



Nebraska Public Power District

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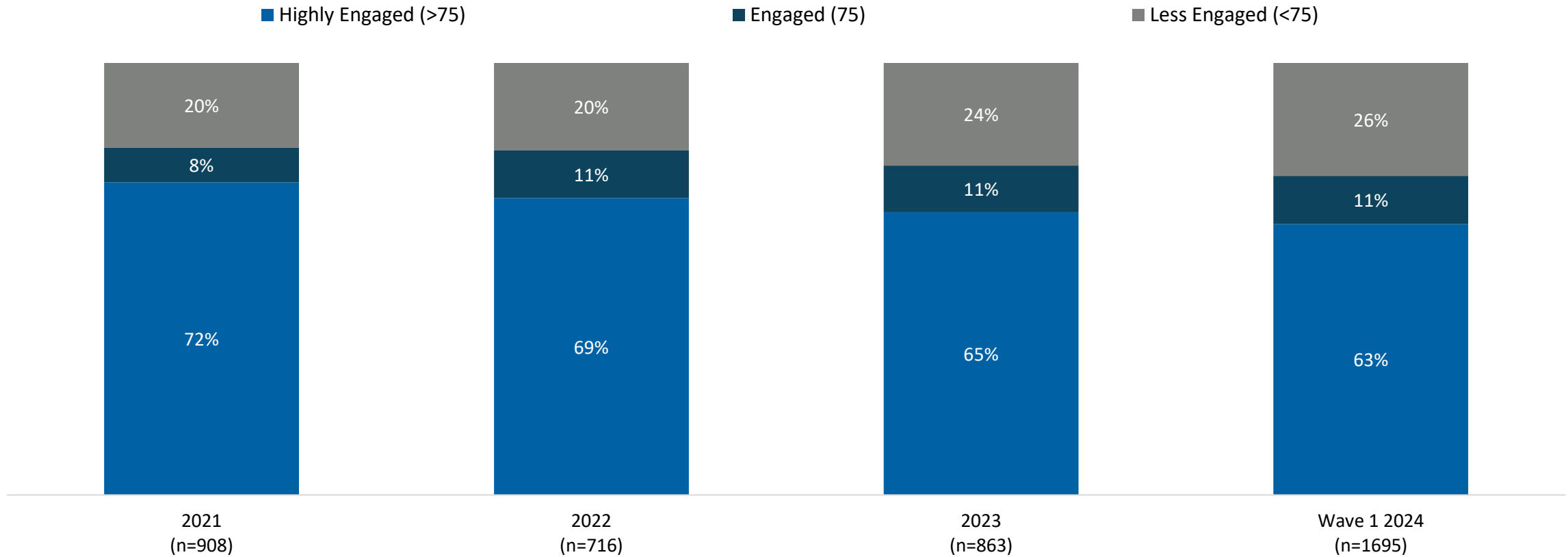
**NPPD Employee
Reputation Research Study
NPPD Board Report/Update
September 2024**

**Dallas Beshaler
VP Human Resources & Corporate
Services**



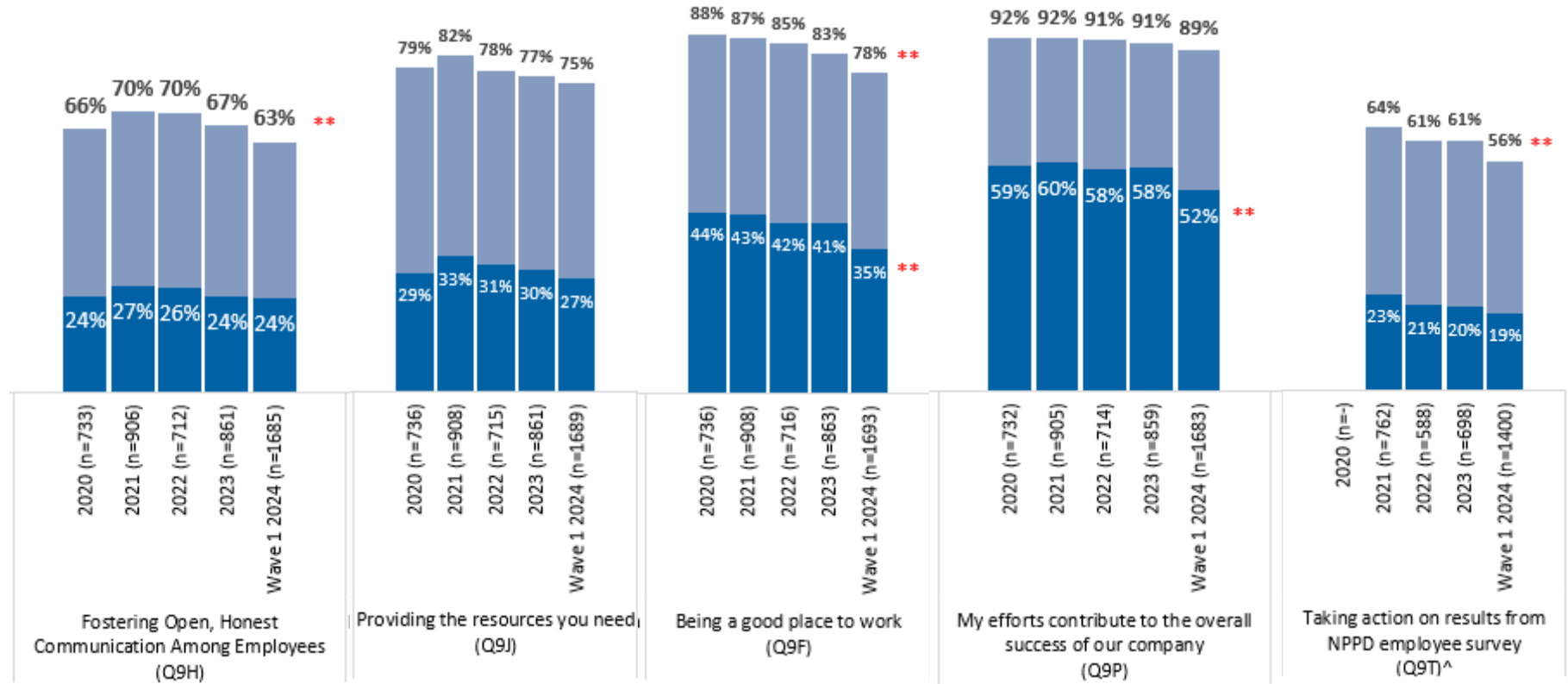
Although the change is not significant, employee engagement has decreased over the past four years.

ENGAGED EMPLOYEE BY YEAR



No significant difference at the 95% confidence level in Wave 1 2024 compared to 2023.
 Engaged employee defined by converting employees' responses for Q9L-Q9U so that 100="Strongly Agree", 75="Somewhat Agree", 50="Neither Agree nor Disagree", 25="Somewhat Disagree", and 0="Strongly Disagree" and then calculating an average for these questions.

Survey Results Focus Areas



**Significant difference at the 95% confidence level in Wave 1 2024 compared to 2023.

^Only asked of years shown.

Q9B-Q9T. Based on your first-hand experiences, please rate NPPD as an employer on the following.

2024 May MSR Recommendations

- While employee scores are still strong, they are continuing to slip. As a result, employees are less likely to recommend NPPD as an employer.
- Ensure there is training for supervisors on how to act on the new data. They will need guidance on how to discuss the results with their groups. Hold supervisors accountable for sharing the results with each work group and for developing an action plan for improvement.
- Emphasize all employees are responsible for their own level of engagement and each group needs to explore what they can do as individuals, work teams, and supervisors to improve engagement. It will be important to stress that the group report is a measure of how engaged the work team is, not a "report card" on the supervisor.
- Clearly communicate what leaders have learned from the survey and what will and won't be addressed.

Accountability

- A performance goal was created by CEO and cascaded out to direct reports.
- Same expectations cascaded down to supervisor level.
- Engagement results shared with teams & action plans created.
- Leaders will hold themselves and others accountable to add actions to performance goal and follow through with actions (**Currently at ~50%**).
- Goals will be revisited during end-of-year performance evaluation.

2024 NPPD Actions

Session Objectives:

- To share and discuss group survey results.
- To identify work team strengths and challenges.
- To develop a focused action plan to improve engagement.

Agenda Item	Content
Introduction	<ul style="list-style-type: none"> • Overview of objectives and expected outcomes. • Introductions if needed.
Review of survey process and review of results	<ul style="list-style-type: none"> • Review past survey actions. Refer to linked Past Actions Taken document. • Advise another survey will be coming out this fall (~September)– best practice is to have consistent, frequent, and actionable feedback on engagement. (This round of data took longer to get because of new process/platform, but future data should come faster) • Group Results • Division Results/NPPD Employee Results
Discussion of work team results	<ul style="list-style-type: none"> • Discussion of results <ul style="list-style-type: none"> ○ What surprised team members? (Tell me more) ○ In what areas does the team excel? Why do you think we excel in this/these area(s)? What do we need to do to keep high engagement here? ○ What areas does the team struggle with? Why? What does this question mean to you? (Tell me more) ○ How can the information be used to improve our engagement?
Prioritization of workplace issues	<ul style="list-style-type: none"> • Prioritize the questions to focus on from Q9 (based on firsthand experience, rate NPPD as an employer) and Q10 (how well you believe the leaders at NPPD perform) <ul style="list-style-type: none"> ○ Choose 1-2 most important questions indicating work team strengths. ○ Choose 1-2 questions indicating workplace challenges most important to focus on
Action plan development	<ul style="list-style-type: none"> • Brainstorm on actions the work group can take to ensure strengths. • Brainstorm on actions the work group can take to address challenges.

Actions taken from past Employee Engagement Surveys

Offering Competitive Compensation (Total Compensation = Comp + Benefits)

COMPENSATION ACTIONS:

- *3-year merit total added \$36m to NPPD base wages
- *600+ individual mid-cycle wage adjustments for NPPD employees last 2 years
- *Recalibration/adjustment of all NPPD progression programs
- *On-call Pay Program
- *Development/launch of AIP to provide additional compensation tool
- *Additional straight-time policy
- *Shift Differential revised
- *New Compensation Benchmark system

BENEFIT ACTIONS:

- *Created Child Bonding and Birth Mother Recovery Leave Program
- *Increased FML from 48 to 80 hours
- *New Retiree Healthcare Benefit
- *3 Mid-Cap Funds to Retirement Plans

Training and Development

- *Created Organizational Development department
- *Created Non-Nuclear Training and Oversight department
- *Supervisor Level Program Training Deployed and Required for all New Leaders
- *Individual, Leader & Executive Competencies Defined & Linked to Programs
- *3 Pillar Competency Model and Training Pyramid model Developed
- *Increased Tuition Reimbursement Rates in 2022 and 2024
- *Added Formality and Rigor to Succession Planning and Development Planning

Providing Resources

- *46 additional FT employees added to 2024 budget
- *106 additional FT headcount added to rate outlook 2025 and beyond for current staffing and future generation needs
- *35 additional FT employees added to 2023 CNS organization following separation from Entergy contract
- *Added Comprehensive Financial Planning Service
- *Added Nurse Triage Program
- *Modified Wellness Incentives Program
- *New 401K Forecast Tool
- *SuccessFactors/S4HANA
- *2023 & 2024 Capital budget overage approval for fleet purchases, following supply chain shortages

Communication & Trust

- *Executive Webinars conducted monthly
- *Storyteller Tours



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QUESTIONS?