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# Commission Minutes

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**To:** NCPA Commission  
**From:** Carrie Pollo, Assistant Secretary to the Commission  
**Subject:** NCPA Commission Meeting – December 4, 2025

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## 1. *Call Meeting to Order and Introductions*

Chair James “Bo” Sheppard called the meeting to order at 10:00 am at 651 Commerce Drive in Roseville, CA. Introductions were made, and roll call was taken. Those in attendance are shown on the attached attendance list.

## 2. *Approve Minutes of October 23, 2025 Commission Meeting*

**Motion:** A motion was made by Sudhanshu Jain, and seconded by Pauline Rocucci to approve the minutes of the October 23, 2025 Commission Meeting. The motion carried by a majority on a roll call vote of those Members present as follows:

	Vote	Abstained	Absent
Alameda	Y		
San Francisco BART	Y		
Biggs	Y		
Gridley	Y		
Healdsburg			X
Lodi			X
Lompoc	Y		
Palo Alto	Y		
Port of Oakland	Y		
Redding			
Roseville	Y		
Santa Clara	Y		
Shasta Lake	Y		
Truckee Donner	Y		
Ukiah			X
Plumas-Sierra	Y		

## PUBLIC FORUM

Chair Sheppard asked if any members of the public were present who would like to address the Commission on the agenda items. No members of the public wished to address the Commission on any of the agenda items.

CCWD Operations Manager Andrew Renshaw was in attendance at this meeting. He is interested in hearing about Item 22 regarding FERC Project No. 11197.

## **REPORTS AND COMMITTEE UPDATES**

### **3. *General Manager's Business Progress Report and Update***

- Randy thanked everyone for participating in today's meeting.
- The reservoirs in California are currently near or above average capacity for this time of year.
- Attended member visits at the cities of Palo Alto and Santa Clare on November 24, 2025. Member visits are scheduled for the Cities of Shasta Lake and Redding on December 8, 2025, and the City of Roseville on December 15, 2025.
- Just returned from a trip to Washington, DC on November 18 – 21, 2025 regarding wildfire mitigation and meetings with FERC, NERC, and the ESCC.
- Pathways is continuing to move forward with a Launch Committee and creating Bylaws.
- Drones are now considered a threat to physical assets.

### **4. *Executive Committee***

Chair Sheppard reported the Executive Committee met prior to the Commission meeting today. A quorum of the Committee was established. The General Manager and General Counsel provided updates during the meeting. Items 20, 30, and 31 were discussed during the meeting and recommended for Commission approval. The next regular Executive Committee meeting is scheduled for January 22, 2026.

### **5. *Facilities Committee***

Power Management Assistant General Manager Tony Zimmer reported the Facilities Committee met on November 5, 2025. A quorum of the Committee was established. During that meeting the Committee discussed items 15, 17, and 18, on the Consent Calendar and items 21 and 22 under Discussion/Action. The Committee was supportive of the above mentioned items. The next Facilities Committee meeting will be held on December 3, 2025.

### **6. *Finance Committee***

Administrative Services Assistant General Manager Monty Hanks reported that the Finance Committee met on November 18, 2025, during which PFM provided the members with an update on the status of the financial markets. NCPA staff also shared the actuarial results of the Agency's Other Post Employment Benefit (OPEB) plan and the Agency's PERS pension plan. The OPEB plan reflected a funding status of 102%, in which the Committee confirmed for NCPA to continue budgeting the Normal Cost of this plan. The PERS pension plan continues to show increases in the required funding level, reflecting a funding status of over 69% compared to 54% in 2016. By a majority vote, the Committee confirmed to stay on the 15-year amortization plan for budgeting the Unfunded Accrued Liability. Lastly, the Committee discussed item 14, Delegation of Investment Duties, on the Consent agenda. Monty shared information regarding Delegation of Investment Duties. This was recommended for Commission approval. The next meeting of the Finance Committee will be on held February 10, 2026.

### **7. *Legal Committee***

General Counsel Jane Luckhardt reported the Legal Committee met on November 6, 2025. Closed Session items were discussed, as well as Energy Efficiency Programs. The next Legal Committee meeting is scheduled on January 15, 2026.

## 8. **Legislative & Regulatory Affairs Committee**

Chair David Hagele thanked everyone for attending today’s meeting. The NCPA L&R Committee met yesterday for its annual strategic planning meeting. Accomplishments from the past year were discussed and major initiatives for 2026. Thank you to all who joined us for this discussion. ARCHES has indicated its intent to pursue state funding to fill some of the gaps created by this determination. NCPA has also met with senior staff for Senator Padilla, who indicated that, while the LEC project and other ARCHES initiatives won’t advance at this time, the Senator remains committed to moving the project forward in the future. NCPA will be conducting visits in Washington, DC next month with both DOE and the Energy Dominance Council at the White House to discuss next steps.

The annual Strategic Issues Conference will be held January 20-22, 2026 at the Kimpton Sawyer Hotel in Sacramento. Several distinguished speakers have been confirmed for this conference program, including Assemblymember Chris Rogers, Portland General Electric CEO Maria Pope, Elliot Mainzer, President and CEO of the California ISO, and Grant Mack and Christine Hironata from the Office of the Governor Newsom. Registration is now open for this conference. Be sure to register soon and secure your hotel accommodations before the group rate expires in mid-December.

Capitol Day will be held on January 26, 2026 in conjunction with CMUA’s Capitol Day. There will be an NCPA briefing breakfast and legislative staff presentations starting at 7:30 am at the Hyatt Regency Hotel. California Senate President pro Tem Monique Limón will address NCPA during the afternoon member session near the Swing Space in the Allenby Building.

The next meeting of the NCPA L&R Committee will be held on February 18, 2026 at NCPA’s Roseville office. This is the annual budget meeting workshop.

## 9. **Members’ Announcements & Meeting Reporting**

Utility Director Dan Beans, with the City of Roseville, announced that he was invited to attend a National Petroleum Council meeting. This is an Oil and Natural Gas Advisory Committee to the Secretary of Energy.

### **CONSENT CALENDAR**

Prior to the roll call vote to approve the Consent Calendar, the Commissioners were polled to determine if any Member wished to pull an item or abstain from one or more items on the Consent Calendar. No items were requested to be pulled from the Consent Calendar. Palo Alto, Roseville, and Truckee Donner abstained from item 16. Redding abstained from items 15 and 16.

**Motion:** A motion was made by Pauline Roccucci, and seconded by Nick Zettel to approve the Consent Calendar consisting of Agenda Items 10 through 19. The motion carried by a majority of those Members present on a roll call vote as follows:

	Vote	Abstained	Absent
Alameda	Y	_____	_____
San Francisco BART	Y	_____	_____
Biggs	Y	_____	_____
Gridley	Y	_____	_____
Healdsburg	Y	_____	_____
Lodi	_____	_____	X
Lompoc	Y	_____	_____

Palo Alto	Y	16	
Port of Oakland	Y		
Redding	Y	15 & 16	
Roseville	Y	16	
Santa Clara	Y		
Shasta Lake	Y		
Truckee Donner	Y	16	
Ukiah			X
Plumas-Sierra	Y		

**10. NCPA's Financials for the Month Ended October 31, 2025** – accept by all members.

**11. Treasurer's Report for the Month Ended October 31, 2025** – accept by all members.

**12. Disposal of Northern California Power Agency Surplus Property** – note and file the report by all members for the disposal of the following: Bailey Racks – Lodi Energy Center.

**Fiscal Impact:** This report has no direct fiscal impact to the Agency.

**13. Resolution 25-132, Approval of the FY 2024-2025 Annual Billing Settlements** – adopt resolution by all members and the attachments thereto regarding the FY 2024-2025 Annual Billing Settlements.

**Fiscal Impact:** Upon approval by the Commission, the amount of \$8,721,964 will be distributed to members and participants. NCPA Member refund amounts will be deposited into their respective General Operating Reserve accounts. Non-members will receive refunds in late December. In addition, as directed by the Facilities Committee during the November 5, 2025 meeting, \$38,879 will be deposited into the Geothermal Project Maintenance Reserve.

**14. Resolution 25-133, Delegate Investment Duties to the Treasurer-Controller for Calendar Year 2026** – adopt resolution by all members delegating to the Treasurer-Controller the authority to establish proper safeguards, controls, and procedures to maintain NCPA funds in a lawful, rational, and prudent manner including the investment of such funds consistent with NCPA's Investment Policy and respective bond indentures. In addition, the Treasurer-Controller shall make a report each month of those transactions to the Commission.

**Fiscal Impact:** There is no direct dollar impact to this proposed policy. The resolution delegates authority to the Treasurer-Controller for the investment activities of the Agency.

**15. Resolution 25-134, Northern California Power Agency Scheduling Coordination Program Agreement Appendix B – Approval of Revised Version 27 of Appendix B** – adopt resolution by all members implementing a revised version 27 of Appendix B to the Scheduling Coordination Program Agreement (SCPA) effective January 1, 2026, which details the allocation of California Independent System Operator (CAISO) charges and payments to NCPA Members.

**Fiscal Impact:** No significant costs will be incurred to implement the changes described in SCPA Appendix B and funds are available in the NCPA budget to support the work associated with the implementation and ongoing support for CAISO settlement system activities. Further, the CAISO noted that the two new GMC System Operations charge codes would have no net financial impact on CAISO customers as it is only modifying the mechanism through which the CAISO collects for these specific costs.

**16. Resolution 25-140, Updated Lodi Energy Center (LEC) Exhibit 8 to the Project Management and Operations Agreement Schedule 1.00** – adopt resolution by all members

implementing changes to Exhibit 8 to PMOA Agreement Schedule 1.00 effective January 1, 2026, for the processing of CAISO settlements statements in accordance with Exhibit 8.

**Fiscal Impact:** No significant costs will be incurred to implement the changes described in Exhibit 8 of PMOA Agreement Schedule 1.00 and funds are available in the NCPA budget to support the work associated with the implementation and ongoing support for CAISO settlement system activities. Further, the CAISO noted that the two new GMC System Operations charge codes would have no net financial impact on CAISO customers as it is only modifying the mechanism through which the CAISO collects for these specific costs.

**17. Resolution 25-136, Sierra Hydrographics – First Amendment to the Five Year Multi-Task Professional Services Agreement – Applicable to the following: All Northern California Power Agency (NCPA) Facilities, NCPA Members, Southern California Public Power Association (SCPPA), and SCPPA Members** – adopt resolution by all members authorizing the General Manager or his designee to enter into a First Amendment to the Multi-Task Professional Services Agreement with Sierra Hydrographics for hydrographic related services, with any non-substantial changes recommended and approved by the NCPA General Counsel, reducing the required automobile liability limits from \$2,000,000 to \$1,000,000 and amending Exhibit B, with no change to the contract term, for continued use at any facilities owned and/or operated by NCPA, NCPA Members, by SCPPA and SCPPA Members.

**Fiscal Impact:** Upon execution, the total cost of the agreement will remain unchanged at \$600,000.

**18. Resolution 25-137, IMI Critical Engineering, LLC – Second Amendment to the Five Year Multi-Task General Services Agreement and Agreement for Purchase of Equipment – Applicable to the following: All NCPA Facilities, NCPA Members, SCPPA, and SCPPA Members** – adopt resolution by all members authorizing the General Manager or his designee to enter into a Second Amendment to the Multi-Task General Services Agreement and Agreement for Purchase of Equipment, Materials and Supplies with IMI Critical Engineering, LLC for valve and vent maintenance services and parts, with any non-substantial changes recommended and approved by the NCPA General Counsel, increasing the not to exceed amount from \$1,000,000 to \$2,000,000 for the remainder of the contract term, for continued use at any facilities owned and/or operated by NCPA, NCPA Members, by SCPPA and SCPPA Members.

**Fiscal Impact:** Upon execution, the total not to exceed amount of the agreement will increase from \$1,000,000 to \$2,000,000 over the remainder of the contract term.

**19. Resolution 25-141, Lot Sixteen LLC – Three Year Multi-Task Consulting Services Agreement – Applicable to the following: All NCPA Facilities, NCPA Members, SCPPA, and SCPPA Members** – adopt resolution by all members authorizing the General Manager or his designee to enter into a Multi-Task Consulting Services Agreement with Lot Sixteen LLC for external communications and crisis communications consulting services, with any non-substantial changes recommended and approved by NCPA General Counsel, with a not-to-exceed amount of \$630,150 over the three-year term, for use at any facilities owned or operated by NCPA, NCPA Members, SCPPA, or SCPPA Members. The agreement also authorizes the General Manager to extend the term of the contract for an additional two years for a maximum contract term of five years and, in that event, a total not-to-exceed amount of \$1,070,150.

**Fiscal Impact:** Upon execution, the total cost of the agreement is not to exceed \$630,150 over three years. The fee for these external communications services will be paid as a \$10,025 monthly retainer. Starting with Fiscal Year 2026/2027, the agreement authorizes the General Manager to increase the number of estimated hours and monthly retainer up to \$15,000, based on the communications services needed to support the agency and its members. Funding for

external communication activities will be funded by the Legislative & Regulatory Division, and funding for crisis communication plan updates and training will be funded by the Generation Services Division in keeping with prior practice. NCPA expenditures for these services are limited to the amount authorized for external and crisis communications by the NCPA Commission in the agency’s annual budget. The agreement includes an option to extend the contract for an additional two years for a maximum contract term of five years. In that event, the total not-to-exceed amount of the five-year agreement term would be \$1,070,150.

**DISCUSSION/ACTION ITEMS**

**20. 2026 NCPA Committee Meeting Calendar** – approval by all members.

**Fiscal Impact:** This item has no direct fiscal impact to the Agency.

The 2026 Proposed NCPA Committee Meeting Calendar was reviewed with the Committee. The offsite Executive Committee and Commission meetings have been changed from May to April at the City of Shasta Lake. There were no questions or any further discussion regarding any of the other proposed committee meeting dates

**Motion:** A motion was made by Chris Ferrar and seconded by Steven Poncelet recommending the Commission approve the 2026 NCPA Committee Meeting Calendar. The motion carried by a majority of those members present on a roll call vote as follows:

	Vote	Abstained	Absent
Alameda	Y		
San Francisco BART	Y		
Biggs	Y		
Gridley	Y		
Healdsburg	Y		
Lodi			X
Lompoc	Y		
Palo Alto	Y		
Port of Oakland	Y		
Redding	Y		
Roseville	Y		
Santa Clara	Y		
Shasta Lake	Y		
Truckee Donner	Y		
Ukiah			X
Plumas-Sierra	Y		

**21. Resolution 25-138, Collective Southeast Geysers Effluent Pipeline Agreements – Applicable to the following: NCPA Geothermal Facility** – adopt resolution by all members for the Collective Southeast Geysers Effluent Pipeline Agreements consisting of, 1) the 2025 Amended and Restated Steam Suppliers Joint Operating Agreement Southeast Geysers Effluent Pipeline Project (Steam Suppliers JOA), 2) the Joint Operating Agreement Southeast Geysers Effluent Pipeline Project, Amendment No. 4 (LACOSAN JOA) and, 3) the 2025 Clear Lake Water Supply Agreement, and authorizing the General Manager or his designee to execute said Agreements, with any non-substantial changes recommended and approved by the NCPA General Counsel.

**Fiscal Impact:** The combined fiscal impact from the Collective Southeast Geysers Effluent Pipeline Agreements will increase costs for the Steam Suppliers by approximately \$173,625 to \$1,055,261. NCPA’s share of this cost will range from approximately \$51,970 to \$362,516. NCPA has budgeted approximately \$150,000 in the FY 2026 budget for these revised costs. Any additional costs are anticipated to be nominal and should easily be

absorbed into the general Geothermal O&M Budget. The total cost to NCPA to operate and maintain the SEGEP pipeline will range from \$1.6 million to \$1.9 million.

Assistant General Manager Michael DeBortoli reviewed the three Collective Southeast Geysers Effluent Pipeline Agreements consisting of, 1) the 2025 Amended and Restated Steam Suppliers Joint Operating Agreement Southeast Geysers Effluent Pipeline Project (Steam Suppliers JOA), 2) the Joint Operating Agreement Southeast Geysers Effluent Pipeline Project, Amendment No. 4 (LACOSAN JOA) and, 3) the 2025 Clear Lake Water Supply Agreement.

The 2025 Amended and Restated Steam Suppliers Joint Operating Agreement Southeast Geysers Effluent Pipeline Project (Steam Suppliers JOA) will extend the current contract expiration date from September 17, 2028 to September 17, 2053. The Joint Operating Agreement Southeast Geysers Effluent Pipeline Project Amendment No. 4 (LACOSAN JOA) will extend the current contract expiration date from December 4, 2026 to December 4, 2051. The 2025 Clear Lake Water Supply Agreement is a new agreement for NCPA. Neither NCPA nor Calpine were signatories to the original Water Supply Agreement. Given that the Steam Suppliers will begin to pay for freshwater, it is necessary that they become signatories to this new agreement to establish pricing and payment terms. This agreement will have a 25-year term, with options to renegotiate at 15 years and 20 years. Other notable changes to the agreements were reviewed as well as the financial impact of the agreements. There was no further discussion.

**Motion:** A motion was made by Sudhanshu Jain and seconded by Pauline Rocucci recommending the Commission adopt Resolution 25-138 for the Collective Southeast Geysers Effluent Pipeline Agreements consisting of, 1) the 2025 Amended and Restated Steam Suppliers Joint Operating Agreement Southeast Geysers Effluent Pipeline Project (Steam Suppliers JOA), 2) the Joint Operating Agreement Southeast Geysers Effluent Pipeline Project, Amendment No. 4 (LACOSAN JOA) and, 3) the 2025 Clear Lake Water Supply Agreement, and authorizing the General Manager or his designee to execute said Agreements, with any non-substantial changes recommended and approved by the NCPA General Counsel. The motion carried by a majority of those members present on a roll call vote as follows:

	Vote	Abstained	Absent
Alameda	Y		
San Francisco BART	Y		
Biggs	Y		
Gridley	Y		
Healdsburg	Y		
Lodi			X
Lompoc	Y		
Palo Alto		X	
Port of Oakland	Y		
Redding		X	
Roseville	Y		
Santa Clara	Y		
Shasta Lake		X	
Truckee Donner		X	
Ukiah			X
Plumas-Sierra	Y		

**22. Resolution 25-139, FERC Project No. 11197 Collierville and Spicer Meadow Transmission Line Relicensing – Applicable to the following: NCPA Hydroelectric Facility** – adopt resolution by all members authorizing the FERC Project No. 11197 Collierville and Spicer Meadow Transmission Line Relicensing Project, utilizing the Integrated Licensing Process (ILP), and delegating authority to the General Manager or his designee to award bids,

execute agreements, and to issue purchase orders for the Project in accordance with NCPA purchasing policies and procedures, without further approval by the Commission, for a total cost not to exceed \$752,000, and authorizing \$752,000 from the Capital Development Reserve, with these funds to be incorporated into Hydroelectric Budgets from FY26 to FY29.

**Fiscal Impact:** The total cost is anticipated not to exceed \$752,000. Because this work will span multiple budget years, the \$752,000 from the Capital Development Reserve collections will be incorporated into Hydroelectric Budgets for P 11197 from FY26 to FY29.

Assistant General Manager Michael DeBortoli provided background information. NCPA owns and operates the Collierville and Spicer Meadow Transmission Line, FERC Project No. 11197 (P-11197), which was issued a 40-year license in 1992. P-11197 is the generation tie lines interconnecting Collierville and New Spicer generation to PG&E. As part of the continued operation of the transmission lines, NCPA must apply for a new license. NCPA has bid and awarded the first phase of relicensing including the Notice of Intent Letter, Pre-Application Document, and Stakeholder Outreach (95% Complete). The total cost is anticipated not to exceed \$752,000. Commission authorization is required to complete the relicensing. There was no further discussion.

**Motion:** A motion was made by Pauline Rocucci and seconded by David Hagele recommending the Commission adopt Resolution 25-139 authorizing the FERC Project No. 11197 Collierville and Spicer Meadow Transmission Line Relicensing Project, utilizing the Integrated Licensing Process (ILP), and delegating authority to the General Manager or his designee to award bids, execute agreements, and to issue purchase orders for the Project in accordance with NCPA purchasing policies and procedures, without further approval by the Commission, for a total cost not to exceed \$752,000, and authorizing \$752,000 from the Capital Development Reserve, with these funds to be incorporated into Hydroelectric Budgets from FY26 to FY29. The motion carried by a majority of those members present on a roll call vote as follows:

	Vote	Abstained	Absent
Alameda	Y		
San Francisco BART	Y		
Biggs	Y		
Gridley	Y		
Healdsburg	Y		
Lodi			X
Lompoc	Y		
Palo Alto	Y		
Port of Oakland	Y		
Redding		X	
Roseville	Y		
Santa Clara	Y		
Shasta Lake		X	
Truckee Donner		X	
Ukiah			X
Plumas-Sierra	Y		

**23. Resolution 25-120, Lodi Energy Center (LEC) AT&T Circuit Migration Project – Applicable to the following: NCPA LEC Facility** – adopt resolution by all members authorizing the LEC AT&T Circuit Migration Project and delegating authority to the NCPA General Manager or his designee to award bids, execute agreements, and to issue purchase orders for this work in accordance with NCPA purchasing policies and procedures, without further approval by the Commission, for a total project cost not to exceed \$1,250,000, to be funded from the approved FY26 proposed Capital Projects.

**Fiscal Impact:** The total cost for the LEC AT&T Circuit Migration Project is anticipated not to exceed \$1,250,000. Funds for the project were included in the FY26 Budget Approval as a Capital Project. The budgetary funds to complete the work include \$1,250,000 from the approved FY26 proposed Capital Projects.

**Motion:** A motion was made by Sudhanshu Jain and seconded by James “Bo” Sheppard recommending the Commission adopt Resolution 25-120 authorizing the LEC AT&T Circuit Migration Project and delegating authority to the NCPA General Manager or his designee to award bids, execute agreements, and to issue purchase orders for this work in accordance with NCPA purchasing policies and procedures, without further approval by the Commission, for a total project cost not to exceed \$1,250,000, to be funded from the approved FY26 proposed Capital Projects. The motion carried by a majority of those members present on a roll call vote as follows:

	Vote	Abstained	Absent
Alameda		X	
San Francisco BART	Y		
Biggs	Y		
Gridley	Y		
Healdsburg	Y		
Lodi			X
Lompoc	Y		
Palo Alto		X	
Port of Oakland	Y		
Redding		X	
Roseville	Y		
Santa Clara	Y		
Shasta Lake	Y		
Truckee Donner		X	
Ukiah			X
Plumas-Sierra	Y		

**24. Resolution 25-135, Consideration of the Lassen Municipal Utility District's Application for Membership and Recommendation to Adopt Supplement No. 2 to the Amended and Restated NCPA Joint Powers Agreement** – adopt resolution by all members to consider the Lassen Municipal Utility District's Application for Membership, and recommend that all NCPA Members and the Lassen Municipal Utility District take the necessary actions to adopt Supplement No. 2 to the Amended and Restated Northern California Power Agency Joint Powers Agreement.

**Fiscal Impact:** If approved for membership, the District would pay a pro-rated amount of \$114,600 toward the NCPA FY2026 Legislative and Regulatory Affairs budget, which includes \$18,756 toward the JPA fee.

This item was presented as an informational only item. No action was taken at this meeting.

Assistant General Manager Monty Hanks provided background information regarding Lassen Municipal Utility District's (LMUC) application for NCPA Membership. A formal membership application and \$10,000 fee has been received. LMUD is requesting to only participate in the Legislative and Regulatory Affairs Program. The LMUD service territory, vision, mission and priorities were discussed. The Utility statistics, power supply, rates, customer base, bond transactions, and financials were also reviewed with the Commission. Discussions also included the benefits LMUD can provide to members and the agency. Staff is requesting feedback and will come

back to the Commission with a formal recommendation for approval in February. There was no further discussion.

Non-essential Members and NCPA Staff left the meeting for Closed Session Items 25 – 29.

### **CLOSED SESSION ITEMS**

Chair Sheppard asked General Counsel to move the Commission into Closed Session at 11:27 am to discuss the Closed Session items. General Counsel Jane Luckhardt took the Commission into Closed Session.

**25. CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION** - Pursuant to Government Code Section 54956.9(d)(1) - Existing Litigation, one (1) case:

Case Name: *City of Santa Clara dba Silicon Valley Power and Northern California Power Agency, Petitioners, v. California Department of Water Resources, Respondent*, Sacramento County Superior Court, Case No. 34-2023-00336449.

**26. CONFERENCE WITH LEGAL COUNSEL** – Pursuant to Government Code Section 54956.9(d)(2) – Anticipated Litigation, two (2) cases.

**27. CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION** – Initiation of litigation pursuant to paragraph (4) of subdivision (d) of Section 54956.9: one (1) case, and **CONFERENCE WITH REAL PROPERTY NEGOTIATORS** – Pursuant to Government Code section 54956.8 – conference with real property negotiators.

Property: 050-081-005 and 050-081-006  
Agency negotiators: Michael DeBortoli and Jeremy Lawson  
Negotiating parties: Crystal Want and Donald Want  
Under negotiation: instructions regarding price and terms of purchase

**28. CONFERENCE WITH LABOR NEGOTIATORS AND PERFORMANCE EVALUATION** – a) Labor negotiations pursuant to Government Code Section 54957.6: Agency representatives: NCPA Executive Committee Members and Human Resources Manager Brynna Bryant; Unrepresented Public Employee: General Manager; and b) Performance evaluation pursuant to Government Code Section 54957(b): Unrepresented Public Employee: One Category: General Manager.

**29. CONFERENCE WITH LABOR NEGOTIATORS AND PERFORMANCE EVALUATION** – a) Labor negotiations pursuant to Government Code Section 54957.6: Agency representatives: NCPA Executive Committee Members and Human Resources Manager Brynna Bryant; Unrepresented Public Employee: General Counsel; and b) Performance evaluation pursuant to Government Code Section 54957(b): Unrepresented Public Employee: One Category: General Counsel.

### **RECONVENED TO OPEN SESSION**

The Committee reconvened to Open Session at 12:19 pm.

All meeting attendees rejoined the public meeting.

**REPORT FROM CLOSED SESSION**

*Closed Session Disclosure:* General Counsel Jane Luckhardt reported there was no reportable action taken in closed session.

**OPEN SESSION**

**30. Resolution 25-142, Approval of the Fourth Amendment to the Amended Employment Agreement for Randy S. Howard, General Manager** – adopt resolution by all members approving the Fourth Amendment to the Amended Employment Agreement for Randy S. Howard; authorize the Chair of the Commission to execute the Fourth Amendment to the Amended Employment Agreement for Randy S. Howard; and authorize the Chair of the Commission to adjust the annual salary effective as of the first pay period in 2026.

**Fiscal Impact:** The cost associated with the General Manager’s compensation change is covered within the current fiscal year budget. No budget augmentation is required.

**Motion:** A motion was made by David Hagele and seconded by Sudhanshu Jain approving the Fourth Amendment to the Amended Employment Agreement for Randy S. Howard; authorize the Chair of the Commission to execute the Fourth Amendment to the Amended Employment Agreement for Randy S. Howard; and authorize the Chair of the Commission to adjust the annual salary effective as of the first pay period in 2026. The motion carried by a majority of those members present on a roll call vote as follows:

	Vote	Abstained	Absent
Alameda	Y		
San Francisco BART	Y		
Biggs	Y		
Gridley	Y		
Healdsburg	Y		
Lodi			X
Lompoc	Y		
Palo Alto	Y		
Port of Oakland	Y		
Redding	Y		
Roseville	Y		
Santa Clara	Y		
Shasta Lake	Y		
Truckee Donner	Y		
Ukiah			X
Plumas-Sierra	Y		

**31. Resolution 25-143, Approval of the Ninth Amendment to Employment Agreement with Jane E. Luckhardt, General Counsel** – adopt resolution by all members approving the Ninth Amendment to the Employment Agreement for Jane E. Luckhardt; authorize the Chair of the Commission to execute the Ninth Amendment to the Employment Agreement; authorize the Chair of the Commission to adjust the annual salary effective as of the first pay period in 2026, and approve the General Counsel’s Performance Goals for 2026.

**Fiscal Impact:** The cost associated with the General Counsel’s compensation change is covered within the current fiscal year budget. No budget augmentation is required.

**Motion:** A motion was made by Alan Kurotori and seconded by Sudhanshu Jain recommending the Commission adopt Resolution 25-143 approving the Ninth Amendment to the Employment Agreement for Jane E. Luckhardt; authorize the Chair of the Commission to execute the Ninth Amendment to the Employment Agreement; authorize the Chair of the Commission to adjust the annual salary effective as of the first pay period in 2026, and approve the General Counsel’s Performance Goals for 2026. The motion carried by a majority of those members present on a roll call vote as follows:

	Vote	Abstained	Absent
Alameda	Y		
San Francisco BART			X
Biggs	Y		
Gridley	Y		
Healdsburg	Y		
Lodi			X
Lompoc	Y		
Palo Alto	Y		
Port of Oakland	Y		
Redding	Y		
Roseville	Y		
Santa Clara	Y		
Shasta Lake	Y		
Truckee Donner	Y		
Ukiah			X
Plumas-Sierra	Y		

**NEW BUSINESS**

No new business was discussed.

**ADJOURNMENT**

The December 4, 2025 Commission meeting was adjourned at 12:28 pm by Chair Sheppard.

Respectfully submitted,



JAMES “BO” SHEPPARD  
Commission Chair

Prepared by,



CARRIE A. POLLO  
Assistant Secretary to the Commission