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Executive Committee Agenda

Date: December 4, 2025
Subject: NCPA Executive Committee Meeting
Location: NCPA, 651 Commerce Drive, Roseville, CA 95678
Time: 8:00 am

In compliance with the Brown Act, you may participate at one of the meeting locations listed below or at NCPA, 651 Commerce Drive, Roseville, CA. In either case, please: 1) post this Agenda at a publicly accessible location at the participation location no later than 72-hours before the meeting begins, and 2) have a speaker phone available for any member of the public who may wish to attend at your location.

ALAMEDA MUNICIPAL POWER 2000 Grand Street Alameda, CA	CITY OF LODI CITY HALL 221 W. Pine Street Lodi, CA	CITY OF HEALDSBURG CITY HALL 401 Grove Street Healdsburg, CA
PALO ALTO CITY HALL COMMUNITY MEETING ROOM 250 Hamilton Avenue Palo Alto, CA	CITY OF SANTA CLARA CITY HALL 1500 Warburton Avenue Santa Clara, CA	

The Committee may take action on any of the items listed on this Agenda regardless of whether the matter appears as a Discussion/Action Item or a Report or an Information Item. When this Agenda is supplemented by Staff Reports, they are available to the public upon request. Pursuant to California Government Code Section 54957.5, the following is the location at which the public can view Agendas and other public writings: NCPA Offices, 651 Commerce Drive, Roseville, California.

Persons requiring accommodation in accordance with the Americans with Disabilities Act in order to attend or participate in this meeting are requested to contact the NCPA Secretary at (916) 781-3636 in advance of the meeting to arrange for such accommodations.

REVIEW SAFETY PROCEDURES

1. *Call Meeting to Order and Introductions*

2. **Approve minutes of the October 23, 2025 Regular Executive Committee Meeting, and the October 2, 2025, October 21, 2025, October 28, 2025, and November 12, 2025 Special Executive Committee meetings.**

PUBLIC FORUM

Any member of the public who desires to address the Committee on any item considered by the Committee at this meeting before or during the Committee's consideration of that item shall so advise the Chair and shall thereupon be given an opportunity to do so. Any member of the public who desires to address the Committee on any item within the jurisdiction of the Committee and not listed on the Agenda may do so at this time.

INFORMATIONAL ITEMS

3. **General Manager Report** – update and monthly report
4. **General Counsel Report** – update and monthly report

DISCUSSION/ACTION

5. **Approval of the 2026 Proposed NCPA Committee Meeting Calendar** – staff is seeking approval and a recommendation for Commission approval of the 2026 NCPA Committee Meeting Calendar.

CLOSED SESSION

6. **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.

7. **CONFERENCE WITH LEGAL COUNSEL** – Pursuant to Government Code Section 54956.9(d)(2) – Anticipated Litigation, two (2) cases.
8. **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

9. **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.

- 10. 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.
- 11. CONFERENCE WITH LABOR NEGOTIATORS** – Labor negotiations pursuant to Government Code Section 54957.6: Agency representatives: NCPA Executive Committee Members, Human Resources Manager Brynna Bryant, recruiting consultant Korn Ferry. Unrepresented Public Employee: General Manager.

OPEN SESSION

REPORT FROM CLOSED SESSION

DISCUSSION/ACTION ITEMS

- 12. Approval of the Fourth Amendment to the Amended Employment Agreement for Randy S. Howard, General Manager** – approval and recommendation for Commission approval of 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.
- 13. Approval of the Nineth Amendment to Employment Agreement with Jane E. Luckhardt, General Counsel** – approval and recommendation for Commission approval of the Nineth Amendment to the Employment Agreement for Jane E. Luckhardt; authorize the Chair of the Commission to execute the Nineth 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.

NEW BUSINESS

ADJOURNMENT