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Executive Committee Agenda

Date: December 5, 2024
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.

City of Gridley 685 Kentucky Street Gridley, CA	City of Healdsburg City Hall 401 Grove Street Healdsburg, CA	City of Santa Clara City Hall 1500 Warburton Avenue Santa Clara, CA
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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 24, 2024 Executive Committee meeting and the November 13, 2024 Special Executive Committee meeting.*

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.

OPEN SESSION

INFORMATIONAL ITEMS

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

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

DISCUSSION / ACTION ITEMS

5. **Approval of FY 2024-25 New Slate of Officers** – Committee approval and recommendation to the Commission of Chair and Vice Chair of the Commission and one to two (1 – 2) At-Large Executive Committee Members.

6. **2024 Salary Survey and Recommendations for 2025 Salary Ranges** – Committee approval and recommendation for Commission approval implementing CPS HR Consulting’s recommendations over two fiscal years, assigning new salary grades to select job classifications, approving the 2025 salary ranges and pay schedule, and delegating authority to the General Manager to implement the changes and make any minor adjustments as necessary.

CLOSED SESSION

7. **CONFERENCE WITH LABOR NEGOTIATORS** – pursuant to Government Code Section 54957.6: Agency representatives: Assistant General Manager Monty Hanks, Assistant General Manager Michael DeBortoli, and Human Resources Manager Brynna Bryant. Employee organization: Hydroelectric Employees Association (HEA).

8. **CONFERENCE WITH LABOR NEGOTIATORS** – pursuant to Government Code Section 54957.6: Agency representatives: Assistant General Manager Monty Hanks, Assistant General Manager Michael DeBortoli, and Human Resources Manager Brynna Bryant. Employee organization: IBEW 1245 (Geothermal and Combustion Turbines).

9. **CONFERENCE WITH LEGAL COUNSEL** – pursuant to Government Code Section 54956.9(d)(2) – Anticipated Litigation, three (3) cases.

OPEN SESSION

REPORT FROM CLOSED SESSION

DISCUSSION/ACTION ITEMS

10. **Approval of the Hydroelectric Employees Association Memorandum of Understanding** – staff is seeking a recommendation for Commission approval of the proposed labor package for the Memorandum of Understanding (MOU) between the NCPA and the Hydroelectric Employee Association (HEA) for the period of December 29, 2024 through December 25, 2027. The MOU was bargained in good faith based on the direction provided by the Executive Committee to management’s negotiations representatives. In addition, management requests authorization for

the General Manager to make the required modifications in the MOU to implement the economic and non-economic agreed upon terms and conditions.

11. Approval of the IBEW Local 1245 Memorandum of Understanding – staff is seeking a recommendation for Commission approval of the proposed labor package for the Memorandum of Understanding (MOU) between the for IBEW Local 1245 employees for the period of December 29, 2024 through December 25, 2027. The MOU was bargained in good faith based on the direction provided by the Executive Committee to management’s negotiations representatives. In addition, management requests authorization for the General Manager to make the required modifications in the MOU to implement the economic and non-economic agreed upon terms and conditions.

12. Approval of Amount of Employer Contribution to CalPERS Medical Plans for Calendar Year 2025 – staff is seeking a recommendation for Commission approval authorizing the General Manager or his designee to set up to 100% of Kaiser Region 1 Family Basic Rate (Party of 3) per month, plus administrative fees and Contingency Reserve Fund assessments, as the maximum Agency contribution for the CalPERS Medical Plans for employees and annuitants and their dependents effective calendar year 2025; and approve specific CalPERS resolutions for each employee and/or employee/annuitant group including resolution numbers:

- 24-130A Group 002, IBEW Local 1245
- 24-130B Group 003, Hydroelectric EE Association
- 24-130C Group 004, Unrepresented Staff
- 24-130D Group 701, NP Power Generation Employees
- 24-130E Group 702, NP Unrepresented Admin Members
- 24-130F Group 703, NP Hydroelectric EE Association
- 24-130G Group 002, IBEW Local 1245 (Vesting)
- 24-130H Group 003, Hydroelectric EE Association (Vesting)
- 24-130I Group 004, Unrepresented Staff (Vesting)

13. Approval of Modifications of the NCPA Personnel Policy and Procedures – staff is seeking a recommendation for Commission approval authorizing the General Manager or his designee to implement revisions to NCPA’s Personnel Policies and Procedures Manual.

NEW BUSINESS

ADJOURNMENT