deems appropriate and in the best interest of the District, said sale being subject to final approval of the Board of Directors. The properties to be sold are described as follows, to wit:

Pruyn Park, Lot 25, Block 4

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of Metropolitan Utilities District of Omaha that the real estate hereinabove described be, and it hereby is, declared surplus property of the District, and the General Counsel of said District is hereby authorized and directed to negotiate and otherwise arrange for the sale of said properties in such a manner as he deems appropriate and in the best interest of the District subject to final approval of said sale by the Board of Directors.

Adopted:

A handwritten signature in blue ink, appearing to read "Tim W. Coughlin", written over the word "Adopted:".