

OVERTON POWER DISTRICT NO 5
STATEMENT OF OPERATIONS
FROM 01/26 THROUGH 07/26

LINE NO		----- YEAR TO DATE -----			
		LAST YEAR A	THIS YEAR B	BUDGET C	THIS MONTH D
1.0	OPERATING REVENUE & PATRONAGE CAPITAL....	31,786,721.26	35,069,691.09	33,699,967.00	6,528,625.03
2.0	POWER PRODUCTION EXPENSE.....	.00	.00	.00	.00
3.0	COST OF PURCHASED POWER.....	21,416,745.61-	21,203,918.64-	20,026,893.00-	4,623,650.61-
4.0	TRANSMISSION EXPENSE.....	629,796.96-	599,662.23-	646,893.00-	102,930.33-
5.0	REGIONAL MARKET OPERATIONS EXPENSE.....	.00	.00	.00	.00
6.0	DISTRIBUTION EXPENSE-OPERATION.....	904,574.92-	897,762.76-	1,026,049.89-	166,277.08-
7.0	DISTRIBUTION EXPENSE-MAINTENANCE.....	1,892,345.69-	1,623,193.03-	2,138,751.01-	261,004.27-
8.0	CONSUMER ACCOUNTS EXPENSE.....	962,880.90-	999,418.57-	1,048,463.94-	147,002.28-
9.0	CUSTOMER SERVICE & INFORMATIONAL EXPENSE.	10,859.97-	8,671.55-	23,158.06-	.00
10.0	SALES EXPENSE.....	.00	.00	.00	.00
11.0	ADMINISTRATIVE & GENERAL EXPENSE.....	2,431,670.75-	2,772,707.12-	2,791,834.00-	424,576.92-
12.0	TOTAL OPERATIONS & MAINTENANCE EXPENSE...	28,248,874.80-	28,105,333.90-	27,702,042.90-	5,725,441.49-
13.0	DEPRECIATION & AMORTIZATION EXPENSE.....	1,807,599.32-	1,912,100.18-	1,889,692.00-	274,588.90-
14.0	TAX EXPENSE - PROPERTY & GROSS RECEIPTS..	.00	.00	.00	.00
15.0	TAX EXPENSE - OTHER.....	.00	.00	.00	.00
16.0	INTEREST ON LONG TERM DEBT.....	965,808.04-	1,085,997.71-	1,481,281.65-	157,036.92-
17.0	INTEREST CHARGED TO CONSTRUCTION - CREDIT	.00	.00	.00	.00
18.0	INTEREST EXPENSE - OTHER.....	.00	.00	.00	.00
19.0	OTHER DEDUCTIONS.....	95,735.99-	95,735.99-	95,736.10-	13,676.57-
20.0	TOTAL COST OF ELECTRIC SERVICE.....	31,118,018.15-	31,199,167.78-	31,168,752.65-	6,170,743.88-
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21.0	PATRONAGE CAPITAL & OPERATING MARGINS....	668,703.11	3,870,523.31	2,531,214.35	357,881.15
22.0	NON OPERATING MARGINS - INTEREST.....	494,335.27	192,171.14	116,666.65	25,059.72
23.0	ALLOW. FOR FUNDS USED DURING CONSTRUCTION	.00	.00	.00	.00
24.0	INCOME (LOSS) FROM EQUITY INVESTMENTS....	.00	.00	.00	.00
25.0	NON OPERATING MARGINS - OTHER.....	7,490.00	41,597.34-	175,000.00-	.00
26.0	GENERATION & TRANSMISSION CAPITAL CREDITS	.00	.00	.00	.00
27.0	OTHER CAPITAL CREDITS & PATRONAGE DIVID..	84,813.72	71,610.52	58,245.00	.00
28.0	EXTRAORDINARY ITEMS.....	.00	.00	.00	.00
29.0	PATRONAGE CAPITAL OR MARGINS.....	1,255,342.10	4,092,707.63	2,531,126.00	382,940.87

OVERTON POWER DISTRICT NO 5
BALANCE SHEET
AS OF 07/31/2026

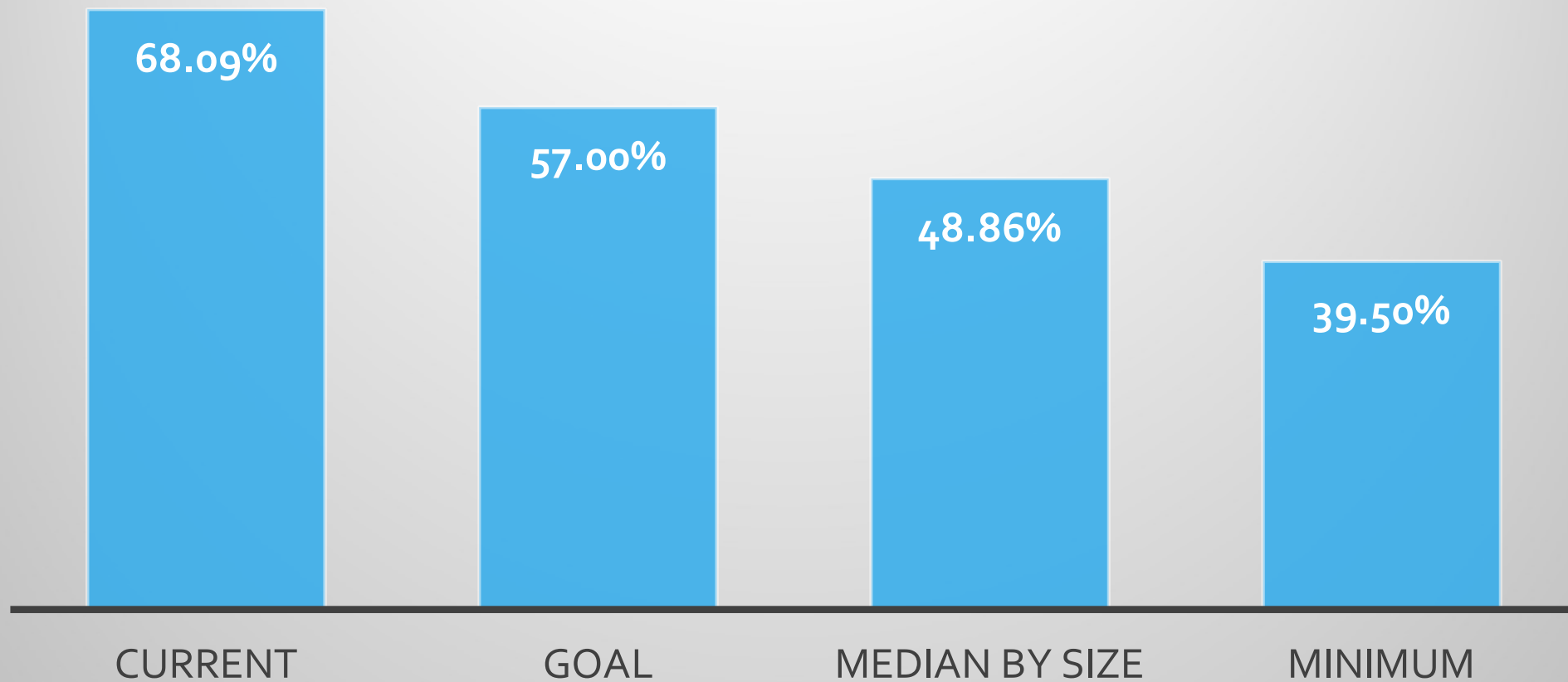
LINE NO	ASSETS AND OTHER DEBITS	LIABILITIES AND OTHER CREDITS
1.0	TOTAL UTILITY PLANT IN SERVICE 175,819,414.62	30.0 MEMBERSHIPS .00
2.0	CONSTRUCTION WORK IN PROGRESS 50,548,136.37	31.0 PATRONAGE CAPITAL .00
3.0	TOTAL UTILITY PLANT 226,367,550.99	32.0 OPERATING MARGINS-PRIOR YEARS 111,907,693.83-
4.0	ACCUM PROV FOR DEP & AMORT 55,518,235.71-	33.0 OPERATING MARGINS-CURRENT YEAR 3,900,536.49-
5.0	NET UTILITY PLANT 170,849,315.28	34.0 NON-OPERATING MARGINS 192,171.14-
6.0	NON-UTILITY PROPERTY (NET) .00	35.0 OTHER MARGINS & EQUITIES 20,456,294.75-
7.0	INVEST IN SUBSIDIARY COMPANIES .00	36.0 TOTAL MARGINS & EQUITIES 136,456,696.21-
8.0	INV IN ASSOC ORG - PAT CAPITAL 3,966,625.40	37.0 LONG TERM DEBT - RUS (NET) .00
9.0	INV IN ASSOC ORG OTHR GEN FND .00	(PAYMENTS-UNAPPLIED .00)
10.0	INV IN ASSOC ORG - NON GEN FND .00	38.0 LNG-TERM DEBT-FFB-RUS GUAR .00
11.0	INV IN ECON DEVEL PROJECTS .00	39.0 LONG-TERM DEBT OTHER-RUS GUAR .00
12.0	OTHER INVESTMENTS .00	40.0 LONG TERM DEBT - OTHER (NET) 49,345,538.37-
13.0	SPECIAL FUNDS .00	41.0 LNG-TERM DEBT-RUS-ECON DEV NET .00
14.0	TOT OTHER PROP & INVESTMENTS 3,966,625.40	42.0 PAYMENTS - UNAPPLIED .00
15.0	CASH - GENERAL FUNDS 5,964,956.72	43.0 TOTAL LONG TERM DEBT 49,345,538.37-
16.0	CASH - CONSTRUCTION FUND TRUST .00	44.0 OBLIGATION UNDER CAPITAL LEASE .00
17.0	SPECIAL DEPOSITS .00	45.0 ACCUM OPERATING PROVISIONS .00
18.0	TEMPORARY INVESTMENTS 7,174,914.43	46.0 TOTAL OTHER NONCURR LIABILITY .00
19.0	NOTES RECEIVABLE (NET) .00	47.0 NOTES PAYABLE .00
20.0	ACCTS RECV - SALES ENERGY (NET) 5,202,249.01	48.0 ACCOUNTS PAYABLE 7,705,684.32-
21.0	ACCTS RECV - OTHER (NET) 436,719.99	49.0 CONSUMER DEPOSITS 383,750.00-
22.0	RENEWABLE ENERGY CREDITS .00	50.0 CURR MATURITIES LONG-TERM DEBT .00
23.0	MATERIAL & SUPPLIES-ELEC & OTH 4,654,926.36	51.0 CURR MATURIT LT DEBT ECON DEV .00
24.0	PREPAYMENTS 158,585.29	52.0 CURR MATURITIES CAPITAL LEASES .00
25.0	OTHER CURRENT & ACCR ASSETS .00	53.0 OTHER CURRENT & ACCRUED LIAB 1,658,002.85-
26.0	TOTAL CURRENT & ACCR ASSETS 23,592,351.80	54.0 TOTAL CURRENT & ACCRUED LIAB 9,747,437.17-
27.0	REGULATORY ASSETS .00	55.0 REGULATORY LIABILITIES .00
28.0	OTHER DEFERRED DEBITS 1,986,980.48	56.0 OTHER DEFERRED CREDITS 4,845,601.21-
29.0	TOTAL ASSETS & OTHER DEBITS 200,395,272.96	57.0 TOTAL LIABILITIES & OTH CREDIT 200,395,272.96-

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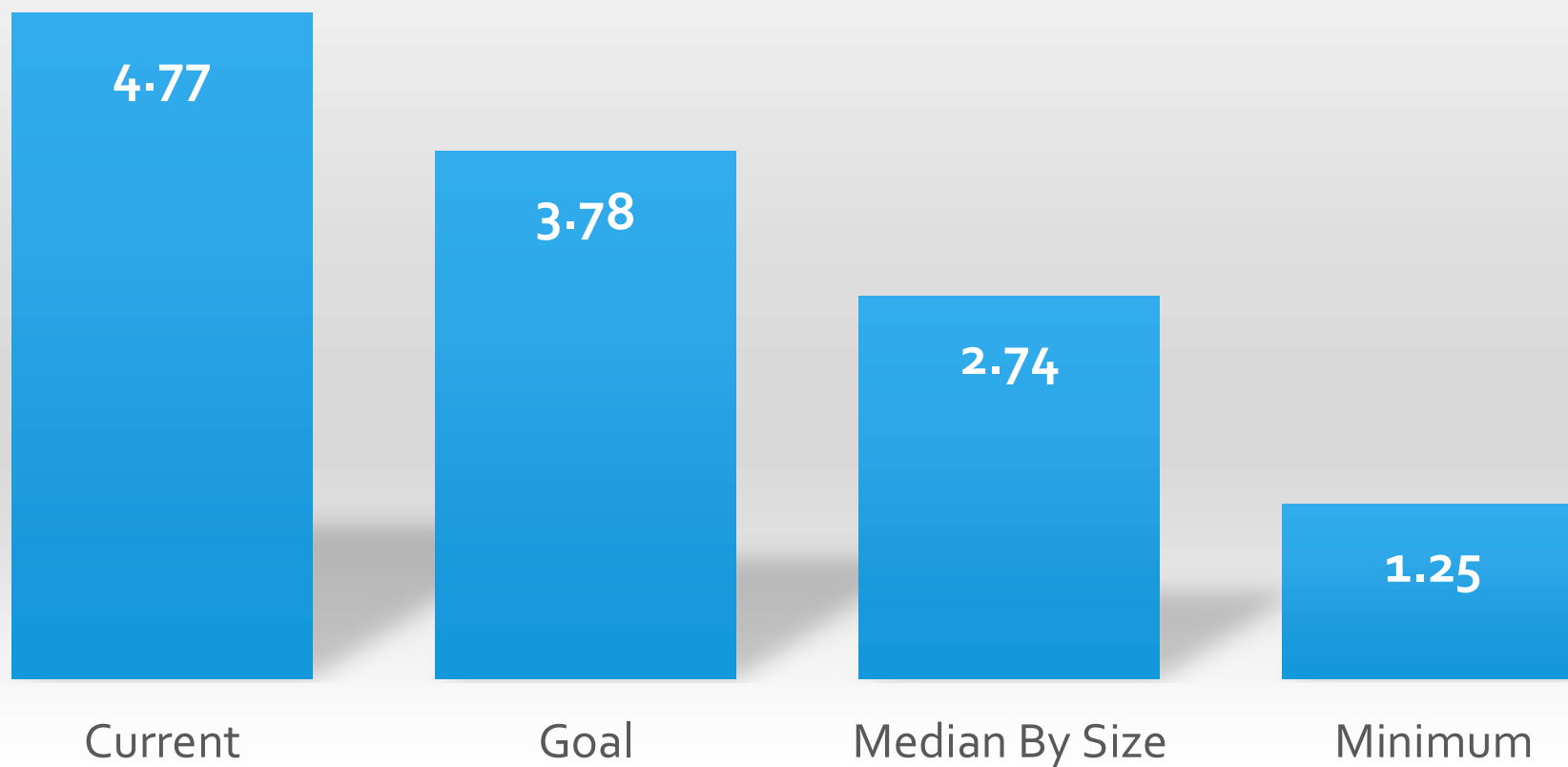
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Equity as a % of Assets



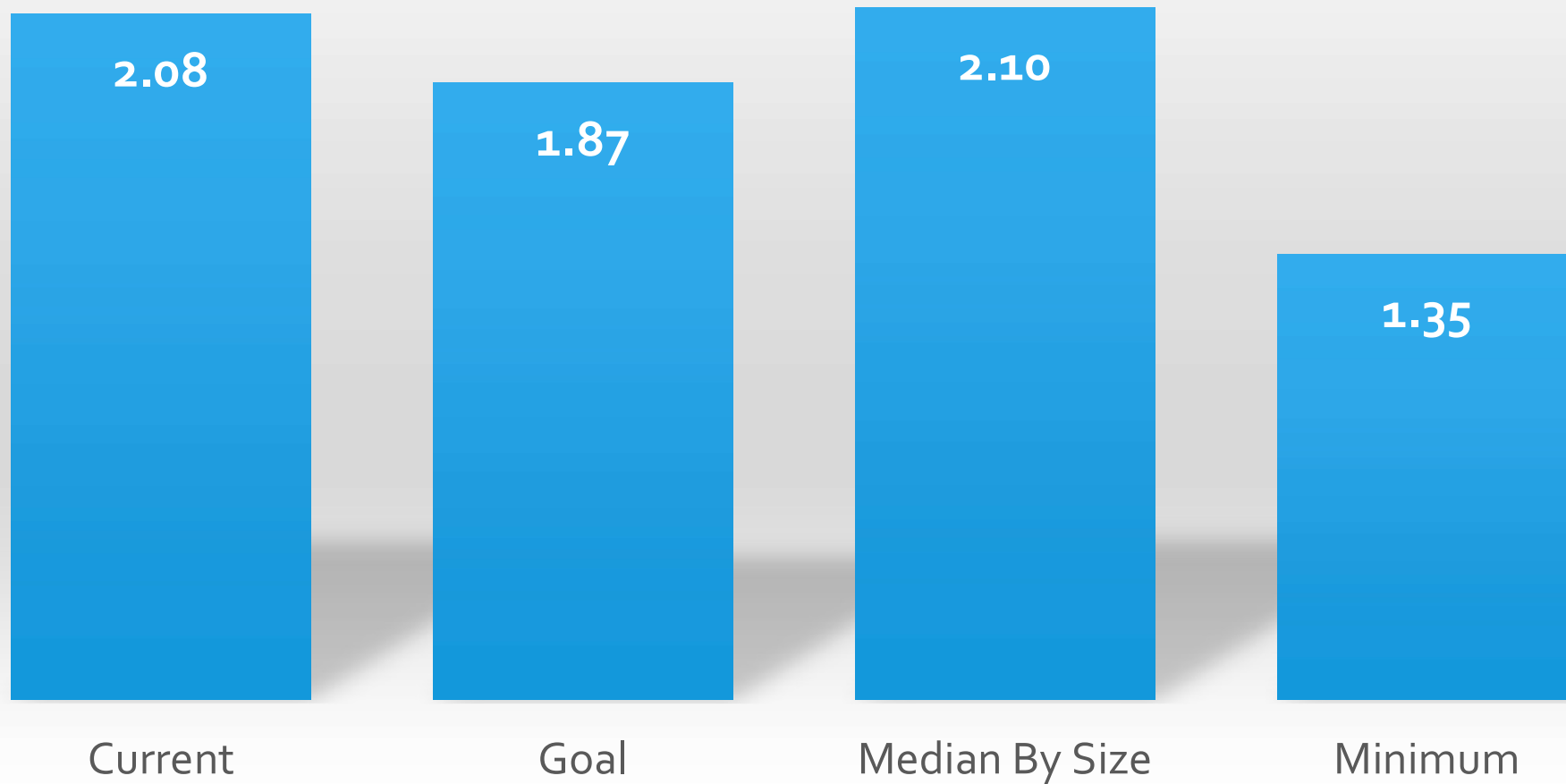
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MDSC





July-26

			YTD Dividend Received
Beginning Balance	\$	5,257,150	
Western Alliance 1.4%	\$	5,949,662	
America First Credit Union 1.01%	\$	14,149	\$ 23
Western Alliance Investment 3.35%	\$	144,852	\$ 3,374
CFC Member Capital Sec 5%	\$	500,000	\$ 15,364
Month Ending Balance	\$	6,608,664	
Net Increase/Decrease Prior Month	\$	1,351,514	



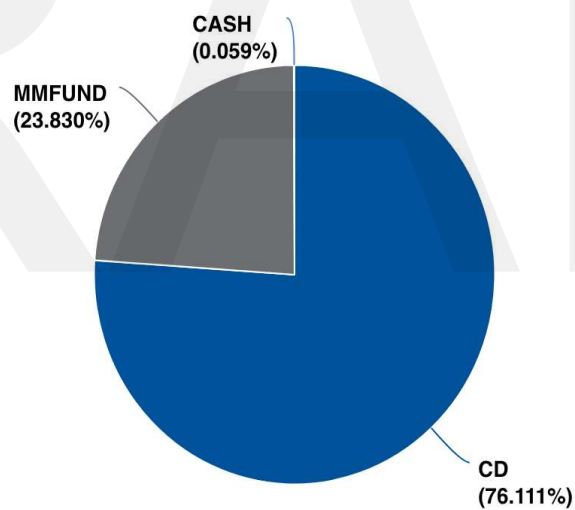
Report:
Account:
Date:

GAAP Financials
M-Overton Power Dist #5 (279263)
10/06/2021 - 07/31/26

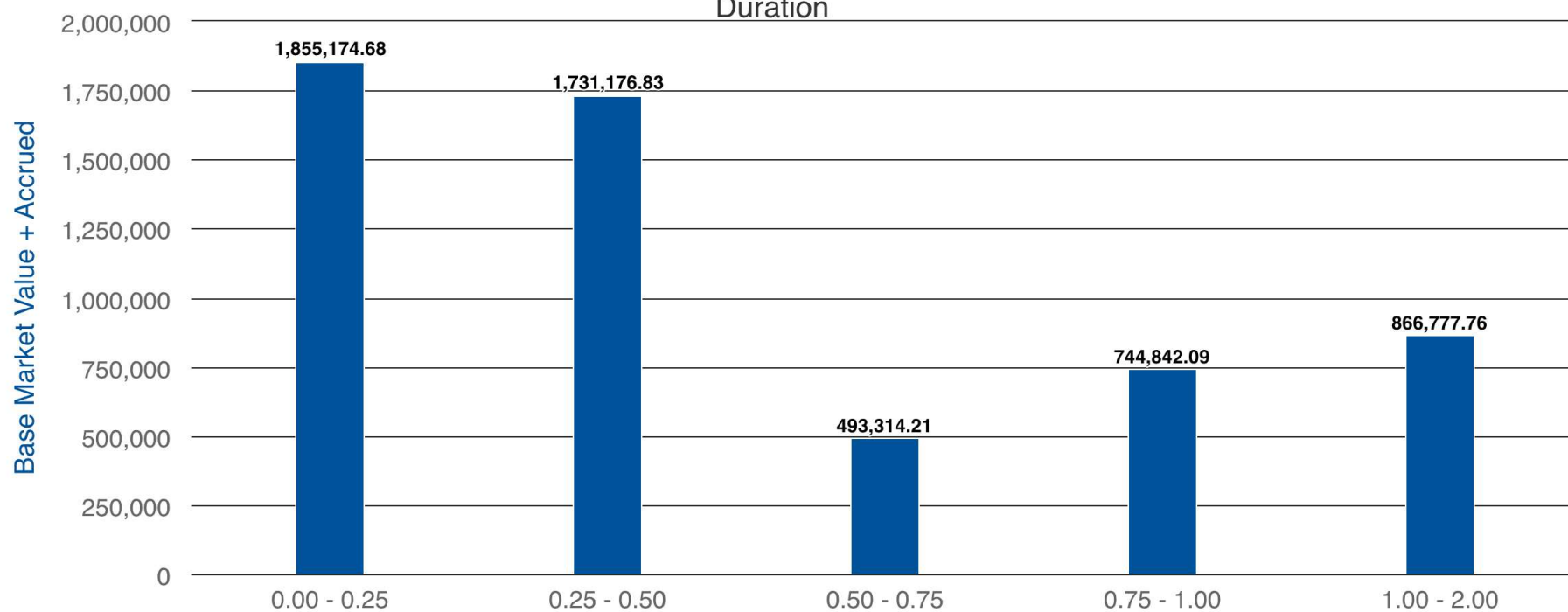
	M-Overton Power Dist #5	
	7/31/2026	YTD Dividend Received
Balance Sheet		
Book Value less Due	5,644,763.61	
Due and Accrued	22,554.42	
Book Value + Accrued - 5.084%	\$ 5,667,318.03	\$ 164,906
Net Unrealized Carrying Value Gain	23,967.54	
Carrying Value and Accrued	5,691,285.57	
Goldman Sachs Group - 3.55%	\$ 862,384.29	\$ 8,074

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Security Type



Duration





MEEDER

Report: Purchase Yield
Account: M-Overton Power Dist #5 (279263)
As of: 07/31/2026

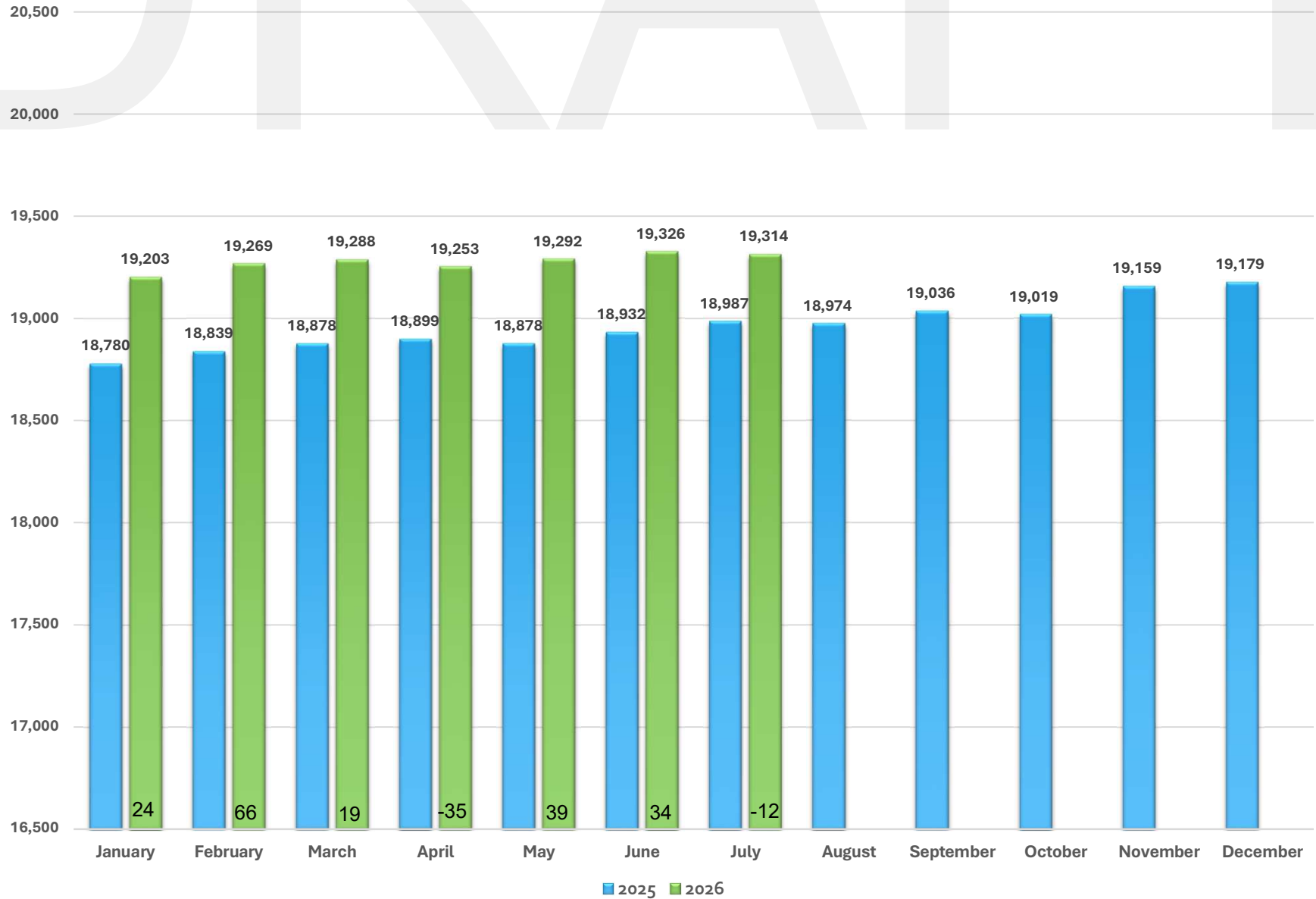
CUSIP	Description	Original Cost	Security Type	Purchase Yield	Final Maturity	Net Unrealized Gain/Loss	Market Value + Accrued
CCYUSD	Receivable	3,362.10	CASH	0.000	07/31/2026	0.00	3,362.10
31846V336	FIRST AMER:GVT OBLG X	1,356,247.35	MMFUND	3.580	07/31/2026	0.00	1,356,247.35
130162BC3	California Federal Credit Union	244,632.50	CD	5.505	10/26/2026	888.76	249,445.00
444425AG7	Hughes Federal Credit Union	244,632.50	CD	5.604	10/26/2026	925.54	246,120.22
108622PJ4	Bridgewater Bank	244,632.50	CD	5.154	11/03/2026	717.61	246,678.75
90355GHN9	UBS Bank USA, National Association	244,632.50	CD	5.204	11/09/2026	832.20	246,628.34
92023CAH6	ValleyStar Credit Union	244,632.50	CD	5.554	11/09/2026	1,064.95	246,917.48
67054NBN2	Numerica Credit Union	249,625.00	CD	5.604	11/10/2026	1,094.56	251,896.30
77357DAC2	Rockland Federal Credit Union	244,632.50	CD	4.954	12/21/2026	890.37	246,237.48
42869GAA4	Lokahi Federal Credit Union	244,632.50	CD	4.454	01/29/2027	536.10	246,390.86
369674CP9	General Electric Credit Union	244,632.50	CD	4.453	02/01/2027	573.69	246,427.61
722000AA4	Pima Federal Credit Union	244,510.00	CD	5.213	02/17/2027	1,549.01	246,990.98
849061AF3	Spokane Teachers Credit Union	244,632.50	CD	4.804	03/25/2027	1,179.26	246,323.23
61690DQP6	Morgan Stanley Bank, N.A.	244,510.00	CD	4.972	05/10/2027	1,573.91	249,243.63
34520LBD4	Forbight Bank	244,632.50	CD	4.904	06/14/2027	1,564.14	248,020.38
02357QCH8	Amerant Bank, National Association	244,632.50	CD	4.854	06/28/2027	1,561.39	247,578.07
560507AS4	Maine Savings Federal Credit Union	244,510.00	CD	5.256	11/08/2027	3,218.12	248,900.20
949764HG2	Wells Fargo Bank, National Association	244,510.00	CD	5.105	11/08/2027	2,799.06	248,490.98
61934MAE4	Morton Lane Federal Credit Union	119,760.00	CD	4.405	12/28/2027	330.44	120,303.21
23204HPK8	Customers Bank	244,510.00	CD	4.856	06/12/2028	2,668.44	249,083.38
---	---	5,642,501.95	---	4.708		23,967.54	5,691,285.57

* Weighted by: Market Value + Accrued, except Purchase Yield by Base Book Value + Accrued

* Holdings Displayed by: Position

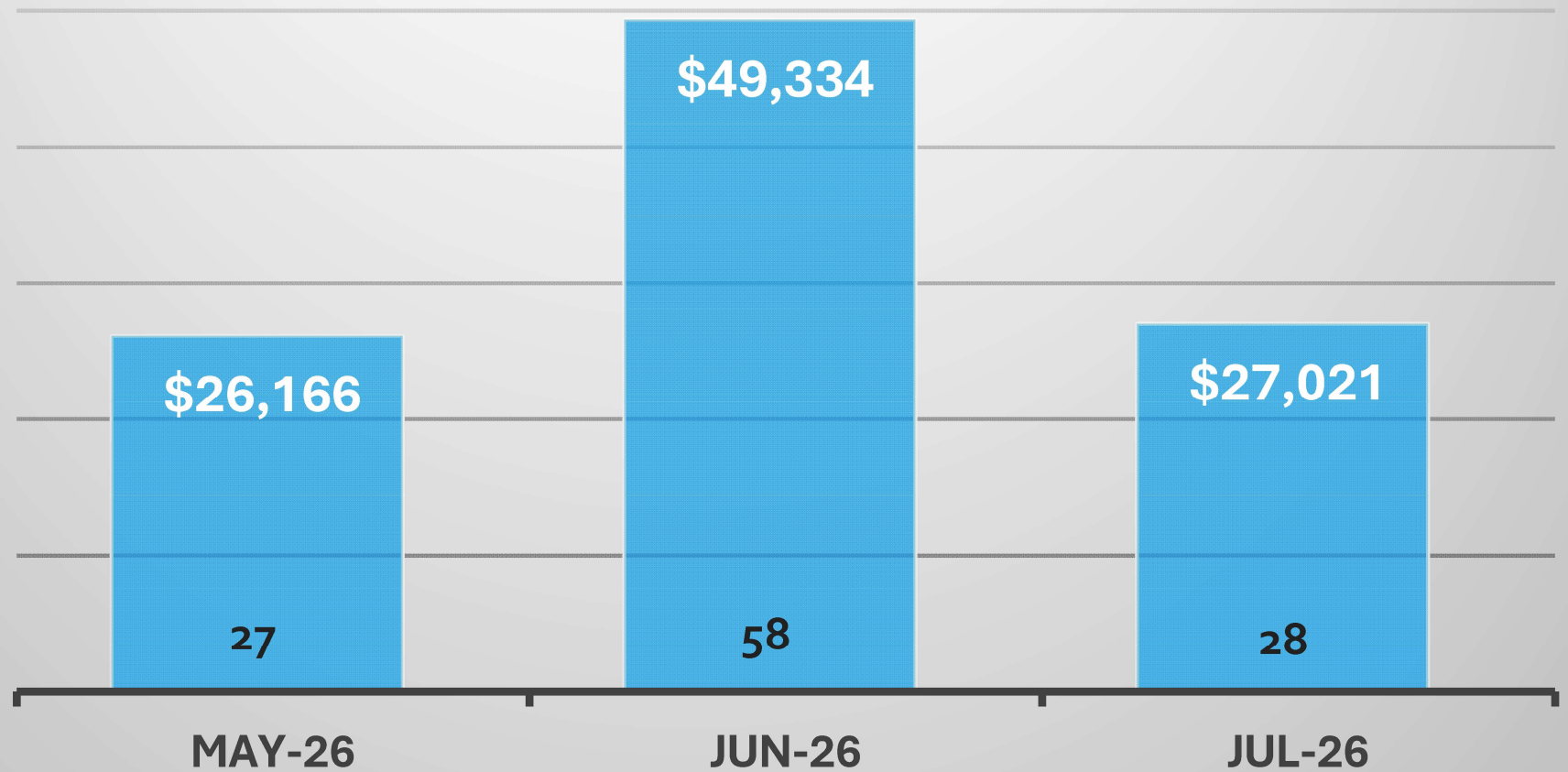
OPD5 TOTAL CUSTOMERS

19,314

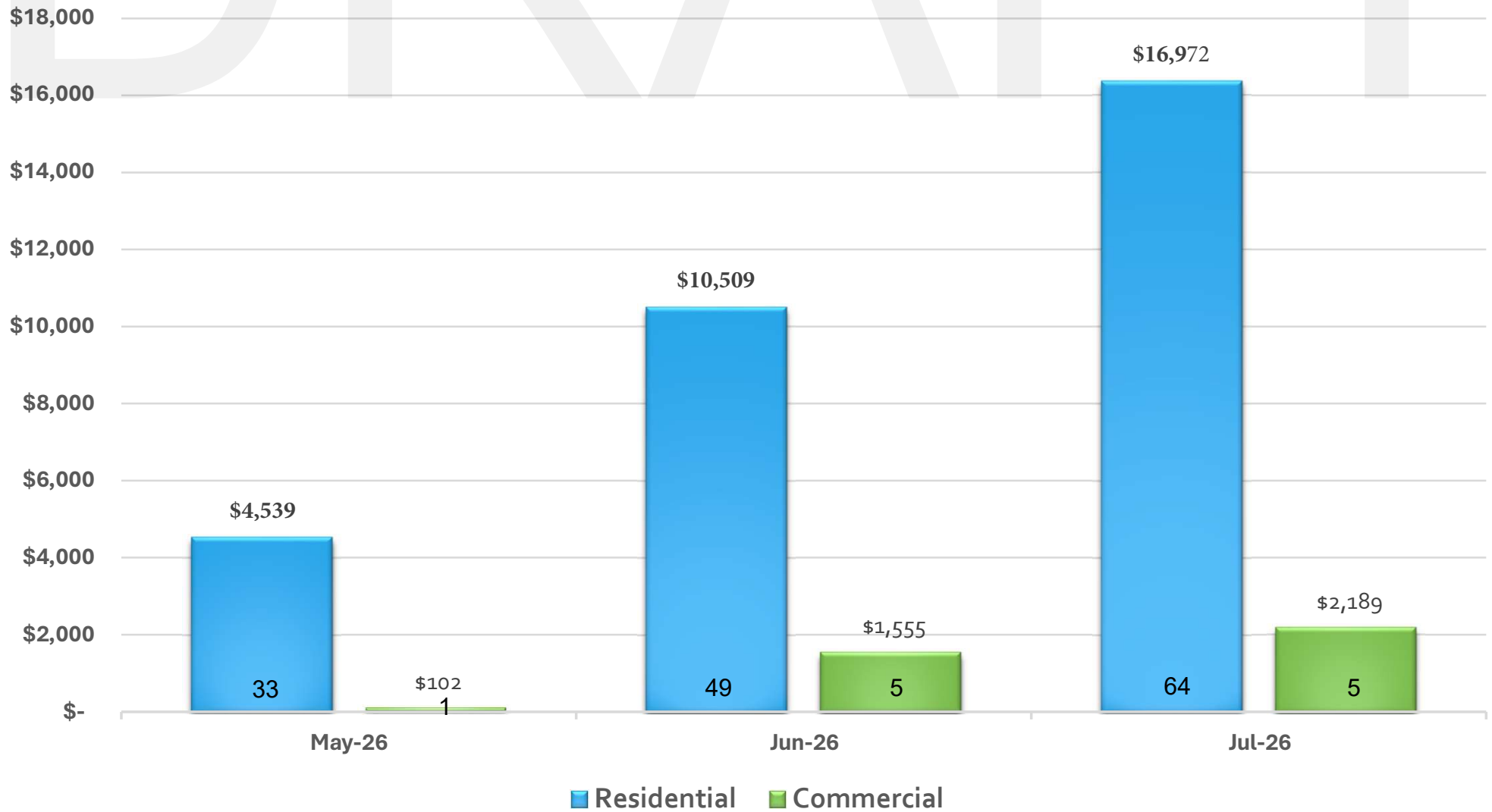


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Connection Fees

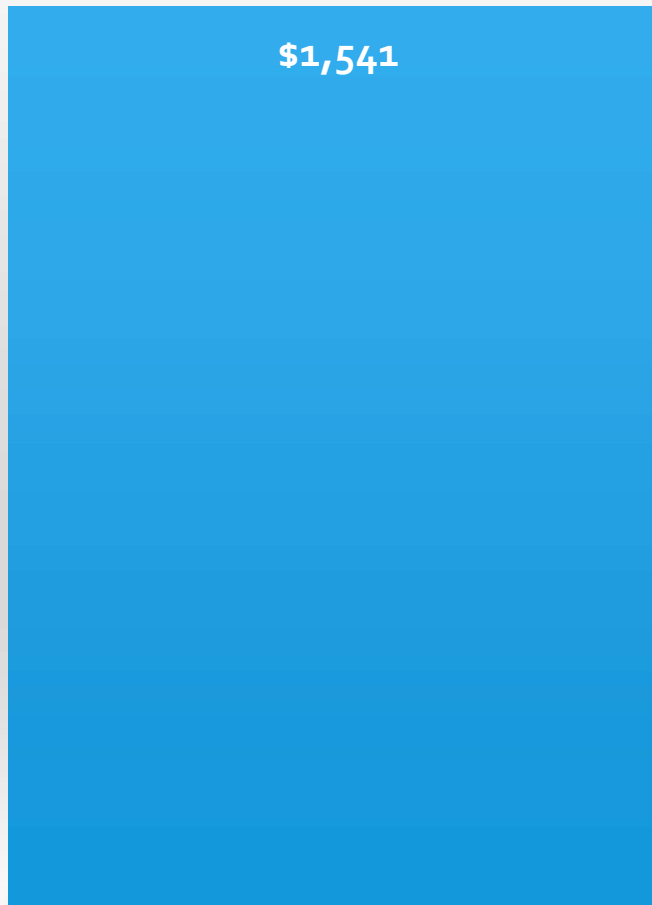


CURRENT BILLING ARRANGEMENTS

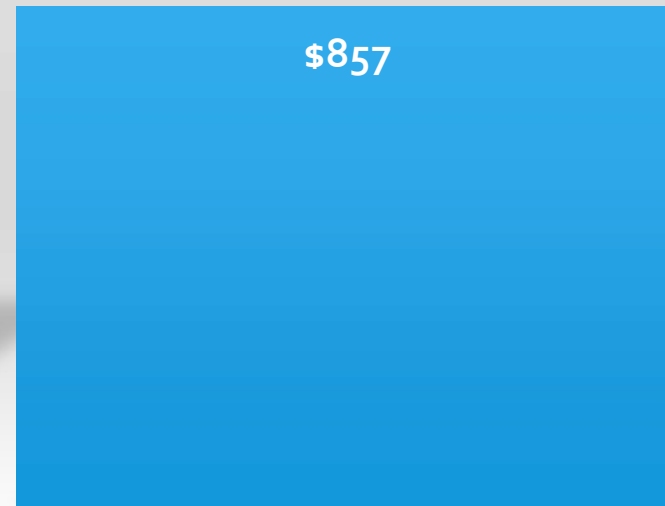


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ROUND UP PROGRAM



Virgin Valley



Moapa Valley

**OVERTON POWER DISTRICT NO. 5
C.F.C. LOAN STATUS**

LINE OF CREDIT BALANCE OWED	N/A	\$	-
QUARTERLY PAYMENT DUE	June 30, 2026	\$	1,565,979.44

LONG-TERM LOANS

			Interest	Interest	Effective	
		Principal	Rate	Rate	Interest	Maturity
					Rate	Date
9000001	\$	642,201.54	2.28%		1.82%	Sep-28
9000002		642,201.54	2.28%		1.82%	Sep-28
9000003		903,943.04	2.28%		1.82%	Sep-28
9000004		935,598.32	4.90%		4.44%	Sep-28
9000006		806,430.08	2.41%		1.95%	Sep-28
9000007		821,450.95	5.18%		4.81%	Sep-28
9000008		867,684.94	5.05%		4.59%	Sep-28
9000009		871,434.68	4.10%		3.64%	Sep-28
9002001		11,140,245.32	4.60%		4.14%	Dec-38
9002002		36,579.43	4.60%		4.14%	Dec-38
9003001		15,128,318.21	3.98%		3.52%	Dec-46
9003002		7,600,535.92	3.91%		3.45%	Dec-41
9003003		1,985,637.91	5.19%	12/01/27	4.82%	Sep-55
9003004		2,978,300.85	5.15%	01/01/28	4.78%	Sep-55
9003005		2,984,975.64	5.21%	03/01/29	4.84%	Dec-50
9003006		1,000,000.00	5.77%	07/01/29	5.40%	Mar-46
	\$	49,345,538.37				

Avg Interest Rate After Discounts	3.89%
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CFC

FINANCIAL AND STATISTICAL REPORT

PART R. POWER REQUIREMENTS DATA BASE

CLASSIFICATION	CONSUMER SALES & REVENUE DATA	May (e)	June (f)	July (g)	Totals	Cents per kWh
1. Residential Sales (excluding seasonal)	a. No. Consumers Served	16,079	16,118	16,124	7,992	0.1350
	b. KWH Sold	13,790,640	20,675,595	25,977,907	120,118,428	
	c. Revenue	1,936,079	2,703,514	3,311,232	16,221,707	
2. Residential Sales - Seasonal	a. No. Consumers Served				0	
	b. KWH Sold				0	
	c. Revenue				0	
3. Irrigation Sales	a. No. Consumers Served	34	34	34	17	0.1362
	b. KWH Sold	64,644	74,590	74,620	406,444	
	c. Revenue	8,809	9,263	9,273	55,347	
4. Comm. and Ind. 1000 KVA or Less 500 kW or Less	a. No. Consumers Served	2,599	2,579	2,559	1,320	0.1263
	b. KWH Sold	6,328,748	7,762,633	8,850,121	46,506,663	
	c. Revenue	805,027	953,477	1,067,417	5,875,035	
5. Comm. and Ind. Over 1000 KVA 500 kW or More	a. No. Consumers Served	20	19	19	10	0.1123
	b. KWH Sold	8,919,501	9,464,468	9,859,083	62,175,418	
	c. Revenue	1,000,100	1,057,314	1,098,364	6,982,094	
6. Public Street & Highway Lighting	a. No. Consumers Served	301	323	325	136	0.1794
	b. KWH Sold	99,850	106,480	95,174	772,648	
	c. Revenue	18,983	20,156	19,118	138,615	
7. Other Sales to Public Authority	a. No. Consumers Served	256	250	250	129	0.1133
	b. KWH Sold	2,582,737	2,897,441	3,333,049	18,214,199	
	c. Revenue	290,544	326,160	367,972	2,064,377	
8. Sales for Resales-REA Borrowers	a. No. Consumers Served				0	
	b. KWH Sold				0	
	c. Revenue				0	
9. Sales for Resales-Other	a. No. Consumers Served	4	3	3	2	0.0952
	b. KWH Sold	3,549,015	1,915,581	2,226,576	16,678,209	
	c. Revenue	199,627	206,634	237,132	1,587,630	

CFC

FINANCIAL AND STATISTICAL REPORT

PART R. POWER REQUIREMENTS DATA BASE

CLASSIFICATION	CONSUMER SALES & REVENUE DATA	May (e)	June (f)	July (g)	Totals	Cents per kWh
10. TOTAL No. of Consumers (lines 1a thru 9a)		19,293	19,326	19,314	9,603	
11. TOTAL KWH Sold (lines 1b thru 9b)		35,335,135	42,896,788	50,416,530	264,872,009	
12. TOTAL Revenue Received From Sales of Electric Energy (line 1c thru 9c)		4,259,170	5,276,517	6,110,507	32,924,806	0.1243
13. Other Electric Revenue		224,474	561,111	418,118	2,145,770	
14. KWH - Own Use		50,008	78,284	105,059	422,110	
15. TOTAL KWH Purchased		44,828,990	51,367,472	61,213,196	298,634,877	
16. TOTAL KWH Generated					0	
17. Cost of Purchases and Generation		2,785,258	3,748,198	4,623,651	21,203,919	
18. Interchange - KWH - Net					0	
19. Peak - Sum All KW Input (Metered)					0	
Non-coincident __X__ Coincident ____		123,432	127,895	141,302	141,302	

Monthly Cost	0.0626	0.0716	0.0744
Monthly Revenue	0.1277	0.1237	0.1219
2026 Avg Cost	0.0672	0.0680	0.0689

VOID	CHECK	SEQ BRK	DATE	VENDOR	NAME	AMOUNT	DESCRIPTION
	4713		7/03/26	4953	HSA BANK	7,856.14	EMPLOYEE HSA CONTRIBUTIONS
	4714		7/06/26	5763	TENASKA POWER SERVICES CO.	1,763,079.80	TPS MAY 2026 POWER
	4715		7/15/26	2105	NEVADA POWER	236,456.34	NVE MAY 2026 TRANSMISSION
	4716		7/15/26	2105	NEVADA POWER	93,983.77	NVE EIM T9 MAY 2026
	4717		7/10/26	5793	ESCAPE SOLAR LLC	291,862.04	ESCAPE SOLAR - JUNE 2026
	4718		7/14/26	4687	WESTERN ALLIANCE BANK	229,000.00	TRANSFER PR#2615
	4719		7/17/26	4953	HSA BANK	7,822.14	EMPLOYEE HSA CONTRIBUTIONS
	4720		7/15/26	549	CITY OF MESQUITE	141,686.88	RIGHT-OF-WAY FEES
	4721		7/21/26	635	COLORADO RIVER COMMISSION	395,332.23	CRC JUL POWER /CRC PDAF SEP 26 CRC MAY 26 ADJ
	4722		7/16/26	549	CITY OF MESQUITE	6,983.06	HYDRO POWER - JULY ESTIMATE
	4723		7/07/26	2046	NRECA	60.00	REA# 29004 - HRA ACCOUNT - ADMIN
	4724		7/21/26	4687	WESTERN ALLIANCE BANK	6,858.76	VISA CHARGES
	4725		7/28/26	4687	WESTERN ALLIANCE BANK	237,000.00	TRANSFER PR#2616
	4726		7/28/26	4953	HSA BANK	62.50	HSA DEBIT
	60998	*	7/01/26	1586	LIN'S SUPERMARKETS INC.	614.70	WATER - OVERTON CREW SAFETY TRAINING - 53 PEOPLE BOARD MEETING BOARD MEETING WATER - OVERTON OFFICE
	60999		7/01/26	1790	MESQUITE CHAMBER OF COMMERCE	80.00	CHAMBER LUNCHEON - 2 PEOPLE
	61000		7/01/26	1920	MOAPA VALLEY TELEPHONE	2,925.65	MOAPA PHONES
	61001		7/01/26	2045	NRECA	127,853.77	2026 INSURANCE PREMIUM
	61002		7/01/26	2234	OVERTON ACE HARDWARE	264.92	SWAMP COOLER MOTOR, ELIMINATOR S RAKES, MOUNTING TAPE
	61003		7/01/26	2490	RELIANCE CONNECTS	1,606.05	MESQUITE PHONES
	61004		7/01/26	3304	VIRGIN VALLEY WATER DISTRICT	1,400.89	HYD MTR- OPD SI TORTOISE TO GILA MESQUITE WATER
	61005		7/01/26	3793	WHIPPLE JAY D	700.00	PEST CONTROL
	61006		7/01/26	4210	CRONKLETON, KELLY	730.80	REIMBURSE AIRFARE NRECA CONF.

VOID	CHECK	SEQ BRK	DATE	VENDOR	NAME	AMOUNT	DESCRIPTION
	61007		7/07/26	4701	MESQUITE / ST. GEORGE FORD	47,969.00	FORD F150 4X4 SUPERCAB
	61008		7/07/26	1805	MESQUITE LUMBER & SUPPLY	2,109.58	DRILL BITS, SAWZALL BLADE, 3V BA SANDDISC, GRAY SPRAY PAINT, HOOK CONNECTORS, PLUG CRIMP CAT 6 UNIVERSAL LEADER HOSE 10' SILCOCKFLANGE 1/2FM3/4HLF REACH LIFT RENTAL RD HMMR BIT SDS+ 3/8X6" STEP DRILL BITS, WEDGE ANCHOR, CABLE TIES, HEX SCREWS SPRAY PAINT, QUICK CONNECT PLUG PVC REDUCER, PVC ADAPTER, CONUIT TERM RINGS AC FILTERS SPRAY PAINT SPRAY PAINT 3/8 X 2-1/2 TMSTR HEX CON AN MASKING TAPE MID WEST FASTENERS FIREMAN NOZZLE, PP THREAD WHITE BOLT J W/NUT, ZINC SPRING WAREHOUSE WATER - MESQUITE SLIP HK CLEVIS G70 5/16" TRIMMER LOOP HAND, LINE
	61009		7/07/26	2478	REPUBLIC SERVICES #620	1,793.88	QUARTERLY SERICE
	61010		7/07/26	4701	MESQUITE / ST. GEORGE FORD	475.20	WHEEL SPEED SEN. REMOVAL/REPLACE
	61011		7/07/26	4942	XTREME STITCH & PRINT	349.00	FR EMBROIDERY, EMPLOYEE SHIRTS
	61012		7/07/26	5597	HARDY, WADE	100.00	REIMBURSE TOOL ALLOTMENT
	61013		7/07/26	5615	JUAN CARLOS SANCHEZ LOPEZ	1,050.00	GENERAL MAINT. OF PLANT
	61014		7/07/26	5624	UNITED RENTALS NORTH AMERICA	3,378.72	FENCING - ARROWHEAD SUB
	61015		7/07/26	5762	PAT'S FRONT PORCH FLOWERS	125.00	MISC. GENERAL EXPENSE
	61016		7/07/26	5866	HEAR WELL INC	1,295.00	EMPLOYEE HEARING TESTING
	61017		7/13/26	565	CLARK COUNTY RECORDER	42.00	LIEN RELEASE
	61018		7/13/26	662	COLORLAND SALES AND SERVICE	20.80	FILTER ASSY/INTANK, LINE, CARB K
	61019		7/13/26	735	DAT MANAGEMENT INC	425.00	RANDOM DRUG TESTING
	61020		7/13/26	2491	RIO VIRGIN TELEPHONE CO.	858.95	PHONE SERVICE
	61021		7/13/26	3285	VIRGIN VALLEY DISPOSAL	645.44	DISPOSAL SERVICE

VOID	CHECK	SEQ BRK	DATE	VENDOR	NAME	AMOUNT	DESCRIPTION
	61022		7/13/26	4638	HAMPTON TEDDER TECH SERVICES	86,750.00	TEST SUBSTATION RELAYS
	61023		7/13/26	4701	MESQUITE / ST. GEORGE FORD	47,969.00	FORD F150 4X4 - 10-0102
	61024		7/13/26	4763	IML NORTH AMERICA, LLC	715.91	ANNUAL SERVICE AND CALIBRATION
	61025		7/13/26	5132	GEOTECHNICAL & ENVIRONMENTAL	235.00	CONCRETE TESTING
	61026		7/13/26	5135	STATE OF NEVADA	250.00	RENTS
	61027		7/13/26	5645	SKYBITZ TANK MONITORING CORP	60.00	TANK MONITORING
	61028		7/13/26	5693	ST GEORGE NEWS	500.00	ADVERTISING
	61029		7/13/26	5836	HELTON STYLING LLC	450.00	WINDOW TINT - 10-0101
	61030		7/20/26	565	CLARK COUNTY RECORDER	42.00	LIEN RELEASE
	61031		7/20/26	565	CLARK COUNTY RECORDER	42.00	LIEN
	61032		7/20/26	565	CLARK COUNTY RECORDER	84.00	EASEMENTS
	61033		7/20/26	3722	BOYCE, INC.	150.00	PORTABLE TOILET RNTL -JOB 200564
	61034		7/20/26	4708	ROYAL SANITARY SERVICES	540.00	RENTAL-JOB220397, 210817, 250133
	61035		7/20/26	4835	MVHS BOOSTER CLUB	500.00	ADVERTISING
	61036		7/20/26	5019	UTAH BARRICADE COMPANY	938.45	LANE SHIFT - MESQUITE - 240791
	61037		7/20/26	5125	CMC TIRE INC.	972.00	TIRES
	61038		7/20/26	5606	STOUT ROOFING INC	150.00	REPLACE BROKEN ROOF TILE - OV
	61039		7/20/26	5731	CLARK COUNTY INFO TECH DEPT	5,914.38	MAPPING - JULY 2026 - JUNE 2027
	61040		7/20/26	5774	BIO LOGICAL LLC	84,051.21	LABOR/EXPENSES PH2 - JOB 200564
	61041		7/20/26	5867	ESTIPONA GROUP INC	150.00	GRANTS CONF. REGISTRATION
	61042		7/23/26	565	CLARK COUNTY RECORDER	42.00	LIEN
	61043		7/23/26	565	CLARK COUNTY RECORDER	42.00	LIEN RELEASE
	61044		7/23/26	2061	NWPPA	1,320.00	ADVERTISING - LINEMAN
	61045		7/23/26	4255	DOI / BLM	1,236.68	NVN-050503 / NVNV106260032 ROW
	61046		7/23/26	4627	HUERTA NICOLAS LOPEZ	15,250.00	TREE TRIMMING
	61047		7/23/26	4701	MESQUITE / ST. GEORGE FORD	2,717.71	SEAT COVERS REPAIRS 30-0055

VOID	CHECK	SEQ BRK	DATE	VENDOR	NAME	AMOUNT	DESCRIPTION
	61048		7/23/26	5050	ST GEORGE TOPPER LLC	2,061.36	IN BED DRAWER SYSTEM
	61049		7/23/26	5657	NEVADA BOLT & HOSE	4,012.48	HEX NUTS, SPLIT WASHERS, BOLTS 3/8-16X3-1/2 STAINLESS PENTA BOL
	61050		7/23/26	5833	FIRMATEK LLC	11,108.00	69KV BUILD / UNDERBUILD
	61051		7/23/26	5836	HELTON STYLING LLC	450.00	WINDOW TINT - 10-0102
	61052		7/23/26	5853	SNAP-ON CREDIT LLC	50.67	ANNUAL SUBSCRIPTION - DIAGNOSTIC
	61053		7/29/26	1082	GRAINGER	328.87	UTLITY CHEST TRUCK BOX TAMPER RESISTENT SCREWS TY -RAP CABLE TIES CREDIT - RETURN ARC FLASH HOODS
	61054		7/29/26	3793	WHIPPLE JAY D	100.00	PEST CONTROL SERVICE
	61055		7/29/26	5585	AGUILAR PABLO	1,345.00	MAINTENANCE OF VEHICLES MAINTENANCE OF VEHICLES
	61056		7/29/26	5679	MOAPA VALLEY BUILDERS LLC	2,247.65	REFUND ADVANCE DEPOSIT BALANCE
	61057		7/29/26	5741	AIR CONDITIONING DISCOUNT	17.24	LCD35+5X44OR - WHIPPLE SUB AC
	61058		7/29/26	5858	ACT AUTO CARE AND COLLISION	689.60	PAINT REPAIR EXPLORER 2019
	61059		7/29/26	5868	A NEW-VIEW AUTO GLASS	335.00	REPLACE WINDSHIELD
	TOTAL CHECKS			76	TOTAL AMOUNT	3,888,676.22	

VOID	ACH SEQ	SEQ BRK	DATE	VENDOR	NAME	AMOUNT	DESCRIPTION
	3250		7/01/26	3802	GENTRY GIS, LLC	4,500.00	MAPPING, MILSOFT, SWITCH CHECK
	3251		7/01/26	275	AVIS RENT A CAR SYSTEM, INC.	32.30	CAR RENTAL - S. BARLOW
	3252		7/01/26	605	HOME HARDWARE AND VARIETY	161.56	3/8X4X6 MULTI BIT 3/8X4X6 MULTI BIT SCALE PURGE PUMP, CONCENTR. PUMP
	3253		7/01/26	1310	JENSEN INFRASTRUCTURE	1,510.00	54102X6 TALL RISER CREDIT - PRICE ADJUSTMENT
	3254		7/01/26	2046	NRECA	8,256.78	2026 INSURANCE ADMIN FEE
	3255		7/01/26	2285	ALTEC INDUSTRIES, INC.	2,160.16	ASSEMBLY,UNDERMOUNT,BOLT ON
	3256		7/01/26	4501	INCONTACT, INC.	37.32	OV LONG DISTANCE
	3257		7/01/26	5012	TINKS SUPERIOR AUTO PARTS	364.03	SEALING WASHER KIT BCI 65 BATTERY LIFT SUPPORT -UNIVERSAL GAS LIFT SUPPORT -UNIVERSAL GAS FUEL PRESSURE SENSOR
	3258		7/01/26	5297	J7 ENTERPRISES LLC	7,000.00	LABOR/MATERIAL VOF UPGRADE
	3259		7/01/26	5422	IRBY	67,436.00	1AS2 SIDE MOUNT BREAK 1 WAY 4/0 VIBRATION DAMPER 4R STOCKBRI
	3260		7/07/26	1175	HUGHES OIL COMPANY	5,865.40	BULK GAS/DIESEL OVERTON BULK GAS/DIESEL MESQUITE
	3261		7/07/26	2395	PUBLIC EMPLOYEES RETIREMENT	170,685.04	#507 - OPD5 - 07/08/25
	3262		7/07/26	3957	ELECTRICAL CONSULTANTS, INC.	16,316.50	SYSTEM PERFORMANCE ISSUES OIL SPILL PREVENTION 20 MW LOAD FEASIBILITY STUDY GENERAL ENGINEERING UPDATE ARC FLASH STUDY NERC & WECC
	3263		7/07/26	3983	BUREAU OF RECLAMATION	1,736.85	02-07-30-L0540 ANNUAL RENT
	3264		7/07/26	4181	ARIZONA ELECTRIC POWER COOP.	26,923.08	TOP SERVICES PREPARATORY WORK
	3265		7/07/26	4501	INCONTACT, INC.	19.68	MQ LONG DISTANCE
	3266		7/07/26	4714	MILLS MILLS LAW GROUP	1,415.00	LEGAL FEES
	3267		7/07/26	4925	CREATIVE CLEANING SERVICES	2,823.00	CLEANING SERVICE
	3268		7/07/26	4964	ANIXTER INC	1,849.78	100A LOADBREAK CUTOUT

VOID	ACH SEQ	SEQ BRK	DATE	VENDOR	NAME	AMOUNT	DESCRIPTION
	3269		7/07/26	5012	TINKS SUPERIOR AUTO PARTS	100.99	REMAN ALTERNATOR CREDIT - CORE DEPOSIT
	3270		7/07/26	5297	J7 ENTERPRISES LLC	3,653.00	ELECTRIC PANEL RELOCATION
	3271		7/07/26	5725	ADOBE INC	7,850.16	ANNUAL ADOBE LICENSE SUB.
	3272		7/07/26	5760	FOR2FI INC	220.00	SUB OPS CELL GATEWAY FOR MODEMS
	3273		7/13/26	549	CITY OF MESQUITE	818.70	SANITATION SRVC - 4010.1&18010.1
	3274		7/13/26	1443	L&M WELDING LC	4,775.00	SUBSTATION FENCING
	3275		7/13/26	1940	MOAPA VALLEY WATER DISTRICT	1,208.32	HYDRANT METER - JOB 200564 HYDRANT METER - TORTOISE SUB MOAPA VALLEY WATER
	3276		7/13/26	4077	LJ MCCORMICK ENT. INC	3,300.00	CONDUIT ON WHITMORE
	3277		7/13/26	4369	SILVER STATE ENERGY ASSOC.	4,156.75	3 MONTH BUDGETED A&G EXPENSES
	3278		7/13/26	4422	STATE OF NEVADA	824.99	PEBP INSURANCE
	3279		7/13/26	4505	ONLINE INFORMATION SERVICES	691.62	ONLINE UTILITY EXCHANGE
	3280		7/13/26	4624	BATTERIES PLUS	219.90	12 VOLT LEAD BATTERY
	3281		7/13/26	4742	NELSON JACK WILLIAM	510.15	500 DIRECTOR FEE, 10.15 MILEAGE
	3282		7/13/26	4888	WESTERN UNITED ELECTRIC SUPP	2,487.59	1-1/4 CUSH CLAMP 3" UNI STRUT CLAMP AL BUSS BAR 6POS 350 AL BUSS BAR 6POS 350 1-3/4 CUSH CLAMP
	3283		7/13/26	4903	BUNKER ROBERT	500.00	500 DIRECTOR FEE
	3284		7/13/26	4904	YOUNG MIKE	544.99	TRUSTEE TECHNOLOGY REIMBURSEMENT 500 DIRECTOR FEE
	3285		7/13/26	4981	PIONEER UTILITY RESOURCES	290.00	WEB HOSTING / MAINTENANCE
	3286		7/13/26	5034	LEAVITT CHAD	500.00	500 DIRECTOR FEE
	3287		7/13/26	5091	LEGACY LOCK AND KEY	548.75	REPAIRS MESQUITE WH
	3288		7/13/26	5237	JONES RICHARD A	500.00	500 DIRECTOR FEE
	3289		7/13/26	5263	ON-HOLD CONCEPTS	125.00	DIGITAL SIGNAGE PROGRAM SERVICE VOICE & VOICE MAIL MESSAGES
	3290		7/13/26	5422	IRBY	2,700.00	HDPE PIPE

VOID	ACH SEQ	SEQ BRK	DATE	VENDOR	NAME	AMOUNT	DESCRIPTION
	3291		7/13/26	5465	SKYMIRA LLC	286.00	UNLIMITED SATELITE PTT SERVICE
	3292		7/13/26	5471	DAUPLER INC	32,355.65	RESPONSE MANAGEMENT MODULE 2026
	3293		7/13/26	5476	WILLIAMS YARDSCAPES LLC	550.00	GENERAL MAINT. OF PLANT
	3294		7/13/26	5530	HUNT ELECTRIC, INC	185,163.55	PROGRESS DRAW #13- JUNE
	3295		7/13/26	5621	11:11 SYSTEMS INC	8,530.40	SECURE CLOUD BACKUP, ENCRYPTED S
	3296		7/13/26	5623	RUST MORRIS DALE	565.25	500 DIRECTOR FEE, 65.25 MILEAGE
	3297		7/13/26	5754	LAUB RANDY	565.25	500 DIRECTOR FEE, 65.25 MILEAGE
	3298		7/20/26	1175	HUGHES OIL COMPANY	2,198.00	BULK GAS/DIESEL OVERTON
	3299		7/20/26	1435	KNIGHT & LEAVITT ASSOC INC	4,165.43	CULTURLA BLM MONITORING
	3300		7/20/26	2709	MERIDIAN COOPERATIVE, INC	44,998.93	SFTW SUPPORT, PSTG, BILLING, ANN
	3301		7/20/26	3122	UNITED PARCEL SERVICE	210.84	SHIPPING FEES
	3302		7/20/26	4291	RESERVE ACCOUNT	300.00	RESERVE ACCOUNT POSTAGE
	3303		7/20/26	4888	WESTERN UNITED ELECTRIC SUPP	10,431.49	HV 600 AMP PROTECTIVE CAPS TANK GROUND CONNECTOR ARM COVER 1" SCH 40 PIPE VISE TOP COVER 500 MCM HV TERM CUSH CLAMPS 1-1/8
	3304		7/20/26	4964	ANIXTER INC	17,584.18	ELBOW PVC 4" 90D 36" RADIUS 600 AMP ELBOWS
	3305		7/20/26	4971	FUTURA SYSTEMS INC.	4,213.85	MONTHLY CHGS, FLEX, FIELD PRO, G
	3306		7/20/26	5012	TINKS SUPERIOR AUTO PARTS	1,172.34	BCI 27F BATTERY, PREMIUM BLUE DELO 15W40 GALLON, NAPA 5W20 OIL TIRE PRESSURE MONTR SYSTEM TRLR CONNECTOR CABLE/CORD, GROTE
	3307		7/20/26	5042	AMAZON CAPITAL SERVICES	5,780.59	MILWAUKEE ELECTERIC - EXACT 600 CREDIT - MONITOR RETURN CREDIT - RETURN ELECTROLYTE REPLENISHING MIX DELL LAPTOP, FIBER OPTIC CABLE CREDIT - RETURN FR CLOTHING LEATHER GLOVES FR CLOTHING MILWAUKEE BATTERY PACK

VOID	ACH SEQ	SEQ BRK	DATE	VENDOR	NAME	AMOUNT	DESCRIPTION
							SAFETY VEST, 18V BATTERY REPLACE ZIP TIES, RAIN-X PLASTIC TREATME EMPLOYEE CLOTHING HALOGEN SPOTLIGHT STREAMLIGHT SPOT LITEBOX PERMANANT MARKERS, ALLEN SOCKETS AGRO SCIENCES HERBICIDE 32 OZ 706 PC CONNECTOR KIT CREDIT - LEATHER GLOVES CREDIT - RETURN CREDIT - RETURN GALVANIZED CONCRETE SCREW ANCHOR PAPER, LABELS, HAND SOAP, KEURIG PAPER, BINDERS, DIVIDERS, MARKER
		3308	7/20/26	5203	LADWP -DEPT OF WATER & POWER	9,336.60	MOAPA SOLAR
		3309	7/20/26	5641	GMES LLC	99.75	ONE MAN BUCKET COVER
		3310	7/20/26	5835	WESTERN ELEC. ALLIANCE LLC	1,983.00	4/0 19 STR BARE COPPER, CONDUIT
		3311	7/20/26	5864	HDR ENGINEERING INC	11,558.09	AC INTERFERENCE STUDY
		3312	7/23/26	1175	HUGHES OIL COMPANY	2,587.40	BULK GAS/DIESEL MESQUITE
		3313	7/23/26	3257	VERIZON WIRELESS	1,252.49	VERIZON CELL PHONES
		3314	7/23/26	4595	SALT LAKE COMMUNITY COLLEGE	4,400.00	APPRENTICE TRAINING
		3315	7/23/26	4608	SAVANIC TRANSPORT	16,000.00	HAUL DIRT ,GRADE ROADS
		3316	7/23/26	4888	WESTERN UNITED ELECTRIC SUPP	765.42	HORZ POST COVER
		3317	7/23/26	5734	NEVADA CENTRAL MEDIA LLC	1,331.46	ADVERTISING
		3318	7/23/26	5805	BUCKEYE MATS	3,240.00	LAY OVER GAS LINES FOR EQUIP
		3319	7/23/26	5835	WESTERN ELEC. ALLIANCE LLC	3,837.50	2" SCH40 45 DEGREE ELBOW, 90 DEG
		3320	7/29/26	975	ESCI	2,575.00	SAFETY & TRAINING SERVICES
		3321	7/29/26	3257	VERIZON WIRELESS	78.04	MACHINE TO MACHINE
		3322	7/29/26	3717	COMPUNET, INC.	6,240.00	MCROSOFT 365 APP FOR BUSINESS,
		3323	7/29/26	3957	ELECTRICAL CONSULTANTS, INC.	17,413.30	WECC COMPLIANCE CAP BANK VALIDATION STUDY 20MW LOAD FEASIBILITY STUDY SPILL PREVENTION CONTROL / COUNT
		3324	7/29/26	4077	LJ MCCORMICK ENT. INC	400.00	MOVE FORK LIFT - JOB 240257

VOID	ACH SEQ	SEQ BRK	DATE	VENDOR	NAME	AMOUNT	DESCRIPTION
	3325		7/29/26	5012	TINKS SUPERIOR AUTO PARTS	109.10	TIRE PRESSURE MONITOR, ANIT-FREE SYNTHETIC 0W20 OIL, AIR FILTER
	3326		7/29/26	5659	APPROVED MEMORY CORP OPTICS	1,536.58	NETWORK SWITCH SFP'S
			TOTAL ACH	77	TOTAL AMOUNT	759,433.87	
			GRAND TOTAL	153	GRAND TOTAL AMOUNT	4,648,110.09	



BOARD OF TRUSTEE'S MEETING

August 19, 2026

AGENDA ITEM – I

SUBJECT:
Review and Possible Approval of OPD-A-05.201 Organization of OPD5 Policy
PETITIONER:
Staff
RECOMMENDATIONS:
Approval

FISCAL IMPACT:

None

BACKGROUND:

This policy was last approved in 2013. As part of staff's ongoing efforts to collaborate with the Board of Trustees on policy modernization, this document is now up for review. The current revisions are strictly limited to header formatting updates and minor grammatical corrections, with no changes made to the policy's operational substance.

Staff recommends approval of the policy as presented.

RECOMMENDATION:

To approve revisions to the OPD-A-05.201 Organization of OPD5 Policy as presented.



P.O. Box 395 ♦ 615 N. Moapa Valley Blvd. ♦ Overton, NV 89040

Regulation No. OPD-A-05.200

Date Approved: August 21, 2013

Approved By: _____

**OVERTON POWER DISTRICT No. 5
ADMINISTRATIVE REGULATION**

ORGANIZATION OF THE DISTRICT

A. GENERAL

It shall be the responsibility of the General Manager to develop, prepare and recommend to the Board of Trustees, (Board) an organizational structure which will insure the orderly and efficient operation of the District.

B. ORGANIZATIONAL STRUCTURE

The General Manager shall develop a chart of organization showing the positions, lines of authority and responsibilities associated therewith. The Chart shall be presented to the Board for review and approval. Such approval shall constitute the General Manager's authority to employ the personnel needed to fill the positions reflected therein; provided, however, that such employment is consistent with other District policies.

The organizational chart shall be presented to the Board for review annually or as the need for change arises.

C. CHART OF ORGANIZATION

The chart of organization is set forth on the following page.



P.O. Box 395 ♦ 615 N. Meapa Valley Blvd. ♦ Overton, NV 89040

Regulation No. ~~OPD A-05.200~~

Date Approved: August 21, 2013

Approved By: _____

OVERTON POWER DISTRICT OPD No. 5
ADMINISTRATIVE REGULATION



Regulation No. OPD-A-05.201

Date First Approved: July 13, 1983

Revision No.: 3

Date Last Revised: August 21, 2013

Date Approved: August 19, 2026

Approved By: _____

Mike Young, Board Secretary

OVERTON POWER DISTRICT No. 5
ADMINISTRATIVE REGULATION

ORGANIZATION OF THE DISTRICT OPD5

A. GENERAL

It shall be the responsibility of the ~~General Manager~~ General Manager / CEO to develop, prepare and recommend to the Board of Trustees, (Board) an organizational structure which will insure the orderly and efficient operation of ~~the District~~ OPD5.

B. ORGANIZATIONAL STRUCTURE

The ~~General Manager~~ General Manager / CEO shall develop a chart of organization showing the positions, lines of authority and responsibilities associated therewith. The Chart shall be presented to the Board for review and approval. Such approval shall constitute the General Manager's / CEO's authority to employ the personnel needed to fill the positions reflected therein; provided, however, that such employment is consistent with other ~~District~~ OPD5 policies.

The organizational chart shall be presented to the Board for review annually or as the need for change arises.

C. CHART OF ORGANIZATION

The chart of organization is set forth on the following page.



Regulation No. OPD-A-05.201

Date First Approved: July 13, 1983

Revision No.: 3

Date Last Revised: August 21, 2013

Date Approved: August 19, 2026

Approved By: _____
Mike Young, Board Secretary

OVERTON POWER DISTRICT No. 5
ADMINISTRATIVE REGULATION

ORGANIZATION OF OPD5

A. GENERAL

It shall be the responsibility of the General Manager / CEO to develop, prepare and recommend to the Board of Trustees, (Board) an organizational structure which will insure the orderly and efficient operation of OPD5.

B. ORGANIZATIONAL STRUCTURE

The General Manager / CEO shall develop a chart of organization showing the positions, lines of authority and responsibilities associated therewith. The Chart shall be presented to the Board for review and approval. Such approval shall constitute the General Manager / CEO's authority to employ the personnel needed to fill the positions reflected therein; provided, however, that such employment is consistent with other OPD5 policies.

The organizational chart shall be presented to the Board for review annually or as the need for change arises.

C. CHART OF ORGANIZATION

The chart of organization is set forth on the following page.



BOARD OF TRUSTEE'S MEETING
AUGUST 19, 2026
AGENDA ITEM - J

SUBJECT: Review and Possible Approval of Revisions to the OPD5 Organizational Chart
PETITIONER: Staff
RECOMMENDATIONS: Approval

FISCAL IMPACT:
None

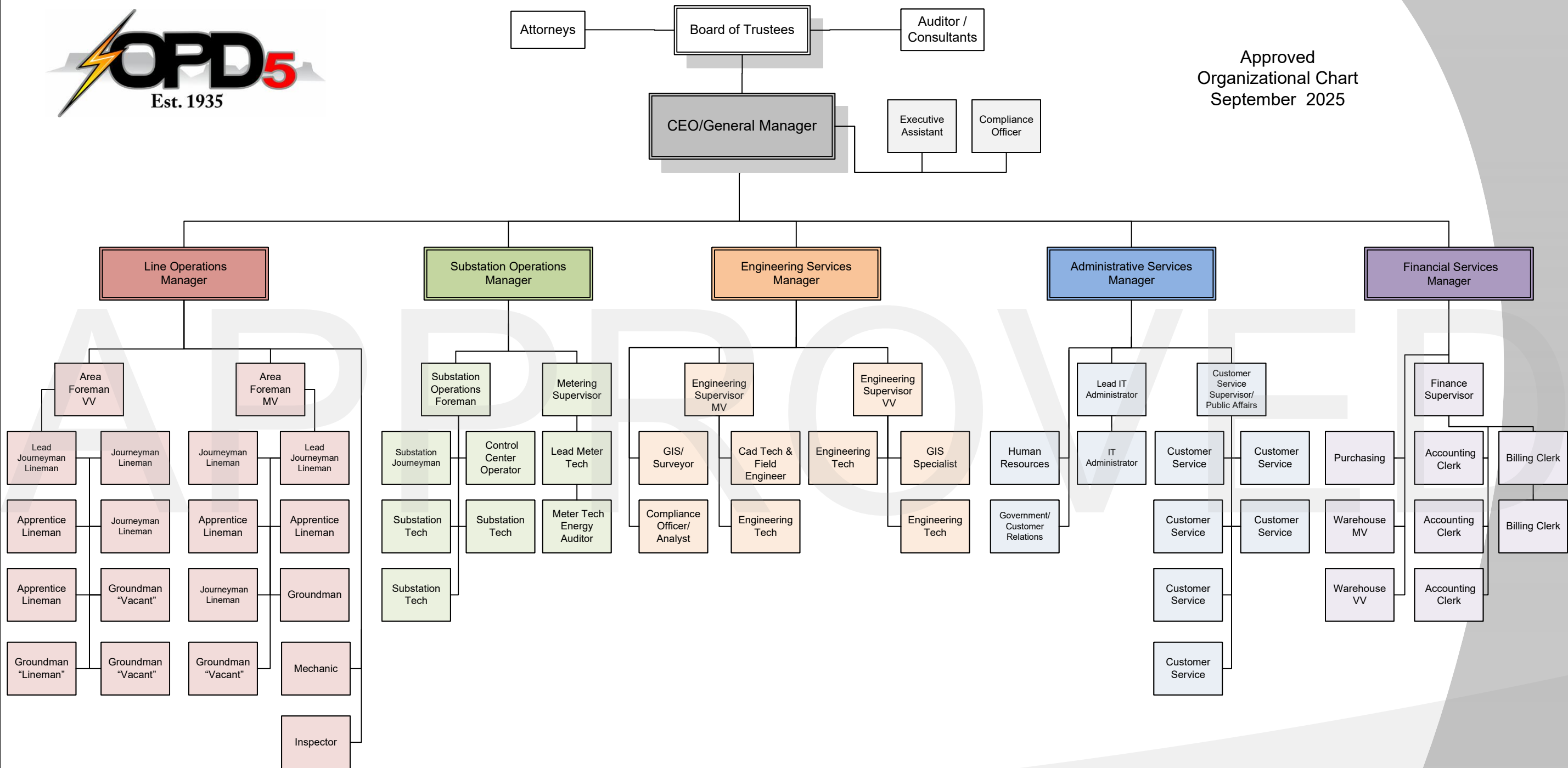
BACKGROUND:
At least once a year staff presents the OPD5 organizational chart for review by the Board of Trustees. This presentation gives staff an opportunity to discuss current and future staffing changes as well as future hiring needs with the Board. Feedback from this discussion gives staff guidance for future budgeting and payroll estimates.

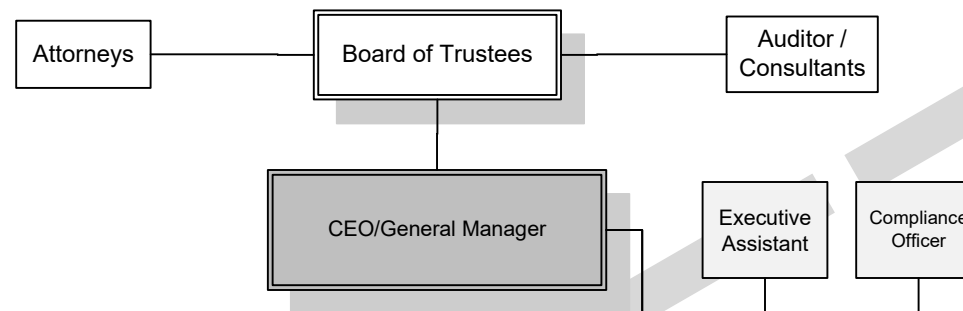
Staff is seeking approval for these changes.

PROPOSED MOTION:
To approve revisions to the Organizational Chart with Associated Adjustments as presented.

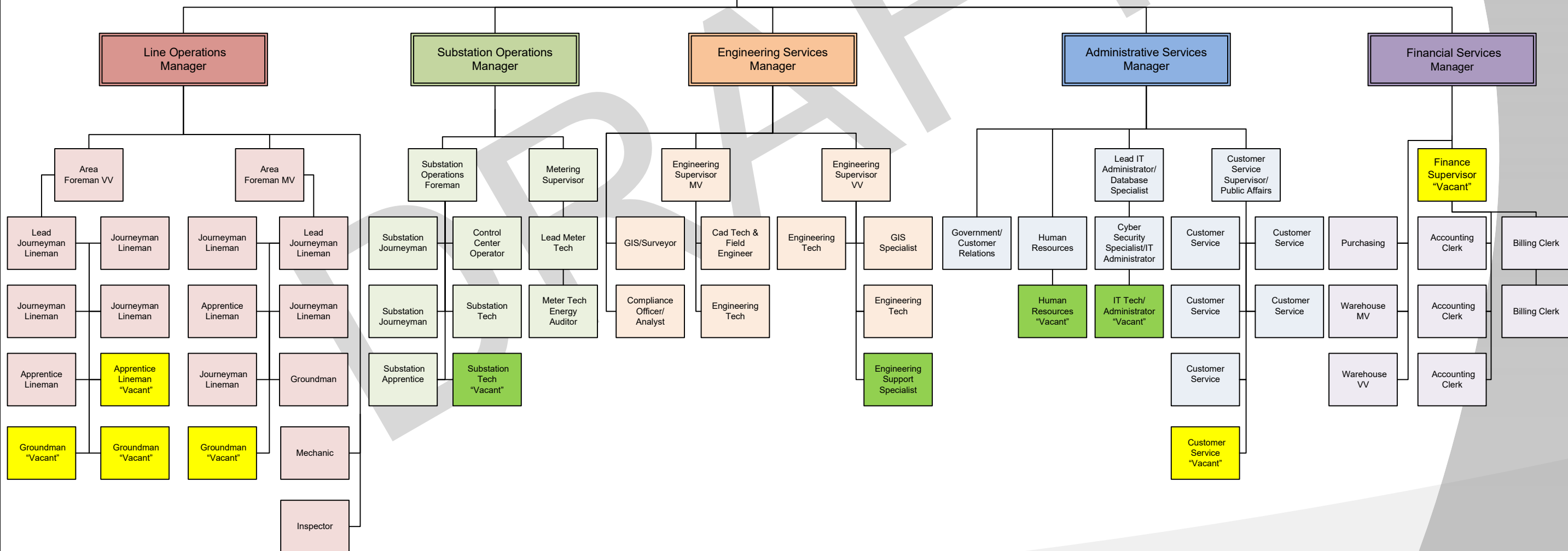


Approved
Organizational Chart
September 2025





Pending Approval	Approved Vacant
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BOARD OF TRUSTEE'S MEETING
AUGUST 19, 2026
AGENDA ITEM – K

SUBJECT:
Review and Possible Approval of OPD-S-05.203 Security Deposit Policy
PETITIONER:
Staff
RECOMMENDATIONS:
Approval

FISCAL IMPACT:
None

BACKGROUND:

The proposed policy change is intended to protect the financial interests of both parties when individuals associated with a joint account separate and a deposit refund is due.

Under the current practice, a deposit may be transferred and applied to the future account of one party. This practice may unintentionally favor one party by transferring jointly associated funds to an account solely benefiting that individual.

The revised policy will require that, when parties separate and a deposit is eligible for refund, the deposit be refunded to both parties rather than transferred to the future account of either individual. This change establishes a more equitable and consistent process by ensuring that the utility does not determine or presume ownership of the deposit between the separating parties.

The proposed revision is intended to protect the interests of all parties, reduce the potential for disputes, and provide a clear and impartial process for handling deposit refunds in these circumstances.

Staff recommends approval of the policy as presented.

RECOMMENDATION:

To approve revisions to the OPD-S-05.203 Security Deposit Policy as presented.



Regulation No. OPD-S-5.202

Date First Approved: January 17, 1984

Revision No.: 5

Date Last Revised: November 15, 2017

Date Approved: November 16, 2022

Approved By: _____
Mike Young, Secretary

**OVERTON POWER DISTRICT No. 5
OPERATING REGULATION**

SECURITY DEPOSITS

A. OBJECTIVE

The objective of a security deposit is to ensure payment of bills for service, thereby protecting the District from unnecessary expenses in collecting delinquent and/or discontinued accounts.

B. SECURITY DEPOSIT

1. Residential:

A. Property Owners

Property owners will not be required to pay a security deposit unless, in the opinion of the District, the applicant's credit history warrants it.

In accordance with Regulation No. OPD-S-7.100, a security deposit equal to two times the average monthly bill may be required if a property owner has been disconnected for delinquent payment.

B. Renters, Lessees:

Renters/Lessees will be required to pay a refundable security deposit of \$250 minimum. The District may waive the security deposit if the renter/lessee has excellent credit history within the District for a minimum of 48 months.

In accordance with Regulation No. OPD-S-7.100, a security deposit equal to two times the average monthly bill may be required if a renter/lessee has been disconnected for delinquent payment. In the case of a poor credit rating, an additional amount of security deposit may be required.

2. General Service (Business):

A general service renter/lessee is required to provide a security deposit of \$250 minimum.

In accordance with Regulation No. OPD-S-7.100, a security deposit equal to two times the average monthly bill may be required if a lessee has been disconnected for delinquent payment.

C. **REFUNDS AND DEPOSITS**

Security deposits will be applied to the final bill on an inactive account and any remaining balance shall be refunded to the customer.

The security deposit will be applied to the active account without interest if the customer has paid all bills for services in a timely manner for a consecutive of 48 months.

D. **TRANSFER OF DEPOSITS**

A security deposit may be transferred from one account to another account, only if the original account is paid in full.

E. **INTEREST ON DEPOSITS**

The District will not pay interest on security deposits.

F. **UNPAID ACCOUNTS**

If a customer's service has been discontinued for any reason and said customer has left the District service area, the security deposit will be applied to any unpaid balance of said customer's account before any refund.

The District reserves the right to take any or all acceptable measures to recover unpaid accounts including but not limited to property liens, denial of service for the renter or lessee at a new location until the unpaid account balance has been paid in full, or referral of the renter or lessee to a collection agency.

G. **RESTORATION OF POWER**

A property owner or property manager of a location that has been disconnected for an unpaid account may have power restored to the location by paying the unpaid account balance. The property owner or property manager shall have thirty days to make payment or may establish a payment plan with the District.

The District shall return funds, less fees and recovery costs, recovered from a renter or lessee to the person, persons, or entity that made payment to restore power to a location.

A new renter or lessee is subject to this security deposit policy regardless of the fact that a property owner or property manager may have paid to restore power to a location.



Regulation No. OPD-S-5.2023

Date First Approved: January 17, 1984

Revision No.: 5_6

Date Last Revised: ~~November 15, 2017~~ November 16, 2022

Date Approved: ~~November 16, 2022~~ August 19, 2026

Approved By: _____
Mike Young, Secretary

**OVERTON POWER DISTRICT No. 5
OPERATING REGULATION**

SECURITY DEPOSITS

A. OBJECTIVE

The objective of a security deposit is to ensure payment of bills for service, thereby protecting ~~the District~~ OPD5 ~~OPD5~~ from unnecessary expenses in collecting delinquent and/or discontinued accounts.

B. SECURITY DEPOSIT

1. Residential:

A. Property Owners

Property owners will not be required to pay a security deposit unless, in the opinion of ~~the District~~ OPD5, the applicant's credit history warrants it.

In accordance with Regulation No. OPD-S-7.100, a security deposit equal to two times the average monthly bill may be required if a property owner has been disconnected for delinquent payment.

B. Renters, Lessees:

Renters/Lessees will be required to pay a refundable security deposit of \$250 minimum. ~~The District~~ OPD5 may waive the security deposit if the renter/lessee has excellent credit history within ~~the District~~ OPD5 for a minimum of 48 months.

In accordance with Regulation No. OPD-S-7.100, a security deposit equal to two times the average monthly bill may be required if a renter/lessee has been disconnected for delinquent payment. In the case of a poor credit rating, an additional amount of security deposit may be required.

2. General Service (Business):

A general service renter/lessee is required to provide a security deposit of \$250 minimum.

In accordance with Regulation No. OPD-S-7.100, a security deposit equal to two times the average monthly bill may be required if a lessee has been disconnected for delinquent payment.

C. **REFUNDS AND DEPOSITS**

Security deposits will be applied to the final bill on an inactive account, and any remaining balance shall be refunded to the customer.

The security deposit will be applied to the active account without interest if the customer has paid all bills for services in a timely manner for a consecutive of 48 months.

D. **TRANSFER OF DEPOSITS**

~~A security deposit may be transferred from one account to another account, only if the original account is paid in full.~~

A security deposit may be transferred between accounts provided there is no change to the primary or secondary account holder. If a change to either account holder occurs, any remaining credit balance will be refunded, and a new security deposit shall be required if new service is being established.

E. **INTEREST ON DEPOSITS**

~~The District~~ OPD5 will not pay interest on security deposits.

F. **UNPAID ACCOUNTS**

If a customer's service has been discontinued for any reason and said customer has left ~~the District~~ OPD5 service area, the security deposit will be applied to any unpaid balance of said customer's account before any refund.

~~The District~~ OPD5 reserves the right to take any or all acceptable measures to recover unpaid accounts including but not limited to property liens, denial of service for the renter or lessee at a new location until the unpaid account balance has been paid in full, or referral of the renter or lessee to a collection agency.

G. **RESTORATION OF POWER**

A property owner or property manager of a location that has been disconnected for an unpaid account may have power restored to the location by paying the unpaid account balance. The property owner or property manager shall have thirty days to make payment or may establish a payment plan with ~~the District~~ OPD5.

~~The District~~ OPD5 shall return funds, less fees and recovery costs, recovered from a renter or lessee to the person, persons, or entity that made payment to restore power to a location.

A new renter or lessee is subject to this security deposit policy regardless of the fact that a property owner or property manager may have paid to restore power to a location.



Regulation No. OPD-S-5.203

Date First Approved: January 17, 1984

Revision No.: 6

Date Last Revised: November 16, 2022

Date Approved: August 19, 2026

Approved By: _____
Mike Young, Secretary

**OVERTON POWER DISTRICT No. 5
OPERATING REGULATION**

SECURITY DEPOSITS

A. OBJECTIVE

The objective of a security deposit is to ensure payment of bills for service, thereby protecting OPD5 from unnecessary expenses in collecting delinquent and/or discontinued accounts.

B. SECURITY DEPOSIT

1. Residential:

A. Property Owners

Property owners will not be required to pay a security deposit unless, in the opinion of OPD5, the applicant's credit history warrants it.

In accordance with Regulation No. OPD-S-7.100, a security deposit equal to two times the average monthly bill may be required if a property owner has been disconnected for delinquent payment.

B. Renters, Lessees:

Renters/Lessees will be required to pay a refundable security deposit of \$250 minimum. OPD5 may waive the security deposit if the renter/lessee has excellent credit history within OPD5 for a minimum of 48 months.

In accordance with Regulation No. OPD-S-7.100, a security deposit equal to two times the average monthly bill may be required if a renter/lessee has been disconnected for delinquent payment. In the case of a poor credit rating, an additional amount of security deposit may be required.

2. General Service (Business):

A general service renter/lessee is required to provide a security deposit of \$250 minimum.

In accordance with Regulation No. OPD-S-7.100, a security deposit equal to two times the average monthly bill may be required if a lessee has been disconnected for delinquent payment.

C. **REFUNDS AND DEPOSITS**

Security deposits will be applied to the final bill on an inactive account, and any remaining balance shall be refunded to the customer.

The security deposit will be applied to the active account without interest if the customer has paid all bills for services in a timely manner for a consecutive of 48 months.

D. **TRANSFER OF DEPOSITS**

~~A security deposit may be transferred from one account to another account, only if the original account is paid in full.~~

A security deposit may be transferred between accounts provided there is no change to the primary or secondary account holder. If a change to either account holder occurs, any remaining credit balance will be refunded, and a new security deposit shall be required if new service is being established.

E. **INTEREST ON DEPOSITS**

OPD5 will not pay interest on security deposits.

F. **UNPAID ACCOUNTS**

If a customer's service has been discontinued for any reason and said customer has left OPD5 service area, the security deposit will be applied to any unpaid balance of said customer's account before any refund.

OPD5 reserves the right to take any or all acceptable measures to recover unpaid accounts including but not limited to property liens, denial of service for the renter or lessee at a new location until the unpaid account balance has been paid in full, or referral of the renter or lessee to a collection agency.

G. **RESTORATION OF POWER**

A property owner or property manager of a location that has been disconnected for an unpaid account may have power restored to the location by paying the unpaid account balance. The property owner or property manager shall have thirty days to make payment or may establish a payment plan with OPD5.

OPD5 shall return funds, less fees and recovery costs, recovered from a renter or lessee to the person, persons, or entity that made payment to restore power to a location.

A new renter or lessee is subject to this security deposit policy regardless of the fact that a property owner or property manager may have paid to restore power to a location.



Wage & Benefits
August 2026

At the beginning of 2025, the OPD5 Wage and Benefits Committee initiated a comprehensive review of the OPD5's current employment benefits. The evaluation was guided by three core objectives: boosting employee morale, increasing long-term retention, and ensuring our compensation package remains competitive with neighboring utilities. As the committee met, discussed and researched, we concluded that overall our wage and benefits package was very favorable.

To ensure the committee's efforts aligned with actual workforce needs, a couple of anonymous, company-wide surveys were conducted to identify which benefits employees value most and where they desired improvements. The surveys revealed that employees were overall satisfied and grateful with our current wage and benefit package. However, the feedback received from the surveys addresses some deficiencies that our employees expressed. The feedback received revealed that as employees were overall satisfied, there was a large number of employees that expressed a desire for a longevity/retention program and additional paid holidays. These suggested additions to our wage and benefit package emerged as the two highest priorities by a wide margin.

Following this feedback, the committee benchmarked our offerings against neighboring utilities. The data revealed that our organization has fallen behind regional entities, specifically regarding the total number of paid holidays and the absence of a structured longevity policy. This summary establishes the groundwork for the committee's subsequent recommendations to bridge these gaps.



Wages & Benefits Committee

Ensuring fair compensation and valuable benefits for our workforce

Holiday Action Item



**Overton Power District #5
BOARD OF TRUSTEE'S
AUGUST 19, 2026
AGENDA ITEM -**

SUBJECT: Review and Possible Approval of Amendments to Personnel Regulation OPD-P-06.201 – Holiday Policy
PETITIONER: Staff / Wage and Benefits Committee
RECOMMENDATIONS: Approval

FISCAL IMPACT:
\$0

BACKGROUND:
During its comprehensive review of the District's wage and benefits package, the Wage and Benefits Committee evaluated employee feedback and compared OPD5's benefits to those offered by neighboring utilities. Employee surveys identified that the addition of paid holidays would enhance employee satisfaction, better support employee recruitment and support retention. Staff is recommending amendments to Personnel Regulation OPD-P-06.201 to:

- Add Christmas Eve (December 24) as a paid holiday.
- Establish one annual Floating Holiday for eligible employees.

STAFF RECOMENDATION:
Staff recommends the Board approve the proposed amendments to Personnel Regulation OPD-P-06.201 (Holiday Policy) as presented.



P.O. Box 395 ♦ 615 N. Moapa Valley Blvd. ♦ Overton, NV 89040

Regulation No. OPD-P-06.201

Date First Approved: April 13, 1989

Revision No.: 3

Date Last Revised: June 17, 2009

Date Approved: June 21, 2023

Approved By: _____

Mike Young, Board Secretary

OVERTON POWER DISTRICT No. 5
PERSONNEL REGULATION

HOLIDAYS

A. PURPOSE

The purpose of this regulation is to establish a basis of understanding with Overton Power District No. 5's (OPD5) employees, in regards to the observance of holidays by OPD5.

B. HOLIDAYS

Regular, full-time employees of the District shall be entitled to the following holidays off with pay:

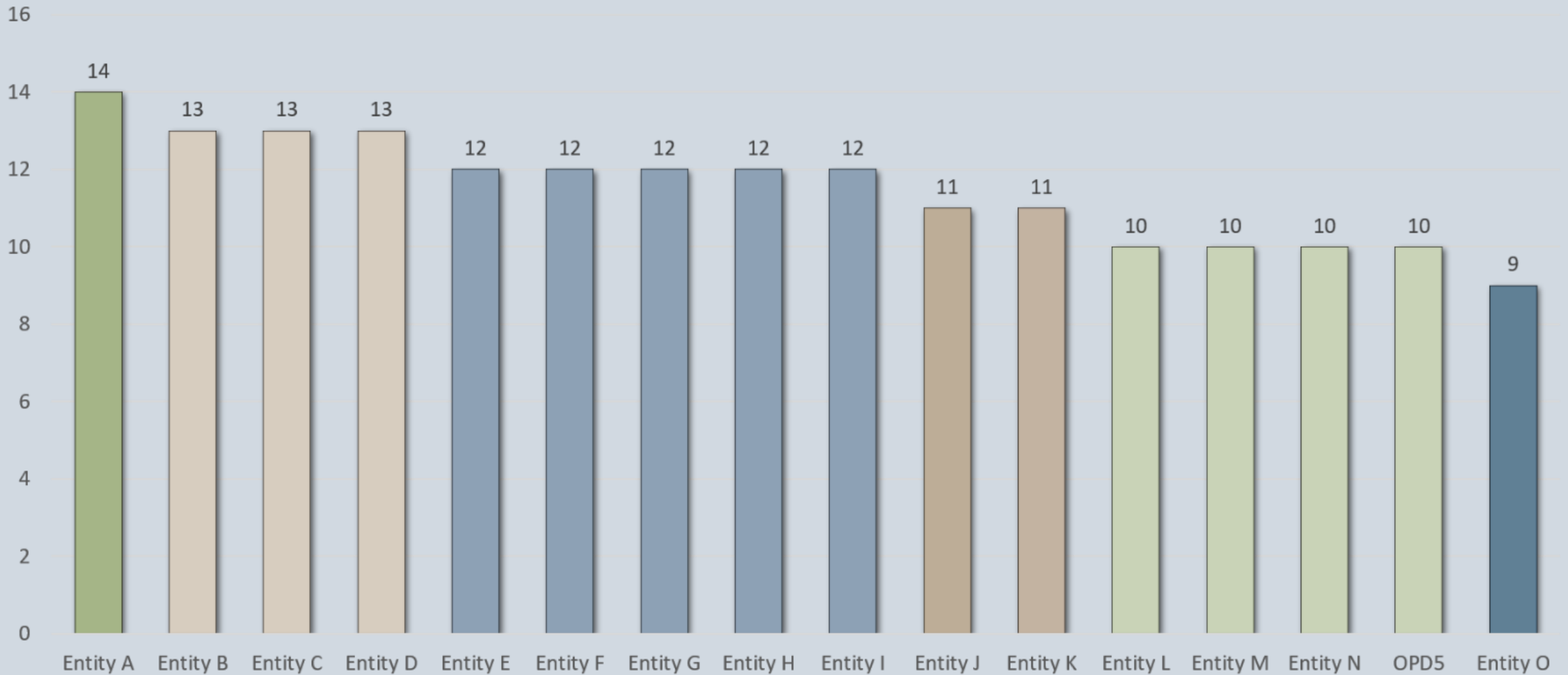
New Year's Day.....	January 1 st
President's Day.....	3 rd Monday in February
Memorial Day.....	Last Monday in May
Independence Day.....	July 4 th
Labor Day.....	1 st Monday in September
Nevada Day.....	Last Friday in October
Veteran's Day.....	November 11 th
Thanksgiving	4 th Thursday in November & the day after Thanksgiving
Christmas Eve	December 24 th
Christmas Day.....	December 25 th
Floating Holiday	1 per year

When any of these holidays falls on Saturday, the Friday preceding shall be observed as the Holiday, and when the holiday falls on Sunday, the Monday following shall be observed as the holiday.

Employees who are required to work on any of these holidays shall be paid at the rate of time-and-one-half for time worked on such a day in addition to the regular day's pay for the holiday.

Holiday Policy

Holiday Comparison



Holiday Comparison Key:

Entity A: 14 Days: Washington City

Entity B-D: 13 Days: City of Mesquite, Clark County NV, Clark County Water Reclamation

Entity E-I: 12 Days: Virgin Valley Water, Valley Electric, Wells, Lincoln County Power, Idaho Power

Entity J-K: 11 Days: NV Energy, Moapa Valley Water District

Entity L- OPD5: 10 Days: Garkane, Dixie Power, Mt. Wheeler, OPD5

Entity O: 9 Days: Moapa Valley Telephone

HOLIDAYS		
Days	Utility Company	Scheduled Holiday's
14	Washington City	New Years, MLK, Presidents, Memorial, Juneteenth, Independence, Pioneer, Labor, Columbus, Veterans, Thanksgiving, Day after Thanksgiving, Christmas Eve, Christmas
13	City of Mesquite General Sales Drivere, Delivery Drivers and Helpers & Representing the Public Sector Teamsters Local Union No. 14	New Years, MLK, President's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Nevada Day, Veterans, Thanksgiving, Family Day (Day after Thanksgiving) Christmas Eve, Christmas Day
13	Clark County Nevada	New Years, MLK, Preisdents, Memorial, Juneteenth, Independence, Labor, Nevada, Veterans, Thanksgiving, Family Day, Christmas
13	Clark County Water Reclamation - Service Employees	New Years, MLK, Washington's Birthday, Memorial, Juneteenth, Independence, Labor, Nevada, Veterans, Thanksgiving, Day after Thanksgiving, Christmas, Birthday
12	Virgin Valley Water	All Federal and NV day, no columbus day
12	Valley Electric	9 Observed holidays and 3 floating
12	Wells	New Years, MLK, Presidents, Memorial, Independence, Labor, Columbus, Veterans, Thanksgiving, Day after Thanksgiving, Christmas, plus 1 Floater
12	Lincoln County Power	New Years Day, Martin Luther King Holiday, President's Day, Memorial Day, Juneteenth, Independence, Labor Day, Nevada Day, Veteran's Day, Thanksgiving Day, Family Day, Christmas Day
12	Idaho Power	8 Observed Holidays and 4 Floating
11	NV Energy	New Years, MLK, President's Day, Memorial Day, Independence Day, Labor Day, Veterans, Thanksgiving, Family Day (Day after Thanksgiving) Christmas Eve, Christmas Day
11	Moapa Valley Water District	10 Observed and 1 Floating
10	Garkane	10 Observed holidays
10	Dixie Power	9 Observed holidays and 1 Floating
10	Mt. Wheeler	8 holidays, 2 Floating
10	OPD5	New Years Day, President's Day, Memorial Day, Independence Day, Labor Day, Nevada Day, Veteran's Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day
9	Moapa Valley Telephone	New Years, Presidents, Memorial, Independence, Labor, Veterans, Thanksgiving, Day after Thanksgiving, Christmas

Retention Pay Action Item



**Overton Power District #5
BOARD OF TRUSTEE'S
AUGUST 19, 2026
AGENDA ITEM -**

SUBJECT: Review and Possible Approval of the Retention Pay Policy
PETITIONER: Staff/Wage and Benefits Committee
RECOMMENDATIONS: Approval

FISCAL IMPACT:
≈ \$97,707 in 2027.

BACKGROUND:
As part of the Wage and Benefits Committee's review of employee compensation and benefits, employees identified a formal longevity or retention incentive as a desired addition to the District's benefits package. Benchmarking also showed that OPD5 currently lacks a structured retention program that is common among comparable employers.

The proposed Retention Pay Policy is intended to recognize employee loyalty, reward long-term service, and improve retention of experienced employees. Under the proposed policy, eligible full-time employees who complete five consecutive years of service will receive an annual retention payment equal to \$100 for each completed year of service. Payments begin at \$500 after five years and increase by \$100 for each additional completed year of service.

STAFF RECOMENDATION:
Staff recommends the Board approve the proposed Retention Pay Policy as presented, effective for year 2027 upon Board approval.



P.O. Box 395 ♦ 615 N. Moapa Valley Blvd. ♦ Overton, NV 89040

Regulation No. OPD-P-_____

Date First Approved:
Date Approved:

Approved By: _____
Mike Young, Board Secretary

**OVERTON POWER DISTRICT No. 5
PERSONNEL REGULATION**

RETENTION PAY POLICY

1. PURPOSE

The purpose of this regulation is to establish the guidelines for the administration of the Retention Pay Program for eligible full-time employees of Overton Power District No. 5 (OPD5).

2. ELIGIBILITY

Full-time employees who complete **five (5) consecutive years of continuous service** with OPD5 are eligible to receive an annual retention payment.

The retention payment shall equal **\$100 for each completed year of continuous service**. The first payment will be made upon completion of five consecutive years of service and will total **\$500**. Thereafter, the payment will increase by **\$100** for each additional completed year of continuous service.

Retention payments will be made annually following the employee's service anniversary.

Retention Pay Policy

RETENTION PAY SCHEDULE

Completed Years of Service Annual Retention Payment

5	\$500
6	\$600
7	\$700
8	\$800
9	\$900
10	\$1,000
11	\$1,100
12	\$1,200
13	\$1,300
14	\$1,400
15	\$1,500
16	\$1,600
17	\$1,700
18	\$1,800
19	\$1,900
20	\$2,000
21	\$2,100
22	\$2,200
23	\$2,300
24	\$2,400
25	\$2,500
26	\$2,600
27	\$2,700
28	\$2,800
29	\$2,900
30	\$3,000
31	\$3,100
32	\$3,200
33	\$3,300
34	\$3,400
35	\$3,500
36	\$3,600
37	\$3,700
38	\$3,800
39	\$3,900
40	\$4,000

3. TERMINATION OF EMPLOYMENT

Employees who separate from employment with OPD5 before completing a full year of service following their most recent retention payment are not eligible to receive a prorated retention payment.

In the event of the death of an active employee who has earned, but not yet received, a retention payment, the payment shall be made to the employee's designated beneficiary or, if no beneficiary has been designated, in accordance with applicable law.

DRAFT



Employees with five (5) or more years of continuous service with OPD5 will receive an annual retention payment of \$100 for each completed year of service. Eligibility begins upon completion of five (5) years of employment.

5 years-	\$500
6 years-	\$600
7 years-	\$700
8 years-	\$800
9 years-	\$900
10 years-	\$1,000
11 years-	\$1,100
12 years-	\$1,200
13 years-	\$1,300
14 years-	\$1,400
15 years-	\$1,500
16 years-	\$1,600
17 years-	\$1,700
18 years-	\$1,800
19 years-	\$1,900
20 years-	\$2,000
21 years-	\$2,100
22 years-	\$2,200
23 years-	\$2,300
24 years-	\$2,400
25 years-	\$2,500
26 years-	\$2,600
27 years-	\$2,700
28 years-	\$2,800
29 years-	\$2,900
30 years-	\$3,000

NEIGHBORING UTILITIES



6 Entities: Retention Pay Only

1 Entity: Retention and Gift/Safety Bonus

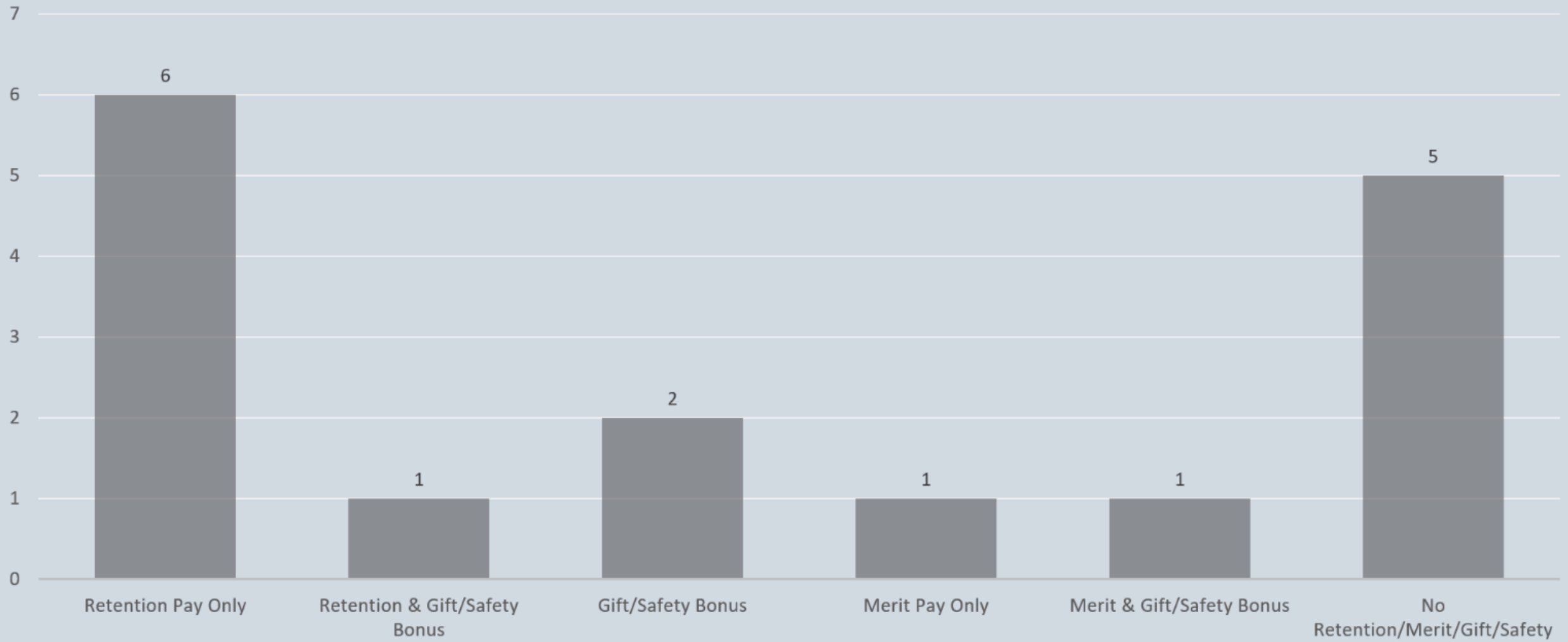
2 Entities: Gift/Safety Bonus Only

1 Entity: Merit Pay Only

1 Entity: Merit and Gift/Safety Bonus

5 Entities: No Retention/Merit Pay or Gift/Safety Bonus offered

Neighboring Utilities



Neighboring Utility Retention Pay Schedules

LONGEVITY			
UTILITY		LONGEVITY/MERIT PAY SCHEDULE	AVERAGE WAGES (EXCLUDING MANAGEMENT)
Valley Electric	Yes	5 Yr. Milestone (starts at 10 yr) 10-\$500, 15-\$750, 20-\$1,000, 25-\$1,500, 30-\$2,000, 35-\$2,500, 40-\$3,000	\$45.15 per hour
Lincoln County Power	Yes	\$200 Christmas, \$200 Birthday	
Mt. Wheeler	Yes	5 year Milestone (paid only on 5-year anniversaries 5, 10, 15, 20, 25, 30, 35): Year of service 1-20 \$100 per year. Years of service 21+ \$150 per year of service	
Moon Lake	Yes	5 Yr. Milestone - 5 yr.- \$75, 10 yr.-\$100, 15-\$125, 20-\$150, 25-\$175, 30-\$200 & Incentive gifts	
Garkane	Yes	5 Yr. Milestone - 5 yr.-\$500, 10-\$1,000, 15-\$1,500, etc. & Safety bonus - 0.5-1% of base yearly salary	
NV Energy	Yes	Milestone gift, Safety bonus 1-2% of yearly salary	
City of Mesquite	Yes	Annual - Tiered \$100, \$125, \$150 (example on next slide)	\$31.98 based off Wage Schedule
Virgin Valley Water	Yes	Annual - Tiered (example available on next slide)	\$34.56 per hr.
Moapa Valley Water District	Yes (Merit Pay)	Annually 10 yr-3%, 15 yr-6%, 20 yr-9%, 25 yr-12%, 30 yr-14%	\$39 field employees, \$36 all employees
Dixie Power	Yes (Merit Pay)	Incentive/Merit/Bonus up to 10%	
Wells	No		
Moapa Valley Telephone	No		
Clark County Nevada	No		
Washington City	No		
Clark County Water Reclamation - Service Employees	Yes	.57 of 1% x years of service x base pay (ex: $0.57 \times 0.01 \times 104,416 \times 12 = \$7,142.0544$)	\$48.81 per hr (Operations/Labor), \$56.67 per hr (Professional Pay Tables: Engineering, IT, Security, HR.)
OPD5	No		\$48.90 field employees, \$41.58 all employees

Virgin Valley Water District

Retention Scale			
Years	Base	Yearly Rate	Total
2	\$0	\$300	\$300
3	\$0	\$450	\$450
4	\$0	\$600	\$600
5	\$0	\$750	\$750
6	\$0	\$900	\$900
7	\$0	\$1,050	\$1,050
8	\$0	\$1,200	\$1,200
9	\$0	\$1,350	\$1,350
10	\$1,350	\$125	\$1,475
11	\$1,350	\$250	\$1,600
12	\$1,350	\$375	\$1,725
13	\$1,350	\$500	\$1,850
14	\$1,350	\$625	\$1,975
15	\$1,350	\$750	\$2,100
16	\$1,350	\$875	\$2,225
17	\$1,350	\$1,000	\$2,350
18	\$1,350	\$1,125	\$2,475
19	\$1,350	\$1,250	\$2,600
20	\$2,600	\$100	\$2,700
21	\$2,600	\$200	\$2,800
22	\$2,600	\$300	\$2,900
23	\$2,600	\$400	\$3,000
24	\$2,600	\$500	\$3,100
25	\$2,600	\$600	\$3,200
26	\$2,600	\$700	\$3,300
27	\$2,600	\$800	\$3,400
28	\$2,600	\$900	\$3,500
29	\$2,600	\$1,000	\$3,600
30	\$2,600	\$1,100	\$3,700
31	\$2,600	\$1,200	\$3,800
32	\$2,600	\$1,300	\$3,900
33	\$2,600	\$1,400	\$4,000
34	\$2,600	\$1,500	\$4,100
35	\$2,600	\$1,600	\$4,200
36	\$2,600	\$1,700	\$4,300
37	\$2,600	\$1,800	\$4,400
38	\$2,600	\$1,900	\$4,500
39	\$2,600	\$2,000	\$4,600
40	\$2,600	\$2,100	\$4,700

Rate	
Years 2-9	\$150
Years 10-19	\$125
Years 20+	\$100

City of Mesquite

Retention Scale	
Years	Total
1	\$100
2	\$200
3	\$300
4	\$400
5	\$500
6	\$600
7	\$700
8	\$800
9	\$900
10	\$1,250
11	\$1,375
12	\$1,500
13	\$1,625
14	\$1,750
15	\$1,875
16	\$2,000
17	\$2,125
18	\$2,250
19	\$2,375
20	\$3,000
21	\$3,150
22	\$3,300
23	\$3,450
24	\$3,600
25	\$3,750
26	\$3,900
27	\$4,050
28	\$4,200
29	\$4,350
30	\$4,500
31	\$4,650
32	\$4,800
33	\$4,950
34	\$5,100
35	\$5,250
36	\$5,400
37	\$5,550
38	\$5,700
39	\$5,850
40	\$6,000

Rate	
Years 1-9	\$100
Years 10-19	\$125
Years 20+	\$150

OPD5

Retention Scale	
Years	Total
1	\$100
2	\$200
3	\$300
4	\$400
5	\$500
6	\$600
7	\$700
8	\$800
9	\$900
10	\$1,000
11	\$1,100
12	\$1,200
13	\$1,300
14	\$1,400
15	\$1,500
16	\$1,600
17	\$1,700
18	\$1,800
19	\$1,900
20	\$2,000
21	\$2,100
22	\$2,200
23	\$2,300
24	\$2,400
25	\$2,500
26	\$2,600
27	\$2,700
28	\$2,800
29	\$2,900
30	\$3,000
31	\$3,100
32	\$3,200
33	\$3,300
34	\$3,400
35	\$3,500
36	\$3,600
37	\$3,700
38	\$3,800
39	\$3,900
40	\$4,000

Rate
\$100

5-year Impact including PERS

2027 Fiscal Impact	
January	\$18,242
February	\$13,129
March	\$9,536
April	\$9,398
May	\$8,292
June	\$3,040
July	\$2,902
August	\$4,837
September	\$20,177
October	\$8,154
November	\$0
December	\$0
Total	\$97,707

2028 Fiscal Impact	
January	\$19,348
February	\$14,649
March	\$11,471
April	\$10,089
May	\$8,983
June	\$3,870
July	\$3,040
August	\$5,390
September	\$18,242
October	\$8,568
November	\$0
December	\$0
Total	\$103,650

2029 Fiscal Impact	
January	\$18,242
February	\$16,308
March	\$12,991
April	\$10,780
May	\$9,674
June	\$4,146
July	\$3,179
August	\$5,943
September	\$19,072
October	\$10,365
November	\$0
December	\$691
Total	\$111,389

2030 Fiscal Impact	
January	\$19,486
February	\$17,413
March	\$13,958
April	\$11,471
May	\$11,056
June	\$4,422
July	\$3,317
August	\$7,186
September	\$15,617
October	\$11,056
November	\$691
December	\$829
Total	\$116,503

2031 Fiscal Impact	
January	\$20,730
February	\$19,210
March	\$14,926
April	\$12,162
May	\$8,568
June	\$4,699
July	\$3,455
August	\$7,877
September	\$16,308
October	\$11,747
November	\$829
December	\$967
Total	\$121,478



BOARD OF TRUSTEE'S MEETING
AUGUST 19, 2026
AGENDA ITEM - L

SUBJECT:
Review and Possible Approval of the Longevity Pay Policy OPD-P-21.000
PETITIONER:
Staff/Wage and Benefits Committee
RECOMMENDATIONS:
Approval

FISCAL IMPACT:
≈ \$97,707 in 2027.

BACKGROUND:

As part of the Wage and Benefits Committee's review of employee compensation and benefits, employees identified a formal longevity incentive as a desired addition to OPD5's benefits package. Benchmarking showed that OPD5 currently lacks a structured Longevity program that is common among comparable employers.

The proposed Longevity Pay Policy is intended to recognize employee loyalty, reward long-term service, and improve longevity of experienced employees. Under the proposed policy, eligible full-time employees who complete five consecutive years of service will receive an annual longevity payment equal to \$100 for each completed year of service. Payments begin at \$500 after five years and increase by \$100 for each additional completed year of service.

RECOMENDATION:

To approve the proposed Longevity Pay Policy OPD-P-21.000 as presented, effective January 1, 2027.

LONGEVITY PAY SCHEDULE

Completed Years of Service	Annual Longevity Payment
5	\$500
6	\$600
7	\$700
8	\$800
9	\$900
10	\$1,000
11	\$1,100
12	\$1,200
13	\$1,300
14	\$1,400
15	\$1,500
16	\$1,600
17	\$1,700
18	\$1,800
19	\$1,900
20	\$2,000
21	\$2,100

22	\$2,200
23	\$2,300
24	\$2,400
25	\$2,500
26	\$2,600
27	\$2,700
28	\$2,800
29	\$2,900
30	\$3,000
31	\$3,100
32	\$3,200
33	\$3,300
34	\$3,400
35	\$3,500
36	\$3,600
37	\$3,700
38	\$3,800
39	\$3,900
40	\$4,000

3. TERMINATION OF EMPLOYMENT

Employees who separate from employment with OPD5 before completing a full year of service following their most recent retention payment are not eligible to receive a prorated retention payment.

In the event of the death of an active employee who has earned, but not yet received, a retention payment, the payment shall be made to the employee's designated beneficiary or, if no beneficiary has been designated, in accordance with applicable law.



BOARD OF TRUSTEE'S
AUGUST 19, 2026
AGENDA ITEM - M

SUBJECT: Review and Possible Approval of Amendments to Personnel Regulation OPD-P-06.202 – Holiday Policy
PETITIONER: Staff / Wage and Benefits Committee
RECOMMENDATIONS: Approval

FISCAL IMPACT:
\$0

BACKGROUND:
During its comprehensive review of OPD5's wage and benefits package, the Wage and Benefits Committee evaluated employee feedback and compared OPD5's benefits to those offered by neighboring utilities. Employee surveys identified that the addition of paid holidays would enhance employee satisfaction, better support employee recruitment and support retention. Staff is recommending amendments to Personnel Regulation OPD-P-06.201 to:

- Add Christmas Eve (December 24) as a paid holiday.
- Establish one annual Floating Holiday for eligible employees.

RECOMENDATION:
Staff recommends the Board approve the proposed amendments to Personnel Regulation OPD-P-06.202 (Holiday Policy) as presented.



Regulation No. OPD-P-06.201

Date First Approved: April 13, 1989

Revision No.: 3

Date Last Revised: June 17, 2009

Date Approved: June 21, 2023

Approved By: _____

Mike Young, Board Secretary

**OVERTON POWER DISTRICT No. 5
PERSONNEL REGULATION**

HOLIDAYS

A. PURPOSE

The purpose of this regulation is to establish a basis of understanding with Overton Power District No. 5's (OPD5) employees, in regards to the observance of holidays by OPD5.

B. HOLIDAYS

Regular, full-time employees of the District shall be entitled to the following holidays off with pay:

New Year's Day.....	January 1 st
President's Day.....	3 rd Monday in February
Memorial Day.....	Last Monday in May
Independence Day.....	July 4 th
Labor Day.....	1 st Monday in September
Nevada Day.....	Last Friday in October
Veteran's Day.....	November 11 th
Thanksgiving Day.....	4 th Thursday in November & the day after Thanksgiving
Christmas Day.....	December 25 th

When any of these holidays falls on Saturday, the Friday preceding shall be observed as the Holiday, and when the holiday falls on Sunday, the Monday following shall be observed as the holiday.

Employees who are required to work on any of these holidays shall be paid at the rate of time-and-one-half for time worked on such a day in addition to the regular day's pay for the holiday.

Approved



Regulation No. OPD-P-06.201

Date First Approved: April 13, 1989

Revision No.: 34

Date Last Revised: June 17, 2009-June 21, 2023

Date Approved: June 21, 2023-August 19, 2026

Approved By: _____
Mike Young, Board Secretary

OVERTON POWER DISTRICT No. 5 PERSONNEL REGULATION

HOLIDAYS

A. PURPOSE

The purpose of this regulation is to establish a basis of understanding with Overton Power District No. 5's (OPD5) employees, in regards to the observance of holidays by OPD5.

B. HOLIDAYS

Regular, full-time employees of the District shall be entitled to the following holidays off with pay:

New Year's Day.....	January 1 st
President's Day.....	Third Monday in February
Memorial Day.....	Last Monday in May
Independence Day.....	July 4 th
Labor Day.....	First Monday in September
Nevada Day.....	Last Friday in October
Veteran's Day.....	November 11 th
Thanksgiving	Fourth Thursday in November & the day after Thanksgiving
Christmas Eve	December
24 th Christmas Day.....	December 25 th
Floating Holiday	1 per year

When any of these holidays falls on Saturday, the Friday preceding shall be observed as the Holiday, and when the holiday falls on Sunday, the Monday following shall be observed as the holiday.

Employees who are required to work on any of these holidays shall be paid at the rate of time-and-one-half for time worked on such a day in addition to the regular day's pay for the holiday.



P.O. Box 395 ♦ 615 N. Moapa Valley Blvd. ♦ Overton, NV 89040

Regulation No. OPD-P-06.201

Date First Approved: April 13, 1989

Revision No.: 4

Date Last Revised: June 21, 2023

Date Approved: August 19, 2026

Approved By: _____
Mike Young, Board Secretary

OVERTON POWER DISTRICT No. 5 PERSONNEL REGULATION

HOLIDAYS

A. PURPOSE

The purpose of this regulation is to establish a basis of understanding with Overton Power District No. 5's (OPD5) employees, in regards to the observance of holidays by OPD5.

B. HOLIDAYS

Regular, full-time employees of the District shall be entitled to the following holidays off with pay:

New Year's Day.....	January 1
President's Day.....	3 rd Monday in February
Memorial Day.....	Last Monday in May
Independence Day.....	July 4 th
Labor Day.....	1 st Monday in September
Nevada Day.....	Last Friday in October
Veteran's Day.....	November 11 th
Thanksgiving	4 th Thursday in November & the day after Thanksgiving
Christmas Eve	December 24 th
Christmas Day.....	December 25 th
Floating Holiday	1 per year

When any of these holidays falls on Saturday, the Friday preceding shall be observed as the Holiday, and when the holiday falls on Sunday, the Monday following shall be observed as the holiday.

Employees who are required to work on any of these holidays shall be paid at the rate of time-and-one-half for time worked on such a day in addition to the regular day's pay for the holiday.