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Minutes

Date: March 14, 2014
To: NCPA Executive Committee
From: Cary A. Padgett - Assistant Secretary
Subject: February 27, 2014, Executive Committee Meeting Minutes

1. **Call to Order** – The meeting was called to order by Chairman Pat Kolstad at 8:30 am at NCPA, 651 Commerce Drive in Roseville, California.

Executive Committee Members present were Chair Pat Kolstad, Gary Plass, Bob Lingl, and Larry Hansen. Carol Garcia was absent.

In attendance were NCPA General Manager Jim Pope, Assistant General Manager Donna Stevener, Assistant General Manager Ken Speer, Human Resource Director Lynn Bianchi-Rossi, General Counsel Michael Dean, and Assistant Secretary Cary Padgett.

Member of the Public: Barry Tippin

2. **Approval of Minutes** – The Minutes of the December 5, 2013, Executive Committee, and Minutes of the December 17, 2013, Special Executive Committee meeting were approved (Motion by Gary Plass, second by Bob Lingl; adopted unanimously).

Public Forum: There were no comments from any members of the public.

OPEN SESSION

3. **Vacation Buy Back** – Jim Pope provided a copy of the memo to NCPA employees on the new exception to the NCPA Vacation Buy Back Policy. NCPA employees accrue up to a maximum of two times the annual accrual level for which an employee is eligible. If an employee does not take vacation when the maximum accrual is reached, the employee will not accrue any additional vacation until the vacation accrual is reduced below the maximum. Under the current policy, employees may sell back up to 120 hours of unused vacation once in a calendar year, providing the employee leaves a minimum balance of 80 hours and has taken at least 40 hours of vacation time. An exception was made to allow employees to sell vacation twice in 2014 – a onetime deal. In addition, the employee may roll the vacation into their 457 retirement account if they choose to do so. The Committee discussed and noted this offers a great benefit to the employees, as long as it is within the existing budget, and employees are encouraged to take vacation.

4. **457 Plan for New CalPERS Members** – Lynn Bianchi-Rossi briefed the Committee on a defined contribution of 4% to new employees hired above the new formula salary cap of \$115,000/year under the new Public Employees Pension Reform Act (CalPERS formula ranging from 2% at age of 62 to 2.5% at age 67). Given the salary cap, NCPA has had some difficulty recruiting new employees at the Geysers, as well as other locations. However, most of the new employees hired to date are not above the salary cap and are not impacted. A Quick Survey of Deferred Comp Plan Contribution was provided to the Committee, which shows other entities providing similar options for newly hired employees. This item will be brought to the Commission next month for approval.

BUSINESS ACTION ITEMS

5. **CAISO EIM Transitional Committee Board Member** – Jim Pope provided a copy of his qualifications letter submitted to Tony Braun. If nominated to the Board, this appointment will not take away from NCPA, and is in line with the General Manager goals—appointment projected to last not more than 18 months to 2 years. (Motion by Gary Plass, second by Larry Hansen to note and file Staff Report nominating Jim Pope, NCPA General Manager, to the CAISO EIM Transitional Committee Board.

NEW BUSINESS

There was no new business.

ADJOURNMENT

The Executive Committee adjourned at 9:02 am.

Patrick Kolstad, Chair

Cary A. Padgett, Assistant Secretary