

# Board of Directors Meeting Agenda

Date: December 11, 2025

Time: 6:00 p.m.

Location: SMUD Headquarters Building, Auditorium  
6201 S Street, Sacramento, California



# **AGENDA**

## **SACRAMENTO MUNICIPAL UTILITY DISTRICT BOARD OF DIRECTORS MEETING SMUD HEADQUARTERS BUILDING AUDITORIUM – 6201 S STREET SACRAMENTO, CALIFORNIA**

***December 11, 2025 – 6:00 p.m.***

### *Virtual Viewing or Attendance:*

Live video streams (view-only) and indexed archives of meetings are available at:

<https://www.smud.org/Corporate/About-us/Company-Information/Board-Meetings/Watch-or-Listen-online>

**Zoom Webinar Link:** [Join SMUD Board of Directors Meeting Here](#)

**Webinar/Meeting ID:** 160 652 5143

**Passcode:** 964405

**Phone Dial-in Number:** 1-669-254-5252 or 1-833-568-8864 (Toll Free)

### *Verbal Public Comment:*

Members of the public may provide verbal public comment by:

- Completing a sign-up form at the table outside of the meeting room and giving it to SMUD Security.
- Using the “Raise Hand” feature in Zoom (or pressing \*9 while dialed into the telephone/toll-free number) during the meeting at the time public comment is called. Microphones will be enabled for virtual or telephonic attendees when the commenter’s name is announced.

### *Written Public Comment:*

Members of the public may provide written public comment on a specific agenda item or on items not on the agenda (general public comment) by submitting comments via email to [PublicComment@smud.org](mailto:PublicComment@smud.org) or by mailing or bringing physical copies to the meeting. Email is not monitored during the meeting. Comments will not be read into the record but will be provided to the Board and placed into the record of the meeting if received within two hours after the meeting ends.

Call to Order.

a. Roll Call.

1. Approval of the Agenda.

2. Committee Chair Reports.

- a. Committee Chair report of December 9, 2025, Finance & Audit Committee
- b. Committee Chair report of December 10, 2025, Policy Committee

Items 5, 14.a., and 14.b. were reviewed by the November 18, 2025, Finance and Audit Committee. Items 6 through 9 were reviewed by the December 9, 2025, Finance and Audit Committee. Items 10 through 13 were reviewed by the December 10, 2025, Policy Committee.

*Comments from the public are welcome when these agenda items are called.*

**Consent Calendar:**

3. Approve Board member compensation for service rendered at the request of the Board (pursuant to Resolution No. 25-04-02) for the period of November 16, 2025, through December 11, 2025.
4. Approval of the minutes of the meeting of November 20, 2025.
5. Adopt **SMUD's Pay Schedule** and **Special Compensation** items for employees pursuant to California Code of Regulations, Title 2, sections 570.5 and 571(b). **Finance and Audit Committee 11/18. (Jose Bodipo-Memba)**
6. Approve the Side Letter Agreements between SMUD and the **Public Safety Officers' Association** for the **California Public Employees' Retirement System (CalPERS)** reporting of their holiday pay as required by the Fair Labor Standards Act and documenting the monetary value for the maintenance of required clothing. **Finance and Audit Committee 12/9. (Jose Bodipo-Memba)**
7. Authorize the Chief Executive Officer and General Manager to execute, substantially in form attached, Firm Storage Service (FSS) schedules with **Central Valley Gas Storage, LLC**, for:
  - a. 1 Bcf of natural gas storage service for the period April 1, 2026, through March 31, 2031; and
  - b. Natural gas injection service for the period March 1, 2026, through April 1, 2026.

**Finance and Audit Committee 12/9. (Laura Lewis)**

8. Authorize the Chief Executive Officer and General Manager to negotiate and award contracts to **Acuren Inspection, Inc.; Alisto, Inc.; Kleinfelder, Inc.; and Prime EPC** (collectively, the **Contracts**) to provide gas pipeline owners engineering services for a five-year period from January 2, 2026, to January 2, 2031, for a total aggregate not-to-exceed amount of \$5 million across the **Contracts**. **Finance and Audit Committee 12/9. (Lora Anguay)**
9. Approve an increase to the aggregate contract not-to-exceed amount for Environmental Compliance and Program Development Services for Contract No. 4600001299 with **AECOM Technical Services, Inc.**, Contract No. 4600001309 with **Kleinfelder, Inc.**, and Contract No. 4600001315 with **Brown and Caldwell** (collectively, the **Contracts**) by \$2.2 million, from \$8.8 million to \$11 million, across the three **Contracts**. **Finance and Audit Committee 12/9. (Frankie McDermott)**



10. Accept the monitoring report for **Strategic Direction SD-7, Environmental Leadership. Policy Committee 12/10. (Frankie McDermott)**
11. Accept the monitoring report for **Strategic Direction SD-9, Resource Planning. Policy Committee 12/10. (Lora Anguay)**
12. Accept the monitoring report for **Strategic Direction SD-11, Public Power Business Model. Policy Committee 12/10. (Laura Lewis)**
13. Approve and ratify the submittal of SMUD's grant application to the **California Department of Fish and Wildlife (CDFW)** for the **Sport Fish Restoration Act Boating Access: Rancho Seco Lake Invasive Mussel Prevention Grant** and authorize the Chief Executive Officer and General Manager, or his designee, to negotiate and execute in the name of Sacramento Municipal Utility District (SMUD) a grant recipient contract with **CDFW** as well as all grant documents, including, but not limited to, applications, amendments and requests for payment, necessary to facilitate grant participation. **Policy Committee 12/10. (Lora Anguay)**

\* \* \* \* \*

#### **Discussion Calendar:**

14. Adopt the following:
  - a. **2026 Budget** which, among other things, establishes:
    - An Operations and Maintenance Budget of \$1,434.5 million (including Public Goods Charge of \$104 million);
    - A Debt Service budget of \$216.3 million;
    - A Capital and Reserve Budget of \$671.6 million; and
    - Authorized contingencies.
  - b. Declaration of Intent to Issue Debt to create \$400 million of additional bonding authority to reimburse for qualifying capital expenditures, and Official Intent to reimburse for 2026, 2025 and 2024 capital expenditures from bond proceeds, which is required to maintain tax-exempt financing capability.

**Finance and Audit Committee 11/18. (Scott Martin)**

***Presenter: Scott Martin***

15. Discuss possible merit increase to the Chief Executive Officer and General Manager's base salary and/or performance bonus, pursuant to the Chief Executive Officer and General Manager's employment contract. **Closed Session 10/16 and 12/9. (President Fishman)**

***Presenter: President Fishman***

\* \* \* \* \*

**Public Comment:**

16. Items not on the agenda.

**Board and CEO Reports:**

17. Directors' Reports.

18. President's Report.

19. CEO's Report.  
a. Board Video

**Summary of Board Direction**

\* \* \* \* \*

**FOLLOWING ADJOURNMENT OF THE FOREGOING SMUD BOARD OF DIRECTORS MEETING, THE SPECIAL MEETINGS OF THE FOLLOWING JOINT POWERS AGENCIES WILL CONVENE:**

**NORTHERN CALIFORNIA ENERGY AUTHORITY  
NORTHERN CALIFORNIA GAS AUTHORITY NUMBER 1**

\* \* \* \* \*

**Board Committee Meetings and Special Meetings of the Board of Directors are held at the SMUD Headquarters Building, 6201 S Street, Sacramento**

December 9, 2025	Finance and Audit Committee and Special SMUD Board of Directors Meeting	Auditorium*	6:00 p.m.
December 10, 2025	Policy Committee and Special SMUD Board of Directors Meeting	Auditorium	6:00 p.m.
January 13, 2026	Finance and Audit Committee and Special SMUD Board of Directors Meeting	Auditorium	6:00 p.m.
January 14, 2026	Policy Committee and Special SMUD Board of Directors Meeting	Auditorium	6:00 p.m.

\* \* \* \* \*

**Regular Meetings of the Board of Directors are held at the SMUD Headquarters Building, 6201 S Street, Sacramento**

January 15, 2026

Auditorium\*

6:00 p.m.

*\*The Auditorium is located in the lobby of the SMUD Headquarters Building, 6201 S Street, Sacramento, California.*

*Members of the public shall have up to three (3) minutes to provide public comment on items on the agenda or items not on the agenda, but within the jurisdiction of SMUD. The total time allotted to any individual speaker shall not exceed nine (9) minutes.*

*Members of the public wishing to inspect public documents related to agenda items may click on the Information Packet link for this meeting on the [smud.org](http://smud.org) website or may call 1-916-732-7143 to arrange for inspection of the documents at the SMUD Headquarters Building, 6201 S Street, Sacramento, California.*

*ADA Accessibility Procedures: Upon request, SMUD will generally provide appropriate aids and services leading to effective communication for qualified persons with disabilities so that they can participate equally in this meeting. If you need a reasonable auxiliary aid or service for effective communication to participate, please email [Toni.Stelling@smud.org](mailto:Toni.Stelling@smud.org), or contact by phone at 1-916-732-7143, no later than 48 hours before this meeting.*





RESOLUTION NO. \_\_\_\_\_

**BE IT RESOLVED BY THE BOARD OF DIRECTORS  
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

That this Board hereby approves Board member compensation for service rendered at the request of the Board (pursuant to Resolution No. 25-04-02) for the period of November 16, 2025, through December 11, 2025.



Sacramento, California

November 20, 2025

The Board of Directors of the Sacramento Municipal Utility District met in regular session simultaneously in the Auditorium of the SMUD Headquarters Building at 6201 S Street, Sacramento, and via virtual meeting (online) at 6:00 p.m.

Roll Call:

Presiding: President Fishman

Present: Directors Rose, Bui-Thompson, Herber, Kerth, and Tamayo

Absent: Director Sanborn

Present also were Paul Lau, Chief Executive Officer and General Manager; Joe Schofield, Deputy General Counsel and Assistant Secretary, other members of SMUD's executive management; and SMUD employees and visitors.

Director Kerth shared the 2030 Climate Action Tip.

President Fishman called for approval of the agenda. Director Herber moved for approval of the agenda, Vice President Tamayo seconded, and the agenda was approved by a vote of 6-0, with Director Sanborn absent.

Director Bui-Thompson, Chair, presented the report for the Strategic Development Committee meeting held on November 11, 2025.

Director Herber, Vice Chair, presented the report for the Policy Committee meeting held on November 12, 2025.

Director Kerth, Chair, presented the report for the Finance & Audit Committee meeting held on November 18, 2025.

Director Rose, Chair, presented the report for the Energy Resources & Customer Services Committee meeting held on November 19, 2025.

President Fishman then called for public comment for items on the agenda, but none was forthcoming.



President Fishman then addressed the Consent Calendar consisting of Items 3 through 9. Director Kerth moved for approval of the Consent Calendar, Director Rose seconded, and Resolution Nos. 25-11-01 through 25-11-06 were approved by a vote of 6-0, with Director Sanborn absent.

**RESOLUTION NO. 25-11-01**

**BE IT RESOLVED BY THE BOARD OF DIRECTORS  
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

That this Board hereby approves revised Board member compensation for service rendered at the request of the Board (pursuant to Resolution No. 25-04-02) for the period of September 16, 2025, through October 15, 2025.

Approved: November 20, 2025

INTRODUCED: DIRECTOR KERTH				
SECONDED: DIRECTOR ROSE				
DIRECTOR	AYE	NO	ABSTAIN	ABSENT
FISHMAN	X			
ROSE	X			
BUI-THOMPSON	X			
HERBER	X			
KERTH	X			
TAMAYO	X			
SANBORN				X

**RESOLUTION NO. 25-11-02**

**BE IT RESOLVED BY THE BOARD OF DIRECTORS  
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

That this Board hereby approves Board member compensation for service rendered at the request of the Board (pursuant to Resolution No. 25-04-02) for the period of October 16, 2025, through November 15, 2025.

Approved: November 20, 2025

INTRODUCED: DIRECTOR KERTH				
SECONDED: DIRECTOR ROSE				
DIRECTOR	AYE	NO	ABSTAIN	ABSENT
FISHMAN	X			
ROSE	X			
BUI-THOMPSON	X			
HERBER	X			
KERTH	X			
TAMAYO	X			
SANBORN				X

## **RESOLUTION NO. 25-11-03**

**WHEREAS**, in February 2025, SMUD issued Request for Proposal No. DOC5044974652 (RFP) to solicit proposals from qualified firms for field service management software and associated implementation services for a five-year period; and

**WHEREAS**, 10 proposals were submitted in response to the RFP; and

**WHEREAS**, the staff process for determining the highest ranked proposer is complete; **NOW, THEREFORE**,

### **BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

**Section 1.** As a result of such examination, **KloudGin, Inc.** is hereby determined and declared to be the highest evaluated responsive proposer to provide field service management software and associated implementation services.

**Section 2.** The Chief Executive Officer and General Manager, or his designee, is authorized, on behalf of SMUD, to negotiate and award a contract to **KloudGin, Inc.** for field service management software and associated implementation services for a five-year period from November 21, 2025, through November 20, 2030, for a not-to-exceed amount of \$5,699,739.

**Section 3.** Software maintenance fees for future years will be approved by this Board as part of the annual budget.

**Section 4.** The Chief Executive Officer and General Manager, or his designee, is authorized to make future changes to the terms and conditions of the contract that, in his prudent judgment: (a) further the primary purpose of the

contract; (b) are intended to provide a net benefit to SMUD; and (c) do not exceed the authorized contract amount and applicable contingencies.

Approved: November 20, 2025

INTRODUCED: DIRECTOR KERTH				
SECONDED: DIRECTOR ROSE				
DIRECTOR	AYE	NO	ABSTAIN	ABSENT
FISHMAN	X			
ROSE	X			
BUI-THOMPSON	X			
HERBER	X			
KERTH	X			
TAMAYO	X			
SANBORN				X

**RESOLUTION NO. 25-11-04**

**BE IT RESOLVED BY THE BOARD OF DIRECTORS  
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

This Board accepts the monitoring report for **Strategic Direction SD-16, Information Management and Security**, substantially in the form set forth in **Attachment A** hereto and made a part hereof.

Approved: November 20, 2025

INTRODUCED: DIRECTOR KERTH				
SECONDED: DIRECTOR ROSE				
DIRECTOR	AYE	NO	ABSTAIN	ABSENT
FISHMAN	X			
ROSE	X			
BUI-THOMPSON	X			
HERBER	X			
KERTH	X			
TAMAYO	X			
SANBORN				X

## **SACRAMENTO MUNICIPAL UTILITY DISTRICT**

### **OFFICE MEMORANDUM**

**TO:** Board of Directors

**DATE:** October 29, 2025

**FROM:** Claire Rogers *CR 10/29/25*

**SUBJECT: Audit Report No. 28007875**  
**Board Monitoring Report; SD-16: Information Management and Security**

Internal Audit Services (IAS) received the SD-16 *Information Management and Security* 2025 Annual Board Monitoring Report and performed the following:

- Selected a sample of statements and assertions in the report for review.
- Compared sample to the corresponding supporting documentation to identify potential discrepancies.

All items sampled within the SD Report aligns with the supporting documentation provided at the time of review.

**CC:**

Paul Lau

# Board Monitoring Report 2025

## SD-16 Information Management and Security



### 1) Background

Strategic Direction Information Management and Security policy states that:

Proper management of cyber and physical information, as well as physical security, is a core value. Robust information management and physical security practices are critical to effective risk management and to ensure regulatory compliance, business resiliency and customer satisfaction. SMUD shall take prudent and reasonable measures to accomplish the following:

- a) **Cybersecurity:** SMUD will protect customer, employee and third-party information, and SMUD technology systems are protected from unauthorized access, use, disclosure, disruption, modification, or destruction.
- b) **Physical Security:** SMUD will safeguard its employees while at work as well as customers and visitors at SMUD facilities. SMUD will also protect its facilities and functions that support the reliability of the electric system and overall operation of the organization from unauthorized access or disruption of business operations.
- c) **Customer Privacy:** SMUD will annually notify customers about the collection, use and dissemination of sensitive and confidential customer information. Except as provided by law or for a business purpose, SMUD will not disseminate sensitive and confidential customer information to a third party for non-SMUD business purposes unless the customer first consents to the release of the information. Where sensitive and confidential information is disseminated for a business purpose, SMUD will ensure: (i) the third party has robust information practices to protect the sensitive and confidential customer or employee information, and (ii) use of the information by the third party is limited to SMUD's business purpose. SMUD will maintain a process that identifies the business purposes for which SMUD will collect, use and disseminate sensitive and confidential customer and employee information.
- d) **Information Management:** SMUD will maintain the efficient and systematic control of the creation, capture, identification, receipt, maintenance, use, disposition, and destruction of SMUD information, in accordance with legal requirements and Board policies.

### 2) Executive summary

- a) SMUD's Cybersecurity, Physical Security, Customer Privacy, and Information Management programs and initiatives align directly with the "Safety and Reliability" Core Values of SMUD's 2030 Clean Energy Plan. These programs work towards ensuring



that SMUD continues to be a good steward over technology systems, cyber and physical security, privacy, and information in accordance with our customers' high expectations.

**b) SMUD is substantially in compliance with SD-16 Information Management and Security Policy.**

c) Summary:

<b>SD Requirement</b>	<b>Program/initiative/policy</b>	<b>Purpose</b>	<b>Outcome</b>	<b>Notes</b>
Cybersecurity: protect systems and information from unauthorized access	Cybersecurity program; AP 07.03.01 Information Security Concepts and Roles	Protect systems and information; provide policy supporting the Cybersecurity program	Security controls and processes are in place to protect people, processes, and technology	
Customer Privacy: Notify customers about use of information	Annual notice of privacy practices	Notify customers of our privacy practices	Notice sent in the May bill package	Changes this year explain information use and the purpose of the notice
Customer Privacy: Ensure security where data is shared	System Security Plans and SOC 2 audit report requirements	Evaluate the information practices and security controls of third parties	Confidence that vendors have robust cybersecurity programs to protect SMUD information	
Customer Privacy: Identify purposes for information collection and dissemination	Data Sharing Policy, Data Sharing Request/Approval Process	Track NDAs, the data being shared, and the business justification for sharing	Formal data sharing process is being observed and maintained	
Information Management: Identify and manage records and information	Records Evaluations and Information Migration	Evaluate, classify and migrate records, and ensure retrieval, disposal and protection.	Migration of 35 out of 40 total business areas with expected completion of 40 by end of 2025, for an estimated 7 million documents migrated and classified.	
Information Management: Ensure all information systems are compliant with IMC best practices and requirements	Data Loss Prevention	Implementation of tools and policies in information repositories	Creation of a sustainable model for SMUD to classify/label documents and prevent inappropriate distribution and access.	
Physical Security:	- Annual Workplace Violence Training	Proactively equip employees and	Increased employee awareness and	Despite improvements,

Safeguard employees while at work	<ul style="list-style-type: none"> <li>- Situational Awareness Training for Field Crews &amp; Awareness Campaign</li> <li>- Civil Standby by Law Enforcement</li> <li>- Beakon Threat Awareness Tool</li> <li>- Mandatory ballistic vests for Officers</li> </ul>	visitors to recognize, report, and respond to workplace threats, ensuring security at SMUD facilities.	preparedness significantly reduce the risk and impact of workplace violence, fostering a culture of safety & vigilance at all SMUD sites.	workplace violence risks persist; ongoing training and law enforcement collaboration remain essential.
Physical Security: Safeguard customers & visitors at SMUD facilities	<ul style="list-style-type: none"> <li>- CSC Lobby Improvements</li> <li>- Security Presence in Public Lobbies</li> <li>- Risk Threat Vulnerability Assessment (RTVA)</li> <li>- Event Metal Detection</li> <li>- Board Meeting Security</li> <li>- VOA Partnership</li> </ul>	Create a welcoming yet secure environment for customers & visitors by mitigating risks related to physical safety, theft & privacy at SMUD facilities.	Enhanced security controls & physical modifications ensure customer & visitor safety, minimize incidents & maintain trust in SMUD's commitment to protect its interests.	Security improvements reduce risks, but challenges with disgruntled customers and the unhoused require ongoing vigilance and adaptive measures.
Physical Security: Protect overall operation from unauthorized access or disruption	<ul style="list-style-type: none"> <li>- Design &amp; Budgeting of Folsom Administrative Office Building</li> <li>- Perimeter Intrusion Detection Systems at Critical Impact Protection Sites</li> <li>- UARP Technology</li> <li>- No Findings for NERC Audit</li> <li>- Physical Access Control System (PACS)</li> </ul>	Ensure uninterrupted operations by preventing unauthorized access and disruptions at critical sites using advanced security technology and compliance.	Implementation of robust physical access controls & detections systems results in higher operational resilience, regulatory compliance & reduced risk of operational disruptions.	Controls reduce vulnerabilities but evolving threats require continuous assessment and updates.

### 3) Additional supporting information

#### **Cybersecurity**

**SMUD, customer, employee and third-party information and SMUD information systems are protected from unauthorized access, use, disclosure, disruption, modification, or destruction.**

SMUD's Cybersecurity program continues to evolve and mature to keep pace with the evolving cyber threats we face and to manage our cyber, privacy, legal, regulatory and compliance risk. This includes the adoption of a Zero Trust Architecture strategy, aligned to the Technology and security excellence objective of SMUD's 2025 Enterprise Strategy. The program aligns to the National Institute of Standards and Technology (NIST) Cybersecurity Framework (CSF) to establish prudent and reasonable measures intended to protect SMUD's operations from a cyber-attack, disruption and other threats to enterprise technologies, processes, and information. The six core functions of the CSF (Identify, Protect, Detect, Respond, Recover, and Govern) comprise both administrative and technical controls to effectively manage information and cybersecurity risk. Cybersecurity is actively working to implement the CSF controls through SMUD policies to enhance and govern information management and security risk management

practices and processes in support of SD-16. Cybersecurity will highlight the cybersecurity capabilities provided in an update to the board for SD-16 during an upcoming closed session.

### **Physical Security**

#### **SMUD will safeguard its employees while at work as well as customers and visitors at SMUD facilities**

SMUD is committed to safeguarding the safety and well-being of its employees, customers, and visitors across all facilities. Recognizing the various risks—including workplace violence, disgruntled customers, civil unrest, and challenges posed by an open campus—SMUD has implemented comprehensive initiatives to create a secure environment. For employees, mandatory annual workplace violence and situational awareness training equip staff to recognize and respond to potential threats, while campaigns like “See Something, Say Something” and “Power of Hello” promote vigilance and communication. Asset protection officers are now equipped with ballistic vests, and partnerships with law enforcement provide civil standbys and threat intelligence support through tools such as Beakon. For customers and visitors, security enhancements focus on high-traffic, customer-facing areas with measures such as lobby redesigns for improved visibility, increased security presence, and metal detection for large or high-risk events. Ongoing Risk Threat Vulnerability Assessments guide targeted improvements, and visible security presence at Board meetings ensures public safety. Collaboration with community partners like Volunteers of America further strengthens social support and security around facilities, particularly addressing vulnerabilities related to unhoused populations. Through these combined efforts, SMUD fosters a vigilant, prepared, and welcoming environment for all who work at and visit its premises, while maintaining ongoing vigilance to address emerging threats.

#### **SMUD will also protect its facilities and functions that support the reliability of the electric system and overall operation of the organization from unauthorized access or disruption of business operations.**

Protecting electric system infrastructure is essential to SMUD’s mission of reliable power delivery. Substations, control centers, and transmission sites face threats such as theft, vandalism, trespassing, and terrorism. SMUD applies stringent security standards, advanced surveillance technologies—including mobile trailers, thermal radar, Perimeter Intrusion Detection Systems (PIDS), and CCTV—and landscape hardening with enhanced fencing to secure these sites. Integration with Computer Aided Dispatch (CAD) and Letters of Agency with local law enforcement ensure swift incident response and information sharing. Ongoing technology upgrades, such as those addressing security gaps at the Upper American River Project, align with FERC and internal recommendations. SMUD’s zero-findings 2025 NERC audit validates the effectiveness of current controls, though continuous monitoring and innovation remain critical to counter evolving threats.

### **Customer Privacy**

#### **SMUD will annually notify customers about the collection, use and dissemination**

**of sensitive and confidential customer information.**

SMUD sent out our annual privacy notice via email and as a bill insert to customers during the May bill cycle. The language in the notice was updated this year to be clearer about its purpose and to be easier to understand. The notice continues to include plain language regarding SMUD's collection, use, and release of customer sensitive and confidential information, the business purposes for which it is used, as well as a reaffirmation of SMUD's commitment to customer privacy.

**Except as provided by law or for a business purpose, SMUD will not disseminate sensitive and confidential customer information to a third party for non-SMUD business purposes unless the customer first consents to the release of the information.**

No sensitive and confidential customer information has been sent to a third party for non-SMUD business purposes this year.

**Where sensitive and confidential information is disseminated for a business purpose, SMUD will ensure: (i) the third party has robust information practices to protect the sensitive and confidential customer information, and (ii) use of the information by the third party is limited to SMUD's business purpose.**

Where business requires sensitive and confidential information to be shared with a third party, Cybersecurity's risk management team evaluates third party artifacts, attestations, and independent reports to ensure that robust information practices are in place sufficient to protect customer information. The American Institute of CPAs (AICPA) Service Organization Control 2 (SOC 2) Type 2 continues to be our standard as it is an independent assessment focused on a solution's security controls which includes tests of the security controls' efficacy. SOC 2 Type 2 reports provide staff confidence that vendor security controls are robust and sufficient to protect SMUD information. Contract and non-disclosure agreement language is used to provide assurance that SMUD provided sensitive and confidential information will not be used for any unapproved purposes.

**SMUD will maintain a process that identifies the business purposes for which SMUD will collect, use and disseminate sensitive and confidential customer information.**

MP 07.03.01.122 - Data Sharing requires an approved data sharing request prior to sharing information with a third party for SMUD business purposes. This year the request form was updated to require clear declaration when a request is for non-SMUD business purposes.

**Information Management**

**The efficient and systematic control of creation, capture, identification, receipt, maintenance, use, disposition, and destruction of SMUD records, in accordance with legal requirements and Board policies.**

The IMC Program in collaboration with the Enterprise Content Management (ECM) team launched a mass content migration (Enterprise Shared Drive Migration) project at the beginning of 2023. Using completed IMC records evaluations, this effort has migrated content from 35 business areas out of 40, with expected completion of 40 by end of 2025, for an estimated total of 7 million documents classified and migrated. The project has identified, organized, and migrated content for each business area from non-approved records repositories into approved record repositories. This allows content to be managed in accordance with SD-16.

Information Management & Compliance is partnering with Cybersecurity and Organizational Change Management to implement a Data Loss Prevention (DLP) program. This initiative establishes a sustainable governance model to classify and protect sensitive information, monitor at-risk activities, and reduce the risk of data breaches. It is critical for ensuring regulatory compliance, safeguarding our reputation, and protecting the organization from potential financial and operational impacts. The IMC Program continues to collaborate with the Enterprise Content Management team, Cybersecurity, the CIP Program, Data Governance, and other business partners to ensure compliance with records policies and information management requirements.

#### **4) Challenges**

##### **Cybersecurity**

Industry and federal partners and agencies all continue to warn SMUD and the industry of the heightened geopolitical tension and associated nation state cyber actors targeting critical infrastructure. Cybersecurity takes these warnings seriously, ingesting threat intelligence and taking precautions to protect against known attacks and threat actors. Mandatory annual training and year-round awareness activities keep employees informed of the risks we face and their role in keeping things secure. Additionally, Cybersecurity participated once again in efforts to ensure we maintain cybersecurity insurance.

AI has brought a new set of risks and challenges this year. The Cybersecurity team has been involved to ensure that the risks associated with AI are appropriately understood and managed.

SMUD's current Payment Card Industry (PCI) card payment transaction volume continues to classify SMUD as a PCI Level 2 Merchant. Each year SMUD engages a third-party Payment Card Industry Professional (PCIP) to validate our compliance. All required assessment documents attesting to our compliance were submitted to Chase Paymentech in June.

The Cybersecurity team continues to work hard to ensure compliance with the NERC Critical Infrastructure Protection (CIP) standards. This year was our triennial CIP compliance audit, where we not only had zero findings, but received two positive observations. The CIP team is now preparing for additional standards which become enforceable in 2026 and beyond, requiring additional resources not only from the Cybersecurity team but from others as well.

Our Zero-Trust Cybersecurity Strategy remains a core part of IT work, and positions SMUD to secure sensitive data, systems, and services. IT continues to make progress in this area, working with Cybersecurity to ensure upcoming projects and efforts align to this strategy.

### **Physical Security**

Physical Security remains SMUD's frontline defense for its people, facilities, and infrastructure. A current comprehensive Risk Threat Vulnerability Assessment (RTVA) is identifying gaps in staffing, technology, access controls, and processes needed to address evolving threats such as unauthorized access and sophisticated disruptions. Early findings highlight vulnerabilities in perimeter security, remote site protection, and response capabilities, especially within the open campus environment and substations. Since 2014, SMUD's growth has outpaced security enhancements, necessitating a critical reassessment similar to recent cybersecurity investments. The RTVA will guide improvements in resources, technology, and operations to ensure regulatory compliance and industry best practices, enabling SMUD to effectively safeguard its assets, people, and business continuity amid increasing risks and complexity.

### **Customer Privacy**

We continue to receive SMUD customer data sharing requests for regulatory, compliance, municipal collaboration, and internal program needs related to SMUD business purposes. In rare cases data is requested to be shared for purposes that are not considered primary or core SMUD business, and in those situations the data is aggregated or de-identified before sharing so it is no longer considered personally identifiable information (PII).

### **Information Management**

The IMC program continues to integrate information management best practices into SMUD's daily operations. Business areas are actively collaborating with IMC in the creation of information management and recordkeeping policies/procedures specific to their day-to-day operational needs. SMUD's continued development of the IMC program further reduces the risk of potential multi-million-dollar fines and reputational damage associated with lack of records management controls.

The DLP program is now in the pilot phase, testing the solution's sensitivity labels with selected teams, gathering feedback to refine technical rules, training, and communications. This work will reduce the risk of data breaches, reputational harm, and costly regulatory fines, while building a sustainable governance model for information protection across SMUD.

## **5) Recommendation**

It is recommended that the Board accept the Monitoring Report for SD-16 Information Management Policy Monitoring Report.

## 6) **Appendices**

### Definitions and acronyms:

NIST – National Institute of Standards and Technology

CSF – Cybersecurity Framework

AICPA – American Institute of CPAs

SOC 2 – Service Organization Control 2

IMC – Information Management & Compliance

ECM – Enterprise Content Management

DLP – Data Loss Prevention

PCI – Payment Card Industry

PCIP – Payment Card Industry Professional

CIP – Critical Infrastructure Protection

CEOP – Cybersecurity Emergency Operations Program

RTVA – Risk Threat Vulnerability Assessment

**RESOLUTION NO. 25-11-05**

**BE IT RESOLVED BY THE BOARD OF DIRECTORS  
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

This Board accepts the monitoring report for **Strategic Direction SD-17, Enterprise Risk Management**, substantially in the form set forth in **Attachment B** hereto and made a part hereof.

Approved: November 20, 2025

INTRODUCED: DIRECTOR KERTH				
SECONDED: DIRECTOR ROSE				
DIRECTOR	AYE	NO	ABSTAIN	ABSENT
FISHMAN	X			
ROSE	X			
BUI-THOMPSON	X			
HERBER	X			
KERTH	X			
TAMAYO	X			
SANBORN				X



## **SACRAMENTO MUNICIPAL UTILITY DISTRICT**

### **OFFICE MEMORANDUM**

**TO:** Board of Directors

**DATE:** October 29, 2025

**FROM:** Claire Rogers *CR 10/29/25*

**SUBJECT: Audit Report No. 28007876**  
**Board Monitoring Report; SD-17: Enterprise Risk Management**

Internal Audit Services (IAS) received the SD-17 *Enterprise Risk Management* 2025 Annual Board Monitoring Report and performed the following:

- Selected a sample of statements and assertions in the report for review.
- Compared sample to the corresponding supporting documentation to identify potential discrepancies.

All items sampled within the SD Report aligns with the supporting documentation provided at the time of review.

**CC:**

Paul Lau

# Board Monitoring Report 2025

## SD-17 Enterprise Risk Management



### 1) Background

Strategic Direction 17 states: Effectively balancing and managing risk to further SMUD's policies and business goals is a core value of SMUD.

Therefore:

SMUD will implement and maintain an integrated enterprise risk management process that identifies, assesses, prudently manages, and mitigates a variety of risks facing SMUD, including financial, supply, operational, physical and cyber security, climate change, legal, legislative and regulatory, and reputational risk.

### 2) Executive summary

**SMUD is in compliance** with SD-17, Enterprise Risk Management.

In 2025, staff modernized our Enterprise Risk Management (ERM) framework in response to a 2024 maturity assessment conducted by KPMG, a global consulting firm. The refreshed framework is now complete and will be used as the basis for risk monitoring, reporting and decision-making going forward.

SMUD's new risk framework:

- provides a cross-functional, top-down view of risk that allows staff, executives and the Board to discuss risk more holistically before examining details;
- increases alignment to SMUD's Strategic Direction;
- includes detailed risk definitions and an enhanced rating system to more clearly communicate risk; and,
- conveys the impact of mitigations and controls by tracking our risk environment level (inherent risk) separately from remaining risk (residual risk).

While the risk refresh was in process, SMUD continued to strategically manage risk in a way that proactively reduced the chance of loss. For example, action at the Federal level caused several risks to escalate in the first half of the year, including those related to renewable energy projects, the economy, grants and supply chain. SMUD increased its monitoring and communication around these risks and introduced additional mitigations and safeguards where possible.

Our new risk framework is a baseline against which future changes will be compared. The changes we made in our former risk framework to supply chain, economic, grant, and renewable project risk are included in the new risk levels outlined below. Our strategic risks have the following residual ratings:

Strategic Risk	Residual Risk Level
<b>Safety &amp; Security:</b> Risks related to safety and security events involving our people, community and critical assets.	Medium-High
<b>Financial:</b> Risk related to our affordable rates.	Medium-High
<b>Environmental:</b> Risks related to our clean energy goals and environmental stewardship.	Medium
<b>Reliability:</b> Risk related to keeping the lights on.	Medium
<b>Process &amp; Technology:</b> Risk related to our operational support systems, processes, and technologies.	Medium
<b>Customer &amp; Community:</b> Risks related to SMUD's engagement with customers and the community.	Low
<b>Our People:</b> Risk related to building an inclusive, engaged and future-ready workforce.	Low

These risk ratings account for the potential impact of the risk, the likelihood of it occurring, and how quickly SMUD would have to respond should the risk occur. A low risk rating does not mean low priority. If anything, it means that the risk has fewer influences outside of our control. For instance, we cannot influence global politics that may impact supply chain and cybersecurity risk, but we have significant influence over our employee experience.

Moving forward, SMUD will continue to monitor bottom-up risk and communicate it through our new risk framework. Our 2026 work plan will focus on further improving our risk-aware culture, launching new training and tools for business area leaders to identify, manage and communicate risk consistent with our new framework.

### 3) Additional supporting information

#### a) 2025 ERM Program Highlights

In 2025, SMUD's ERM program:

- finished a refresh of the enterprise risk framework to better communicate, anticipate, and accommodate our changing risk landscape,
- continued to support the organization in the facilitation of risk conversations and embedding risk into our decision-making, such as prioritization decisions,
- enhanced cross-functional governance and thorough understanding of major risk issues by leveraging six committees: the Enterprise Risk Oversight Committee (EROC), Risk Champions Network (RCN), Trading Operations Risk Committee (TORC), Reliability committee, and Zero Carbon Plan Steering Committee, and Three Lines of Defense Working Team,
- made several updates to risk levels and took corresponding action, largely in response to new Federal policy changes,
- updated our uniform risk rating rubric to include more specific key risk indicators, and



- created new dashboards, reports and tools to better communicate, monitor, compare, rate and update risks.

Attachment A provides further details about our 7 Strategic Risks, which are broken down into 26 sub-risks or Enterprise Risks. The attachment includes:

- Risk definitions & Strategic Direction (SD) alignment
- Risk scores: Subject matter experts and senior leaders rated each risk based on the potential cross-functional impacts, the likelihood of the risk occurring, and the speed at which SMUD would have to respond should the risk occur. There are two ratings per risk: the risk environment (inherent risk) if SMUD did nothing to control or mitigate the risk and remaining risk (residual risk) after SMUD mitigations and controls are considered. We use the following scale:

Level	Risk Level	ERM significance (residual risk)
<b>L</b>	Low	Risk is mitigated to a low level. ERM reviews periodically.
<b>M</b>	Medium	Risk is moderately mitigated. ERM reviews periodically.
<b>MH</b>	Medium High	Risk is moderately mitigated. ERM monitors regularly.
<b>H</b>	High	Considered a focus area for risk mitigation. ERM monitors regularly.
<b>EH</b>	Extremely High	Risk is immediate and substantial resources are needed to mitigate risk.

- Risk forecast: Anticipated trend for the coming year based on key risk indicators and subject matter expert opinion:

Risk level may increase	Risk level expected to be maintained	Risk level may decrease
	=	

#### b) 2025 Risk Management Highlights

SMUD completed several efforts in 2025 that either reduce the impact of risk or demonstrate that our current controls and mitigations are performing as expected. Highlights of those efforts are provided below.

2025 Risk Highlight	Strategic Risk(s)	Description
Prudent fiscal management	Financial	In 2025, we took several actions to preserve our strong financial health including securing a \$91M direct Investment Tax Credit payment and setting aside funds in reserves and stabilization funds to ensure funding availability and mitigate any rate impacts for customers.

2025 Risk Highlight	Strategic Risk(s)	Description
Enhanced field safety	Safety & Security	We improved field safety by deploying advanced communication technologies, including radio repeaters and Starlink satellite connectivity. These enhancements ensure reliable and continuous communication for field crews, especially in remote or disaster-affected areas, supporting safer and more efficient operations.
Rate case below inflation	Customer & Community	With SMUD's approved rate changes for 2026-2027, our rates remain among the lowest in California, which positively impacts our risks related to customer affordability and inclusive economic development.
Western Electricity Coordinating Council (WECC) audit	Reliability	We successfully completed the 2025 WECC audit with no non-compliance findings, demonstrating strong adherence to reliability standards and effective operational controls.
Innovative technologies	Process & Technology	We piloted new robotics to assist substation maintenance workers with daily tasks such as sulfur hexafluoride (SF6) gas monitoring, infrared inspections, and partial discharge testing.

### c) Global Risk Trends & Benchmarking

SMUD's ERM program actively monitors global risk trends and compares our risk landscape to that of others in the energy industry to stay ahead of potential changes.

Global risk trends impacting SMUD in 2025-2026:

- **Affordability:** Rising costs and uncertainty driven by supply chain disruptions, inflation, tariffs and escalating labor expenses put additional financial pressure on utilities. This heightens the risk of continuing to meet our affordability goal and may increase cost of living pressures for our customers in general, particularly those in vulnerable communities.
- **Supply Chain Disruptions:** Delays in delivery times, changing expectations for service agreements and increased costs for equipment – including transformers, materials and technology – affect the way the utility industry approaches grid modernization and expansion of clean energy resources.
- **Regulatory and Policy Uncertainty:** Rapidly changing policy decisions such as those related to Federal funding priorities pose significant challenges for long-term planning and capital investment decisions. These uncertainties can lead to unexpected costs and potential delays in project execution.
- **Climate change and weather-related impacts:** Climate change continues to be a major driver of uncertainty for utilities. Increased frequency and severity of wildfire, heatwaves and severe storms poses a threat to grid resiliency and

critical assets. Additionally, the costs associated with structure hardening, vegetation management and advanced monitoring systems is driving the need for greater risk-based decision-making for the replacement and maintenance of our assets.

- **Technology Integration:** The integration of new, cloud-based technologies and distributed energy resources introduces great opportunity for utilities and also several challenges. Challenges include changing cybersecurity vulnerabilities and the need for standards development to address the regulatory and compliance implications of integration.

These global risk trends are also impacting our peers in the energy industry. As in previous years, SMUD relied on the North Carolina State University's (NCSU) Enterprise Risk Management Initiative and Protiviti [2025 & 2035 Executive Perspectives on Top Risks](#) for a benchmark of short-term and long-term risks from 1,215 global board members and executives.

Attachment B compares SMUD's top enterprise risks to the top 10 Energy and Utility risks identified in NCSU and Protiviti study. Overall, SMUD's refreshed risk framework aligns to the industry benchmarking and will allow us to make productive comparisons with our peers moving forward.

#### d) Looking forward

In 2026, ERM will work with leaders to continue to mature ERM at SMUD based on the KPMG recommendations of standardization, prioritization, aggregation and interconnectedness of risks. Staff will facilitate executive leadership in the development of risk tolerances and key risk indicators to enhance decision-making and greater understanding of strategic priorities. We will also provide staff with tools, education, and escalation processes to increase risk awareness and reporting.

### 4) Challenges

Today's risk environment is increasingly becoming more complex, interconnected and fluid. In response, the refreshed enterprise risk management framework looks holistically across the organization to identify and mitigate risk cross-functionally. Moving to an approach that identifies and manages risk both from a top-down and bottom-up perspective will improve risk governance across the enterprise, our ability to identify and manage emerging risks, and provide management with improved quantitative tools to make resource decisions.

### 5) Recommendation

It is recommended that the Board accept the Monitoring Report for SD-17, Enterprise Risk Management.

### 6) Appendices

## Attachment A: New Strategic and Enterprise Risks

See Section 3a of this report for the legend. For risks with a positive or negative forecast, we include a rationale in the last column entitled “forecast notes”.

Strategic Risk   <i>Enterprise Risk</i>	2025 risk rating			2025 mitigation and control accomplishments
	Inherent	Residual	Forecast	
<b>Safety &amp; Security (SD-6; SD-16)</b> Risks related to safety and security events involving our people, community and critical assets.	H	MH		<ul style="list-style-type: none"> <li>Increased employee/supervisor safety interactions, which are preventative communications to help identify and remove barriers to safe work</li> <li>Enhanced safety training qualifications for contractors</li> <li>Invested in enhanced ergonomics and safety tools such as car mounts for navigation devices and improved tower grounding safety gear</li> <li>Implemented Privileged Access Management improving permissions for critical systems</li> <li>Continued implementation of our Zero Trust cybersecurity strategy and program aligned to National Institute of Standards &amp; Technology (NIST)</li> <li>Initiated third-party risk management process enhancements including the acquisition of a third-party risk management application, additional monitoring and reporting tools, and a new third-party and cybersecurity governance committee</li> </ul>
<b>Safety</b> There is a risk that the safety of our employees, contractors, and public will be compromised.	H	L	=	
<b>Physical Security</b> There is a risk that SMUD-owned property and assets will be accessed by unauthorized individuals.	H	M	=	
<b>Cybersecurity</b> There is a risk that SMUD's data, information assets, systems and networks will be accessed by unauthorized individuals or groups.	EH	H	=	
<b>Third-Party</b> There is a risk that a third party will fail to represent SMUD's interests, standards or expectations.	H	MH	=	

Strategic Risk   <i>Enterprise Risk</i>	2025 risk rating			2025 mitigation and control accomplishments
	Inherent	Residual	Forecast	
<b>Reliability (SD-4; SD-14)</b> Risk related to keeping the lights on.	H	M		<ul style="list-style-type: none"> <li>On track to meet 2025 System Average Interruption Frequency Index (SAIFI) and System Average Interruption Duration Index (SAIDI) reliability limits</li> <li>Completed the North American Electric Reliability Corporation (NERC) audit with no findings</li> <li>Introduced a new compliance tracking interface for Power Generation assets</li> <li>Inspected transmission line towers, including an advanced assessment of towers in the High Fire Threat District in the Upper American River Project (UARP)</li> <li>Patrolled thousands of miles of transmission and distribution overhead lines</li> <li>Continued to improve storm response, including more accurate estimations and enhanced communication</li> <li>Enhanced vegetation management with new data collection applications to improve patrol efficiency and geospatial tracking</li> <li>Trimmed tens of thousands of trees to reduce wildfire and storm risk</li> <li>Completed and received approval from Federal Emergency Management Association (FEMA) for the 2024-2028 Hazard Mitigation Plan</li> <li>Updated the Wildfire Mitigation Plan</li> <li>Enhanced remote monitoring solutions at thermal plants</li> </ul>
<b>Resource Adequacy</b> There is a risk that SMUD's electricity load could exceed available supply.	H	M	=	
<b>System Adequacy</b> There is a risk that SMUD's transmission and distribution equipment could be insufficient for current and future capacity requirements.	H	M	=	
<b>Operational Adequacy</b> There is a risk that SMUD's asset capabilities could be insufficient or our resources too inflexible to reliably operate SMUD's system or interact with the interconnected grid.	H	MH	=	
<b>Grid Resiliency</b> There is a risk that SMUD's critical infrastructure may not be resilient to hazards such as wildfire, extreme weather or other natural and man-made disruptions.	H	M	=	
<b>Reliability Compliance</b> There is a risk that SMUD's internal controls are inadequate, that SMUD is unable to evolve with changing regulatory requirements, and that SMUD may not comply with applicable laws and regulations.	H	L	=	



Strategic Risk   <i>Enterprise Risk</i>	2025 risk rating			2025 mitigation and control accomplishments
	Inherent	Residual	Forecast	
<b>Environmental Risk (SD-7; SD-9)</b> Risks related to our clean energy goals and environmental stewardship.	H	M		<ul style="list-style-type: none"> <li>Continued progress on multiple utility-scale projects including Country Acres, Coyote Creek, Curry Creek, Grace, Hatchet Ridge, Oveja Ranch, Sunzia, and Terra-Gen</li> <li>Completed Sloughhouse Solar</li> <li>Finished the Cosumnes Power Plant turndown project</li> <li>Implemented a new customer facing online residential electrification tool to support education and awareness of building decarbonization technologies</li> <li>Reached a major building electrification milestone with 20,000 heat pump heating ventilation and air conditioning (HVAC) systems incentivized to date</li> <li>Advanced the Energy Management System (EMS) upgrade project enabling enhanced renewable integration, system monitoring, and control supporting our transition to clean energy resources</li> <li>Implemented the Habitat Conservation Plan focused on endangered species protection</li> </ul> <p>Forecast notes:</p> <ul style="list-style-type: none"> <li>Staff anticipates that Clean Energy Resources and Community Decarbonization risks will increase as we adjust to the changing priorities of Federal funding like tax credits and grants.</li> </ul>
<b>Clean Energy Resources</b> There is a risk that the transition to clean energy resources could be delayed or be insufficient to meet regulatory requirements.	H	MH	↑	
<b>Community Decarbonization</b> There is a risk that our customer programs may not effectively decarbonize buildings and vehicles in the region.	H	MH	↑	
<b>Environmental Stewardship</b> There is a risk that inadequate environmental stewardship or non-compliance with environmental rules and regulations could occur.	MH	M	=	
<b>Climate Change</b> There is a risk that the escalating impacts of climate change, including extreme weather events, rising temperatures, and loss of snowpack could impact our operations and infrastructure.	H	MH	=	

Strategic Risk   <i>Enterprise Risk</i>	2025 risk rating			2025 mitigation and control accomplishments
	Inherent	Residual	Forecast	
<b>Customer &amp; Community Risk (SD-5; SD-12; SD-13; SD-15)</b> Risks related to SMUD's engagement with customers and the community.	M	L		<ul style="list-style-type: none"> <li>Extensive market research and customer preference testing prior to launching new customer messaging or offerings like the new smud.org going live in 2026</li> <li>Executed our Community Impact Plan to support energy efficiency and electrification for communities that need it most</li> <li>Expanded lobby days to encourage customers to enroll in our Customer Assistance offerings like the Energy Assistance Program Rate (EAPR) and Medical Equipment Discount (MED) rate</li> <li>Launched our new Solar &amp; Storage for Nonprofits program</li> <li>Maintained high customer satisfaction and Value for What You Pay</li> <li>Delivered educational courses, hosted community events, and supported extensive volunteer and tree planting activities</li> <li>Deployed the Smart Energy and Water (SEW) Enterprise Portal for commercial customers</li> <li>Received Catalyst grant funding to conduct feasibility study on regional utility worker training program</li> <li>Funded Shine awards and supported Sustainable Communities partners</li> <li>Held the 2025 Meet the Buyers &amp; Business Resource Expo to promote local business participation in our operations</li> </ul>
<b>Customer Experience</b> There is a risk of not meeting customer expectations.	MH	L	=	
<b>Reputational</b> There is a risk of lost credibility with the community, industry partners, board and/or governmental entities.	MH	M	=	
<b>Inclusive Energy Transition</b> There is a risk under-resourced populations may bear an undue burden of the zero carbon transition.	M	L	=	
<b>Inclusive Economic Development</b> There is a risk Sacramento's regional economy may not thrive or may not benefit all communities equally.	L	L	=	
<b>Customer Affordability</b> There is a risk customers may be unable to reduce their electric energy bill burden.	M	L	=	

Strategic Risk   <i>Enterprise Risk</i>	2025 risk rating			2025 mitigation and control accomplishments
	Inherent	Residual	Forecast	
<b>Financial Risk (SD-2; SD-3; SD-11; SD-19)</b> Risk related to our affordable rates	H	MH		<ul style="list-style-type: none"> <li>Planned for future risks and market volatility to ensure rate stability for customers by fully funding insurance reserves and stabilization funds</li> <li>Received \$91.7 million investment tax credits for Solano 4 Wind project</li> <li>Supported our grant strategy, securing funding for our efforts despite shifts in focus for Federal funding</li> <li>Issued the nation's first green commercial paper by a municipal utility</li> <li>Received Fitch (AA) and Moody's (Aa2) rating affirmations maintaining low borrowing costs</li> <li>Reduced costs by consolidating the SMUD Financing Authority (SFA)</li> </ul>
<b>Economic Conditions &amp; Financial Management</b> There is a risk of rising costs and unpredictable economic fluctuations.	H	M	=	
<b>Commodity Management</b> There is a risk of increasing volatility in commodity prices or supply.	H	MH	=	
<b>Process &amp; Technology Risk (SD-10; SD-16)</b> Risk related to our operational support systems, processes, and technologies.	H	M		
<b>Technology Systems</b> There is a risk that technology systems may not meet the current and future needs of the organization.	H	M	↑	
<b>Data Governance &amp; Privacy</b> There is a risk of data integrity and and/or unauthorized access, disclosure, or misuse of personal or sensitive information.	H	M	↓	
<b>Supply Chain</b> There is a risk of supply chain disruptions and unavailability of resources.	H	M	=	

Forecast notes:

- Staff anticipates that Technology Systems will increase in the coming year with the implementation of multiple technology upgrade projects, including an enterprise-wide transformational effort SAP S/4HANA

Strategic Risk   <i>Enterprise Risk</i>	2025 risk rating			2025 mitigation and control accomplishments
	Inherent	Residual	Forecast	
<b>Artificial Intelligence (AI) &amp; Emerging Technologies</b> There is a risk of effective integration of Artificial Intelligence into SMUD's business models.	M	L	↑	<ul style="list-style-type: none"> <li>Data Governance &amp; Privacy risk will decrease in the coming year with the completion of our Data Loss Prevention Project</li> <li>AI &amp; Emerging Technology risk at SMUD is well controlled, but staff anticipates an increase in risk exposure as new and emerging technologies are incorporated into SMUD's existing systems and business models</li> <li>Expanded summer internships</li> <li>Launched new Paid Family Leave and enhanced disability insurance benefits</li> <li>Updated job descriptions and conducted analysis to align compensation and broader market trends</li> <li>Enhanced our efforts to ensure a pipeline of talented leaders for now and the future</li> <li>Launched a new employee recognition platform</li> </ul>
<b>Our People Risk (SD-8; SD-12)</b> Risk related to building an inclusive, engaged and future-ready workforce	H	L		
<b>Talent Management</b> There is a risk of attracting or retaining talent with the skillsets to meet business needs.	H	L	=	
<b>Employee Experience</b> There is a risk of employee turnover and disengagement.	M	L	=	
<b>Strategic Workforce</b> There is a risk that the skills and talent of the current workforce may not align with future business objectives.	H	L	=	

## Attachment B: Risk Benchmarking

Below is a comparison of SMUD's new risk framework to industry benchmarking provided by North Carolina State University (NCSU) and Protiviti in the [2025 & 2035 Executive Perspectives on Top Risks](#).

Overall, the study found that risks are becoming increasingly interrelated and pose significant challenges to current business models and the ability of modern organizations to be resilient and agile. Energy and utility executives are increasingly concerned that climate-related trends and evolving policies are significantly reshaping the energy and utilities industry, presenting both risks and opportunities. Key worries include the financial impact of transitioning to clean energy resources, costs tied to infrastructure upgrades for grid resiliency tied to wildfire and extreme weather events, and uncertainties stemming from shifting regulatory landscapes.

Nationwide, Executives recognize the need to accelerate decarbonization efforts and grid modernization while managing affordability and reliability for customers. There is also a strong focus on leveraging new technologies and business models to capitalize on emerging opportunities, but concerns remain about supply chain constraints, cybersecurity threats, and the pace of policy changes that could affect long-term planning and investment decisions. Climate change is seen as a driving force requiring adaptable strategies to ensure sustainable, reliable, and cost-effective energy delivery.

<b>NCSU ERM Initiative and Protiviti Top 10 near-term risks, Energy &amp; Utilities, abbreviated and ranked</b>	<b>SMUD corresponding enterprise risks and residual risk level</b>	
1. Climate change	Climate Change	MH
2. Regulatory changes and scrutiny	Reliability Compliance	L
3. Catastrophic natural disasters and weather	Grid Resiliency	M
4. Increasing labor costs	Economic Conditions & Financial Management	M
5. Supply Chain	Supply Chain	M
6. Geopolitical shifts, regional conflicts and instability	Supply Chain	M
7. Economic Conditions	Economic Conditions & Financial Management	M
8. Talent and labor availability	Talent Management	L
9. Global markets and trade policies	Supply Chain	M
10. Third-party risks	Third-party	MH

## RESOLUTION NO. 25-11-06

**WHEREAS**, by Resolution No. 22-03-09, adopted March 17, 2022, this Board authorized the Chief Executive Officer and General Manager (CEO/GM), or his designee, to negotiate and execute the specific terms and conditions of a **Power Purchase Agreement (PPA)**, consisting of two confirmations, with **Geysers Power Company, LLC** (parent company Calpine Corporation) for a term of 10 years (2023-2032) from the **Geysers Project** in Lake and Sonoma Counties (**PPA1**); and

**WHEREAS**, **PPA1** provides for 100 MW of around-the-clock carbon-free baseload geothermal energy, including **Portfolio Content Category 1 Renewable Energy Credits (PCC1 RECs)** plus 100 MW of resource adequacy capacity which SMUD can export from the **California Independent System Operator (CAISO)** as firm capacity, and

**WHEREAS**, SMUD and **Geysers Power Company, LLC** have mutually agreed to amend and extend **PPA1** to increase to 125 MW in 2028 and to 150 MW in 2030; and

**WHEREAS**, the delivery term will extend from December 31, 2032, to December 31, 2042; and

**WHEREAS**, SMUD's **2030 Zero Carbon Plan** specifically identifies the need for incorporation of a geothermal resource in SMUD's portfolio; and

**WHEREAS**, Senate Bill 1368 (2006) prohibits publicly-owned electric utilities from entering into covered long-term procurements for electricity that do not meet the Greenhouse Gas **Emission Performance Standard (EPS)** adopted by the **California Energy Commission (CEC)**; and

**WHEREAS**, the governing body of a local publicly-owned electric utility must determine whether prospective covered procurements comply with the **EPS**; and

**WHEREAS**, **CEC** regulations provide that power plants that meet the criteria of an eligible renewable electricity generation facility, as defined by the **California Renewables Portfolio Standard (RPS)** legislation and **CEC**

guidelines adopted thereunder, are “determined to be compliant” with the **EPS**;  
and

**WHEREAS**, the **Geysers Project** meets the criteria of a renewable electricity generation facility, as defined by the applicable legislation and guidelines, and is, therefore, determined to be compliant under the **CEC** regulations and to the extent alternate capacity is provided from the **Delta Energy Center** if the **Geysers Project** is unavailable, it is otherwise compliant with the **CEC** regulations; and

**WHEREAS**, the price and other terms proposed in the **PPA** are commercially reasonable and benefit SMUD’s ratepayers; **NOW, THEREFORE**,

**BE IT RESOLVED BY THE BOARD OF DIRECTORS  
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

**Section 1.** The Chief Executive Officer and General Manager (CEO/GM), or his delegate, is authorized to negotiate and execute the specific terms and conditions of an **Amended and Restated Power Purchase Agreement (PPA)**, which consists of two confirmations, with **Geysers Power Company, LLC**, for up to 150 MW of geothermal energy in substantial conformance with **Attachment C** and **Attachment D**.

**Section 2.** This Board approves the **California Energy Commission (CEC) Emission Performance Standard (EPS)** compliance filing and authorizes the CEO/GM, or his designee, to sign the compliance filing attestation, in substantial conformance with **Attachment E**.

**Section 3.** This Board authorizes the CEO/GM, or his designee, to make changes to the compliance filing that are required by the **CEC** or its staff.

**Section 4.** The CEO/GM, or his designee, is authorized to make future changes to the terms and conditions of the **PPA** that, in his prudent judgment: (a) further the primary purpose of the **PPA**; (b) are intended to provide

a net benefit to SMUD; and (c) do not exceed the authorized **PPA** amounts and applicable contingencies.

Approved: November 20, 2025

INTRODUCED: DIRECTOR KERTH				
SECONDED: DIRECTOR ROSE				
DIRECTOR	AYE	NO	ABSTAIN	ABSENT
FISHMAN	X			
ROSE	X			
BUI-THOMPSON	X			
HERBER	X			
KERTH	X			
TAMAYO	X			
SANBORN				X





CALPINE

Geysers Power Company, LLC  
10350 Socrates Mine Road  
Middletown, CA 95416

*Final Draft 11/13/2025*

**AMENDED AND RESTATED  
WESTERN SYSTEMS POWER POOL AGREEMENT  
CONFIRMATION LETTER (ENERGY)  
BETWEEN GEYSERS POWER COMPANY, LLC  
AND  
SACRAMENTO MUNICIPAL UTILITY DISTRICT**

**"CONFIDENTIALITY NOTICE: The information is intended only for the use of the individual or entity named below. If you are not the intended recipient, you are hereby notified that any disclosure, copying, distribution, or taking of any action in reliance on the contents of this information is strictly prohibited. If you have received this transmission in error, please immediately notify us by telephone to arrange for return of the documents."**

To: Sacramento Municipal Utility District  
Attention: Energy Trading, MS A404  
Email: powercontractsadmin@smud.org  
From: Geysers Power Company, LLC  
Re: Deal Number:

This Confirmation sets forth the terms and conditions of the transaction between Buyer and Seller, each individually a "Party" and together the "Parties," as of the Effective Date specified below, in which Seller agrees to sell and deliver, and Buyer agrees to purchase and receive, the Product, as such term is defined herein (the "Transaction"). This Transaction is subject to the terms and conditions of the Western Systems Power Pool Agreement (Effective Version: October 21, 2024) together with any and all exhibits, schedules or supplements thereto or incorporated therein by reference, but no further modification unless agreed by the Parties (collectively, the "WSPP Agreement"), as amended and supplemented by this Confirmation. The definitions and provisions contained in the WSPP Agreement and in the tariffs and protocols of the California Independent System Operator ("CAISO"), as amended from time to time ("Tariff"), shall apply to this Confirmation Agreement and are incorporated by reference; provided that, to the extent that this Confirmation Agreement is inconsistent with any provision of the WSPP Agreement, this Confirmation shall govern the rights and obligations of the Parties hereunder. This Confirmation, together with the WSPP Agreement will constitute a single agreement between the Parties with respect to the Transaction. This Confirmation supersedes and replaces any prior oral or written confirmation or agreement, including broker confirmations, regarding this Transaction.

The Parties are currently parties to that certain Western Systems Power Pool Agreement Confirmation Letter Energy) dated March 30, 2022 (the "**Existing Confirmation**") with respect to the purchase and sale of the Product described below, but for a different contract quantity, price and delivery term than are provided for herein. The Parties wish to amend and restate the Existing Confirmation on the terms and conditions set forth herein, effective as of the beginning of the

Delivery Term set forth below. Accordingly, this Confirmation will be binding on the Parties as of the Effective Date, but the Existing Confirmation will continue in effect until 2400 Pacific time on the day prior to the beginning of the Delivery Term set forth below, at which time it will be superseded by this Confirmation and be of no further force or effect.

**We confirm the following terms of our Transaction:**

**Buyer:** Sacramento Municipal Utility District

**Seller:** Geysers Power Company, LLC

**Effective Date:** [\_\_\_\_], 2025

**Delivery Term:** **The “Delivery Term” shall be from January 1, 2026 to December 31, 2042, inclusive. Notwithstanding the foregoing, for the sole purpose of matching delivery of Renewable Energy Credits (RECs) with Delivered Energy from the Project, such period will extend through the date that all RECs associated with such energy have been delivered from Seller to Buyer in accordance with this Confirmation.**

**Product:** “Product” means Delivered Energy on an hourly basis which meets the criteria for Section 399.16(b)(1)(A) of the California Public Utilities Code, comprised of: (1) energy, (2) RECs generated by the Project and transferred by Seller through a WREGIS Certificate to Buyer under this Confirmation, and (3) all Green Attributes associated with the renewable energy delivered to Buyer as part of this Confirmation. To the extent not inconsistent with the foregoing, the Product is a Resource Contingent Bundled REC as such is described under Section R-2.3.4 of WSPP Service Schedule R. The Product does not include any other non-renewable and non-environmental attributes (e.g., ancillary services or resource adequacy capacity). Buyer may use the Product for any RPS, voluntary programs, or any other purpose.

**Project:** The term “Project” means one or more of the geothermal power plants owned or controlled by Seller and located in Lake and Sonoma Counties, California that will be used to provide the Contract Quantity. Due to the portfolio nature of the Geysers, Buyer acknowledges that Seller is making sales and deliveries from the Project to other purchasers. **Exhibit A** identifies each of the plants as of the Effective Date. Following the Effective Date, Seller may add or remove generating facilities to Exhibit A with prior written notice to Buyer, and any added plants will thereafter be considered part of the Project for all purposes under this Confirmation, provided that each facility added is a geothermal power plant certified by the CEC as an ERR and meets the RPS compliance requirements for PCC 1; provided, that, to the extent that addition of the generating facility(ies) was not approved by the CEC prior to delivery, delivery of Product from the added generating facility(ies) is conditioned on the CEC making a final decision pursuant to the California Code of Regulations, Title 20, Section

2910 that the covered procurement complies with EPS, and, in the event the CEC makes a final decision that the added generating facility(ies) does not comply with the EPS, the change to Exhibit A shall be void and all pending Product deliveries from such added generating facility(ies) shall be terminated no later than the effective date of the CEC’s decision; provided, further, that Buyer’s consent shall be required to remove generating facilities from Exhibit A for reasons other than repair, mothballing, decommissioning, Uncontrollable Forces, or the sale of such facility.

**Delivery Point:** “Delivery Point” means NP 15 EZ Gen Hub.

**Meter Data:** To provide evidence of Delivered Energy, in connection with submission of its monthly invoice and upon the request of Buyer, Seller shall provide to Buyer records of metered data, including CAISO metering and transaction data sufficient to document and verify the generation and delivery of the Delivered Energy by the Project (and upon Buyer’s reasonable request access to any records, including invoices or settlement data from the CAISO, necessary to verify the invoice).

**Payment:** For each MWh of Delivered Energy in accordance with this Confirmation, not to exceed the Contract Quantity, Buyer shall pay Seller the Contract Price, which has no escalation during the Delivery Term. “Contract Price” is as follows:

Contract Years	Price (\$/MWh)
2026 - 2027	
2028	
2029	
2030	
2031	
2032 - 2042	

**Contract Quantity:**

Contract Years	Contract Quantity
2026 - 2027	<b>100 MW delivered each hour on a 7x24 hour schedule</b>
2028 -2029	<b>125 MW delivered each hour on a 7x24 hour schedule</b>
2030 - 2042	<b>150 MW delivered each hour on a 7x24 hour schedule</b>

**Renewable Energy**

**Credit Certificates:** To provide evidence of Green Attributes, Seller shall transfer to Buyer the RECs to Buyer's WREGIS account(s) within fifteen (15) Business Days after WREGIS creates certificates from each month's meter data (approximately four months after flow under current WREGIS operating conditions). If Buyer's WREGIS account ID is not available as of the start of the Delivery Term, Buyer will provide it to Seller promptly once Buyer receives the WREGIS account ID. REC deliveries will be made by transfer of WREGIS Certificates to Buyer's WREGIS account pursuant to WREGIS Operating Rules. Seller shall, at its option, transfer the WREGIS Certificate using forward certificated transfer or any other transfer permitted under the WREGIS Operating Rules. With respect to REC deliveries, Product flow shall be considered the month in which the WREGIS Certificates are created by WREGIS under current operating conditions.

**Scheduling and**

**CAISO Revenues:** Seller shall provide (or cause to be provided) all Scheduling Coordinator services for the Project (and all units constituting the Project) and for delivery of Product to the Delivery Point. Buyer shall provide (or cause to be provided) all Scheduling Coordinator services for Product at and from the Delivery Point. The Parties will purchase and sell the Contract Quantity of Product through Inter-SC Trades scheduled on a Day-Ahead basis at the NP15 EZ Gen Hub in compliance with the CAISO Tariff. As between Buyer and Seller, Seller shall be responsible for all CAISO costs (including penalties and other charges) and shall be entitled to all CAISO revenues (including credits and payments) associated with the Project and the delivery of Product to the Delivery Point.

**ADDITIONAL TERMS:**

- a) Seller, and, if applicable, its successors, represents and warrants that throughout the Delivery Term of this Agreement that: (i) the Project qualifies and is certified by the CEC as an ERR; and (ii) the Project's output delivered to Buyer qualifies under the requirements of the California Renewables Portfolio Standard. To the extent a Change in Law occurs after execution of this Agreement that causes this representation and warranty to be materially false or misleading, it shall not be an Event of Default if Seller has used commercially reasonable efforts to comply with such Change in Law.
- b) Seller shall agree to reasonably assist Buyer with Buyer's California Renewables Portfolio Standard Program compliance filings as requested by Buyer. In connection with the foregoing, neither Seller nor its affiliates shall be required to (i) expend or incur any legal costs (either internal or external) in providing such assistance or (ii) prepare or defend a filing or otherwise advocate on behalf of Buyer.
- c) This Agreement and the rights and duties of the Parties hereunder shall be governed by and construed, enforced and performed in accordance with the laws of the state of California, without regard to principles of conflicts of Law.
- d) Seller shall, at its sole cost and expense, take all actions and execute all documents or

instruments necessary to ensure that the RECs sold hereunder can be transferred to Buyer utilizing WREGIS. Seller shall comply with all laws, including, without limitation, the WREGIS Operating Rules effective as of the date of this Confirmation regarding the certification and transfer of RECs sold hereunder to Buyer. During the Delivery Term, Seller shall have in-place, or shall submit documentation to establish, an account with WREGIS. Seller shall transfer RECs to Buyer in accordance with WREGIS reporting protocols and WREGIS Operating Rules. Seller shall be responsible for all customary expenses associated with WREGIS Certificate issuance fees and utilizing WREGIS to transfer the RECs to Buyer, or its designee, except for any costs incurred by Buyer with respect to Buyer's registration with WREGIS and Buyer's WREGIS account.

- e) Seller hereby provides and conveys all Green Attributes associated with the electricity generation from the Project delivered to Buyer as part of the Product. Seller represents and warrants that Seller holds the rights to all such Green Attributes, and Seller agrees to convey and hereby conveys all such Green Attributes to Buyer as included in the delivery of the Product from the Project.
- f) Because WREGIS Certificates will only be created for whole MWh amounts of output generated, any fractional MWh amounts will be carried forward during the Delivery Term until sufficient generation is accumulated for the creation of a WREGIS Certificate.
- g) Seller shall be responsible, at its sole expense, for validating, adjusting, and disputing data with WREGIS so that the data from the Project's meter(s) corresponds with the quantity of RECs conveyed hereunder. Upon request Seller shall provide Buyer with copies of all correspondence or documentation to or from WREGIS with respect to any such validation, adjustment, or dispute.
- h) Without limiting Seller's obligations, if a WREGIS Certificate deficit is caused solely by an error or omission of WREGIS or the California Independent System Operator, the Parties shall cooperate in good faith to cause WREGIS to correct its error or omission. If WREGIS changes the WREGIS Operating Rules after the Effective Date or applies the WREGIS Operating Rules in a manner inconsistent with this Confirmation, the Parties promptly shall modify this Agreement as reasonably required to preserve the intended economic benefits of this transaction for both Parties, and so cause and enable Seller to transfer to Buyer's WREGIS Account the RECs sold to Buyer hereunder.
- i) Seller and, if applicable, its successors, represents and warrants that throughout the Delivery Term of this Agreement the RECs transferred to Buyer conform to the definition and attributes required for compliance with the California Renewables Portfolio Standard, as set forth in California Public Utilities Commission Decision 08-08-028, and as may be modified by subsequent decision(s) of the California Public Utilities Commission or by subsequent legislation. To the extent a Change in Law occurs after execution of this Agreement that causes this representation and warranty to be materially false or misleading, it shall not be an Event of Default if Seller has used commercially reasonable efforts to comply with such Change in Law.
- j) Seller warrants that all necessary steps to allow the RECs transferred to Buyer to be tracked in the Western Renewable Energy Generation Information System will be taken prior to

the first delivery under the contract.

- k) Notwithstanding anything else in this Confirmation, and subject to Seller's obligations under this Confirmation, Buyer acknowledges and agrees that the sale of energy and REC's by Seller from the Project is nonexclusive.
- l) Confidentiality: Seller acknowledges that Buyer is a public agency subject to the requirements of the California Public Records Act (Cal. Gov. Code, Section 7920.000 et seq.).
- m) Change in Law: Seller shall make commercially reasonable efforts to comply with Changes in Law in the California RPS, provided that Seller shall not be required to incur costs greater than an aggregate amount of \$750,000 during the entire Delivery Term (the "Capped Amount"). The Parties acknowledge and agree that any such Change in Law shall not (i) entitle Buyer to a change in the Contract Price or Payment terms, (ii) result in any change to the Contract Quantity, (iii) give either Party the right to terminate this Agreement, or (iv) allow for the severability of any provisions of this Confirmation pursuant to the WSPP Agreement. This provision shall not apply to any Product that was Delivered and Accepted prior to any Change in Law if such Product complies with the California RPS.
- n) Seller Credit Requirements: Concurrently with the execution of this Confirmation, Seller and Buyer are entering into that certain Amended and Restated Non-RA Export Capacity Transaction Confirmation of even date herewith (the "A&R Non-RA Export Capacity Confirmation"). Seller shall post and maintain from time to time security in the amounts and for the periods set forth on Schedule 1 to secure its obligations under both this Confirmation and the A&R Non-RA Export Capacity Confirmation; provided that Buyer may only draw on such security pursuant to this Confirmation to recover damages payable under this Confirmation; and provided further that, for the avoidance of doubt, Seller shall not be required to simultaneously post and maintain duplicative security under both the Existing Confirmation and this Confirmation. If the A&R Non-RA Export Capacity Confirmation is terminated for any reason, but this Confirmation continues in force, the amounts on Schedule 1 will be reduced to reflect the proportionate reduction in Buyer's overall exposure as a result of the termination of the A&R Non-RA Export Capacity Confirmation, and the Parties will amend and replace Schedule 1 to reflect this reduction within thirty (30) days after termination of the A&R Non-RA Export Capacity Confirmation. Such security may be provided in cash or by a letter of credit in substantially the form attached hereto as Exhibit D. On the date(s) when the required amount of such security is reduced as set forth on Schedule 1 (as may be amended from time to time in accordance with the terms of this Confirmation), if the security has been provided in cash, Buyer shall return any cash security that it holds in excess of the required amount, and if the security has been provided in the form of a letter of credit, Buyer will cooperate with Seller in substituting a revised letter of credit in the appropriate amount for the one held by Buyer. Once Seller has achieved an Investment Grade Rating, or if its obligations are guaranteed by an entity with an Investment Grade Rating, Seller shall no longer be required to post security under the Existing Confirmation, this Confirmation or the A&R Non-RA Export Capacity Confirmation. Buyer shall return any cash or letters of credit held as security thereunder or hereunder to Seller within 30 days after written notice from Seller

that it has achieved an Investment Grade Rating or Buyer's receipt of a guaranty of Seller's obligations by an entity with an Investment Grade Rating, as applicable.

- o) Buyer Credit Requirements. As long as Buyer maintains an Investment Grade Rating, Buyer will not be required to provide security for the performance of its obligations hereunder and under the A&R Non-RA Export Capacity Confirmation. If Buyer ceases to maintain an Investment Grade Rating, Buyer will promptly provide Seller notice thereof and will, within 30 days after ceasing to maintain an Investment Grade Rating, post and thereafter maintain from time to time security in the amounts and for the periods set forth on Schedule 1 (as amended, if applicable) to secure its obligations under both this Confirmation and the A&R Non-RA Export Capacity Confirmation; provided that Seller may only draw on such security pursuant to this Confirmation to recover damages payable under this Confirmation. Such security may be provided in cash or by a letter of credit in substantially the form attached hereto as Exhibit D (with such changes as are necessary for a letter of credit to be delivered by Buyer to Seller). On the date(s) when the required amount of such security is reduced to the extent applicable as set forth on Schedule 1 (as may be amended from time to time in accordance with the terms of this Confirmation), if the security has been provided in cash, Seller shall return any cash security that it holds in excess of the required amount, and if the security has been provided in the form of a letter of credit, Seller will cooperate with Buyer in substituting a revised letter of credit in the appropriate amount for the one held by Seller. If Buyer subsequently regains an Investment Grade Rating, Buyer shall not be required to post security under this Confirmation. Seller shall return any cash or letters of credit held as security hereunder to Buyer within 30 days after written notice from Buyer that it has achieved an Investment Grade Rating.
- p) Buyer Limited Assignment Right: Notwithstanding anything to the contrary in Section 14 of the Master Agreement, the Buyer may from time to time assign the right to receive all or a portion of the Delivered Energy that would otherwise be delivered to Buyer hereunder. In connection with any such assignment, Buyer and Seller agree to negotiate in good faith the execution of the limited assignment agreement attached hereto as Exhibit B. For the avoidance of doubt, any limited assignment will not affect Seller or Buyer's rights or responsibilities under this Agreement except to the extent set forth in the limited assignment, and Buyer will remain responsible for all its obligations under this Agreement related to such assignment, including (i) the obligation to pay for such Delivered Energy to the extent the assignee thereof does not do so, and (ii) any damages associated with such assignee's failure to take any such Delivered Energy.
- q) Seller Permitted Assignment: Notwithstanding anything to the contrary in Section 14 of the Master Agreement, Seller may, without the prior written consent of Buyer, transfer or assign this Agreement to a Qualified Transferee. A Qualified Transferee is : (1) any affiliate of Seller, or (2) any person succeeding to all or substantially all of the assets of Seller (whether voluntary or by operation of law) that (i) for the three (3) preceding years, has owned or operated (or had access to the expertise required to operate through committed management agreements with its affiliates at least 100MWs of renewable energy generation facilities and (ii) either itself or its direct or indirect parent, has (x) a tangible net worth of at least \$50,000,000 or (y) a credit rating of "BB-" or higher by S&P or "Ba3" or higher by Moody's; provided that Seller shall provide at least fifteen (15) Business Days notice to Buyer prior to any such transfer or assignment, Seller shall not be relieved of its

obligations under the Agreement prior to the effective date of the transfer or assignment, and Seller's assignee shall agree in writing to assume all of Seller's obligations and liabilities under this Agreement.

- r) Seller Collateral Assignment: Seller may also assign this Agreement as collateral for any financing or refinancing of the Facility. In connection with any financing or refinancing of the Facility by Seller, Buyer shall in good faith work with Seller and its lender to execute a consent to collateral assignment of this Agreement substantially in the form attached hereto as Exhibit C.
- s) Governing Law. Notwithstanding anything in the WSPP Agreement, including Section 24 thereof, to the contrary, the Agreement shall be governed by the laws of the State of California (without reference to conflict of laws rules that would apply the law of another jurisdiction).
- t) Counterparts. This Confirmation may be signed in any number of counterparts with the same effect as if the signatures to the counterparts were upon a single instrument. The Parties may rely on electronic, or scanned signatures as originals under this Confirmation. Delivery of an executed signature page of this Confirmation by electronic mail transmission (including PDF) shall be the same as delivery of a manually executed signature page.
- u) Emission Performance Standard. This Agreement is a "covered procurement" under the CEC's EPS and Buyer shall make the required compliance filing with the CEC within 10 Business Days of the Effective Date. The Parties agree that this Agreement shall be void and all pending Product deliveries terminated no later than the effective date of any final decision by the CEC pursuant to the California Code of Regulations, Title 20, Section 2910 that the covered procurement fails to comply with EPS. The Parties acknowledge that the Project is "determined to be compliant" pursuant to 20 CCR §§ 2903(b)(1) or (2).
- v) WSPP Agreement Amendments. For this Transaction, the WSPP Agreement shall be amended as follows:
  - 1. Section 21.1 of the WSPP Agreement is amended by deleting "other direct" in the ninth line thereof. The Parties also agree that the waiver on the fifth line of that section does not apply to any damages or other remedies expressly provided for in this Confirmation.
  - 2. Section 21.3(a) of the WSPP Agreement is modified by (i) deleting the words "as follows" in the sixth line of the first sentence thereof and substituting the phrase "as set forth in the applicable Confirmation", (ii) deleting subsections (1), (2) and (3) thereof, (iii) deleting the phrase "and the Contract Price of the Confirmation to which the non-performed transaction is identified, and the Contract Quantity of the non-performed transaction, shall be applied to the calculation of amounts due under Section 21.3(a)(1) through (3), as applicable" at the end of the first paragraph of subsection (5) thereof and substituting the phrase "and damages shall be calculated in accordance with the applicable Confirmations", and (iv) deleting the balance of subsection (5) after the first two paragraphs thereof.



3. Section 21.3(d) of the WSPP Agreement is modified by (i) changing “the full amount of damages” on the second and third lines to “the undisputed amount of damages”, and (ii) deleting the second sentence thereof.
4. Section 22.1 of the WSPP Agreement is modified by deleting subsection (d) and replacing it with [intentionally omitted]” and by inserting the following new text at the end thereof:

“(f) the failure of the Defaulting Party to perform any material covenant or obligation set forth in this Agreement (except to the extent constituting a separate Event of Default, and except for such Party’s obligations to deliver or receive the quantities of Product due under this Agreement, the exclusive remedy for which is provided in Section 21.3) if such failure is not remedied within thirty (30) days after written notice;

(g) the termination of the A&R Non-RA Export Capacity Confirmation as the result of a default by the Defaulting Party thereunder;

(h) the failure of the Defaulting Party to pay its debts generally as they become due or the Defaulting Party’s admission in a writing that is unable to generally pay its debts as they become due;

(i) the institution, by the Defaulting Party, of a general assignment for the benefit of its creditors; or

(j) the application for, consent to, or acquiescence to, by the Defaulting Party, the appointment of a receiver, custodian, trustee, liquidator, or similar official for all or a substantial portion of its assets.”
5. Section 22.2(b) of the WSPP Agreement is amended by (i) inserting in Section 22.2, “and is continuing” after “Event of Default occurs” in the first line of the first paragraph thereof, (ii) deleting the second sentence in the first paragraph thereof, and (iii) deleting the second paragraph thereof in its entirety.
6. Section 22.3 of the WSPP Agreement is amended by:
  - (a) In Section 22.3(b), replacing the second sentence thereof with “The “Present Value Rate” shall mean an annual rate equal to the “prime rate” as published in the Wall Street Journal from to time plus 2%.”;
  - (b) In Section 22.3(c), deleting the third sentence thereof and replacing it with the following: “If the Non-Defaulting Party’s aggregate Gains exceed its aggregate Losses and Costs, if any, resulting from the termination of this Agreement or a Confirmation, the Termination Payment for all such Terminated Transactions shall be zero, notwithstanding any provision in this Section or Agreement to the contrary.”
  - (c) In Section 22.3(e), delete the entire provision (including subsections) and replace it with the following: “[Intentionally omitted]”

(d) In Section 22.3(f), delete the entire provision and replace it with the following:

“If the Defaulting Party disagrees with the calculation of the Termination Payment and the Parties cannot otherwise resolve their differences, and provided that Defaulting Party has paid the undisputed part of the Termination Payment to the Non-Defaulting Party as provided under Section 22.3(c), and that any amounts disputed by the Defaulting Party are disputed in good faith, then the Defaulting Party may submit the calculation issue to Dispute Resolution pursuant to Section 34.”

7. Section 24 of the WSPP Agreement is amended by deleting “Utah” in the second line thereof and replacing it with “California”.
8. Section 27 of the WSPP Agreement is deleted in its entirety and replaced with “[intentionally omitted]”.
9. The netting provisions of Section 28, NETTING, of the WSPP Agreement shall apply to the transaction covered by this Confirmation as if Buyer and Seller had both executed Exhibit A, NETTING, to the WSPP Agreement. Both Parties intend for the netting provisions of Exhibit A to the WSPP Agreement to be effective on the first day of the Delivery Term.
10. Section 30.1 of the WSPP Agreement is amended by inserting “or requested” after the word “required” in Section 30.1(4), by deleting “or” immediately before clause (7), and by adding the following at the end of the first sentence: “; or (8) to the Party’s and such Party’s affiliates’ lenders and potential lenders, investors or potential investors, counsel, accountants, advisors and agents who have a need to know such information and have agreed to keep such terms confidential”.
11. Section 31 of the WSPP Agreement is amended by deleting the second sentence thereof.
12. The second and third sentences of Section 32.5 of the WSPP Agreement are deleted.
13. Sections 34.1 and 34.2 of the WSPP Agreement are hereby deleted and replaced with the following:

“34.1 INFORMAL DISPUTE RESOLUTION

IN THE EVENT OF ANY DISPUTE ARISING UNDER THIS TRANSACTION, WITHIN TEN (10) DAYS FOLLOWING THE RECEIPT OF A WRITTEN NOTICE FROM EITHER PARTY IDENTIFYING SUCH DISPUTE, THE PARTIES SHALL MEET, NEGOTIATE AND ATTEMPT, IN GOOD FAITH, TO RESOLVE THE DISPUTE QUICKLY, INFORMALLY AND INEXPENSIVELY. IF THE PARTIES ARE UNABLE TO RESOLVE A DISPUTE ARISING HEREUNDER WITHIN THIRTY (30) DAYS AFTER RECEIPT OF SUCH NOTICE, THEN EITHER PARTY MAY SEEK ANY AND

ALL REMEDIES AVAILABLE TO IT AT LAW OR IN EQUITY, SUBJECT TO THE LIMITATIONS SET FORTH IN THIS TRANSACTION.”

“34.2 EXCLUSIVE JURISDICTION

EACH PARTY SUBMITS TO THE EXCLUSIVE JURISDICTION OF THE STATE OR FEDERAL COURTS LOCATED IN SAN FRANCISCO, CALIFORNIA, FOR ANY ACTION OR PROCEEDING RELATING TO THIS AGREEMENT OR ANY TRANSACTION, AND EXPRESSLY WAIVES ANY OBJECTION IT MAY HAVE TO SUCH JURISDICTION OR THE CONVENIENCE OF SUCH FORUM.”

14. The phrase “arbitration or” is hereby deleted from the first line of Section 34.4.

15. The following shall be inserted as a new Section 34.5:

“34.5 LIMITATION OF DAMAGES. FOR BREACH OF ANY PROVISION OF THIS CONFIRMATION AGREEMENT FOR WHICH AN EXPRESS REMEDY OR MEASURE OF DAMAGES IS PROVIDED, THE EXPRESS REMEDY OR MEASURE OF DAMAGES PROVIDED IS THE SOLE AND EXCLUSIVE REMEDY UNDER THIS AGREEMENT AND ALL OTHER REMEDIES FOR DAMAGES AT LAW OR IN EQUITY ARE WAIVED. IF NO EXPRESS REMEDY OR MEASURE OF DAMAGES IS PROVIDED IN THIS AGREEMENT FOR A PARTICULAR BREACH, LIABILITY FOR THE BREACH IS LIMITED TO DIRECT DAMAGES ONLY, WHICH SHALL BE THE SOLE AND EXCLUSIVE REMEDY UNDER THIS AGREEMENT FOR SUCH BREACH, AND ALL OTHER REMEDIES FOR DAMAGES AT LAW OR IN EQUITY ARE WAIVED. NEITHER PARTY IS LIABLE FOR ANY OTHER TYPE OF DAMAGE, INCLUDING INCIDENTAL, PUNITIVE, EXEMPLARY, CONSEQUENTIAL, SPECIAL OR INDIRECT DAMAGES OF ANY NATURE (INCLUDING DAMAGES ASSOCIATED WITH LOST PROFITS, BUSINESS INTERRUPTION AND LOSS OF GOODWILL) ARISING AT ANY TIME, WHETHER IN TORT (INCLUDING THE SOLE OR CONTRIBUTORY NEGLIGENCE OF EITHER PARTY OR ANY RELATED PERSON), WARRANTY, STRICT LIABILITY, CONTRACT OR STATUTE, UNDER ANY INDEMNITY PROVISION, OR OTHERWISE; PROVIDED, HOWEVER, THAT THE FOREGOING SHALL NOT LIMIT EITHER PARTY’S RIGHT TO RECOVER DAMAGES UNDER EXPRESS INDEMNITY PROVISIONS SET FORTH IN THE CONFIRMATION.”

16. Section 37 of the WSPP Agreement is amended by inserting the following in the beginning of the section: “On the date of entering into this Confirmation,”.
17. Section 41 “Witness” of the WSPP Agreement is renumbered Section 42 and the following new Section 41 entitled “Standard of Review” shall be inserted between Sections 40 and 42:

**41. STANDARD OF REVIEW**

The Parties agree as follows:

41.1 Absent the agreement of all Parties to the proposed change, the standard of review for changes to any section of this Agreement (including all Transactions and/or Confirmations) specifying the rate(s) or other material economic terms and conditions agreed to by the Parties herein, whether proposed by a Party, a non-party or FERC acting sua sponte, shall be the “public interest” standard of review set forth in *United Gas Pipe Line Co. v. Mobile Gas Service Corp.*, 350 U.S. 332 (1956) and *Federal Power Commission v. Sierra Pacific Power Co.*, 350 U.S. 348 (1956) (the “Mobile-Sierra” doctrine) and clarified in *Morgan Stanley Capital Group, Inc. v. Public Util. Dist. No. 1 of Snohomish* 554 U.S. 527 (2008) and *NRG Power Marketing LLC v. Maine Pub. Util. Comm’n*, 558 U.S. 165 (2010).

41.2 The Parties, for themselves and their successors and assigns, (i) agree that this “public interest” standard shall apply to any proposed changes in any other documents, instruments or other agreements executed or entered into by the Parties in connection with this Agreement and (ii) hereby expressly and irrevocably waive any rights they can or may have to the application of any other standard of review, including the “just and reasonable” standard.

#### **ADDITIONAL DEFINITIONS:**

“A&R Non-RA Export Capacity Confirmation” has the meaning defined in Section (n) of the “Additional Terms” above.

“Agreement” or “agreement” has the meaning specified in the introductory paragraph hereof.

“CAISO” means the California Independent System Operator Corporation or any successor entity performing similar functions.

“CAISO Grid” means the system of transmission lines and associated facilities of the Participating Transmission Owner that have been placed under the CAISO’s operational control.

“CAISO Tariff” means the CAISO Operating Agreement and Tariff, including the rules, protocols, procedures and standards attached thereto, as it may be amended, modified, supplemented or replaced (in whole or in part) from time to time.

“California Renewables Portfolio Standard” or “RPS” means the renewable energy program and policies established by California State Senate Bills 1038 (Statutes of 2002) and 1078 (Statutes of 2002) as amended and codified in California Public Utilities Code Sections 399.11 through 399.31 and California Public Resources Code Sections 25740 through 25751, as such provisions are amended or supplemented from time to time and as defined by the CEC RPS Eligibility Guidebook, as those obligations may be amended or supplemented from time to time or otherwise consistent with applicable regulations promulgated by the CEC.

“CEC” means the California Energy Commission, or any successor entity.

“CPUC” means the California Public Utilities Commission, or any successor entity.

“Credit Rating” means, with respect to Seller, the rating on its senior secured long-term debt obligations by S&P or Moody’s. If Seller is rated by both S&P and Moody’s, and the Credit Ratings are not equivalent, the lower Credit Rating shall govern.

“Delivered Energy” means energy generated and metered from the Project with associated Green Attributes that is scheduled in accordance with this Confirmation.

“Eligible Renewable Energy Resource” or “ERR” means an Eligible Renewable Energy Resource as defined in California Public Utilities Code Section 399.12 or 399.16, as may be amended or supplemented from time to time, as such provisions are supplemented or interpreted by the CEC Renewables Portfolio Standard Eligibility Guidebook, as may be amended or supplemented from time to time.

“Emission Performance Standard” or “EPS” means the requirements set-forth in California Code of Regulations (CCR) Title 20, Chapter 11, Article 1, Section 2900 et seq.

“Green Attributes” means any and all credits, benefits, emissions reductions, offsets, and allowances, howsoever entitled, attributable to the generation from the Project, and its avoided emission of pollutants. Green Attributes include but are not limited to RECs, as well as: (1) any avoided emission of pollutants to the air, soil or water such as sulfur oxides (Sox), nitrogen oxides (Nox), carbon monoxide (CO) and other pollutants; (2) any avoided emissions of carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide, hydrofluorocarbons, perfluorocarbons, sulfur hexafluoride and other greenhouse gases (GHGs) that have been determined by the United Nations Intergovernmental Panel on Climate Change, or otherwise by law, to contribute to the actual or potential threat of altering the Earth’s climate by trapping heat in the atmosphere; (3) the reporting rights to these avoided emissions, such as Green Tag Reporting Rights. Green Tag Reporting Rights are the right of a Green Tag Purchaser to report the ownership of accumulated Green Tags in compliance with federal or state law, if applicable, and to a federal or state agency or any other party at the Green Tag Purchaser’s discretion, and include without limitation those Green Tag Reporting Rights accruing under Section 1605(b) of The Energy Policy Act of 1992 and any present or future federal, state, or local law, regulation or bill, and international or foreign emissions trading program. Green Tags are accumulated on a MWh basis and one Green Tag represents the Green Attributes associated with one (1) MWh of Energy. Green Attributes do not include (i) any energy, capacity, reliability or other power attributes from the Project, (ii) production tax credits associated with the construction or operation of the Project and other financial incentives in the form of credits, reductions, or allowances associated with the project that are applicable to a state or federal income taxation obligation, (iii) fuel-related subsidies or “tipping fees” that may be paid to Seller to accept certain fuels, or local subsidies received by the generator for the destruction of particular preexisting pollutants or the promotion of local environmental benefits, or (iv) emission reduction credits encumbered or used by the Project for compliance with local, state, or federal operating and/or air quality permits.

“Green Tag Purchaser” means Buyer.

“Investment Grade Rating” means a rating of BBB- or better from S&P or a rating of Baa3 or better from Moody’s.

“Locational Marginal Price” has the meaning specified in the CAISO Tariff.

“Moody’s” means Moody’s Investors Service, Inc. or its successor.

“NERC” means the North American Electric Reliability Corporation.

“NP15 EZ Gen Hub” has the meaning specified in the CAISO Tariff.

“Participating Transmission Owner” means Pacific Gas and Electric Company in its capacity as the owner of certain transmission facilities placed under the operational control of the CAISO pursuant to the terms of the CAISO Tariff.

“Portfolio Content Category 1” or “PCC1” means renewable energy comprised of energy and Green Attributes meeting the criteria defined by the CEC Renewables Portfolio Standard Eligibility Guidebook, for Portfolio Content Category 1, as may be amended or supplemented from time to time, and meeting any applicable regulations promulgated by the CEC.

“Renewable Energy Credit” or “REC” has the meaning set forth in the California Public Utilities Code Section 399.12, as may be amended or supplemented from time to time or as further supplemented by applicable law, is evidenced by a WREGIS Certificate, and is equivalent to one (1) MWh of energy from the Project which shall be qualified and certified as an ERR.

“S&P” means S&P Global Ratings (a subsidiary of S&P Global, Inc.), or its successor.

“Scheduling Coordinator” means an entity certified by CAISO as qualifying as a Scheduling Coordinator pursuant to the CAISO Tariff for the purposes of undertaking the functions specified in “Responsibilities of a Scheduling Coordinator,” of the CAISO Tariff, as amended from time to time.

“WREGIS” means Western Renewable Energy Generating Information System.

“WREGIS Certificate” has the same meaning as “Certificate” as defined by WREGIS in the WREGIS Operating Rules and are designated by applicable law as eligible for complying with the California Renewables Portfolio Standard.

“WREGIS Operating Rules” means the operating rules and requirements adopted by WREGIS, as amended from time to time.

*[SIGNATURE PAGE FOLLOWS]*

**ACKNOWLEDGED AND AGREED TO AS OF THE EFFECTIVE DATE:**

**Geysers Power Company, LLC**

**Sacramento Municipal Utility District**

By: \_\_\_\_\_

By: \_\_\_\_\_

Name: \_\_\_\_\_

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Title: \_\_\_\_\_

**SCHEDULE 1****Amount of Required Security**

<b>Period</b>	<b>Amount</b>
1/1/2026 - 12/31/2027	\$5,000,000
1/1/2028 – 12/31/2029	\$6,250,000
1/1/2030 – 12/31/2039	\$7,500,000
1/1/2040 – 12/31/2042	\$5,000,000



## EXHIBIT A

### Project Information

<b>Name of Facility</b>	<b>CEC RPS ID</b>
Aidlin Power Plant	60115A
Sonoma Power Plant	60010A
Geysers Units 5&6	60002A
Geysers Units 7&8	60003A
Geysers Unit 11	60025A
Geysers Unit 12	60004A
Geysers Unit 13	60005A
Geysers Unit 14	60026A
Geysers Unit 16	60006A
Geysers Unit 17	60007A
Geysers Unit 18	60008A
Calistoga Power Plant	60117A
Geysers Unit 20	60009A

## EXHIBIT B

### Form of Limited Assignment Agreement

This Limited Assignment Agreement (this “**Assignment Agreement**” or “**Agreement**”) is entered into as of [\_\_\_\_], 20\_\_ by and among [\_\_\_\_], a [\_\_\_\_] (“**PPA Seller**”), [Participant], a [\_\_\_\_] (“**PPA Buyer**”), and [Assignee], and relates to that certain power purchase agreement (the “**PPA**”) between PPA Buyer and PPA Seller as described on Appendix 1. Unless the context otherwise specifies or requires, capitalized terms used but not defined in this Agreement have the meanings set forth in the PPA. To the extent there is any inconsistency between this Assignment Agreement and the PPA, the terms of the PPA shall prevail.

In consideration of the premises above and the mutual covenants and agreements herein set forth, PPA Seller, PPA Buyer and [Assignee] (the “**Parties**” hereto; each is a “**Party**”) agree as follows:

#### 1. Limited Assignment and Delegation.

- (a) PPA Buyer hereby assigns, transfers and conveys to [Assignee] all right, title and interest in and to the rights of the Delivered Energy under the PPA described on Appendix 1 (the “**Assigned Products**”) during the Assignment Period (as defined in Appendix 1), as such rights may be limited or further described in the “Further Information” section on Appendix 1 (the “**Assigned Product Rights**”). All Assigned Products shall be delivered pursuant to the terms and conditions of this Agreement during the Assignment Period as provided in Appendix 1. All other rights of PPA Buyer under the PPA are expressly reserved for PPA Buyer.
- (b) PPA Buyer hereby delegates to [Assignee] the obligation to pay for all Assigned Products that are actually delivered to [Assignee] pursuant to the Assigned Product Rights during the Assignment Period (the “**Delivered Product Payment Obligation**” and together with the Assigned Product Rights, collectively the “**Assigned Rights and Obligations**”). All other obligations of PPA Buyer under the PPA are expressly retained by PPA Buyer. To the extent [Assignee] fails to pay for any Assigned Products by the due date for payment set forth in the PPA, PPA Buyer agrees that it will remain jointly and severally responsible as primary obligor (and not as surety) for such payment within five (5) Business Days (as defined in the PPA) of receiving notice of such non-payment from PPA Seller and that, regardless of receiving such notice, it will indemnify and hold PPA Seller harmless from and against all losses, costs, damages, liabilities and expenses of any kind as a result of or arising from assignment, transfer, conveyance and delegation described in clauses (a) and (b) of this paragraph 1, the failure of [Assignee] to make any such payment in respect of Delivered Product Payment Obligation as and when due under the PPA (and disregarding the effects of any stay or other suspension rights, including without limitation under sections 362 or 365 of the Bankruptcy Code or similar laws), whether due to bankruptcy, insolvency or any other cause.

- (c) [Assignee] hereby accepts and PPA Seller hereby consents and agrees to the assignment, transfer, conveyance and delegation described in clauses (a) and (b) above.
- (d) All scheduling of Assigned Products and other communications related to the PPA shall take place between PPA Buyer and PPA Seller pursuant to the terms of the PPA; provided that (i) title to Assigned Product will pass from PPA Seller to [Assignee] upon delivery by PPA Seller of Assigned Product in accordance with the PPA; (ii) PPA Buyer is hereby authorized by [Assignee] to and shall act as [Assignee]'s agent with regard to scheduling Assigned Product; (iii) PPA Buyer will promptly provide copies to [Assignee] of any Notice (as defined in the PPA) that PPA Buyer sends or receives pursuant to the PPA; (iv) PPA Seller will provide copies to [Assignee] of all invoices and supporting data provided to PPA Buyer pursuant to the PPA (provided that failure to provide such copies shall not excuse the performance of any other Party hereunder so long as in the case of [Assignee], it has received notices of any payments required to be made by it hereunder); and (v) PPA Buyer and PPA Seller, as applicable, will provide copies to [Assignee] of any other information reasonably requested by [Assignee] relating to Assigned Products (provided that failure of PPA Seller to provide such information shall not excuse the performance of any other Party hereunder).
- (e) [PPA Seller acknowledges that (i) [Assignee] intends to immediately transfer title to any Assigned Products received from PPA Seller through one or more intermediaries such that all Assigned Products will be re-delivered to PPA Buyer, and (ii) [Assignee] owns or has the right to purchase receivables due from PPA Buyer for any such Assigned Products. To the extent [Assignee] owns or purchases any valid, lien-free receivables due from PPA Buyer for Assigned Product, [Assignee] may transfer good, marketable and lien-free title to such receivables to PPA Seller and, so long as PPA Buyer does not have any defense in respect of such receivables other than a defense that would have arisen under the PPA if this Assignment Agreement were not in effect apply the face amount thereof as a reduction to any Delivered Product Payment Obligation owed by [Assignee] to PPA Seller; provided that no such transfer or application shall reduce or limit PPA Buyer's obligations under Section 1(b) above].
- (f) In the event the PPA described on Appendix 1 or the Assigned Product Rights are rejected or terminated or both, in or as a result of any bankruptcy, insolvency, reorganization or similar proceeding affecting [Assignee], PPA Buyer shall, at the option of PPA Seller exercised within 30 days after such rejection or termination, enter into a new agreement with PPA Seller having identical terms as the PPA described on Appendix 1 (subject to any conforming changes necessitated by the substitution of parties and other changes as the parties may mutually agree), provided that the term under such new agreement shall be no longer than the remaining balance of the term specified in the PPA described on Appendix 1.

## **2. Assignment Early Termination.**

- (a) The Assignment Period may be terminated early upon the occurrence of any of the following:

- (1) delivery of a written notice of termination by either [Assignee] or PPA Buyer to each of the other Parties hereto;
  - (2) delivery of a written notice of termination by PPA Seller to each of [Assignee] and PPA Buyer following [Assignee]'s failure to pay when due any amounts owed to PPA Seller in respect of any Delivered Product Payment Obligation and such failure continues for one business day following receipt by [Assignee] of written notice thereof;
  - (3) delivery of a written notice by PPA Seller to the other Parties hereto if any of the events described in Section [ ] [Bankruptcy] of the PPA occurs with respect to [Assignee]; or
  - (4) delivery of a written notice by [Assignee] if any of the events described in Section [ ] [Bankruptcy] of the PPA occurs with respect to PPA Seller.
- (b) The Assignment Period will end at the end of last delivery hour on the date specified in the termination notice provided pursuant to Section 2(a), which date shall not be earlier than the end of the last day of the calendar month in which such notice is delivered if termination is pursuant to clause (a)(1) or (a)(2) above. All Assigned Rights and Obligations shall revert from [Assignee] to PPA Buyer upon the early termination of the Assignment Period, provided that (i) [Assignee] shall remain responsible for the Delivered Product Payment Obligation with respect to any Assigned Product delivered to [Assignee] prior to the end of the Assignment Period, and (ii) any legal restrictions on the effectiveness of such reversion (whether arising under bankruptcy law or otherwise) shall not affect the expiration or early termination of the Assignment Period in respect of the Parties not subject inter se to such restrictions, provided that [Assignee] will not have any further obligations (other than the obligation pursuant to the foregoing clause (i)) hereunder following an early termination of the Assignment Period regardless of any such legal restrictions on the effectiveness of such reversion.
- (c) The Assignment Period will automatically terminate upon the expiration or early termination of the PPA. All Assigned Rights and Obligations shall revert from [Assignee] to PPA Buyer upon the expiration of or early termination of the PPA, provided that (i) [Assignee] shall remain responsible for the Delivered Product Payment Obligation with respect to any Assigned Product delivered to [Assignee] prior to the end of the Assignment Period, and (ii) any legal restrictions on the effectiveness of such reversion (whether arising under bankruptcy law or otherwise) shall not affect the expiration or early termination of the Assignment Period in respect of the Parties not subject inter se to such restrictions, provided that [Assignee] will not have any further obligations (other than the obligation pursuant to the foregoing clause (i)) hereunder following an early termination of the Assignment Period regardless of any such legal restrictions on the effectiveness of such reversion.

**3. Representations and Warranties.** The PPA Seller and the PPA Buyer represent and warrant to [Assignee], each with respect to itself only, that as of the date hereof (a) the PPA is in full force

and effect; (b) to the best of its knowledge, no event or circumstance exists (or would exist with the passage of time or the giving of notice) that would give either of them the right to terminate the PPA or suspend performance thereunder; and (c) all of its obligations under the PPA required to be performed on or before the date hereof have been fulfilled.

**4. Notices.** Any notice, demand, or request required or authorized by this Assignment Agreement to be given by one Party to another Party shall be delivered in accordance with Section [ ] and the Cover Sheet of the PPA and to the addresses of each of PPA Seller and PPA Buyer specified in the PPA. PPA Buyer agrees to notify [Assignee] of any updates to such notice information, including any updates provided by PPA Seller to PPA Buyer. Notices to [Assignee] shall be provided to the following address, as such address may be updated by [Assignee] from time to time by notice to the other Parties:

[\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_]

**5. Miscellaneous.** Sections [ ] (Buyer's Representations and Warranties), [ ] (Confidential Information), Sections [ ] (Severability), [ ] (Counterparts), [ ] (Amendments), [ ] (No Agency), [ ] (Mobile-Sierra), [ ] (Counterparts), [ ] (Facsimile or Electronic Delivery), Section [ ] (Binding Effect) and [ ] (No Recourse to Members of Buyer) of the PPA are incorporated by reference into this Agreement, *mutatis mutandis*, as if fully set forth herein.

**6. U.S. Resolution Stay Provisions.**

(a) In the event that [Assignee] becomes subject to a proceeding under (i) the Federal Deposit Insurance Act and the regulations promulgated thereunder or (ii) Title II of the Dodd-Frank Wall Street Reform and Consumer Protection Act and the regulations promulgated thereunder (a "U.S. Special Resolution Regime") the transfer from [Assignee] of this Agreement, and any interest and obligation in or under, and any property securing, this Agreement, will be effective to the same extent as the transfer would be effective under the U.S. Special Resolution Regime if this Agreement, and any interest and obligation in or under, and any property securing, this Agreement were governed by the laws of the United States or a state of the United States.

(b) In the event that [Assignee] or an Affiliate becomes subject to a proceeding under a U.S. Special Resolution Regime, any Default Rights (as defined in 12 C.F.R. §§ 252.81, 47.2 or 382.1, as applicable ("Default Right")) under this Agreement that may be exercised against [Assignee] are permitted to be exercised to no greater extent than such Default Rights could be exercised under the U.S. Special Resolution Regime if this Agreement were governed by the laws of the United States or a state of the United States.

(1) Limitation on Exercise of Certain Default Rights Related to an Affiliate's Entry Into Insolvency Proceedings. Notwithstanding anything to the contrary in this Agreement, the Parties expressly acknowledge and agree that:

- i. PPA Buyer and PPA Seller shall not be permitted to exercise any Default Right with respect to this Agreement or any Affiliate Credit Enhancement that is related, directly or indirectly, to an Affiliate of [Assignee] becoming subject to receivership, insolvency, liquidation, resolution, or similar proceeding (an “Insolvency Proceeding”), except to the extent that the exercise of such Default Right would be permitted under the provisions of 12 C.F.R. 252.84, 12 C.F.R. 47.5 or 12 C.F.R. 382.4, as applicable; and
  - ii. Nothing in this Agreement shall prohibit the transfer of any Affiliate Credit Enhancement, any interest or obligation in or under such Affiliate Credit Enhancement, or any property securing such Affiliate Credit Enhancement, to a transferee upon or following an Affiliate of [Assignee] becoming subject to an Insolvency Proceeding, unless the transfer would result in PPA Buyer or PPA Seller being the beneficiary of such Affiliate Credit Enhancement in violation of any law applicable to PPA Buyer or PPA Seller, as applicable.
- (2) U.S. Protocol. To the extent that PPA Buyer and PPA Seller each adhere to the ISDA 2018 U.S. Resolution Stay Protocol, as published by the International Swaps and Derivatives Association, Inc. as of July 31, 2018 (the “ISDA U.S. Protocol”), after the date of this Agreement, the terms of the ISDA U.S. Protocol will supersede and replace the terms of this Section 6.

(3) For purposes of this Section 6:

“Affiliate” is defined in, and shall be interpreted in accordance with, 12 U.S.C. § 1841(k).

“Credit Enhancement” means any credit enhancement or credit support arrangement in support of the obligations of [Assignee] under or with respect to this Agreement, including any guarantee, collateral arrangement (including any pledge, charge, mortgage or other security interest in collateral or title transfer arrangement), trust or similar arrangement, letter of credit, transfer of margin or any similar arrangement.

## **7. Governing Law, Jurisdiction.**

### **(a) Governing Law.**

THIS ASSIGNMENT AGREEMENT AND THE RIGHTS AND DUTIES OF THE PARTIES UNDER THIS ASSIGNMENT AGREEMENT WILL BE GOVERNED BY AND CONSTRUED, ENFORCED AND PERFORMED IN ACCORDANCE WITH THE LAWS OF THE STATE OF NEW YORK, WITHOUT REFERENCE TO ANY CONFLICTS OF LAWS PROVISIONS THAT WOULD DIRECT THE APPLICATION OF ANOTHER JURISDICTION’S LAWS; PROVIDED, HOWEVER, THAT THE AUTHORITY OF THE PPA BUYER TO ENTER INTO AND PERFORM ITS

OBLIGATIONS UNDER THIS ASSIGNMENT AGREEMENT SHALL BE DETERMINED IN ACCORDANCE WITH THE LAWS OF THE STATE OF CALIFORNIA.

(b) **[Reserved]**.<sup>1</sup>

[Remainder of Page Intentionally Blank]

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<sup>1</sup> NOTE: Parties to negotiate and agree upon jurisdiction provision, if any, at the time of execution.

## EXHIBIT C

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FORM OF  
CONSENT AND AGREEMENT

among

*[Insert Name of Contracting Party]*,  
a [\_\_\_\_\_] (Contracting Party)

and

**GEYSERS POWER COMPANY, LLC,**  
a Delaware limited liability company  
(Assignor)

and

**MUFG UNION BANK, N.A.,**  
(First Lien Collateral Agent)

**Dated as of [\_\_\_\_]**

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This CONSENT AND AGREEMENT, dated as of [\_\_\_\_], 20[\_\_\_] (this “Consent”), is *entered into by and among* [*Insert name of Contracting Party*], a [\_\_\_\_\_] [organized][formed] and existing under the laws of the State of [\_\_\_\_\_] (together with its permitted successors and assigns, “Contracting Party”), MUFG UNION BANK, N.A., in its capacity as collateral agent for the First Lien Secured Parties referred to below (together with its successors, designees and assigns in such capacity, “First Lien Collateral Agent”), and GEYSERS POWER COMPANY, LLC, a limited liability company formed and existing under the laws of the State of Delaware (together with its permitted successors and assigns, “Assignor”).

### RECITALS

A. Assignor owns the following geothermal electric generating facilities located in the Geysers area of Northern California (Sonoma and Lake Counties) (collectively, the “Projects”):

- (a) The Aidlin project, an approximately 18 megawatt geothermal facility located in Sonoma County, CA.
- (b) The Sonoma project, an approximately 53 megawatt geothermal facility located in Sonoma County, CA.
- (c) The two-unit McCabe project, an approximately 84 megawatt geothermal facility located in Sonoma County, CA.
- (d) The two-unit Ridge Line project, an approximately 76 megawatt geothermal facility located in Sonoma County, CA.
- (e) The Eagle Rock project, an approximately 68 megawatt geothermal facility located in Sonoma County, CA.
- (f) The Cobb Creek project, an approximately 51 megawatt geothermal facility located in Sonoma County, CA.
- (g) The Big Geysers project, an approximately 61 megawatt geothermal facility located in Lake County, CA.
- (h) The Sulphur Springs project, an approximately 47 megawatt geothermal facility located in Sonoma County, CA.
- (i) The Quicksilver project, an approximately 53 megawatt geothermal facility located in Lake County, CA.
- (j) The Lake View project, an approximately 54 megawatt geothermal facility located in Sonoma County, CA.
- (k) The Socrates project, an approximately 50 megawatt geothermal facility located in Sonoma County, CA.
- (l) The two-unit Calistoga project, an approximately 69 megawatt geothermal facility located in Lake County, CA.

- (m) The Grant project, an approximately 41 megawatt geothermal facility located in Sonoma County, CA.

B. In order to finance the operation and maintenance of the Projects, Assignor has entered into that certain Credit Agreement, dated as of June 9, 2020 (as amended, amended and restated, supplemented or otherwise modified from time to time, the “Credit Agreement”), with GEYSERS INTERMEDIATE HOLDINGS LLC, a Delaware limited liability company, as Holdings (“Holdings”), GEYSERS COMPANY, LLC, a Delaware limited liability company (“Geysers Company”), WILD HORSE GEOTHERMAL, LLC, a Delaware limited liability company (“Wild Horse”) and CALISTOGA HOLDINGS, LLC, a Delaware limited liability company (“Calistoga,” and, together with Holdings, Geysers Company and Wild Horse, each a “Guarantor” and together, the “Guarantors”), MUFG BANK, LTD., as administrative agent for the Lenders, MUFG UNION BANK, N.A., as collateral agent for the First Lien Secured Parties, and the financial institutions from time to time parties thereto in such other capacities as described therein (collectively, the “Lenders”).

C. Contracting Party and Assignor have entered into that certain [*Insert description of relevant Major Project Contract(s)*], dated as of [\_\_\_\_\_] [\_\_\_\_], [\_\_\_\_\_] (as amended, amended and restated, supplemented or otherwise modified from time to time in accordance with the terms thereof and hereof, the “Assigned Agreement”).

D. As security for Assignor’s obligations under the Credit Agreement and related financing documents with respect to the Loans and related obligations, Assignor has granted, pursuant to a security agreement executed by Assignor and First Lien Collateral Agent (as amended, amended and restated, supplemented or otherwise modified from time to time, the “Security Agreement”), to the First Lien Collateral Agent, for the benefit of the First Lien Secured Parties, a first priority lien on all of Assignor’s right, title and interest in the Projects and other rights and interests relating thereto, whenever arising, including, without limitation, the Assigned Agreement and all of Assignor’s right, title and interest under (but not any of Assignor’s obligations, liabilities or duties with respect thereto) the Assigned Agreement;

## AGREEMENT

NOW, THEREFORE, in consideration of the foregoing, and for other good and valuable consideration, the receipt and adequacy of which are hereby acknowledged, and intending to be legally bound, the parties hereto hereby agree, notwithstanding anything in the Assigned Agreement to the contrary, as follows:

### 1. Assignment and Agreement.

1.1 Consent to Assignment. Contracting Party (a) is hereby notified and acknowledges that the Lenders have entered into the Credit Agreement and made the extensions of credit contemplated thereby in reliance upon the execution and delivery by Contracting Party of the Assigned Agreement and this Consent, (b) consents to the collateral assignment under the Security Agreement of all of

Assignor's right, title and interest in, to and under the Assigned Agreement, including, without limitation, all of Assignor's rights to receive payment and all payments due and to become due to Assignor under or with respect to the Assigned Agreement (collectively, the "Assigned Interests") and (c) acknowledges the right of First Lien Collateral Agent or a Subsequent Owner (as defined below), in the exercise of First Lien Collateral Agent's rights and remedies pursuant to the Security Agreement, upon written notice to Contracting Party, to make all demands, give all notices, take all actions and exercise all rights of Assignor under the Assigned Agreement.

## 1.2 Subsequent Owner.

(a) Contracting Party agrees that, if First Lien Collateral Agent notifies Contracting Party in writing that, pursuant to the Security Agreement, it has assigned, foreclosed or sold the Assigned Interests or any portion thereof, then (i) First Lien Collateral Agent or its successor, assignee and/or designee, or any purchaser of the Assigned Interests (a "Subsequent Owner") shall be substituted for Assignor under the Assigned Agreement and (ii) Contracting Party shall (1) recognize First Lien Collateral Agent or the Subsequent Owner, as the case may be, as its counterparty under the Assigned Agreement and (2) continue to perform its obligations under the Assigned Agreement in favor of First Lien Collateral Agent or the Subsequent Owner, as the case may be; provided that First Lien Collateral Agent or such Subsequent Owner, as the case may be, has assumed in writing all of Assignor's rights and obligations (including, without limitation, the obligation to cure any then existing payment and performance defaults, but excluding any obligation to cure any then existing performance defaults which by their nature are incapable of being cured) under the Assigned Agreement.

(b) ***[Insert the following only if warranties are provided by Contracting Party under the relevant Assigned Agreement:*** Without limiting anything herein, the warranties provided by Contracting Party under the Assigned Agreement shall continue in full force and effect (until the expiration of the applicable warranty periods set forth in the Assigned Agreement) in the event that First Lien Collateral Agent or a Subsequent Owner succeeds to Assignor's right, title and interest in the Assigned Agreement.]

1.3 Right to Cure. If Assignor defaults in the performance of any of its obligations under the Assigned Agreement, or upon the occurrence or non-occurrence of any event or condition under the Assigned Agreement which would immediately or with the passage of any applicable grace period or the giving of notice, or both, enable Contracting Party to terminate or suspend its performance under the Assigned Agreement (each hereinafter a "default"), Contracting Party shall not terminate or suspend its performance under the Assigned Agreement until it first gives written notice of such default to First Lien Collateral Agent and affords First Lien Collateral Agent a period of at least 15 days (or if such default is a nonmonetary default, such longer period (not to exceed 60 days) as may be required to cure such default) from receipt of such notice to cure such default; provided, however, that (a) if possession of the Projects is necessary to cure such nonmonetary default and First Lien Collateral Agent has commenced foreclosure

proceedings, First Lien Collateral Agent shall be allowed a reasonable time to complete such proceedings, and (b) if First Lien Collateral Agent is prohibited from curing any such nonmonetary default by any process, stay or injunction issued by any governmental authority or pursuant to any bankruptcy or insolvency proceeding or other similar proceeding involving Assignor, then the time periods specified herein for curing a default shall be extended for the period of such prohibition.

1.4 No Amendments.

(a) [reserved]

(b) Except for the Buyer Limited Assignment Right under section (p) of the Additional Terms of the Assigned Agreement, Contracting Party agrees that it shall not, without the prior written consent of First Lien Collateral Agent, which consent shall not be unreasonably withheld, (i) sell, assign or otherwise transfer any of its rights under the Assigned Agreement, (ii) terminate, cancel or suspend its performance under the Assigned Agreement (unless it has given First Lien Collateral Agent notice and an opportunity to cure in accordance with Section 1.3 hereof), (iii) consent to any assignment or other transfer by Assignor of its rights under the Assigned Agreement, or (iv) consent to any voluntary termination, cancellation or suspension of performance by Assignor under the Assigned Agreement.

1.5 Replacement Agreements. In the event the Assigned Agreement is rejected or terminated as a result of any bankruptcy, insolvency, reorganization or similar proceeding affecting Assignor, Contracting Party shall, at the option of First Lien Collateral Agent exercised within 30 days after such rejection or termination, enter into a new agreement with First Lien Collateral Agent having identical terms as the Assigned Agreement (subject to any conforming changes necessitated by the substitution of parties and other changes as the parties may mutually agree), provided that (i) the term under such new agreement shall be no longer than the remaining balance of the term specified in the Assigned Agreement, and (ii) upon execution of such new agreement, First Lien Collateral Agent cures any outstanding payment and performance defaults under the Assigned Agreement, excluding any performance defaults which by their nature are incapable of being cured.

1.6 Limitations on Liability. Unless and until First Lien Collateral Agent has assumed Assignor's rights and obligations under the Assigned Agreement or entered into a new agreement, Contracting Party acknowledges and agrees that First Lien Collateral Agent shall not have any liability or obligation to Contracting Party under the Assigned Agreement as a result of this Consent, the Security Agreement or otherwise, nor shall First Lien Collateral Agent be obligated or required to (a) perform any of Assignor's obligations under the Assigned Agreement, except during any period in which First Lien Collateral Agent has assumed Assignor's rights and obligations under the Assigned Agreement pursuant to Section 1.2[(a)] above, or (b) take any action to collect or enforce any claim for payment assigned under the Security Agreement. If First Lien Collateral Agent has assumed Assignor's rights and obligations under the Assigned Agreement pursuant to

Section 1.2[(a)] above or has entered into a new agreement pursuant to Section 1.5 above, First Lien Collateral Agent shall be subject to liability and obligations to Contracting Party under the Assigned Agreement or such new agreement for the period that it is party to the Assigned Agreement or such new agreement.

1.7 Delivery of Notices. Contracting Party shall deliver to First Lien Collateral Agent, concurrently with the delivery thereof to Assignor, a copy of each notice, request or demand given by Contracting Party to Assignor pursuant to the Assigned Agreement relating to (a) a default by Assignor under the Assigned Agreement, and (b) any matter that would require the consent of First Lien Collateral Agent pursuant to Section 1.4 above.

1.8 Transfer. First Lien Collateral Agent shall have the right to assign all of its interest in the Assigned Agreement or a new agreement entered into pursuant to the terms of this Consent; provided that such transferee assumes in writing the obligations of Assignor or First Lien Collateral Agent, as applicable, under the Assigned Agreement or such new agreement. Upon such assignment, First Lien Collateral Agent shall be released from any further liability under the Assigned Agreement or such new agreement to the extent of the interest assigned.

1.9 Refinancing. [Contracting Party hereby acknowledges that Assignor may, from time to time during the term of the Assigned Agreement, refinance the indebtedness incurred under the Credit Agreement pursuant to another bank financing, an institutional financing, a capital markets financing, a lease financing or any other combination thereof or other form of financing. In connection with any such refinancing, Contracting Party hereby consents to any collateral assignment or other assignment of the Assigned Agreement in connection therewith and agrees that the terms and provisions of this Consent shall apply with respect to such assignment and shall inure to the benefit of the parties providing such refinancing. In furtherance of the foregoing, Contracting Party agrees that (i)(1) references in this Consent to the “First Lien Collateral Agent” and the “First Lien Secured Parties” shall be deemed to be references to the applicable financing parties providing such refinancing, and (2) references in this Consent to the “Credit Agreement” and the “Security Agreement” shall be deemed to be references to the corresponding agreements entered into in connection with such refinancing, and (ii) if reasonably requested by Assignor, it shall enter into a new consent, substantially in the form of this Consent (including any material changes from this form of Consent as may be agreed by Contracting Party) in favor of the parties providing such refinancing.]<sup>2</sup>

***[Insert the following only if Contracting Party is an Affiliate of Assignor under the relevant Assigned Agreement: 1.10 No Obligations. Notwithstanding anything to the contrary herein or in the Assigned Agreement, in the event that First Lien Collateral Agent or its designee(s) or assignee(s) succeed to the Assignor’s interest under the Assigned Agreement or foreclose on the equity interests of***

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<sup>2</sup> This Section 1.9 to be included at Borrowers election and with such changes as Borrower may reasonably request.

Assignor, First Lien Collateral Agent or its designee or assignee shall have the right, which must be exercised within thirty (30) days following such person succeeding to Assignor's interest under the Assigned Agreement or such foreclosure on the Assignor's equity interests, to terminate the Assigned Agreement upon written notice to Contracting Party and neither it nor any First Lien Secured Party nor the Assignor shall have any further obligations under the Assigned Agreement, including without limitation, obligations in respect of the payment of any fees, commissions or expenses, provided that such termination shall not affect obligations incurred prior to the date of termination for services provided.]

2. Payments under the Assigned Agreement.

2.1 Payments. Contracting Party shall pay all amounts (if any) payable by it under the Assigned Agreement in the manner and as and when required by the Assigned Agreement directly into the account specified on Exhibit A hereto, or to such other person, entity or account as shall be specified from time to time by First Lien Collateral Agent to Contracting Party in writing. Notwithstanding the foregoing, if any entity or person has become a Subsequent Owner pursuant to the terms hereof, then Contracting Party shall pay all such amounts directly to such Subsequent Owner or an account designated by Subsequent Owner.

2.2 No Offset, Etc. All payments required to be made by Contracting Party under the Assigned Agreement shall be made without any offset, recoupment, abatement, withholding, reduction or defense whatsoever, other than those allowed by the terms of the Assigned Agreement.

3. Representations and Warranties of Contracting Party. Contracting Party hereby represents and warrants, in favor of First Lien Collateral Agent, as of the date hereof, that:

(a) Contracting Party (i) is a [ ] duly **[formed]****[organized]** and validly existing under the laws of the State of [ ], (ii) is duly qualified, authorized to do business and in good standing in every jurisdiction necessary to perform its obligations under the Assigned Agreement and this Consent, and (iii) has all requisite power and authority to enter into and to perform its obligations hereunder and under the Assigned Agreement, and to carry out the terms hereof and thereof and the transactions contemplated hereby and thereby;

(b) the execution, delivery and performance by Contracting Party of this Consent and the Assigned Agreement have been duly authorized by all necessary corporate or other action on the part of Contracting Party and do not require any approvals, filings with, or consents of any entity or person which have not previously been obtained or made;

(c) each of this Consent and the Assigned Agreement is in full force and effect, has been duly executed and delivered on behalf of Contracting Party by the appropriate officers of Contracting Party, and constitutes the legal, valid and binding obligation of Contracting Party, enforceable against Contracting Party in accordance with its terms, except as the enforceability thereof may be limited by (i) bankruptcy, insolvency, reorganization or other similar laws affecting the

enforcement of creditors' rights generally, and (ii) general equitable principles (whether considered in a proceeding in equity or at law);

(d) there is no litigation, action, suit, proceeding or investigation pending or (to the best of Contracting Party's knowledge) threatened against Contracting Party before or by any court, administrative agency, arbitrator or governmental authority, body or agency which, if adversely determined, individually or in the aggregate, (i) could adversely affect the performance by Contracting Party of its obligations hereunder or under the Assigned Agreement, or which could modify or otherwise adversely affect any required approvals, filings or consents which have previously been obtained or made, (ii) could have a material adverse effect on the condition (financial or otherwise), business or operations of Contracting Party, or (iii) questions the validity, binding effect or enforceability hereof or of the Assigned Agreement, any action taken or to be taken pursuant hereto or thereto or any of the transactions contemplated hereby or thereby;

(e) the execution, delivery and performance by Contracting Party of this Consent and the Assigned Agreement, and the consummation of the transactions contemplated hereby and thereby, will not result in any violation of, breach of or default under any term of its formation or governance documents, or of any contract or agreement to which it is a party or by which it or its property is bound, or of any license, permit, franchise, judgment, injunction, order, law, rule or regulation applicable to it, other than any such violation, breach or default which could not reasonably be expected to have a material adverse effect on Contracting Party's ability to perform its obligations under the Assigned Agreement;

(f) neither Contracting Party nor, to the best of Contracting Party's knowledge, any other party to the Assigned Agreement, is in default of any of its obligations thereunder;

(g) to the best of Contracting Party's knowledge, (i) no event of force majeure exists under, and as defined in, the Assigned Agreement, and (ii) no event or condition exists which would either immediately or with the passage of any applicable grace period or giving of notice, or both, enable either Contracting Party or Assignor to terminate or suspend its obligations under the Assigned Agreement; and

(h) the Assigned Agreement, this Consent, the Limited Assignment (a form of which is attached as Exhibit B to the Assigned Agreement), if and when signed, and that certain [WSPP Export Non-Resource Adequacy Confirmation] dated [ ] between Assignor and Contracting Party are the only agreements between Assignor and Contracting Party with respect to the Project, and all of the conditions precedent to effectiveness under the Assigned Agreement have been satisfied or waived.

Each of the representations and warranties set forth in this Section 3 shall survive the execution and delivery of this Consent and the Assigned Agreement and the consummation of the transactions contemplated hereby and thereby.

4. Miscellaneous.

4.1 Notices. Any communications between the parties hereto or notices provided herein to be given may be given to the following addresses:

If to Assignor:

Geysers Power Company, LLC  
717 Texas Avenue, Suite 11.043C  
Houston, Texas 77002  
Facsimile: (832) 325-1582  
Telephone: (832) 325-1581  
Attention: Chief Legal Officer

If to Contracting Party:

Sacramento Municipal Utility District  
PO Box 15380  
Sacramento Ca 95852-0830  
Facsimile: 916-397-9692  
Telephone:  
Attention: Energy Trading, MS A404

If to First Lien Collateral Agent:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
Facsimile: \_\_\_\_\_  
Telephone: \_\_\_\_\_  
Attention: \_\_\_\_\_

All notices or other communications required or permitted to be given hereunder shall be in writing and shall be considered as properly given (a) if delivered in person, (b) if sent by overnight delivery service (including Federal Express, UPS, DHL and other similar overnight delivery services), (c) in the event overnight delivery services are not readily available, if mailed by first class United States Mail, postage prepaid, registered or certified with return receipt requested, (d) if sent by prepaid telegram or by facsimile or (e) if sent by other electronic means (including electronic mail) confirmed by facsimile or telephone. Any party may change its address for notice hereunder by giving of 30 days' notice to the other parties in the manner set forth hereinabove.

4.2 Governing Law; Submission to Jurisdiction.

(a) THIS CONSENT AND THE RIGHTS AND OBLIGATIONS OF THE PARTIES HEREUNDER SHALL BE CONSTRUED IN ACCORDANCE WITH, AND BE GOVERNED BY, THE LAWS OF THE STATE OF NEW YORK (WITHOUT GIVING EFFECT TO THE PRINCIPLES THEREOF RELATING TO CONFLICTS OF LAW EXCEPT SECTIONS 5-1401 AND 5-1402 OF THE NEW YORK GENERAL OBLIGATIONS LAW).

(b) Any legal action or proceeding with respect to this



Consent and any action for enforcement of any judgment in respect thereof may be brought in the courts of the State of New York or of the United States of America for the Southern District of New York, and, by execution and delivery of this Consent, Contracting Party hereby accepts for itself and in respect of its property, generally and unconditionally, the non-exclusive jurisdiction of the aforesaid courts and appellate courts from any appeal thereof. Contracting Party irrevocably consents to the service of process out of any of the aforementioned courts in any such action or proceeding by the mailing of copies thereof by registered or certified mail, postage prepaid, to Contracting Party at its notice address provided pursuant to Section 4.1 hereof. Contracting Party hereby irrevocably waives any objection which it may now or hereafter have to the laying of venue of any of the aforesaid actions or proceedings arising out of or in connection with this Consent brought in the courts referred to above and hereby further irrevocably waives and agrees not to plead or claim in any such court that any such action or proceeding brought in any such court has been brought in an inconvenient forum. Nothing herein shall affect the right of First Lien Collateral Agent to serve process in any other manner permitted by law or to commence legal proceedings or otherwise proceed against Contracting Party in any other jurisdiction.

4.3 Counterparts. This Consent may be executed in any number of counterparts and by the different parties hereto on separate counterparts, each of which when so executed and delivered shall be an original, but all of which shall together constitute one and the same instrument. Delivery of an executed counterpart to this Consent by facsimile or “pdf” transmission shall be as effective as delivery of a manually signed original.

4.4 Headings Descriptive. The headings of the several sections and subsections of this Consent are inserted for convenience only and shall not in any way affect the meaning or construction of any provision of this Consent.

4.5 Severability. In case any provision in or obligation under this Consent shall be invalid, illegal or unenforceable in any jurisdiction, the validity, legality and enforceability of the remaining provisions or obligations, or of such provision or obligation in any other jurisdiction, shall not in any way be affected or impaired thereby.

4.6 Amendment, Waiver. Neither this Consent nor any of the terms hereof may be terminated, amended, supplemented, waived or modified except by an instrument in writing signed by Contracting Party and First Lien Collateral Agent.

4.7 Successors and Assigns. This Consent shall bind and benefit Contracting Party, First Lien Collateral Agent, and their respective successors and assigns.

4.8 Third Party Beneficiaries. Contracting Party and First Lien Collateral Agent hereby acknowledge and agree that the First Lien Secured Parties are intended third party beneficiaries of this Consent.

4.9 [intentionally omitted]

4.10 Entire Agreement. This Consent and any agreement, document or

instrument attached hereto or referred to herein integrate all the terms and conditions mentioned herein or incidental hereto and supersede all oral negotiations and prior writings between the parties hereto in respect of the subject matter hereof. In the event of any conflict between the terms, conditions and provisions of this Consent and any such agreement, document or instrument (including, without limitation, the Assigned Agreement), the terms, conditions and provisions of this Consent shall prevail.

4.11 Termination of Consent. This Consent shall terminate upon the earliest to occur of (a) the termination or cancellation of the Assigned Agreement in accordance with its terms and in accordance with the terms of this Consent (it being understood that this Consent shall not terminate but shall remain in effect in the circumstances described in Section 1.5 above in respect of any new agreement entered into in accordance with such Section), (b) the expiration of the term of the Assigned Agreement and (c) the termination of the Security Agreement in accordance with its terms.

*[REMAINDER OF PAGE INTENTIONALLY LEFT BLANK]*

IN WITNESS WHEREOF, the parties hereto, by their officers duly authorized, intending to be legally bound, have caused this Consent and Agreement to be duly executed and delivered as of the date first above written.

GEYSERS POWER COMPANY, LLC,  
a Delaware limited liability company,  
as Assignor

By: \_\_\_\_\_  
Name:  
Title:

Sacramento Municipal Utility District,  
a local publicly owned electric utility in the State of  
California,  
as Contracting Party

By: \_\_\_\_\_  
Name:  
Title:

Accepted and Agreed to:

MUFG UNION BANK, N.A.,  
solely in its capacity as First Lien Collateral Agent

By: \_\_\_\_\_  
Name:  
Title:

By: \_\_\_\_\_  
Name:  
Title:

PAYMENT INSTRUCTIONS

*[INSERT PAYMENT INSTRUCTIONS FOR APPROPRIATE ACCOUNT(S)]*

## EXHIBIT D

### FORM OF LETTER OF CREDIT

IRREVOCABLE STANDBY LETTER OF CREDIT NO. \_\_\_\_\_

[ISSUER]

[ADDRESS]

[CITY, STATE ZIP]

ATTENTION:

DATE: \_\_\_\_\_, 20\_\_

BENEFICIARY	APPLICANT
Sacramento Municipal Utility District	Calpine Corporation on behalf of Geysers Power Company, LLC.

LADIES AND GENTLEMEN:

AT THE REQUEST AND FOR THE ACCOUNT OF CALPINE CORPORATION (THE ‘APPLICANT’), 717 TEXAS AVENUE, SUITE 1000, HOUSTON, TEXAS 77002, AND ON BEHALF OF GEYSERS POWER COMPANY, LLC ( THE “ACCOUNT PARTY”) WE, [ISSUER] (THE “ISSUER”), HEREBY ESTABLISH, EFFECTIVE IMMEDIATELY, IN YOUR FAVOR SACRAMENTO MUNICIPAL UTILITY DISTRICT THE “BENEFICIARY”) OUR IRREVOCABLE STANDBY LETTER OF CREDIT NO. \_\_\_\_\_ IN THE AGGREGATE AMOUNT OF \_\_\_\_\_ NO/100 UNITED STATES DOLLARS (U.S. \$ \_\_\_\_\_ .00) (AS SUCH AMOUNT MAY BE REDUCED FROM TIME TO TIME BY PARTIAL DRAWS HEREUNDER, THE “STATED AMOUNT”).

WE ARE INFORMED BY THE APPLICANT THAT THIS LETTER OF CREDIT IS BEING ISSUED PURSUANT TO, AND IN ACCORDANCE WITH THAT CERTAIN AMENDED AND RESTATED WESTERN STATES POWER POOL CONFIRMATION LETTER (ENERGY) DATED \_\_, 2025, BETWEEN THE ACCOUNT PARTY AND THE BENEFICIARY (THE “AGREEMENT”).

THIS LETTER OF CREDIT IS ISSUED, PRESENTABLE AND PAYABLE AT THE OFFICE LOCATED AT [INSERT NAME AND ADDRESS OF ISSUER], AND EXPIRES WITH OUR

CLOSE OF BUSINESS ON \_\_\_\_\_, 20\_\_ (THE "EXPIRATION DATE"); PROVIDED THAT THIS LETTER OF CREDIT SHALL BE DEEMED AUTOMATICALLY EXTENDED WITHOUT AN AMENDMENT FOR A ONE YEAR PERIOD BEGINNING ON SUCH EXPIRATION DATE HEREOF, AND UPON EACH ANNIVERSARY OF SUCH DATE, UNLESS AT LEAST SIXTY (60) DAYS PRIOR TO ANY SUCH EXPIRATION DATE, WE HAVE SENT YOU WRITTEN NOTICE BY COURIER SERVICE OR OVERNIGHT MAIL AT THE ABOVE ADDRESS THAT WE ELECT NOT TO PERMIT THIS LETTER OF CREDIT TO BE SO EXTENDED BEYOND, AND WILL EXPIRE ON ITS THEN CURRENT EXPIRATION DATE. NO PRESENTATION MADE UNDER THIS LETTER OF CREDIT AFTER SUCH EXPIRATION DATE WILL BE HONORED.

FUNDS IN PAYMENT OF A DRAWING UNDER THIS LETTER OF CREDIT ARE AVAILABLE TO THE BENEFICIARY BY PAYMENT AGAINST PRESENTATION AT THE OFFICE AS STIPULATED HEREIN ABOVE, OF THE BENEFICIARY'S SIGNED AND APPROPRIATELY COMPLETED SIGHT DRAFT(S) IN THE FORM OF EXHIBIT 1 ATTACHED HERETO, THE BENEFICIARY'S SIGNED AND APPROPRIATELY COMPLETED DRAWING CERTIFICATE(S) IN THE FORM OF EXHIBIT 2 ATTACHED HERETO AND COPIES OF THE ORIGINAL LETTER OF CREDIT AND AMENDMENTS (IF ANY).

IF A DRAWING IS PRESENTED, ON OR PRIOR TO THE EXPIRATION DATE, AT THE ADDRESS NOTED ABOVE, DELIVERED TO US BY OVERNIGHT COURIER OR FAXED TO US AT XXX-XXX-XXXX AT OR PRIOR TO 11:00 A.M. NEW YORK TIME ON A BUSINESS DAY, PAYMENT OF THE AMOUNT SPECIFIED IN SUCH DRAFT SHALL BE MADE ON THE THIRD SUCCEEDING BUSINESS DAY. IF SUCH DRAFT IS PRESENTED AT OUR COUNTERS, DELIVERED TO US BY OVERNIGHT COURIER OR FAXED TO US AFTER 11:00 A.M. NEW YORK TIME ON A BUSINESS DAY, PAYMENT OF THE AMOUNT SPECIFIED IN SUCH DRAFT SHALL BE MADE ON THE FOURTH SUCCEEDING BUSINESS DAY.

PARTIAL AND MULTIPLE DRAWINGS ARE PERMITTED HEREUNDER. ANY DRAWING HONORED HEREUNDER BY THE ISSUER SHALL REDUCE THE STATED AMOUNT AVAILABLE FOR DRAWINGS BY THE AMOUNT OF ANY DRAWING HONORED BY THE ISSUER.

THIS LETTER OF CREDIT IS NOT TRANSFERABLE. WE IRREVOCABLY WAIVE ANY AND ALL RIGHTS OF SUBROGATION, WHETHER AS PROVIDED BY STATUTE OR OTHERWISE, NOW OR HEREAFTER THAT MIGHT, BUT FOR SUCH WAIVER, EXIST, IN RESPECT OF THIS LETTER OF CREDIT OR ANY PAYMENT MADE UNDER IT, AS TO THE APPLICANT, THE BENEFICIARY, OR THE TRANSACTION BETWEEN

BENEFICIARY AND APPLICANT. WE FURTHER GIVE IRREVOCABLE NOTICE THAT WE ARE NOT NOW AND WILL NOT BE THE SECONDARY OBLIGOR OR CO-OBLIGOR OF APPLICANTS OBLIGATIONS AND LIABILITIES TO BENEFICIARY FOR ANY PURPOSE.

ALL BANKING CHARGES ASSOCIATED WITH THIS LETTER OF CREDIT ARE FOR THE ACCOUNT OF THE APPLICANT.

AS USED HEREIN, "BUSINESS DAY" MEANS ANY DAY OTHER THAN SATURDAY, SUNDAY OR A LEGAL HOLIDAY IN NEW YORK, NEW YORK.

THIS LETTER OF CREDIT IS SUBJECT TO AND GOVERNED BY THE INTERNATIONAL STANDBY PRACTICES, INTERNATIONAL CHAMBER OF COMMERCE (ICC) PUBLICATION NO. 590 ("ISP98"). AS TO MATTERS NOT ADDRESSED BY THE ISP98, AND TO THE EXTENT NOT INCONSISTENT WITH THE ISP98, THIS LETTER OF CREDIT SHALL BE GOVERNED BY AND CONSTRUED IN ACCORDANCE WITH THE LAWS OF THE STATE OF NEW YORK (INCLUDING, WITHOUT LIMITATION, ARTICLE 5 OF THE UNIFORM COMMERCIAL CODE OF THE STATE OF NEW YORK).

THIS LETTER OF CREDIT SETS FORTH IN FULL THE TERMS OF OUR UNDERTAKING AND SUCH UNDERTAKING SHALL NOT IN ANY WAY BE MODIFIED, AMENDED OR AMPLIFIED BY REASON OF OUR REFERENCE TO ANY AGREEMENTS OR INSTRUMENT REFERRED TO OR IN WHICH THIS LETTER OF CREDIT IS REFERRED TO. ANY SUCH AGREEMENTS OR INSTRUMENT SHALL NOT BE DEEMED INCORPORATED HEREIN BY REFERENCE.

SINCERELY,

[ISSUER]

NAME: \_\_\_\_\_

TITLE: \_\_\_\_\_

EXHIBIT 1

[BENEFICIARY LETTERHEAD]

SIGHT DRAFT

[DATE]

[ISSUER]

[ADDRESS]

[CITY, STATE ZIP]

ATTENTION:

RE: IRREVOCABLE STANDBY LETTER OF CREDIT NUMBER         

FOR THE VALUE RECEIVED, PAY TO THE ORDER OF          BY WIRE TRANSFER OF  
IMMEDIATELY AVAILABLE FUNDS TO THE FOLLOWING ACCOUNT:

[NAME OF ACCOUNT]

[ACCOUNT NUMBER]

[NAME AND ADDRESS OF BANK AT WHICH ACCOUNT IS MAINTAINED]

[ABA NUMBER]

[REFERENCE]

THE FOLLOWING AMOUNT:

[INSERT NUMBER OF DOLLARS IN WRITING] UNITED STATES DOLLARS  
(US\$ [INSERT NUMBER OF DOLLARS IN FIGURES])

DRAWN UPON YOUR LETTER OF CREDIT NO.                  DATED                 , 2010

BY:   

NAME:



TITLE: \_\_\_\_\_

EXHIBIT 2

DRAWING CERTIFICATE

[DATE]

[ISSUER]

[ADDRESS]

[CITY, STATE ZIP]

ATTENTION:

RE: IRREVOCABLE STANDBY LETTER OF CREDIT NUMBER \_\_\_\_\_

LADIES AND GENTLEMEN:

THE UNDERSIGNED, A DULY AUTHORIZED OFFICER OF \_\_\_\_\_ (THE "BENEFICIARY") OF THE CAPTIONED LETTER OF CREDIT (THE "LETTER OF CREDIT"), HEREBY CERTIFIES TO [ISSUER] (THE "ISSUER") WITH RESPECT TO THE LETTER OF CREDIT (THE TERMS DEFINED THEREIN AND NOT OTHERWISE DEFINED HEREIN BEING USED HEREIN AS THEREIN DEFINED) THAT:

- (1) [\_\_\_\_\_] (THE "ACCOUNT PARTY") HAS DEFAULTED UNDER THAT CERTAIN [AMENDED AND RESTATED WESTERN STATES POWER POOL CONFIRMATION LETTER (ENERGY) DATED \_\_, 2025 BETWEEN THE ACCOUNT PARTY AND THE BENEFICIARY] [AND] THAT CERTAIN AMENDED AND RESTATED NON-RA EXPORT CAPACITY CONFIRMATION DATED \_\_, 2025 BETWEEN THE ACCOUNT PARTY AND THE BENEFICIARY] (THE "AGREEMENT[S]"); AND
- (2) THE AMOUNT BEING DRAWN PURSUANT TO THIS CERTIFICATE IS THE AMOUNT DUE AND OWING TO BENEFICIARY BEYOND ANY APPLICABLE NOTICE GRACE PERIODS APPLICABLE UNDER THE AGREEMENT[S].

– OR –

- (1) THIS LETTER OF CREDIT WILL EXPIRE IN THIRTY (30) CALENDAR DAYS OR LESS AND THE ACCOUNT PARTY HAS NOT PROVIDED ALTERNATE SECURITY AS REQUIRED PER THE TERMS OF THE AGREEMENT.

IN WITNESS WHEREOF, THE UNDERSIGNED HAS EXECUTED THIS DRAWING CERTIFICATE AS OF THE \_\_\_\_\_ DAY OF \_\_\_\_\_ 20\_\_.

BY:

NAME:

TITLE:

**AMENDED AND RESTATED  
NON-RA EXPORT CAPACITY  
TRANSACTION CONFIRMATION**

This Amended and Restated Non-RA Export Capacity Transaction Confirmation (“**Confirmation**”), dated [\_\_\_\_], 2025 (the “**Effective Date**”), is made and entered into by Geysers Power Company, LLC (“**Seller**”) and the Sacramento Municipal Utility District (“**Buyer**”) pursuant to the Western Systems Power Pool Agreement (Effective Version: October 21, 2024) together with any and all exhibits, schedules or supplements thereto or incorporated therein by reference, but no further modification unless agreed by the Parties (the “**WSPP Agreement**”), and is subject to the terms and conditions of the WSPP Agreement, except as modified by this Confirmation. Seller and Purchaser are sometimes each referred to herein as a “**Party**” and collectively as the “**Parties**”. Terms used but not defined herein shall have the meanings ascribed to them in the WSPP Agreement. In the event of any inconsistency between any of the terms herein and in the WSPP Agreement, the terms of this Confirmation shall control. This Confirmation and the WSPP Agreement are referred to collectively as the “**Agreement**”.

NOW, THEREFORE, the Parties agree as follows:

**Seller:** Geysers Power Company, LLC:

**Buyer:** Sacramento Municipal Utility District

**Amendment and Restatement of Existing Confirmation:** The Parties are currently parties to that certain Non-RA Export Capacity Transaction Confirmation dated March 30, 2022 (the “**Existing Confirmation**”) with respect to the purchase and sale of the Product described below, but for a different contract quantity, price and delivery term than are provided for herein. The Parties wish to amend and restate the Existing Confirmation on the terms and conditions set forth herein, effective as of the beginning of the Delivery Term set forth below. Accordingly, this Confirmation will be binding on the Parties as of the Effective Date, but the Existing Confirmation will continue in effect until 2400 Pacific time on the day prior to the beginning of the Delivery Term set forth below, at which time it will be superseded by this Confirmation and be of no further force or effect.

**Product:** Capacity from the Project (as defined below) to support Self-Schedules for the export from the CAISO Balancing Area Authority to an external Balancing Area Authority of energy purchased by Buyer from Seller. Buyer intends to use capacity from the Project identified by Seller as provided below (the “**Non-Resource Adequacy Capacity**” or “**Non-RA Capacity**”), to support the export of Self-Scheduled energy as a high priority non-recallable export, which will be defined as the priority established for “Self-Schedules of exports at Scheduling Points explicitly sourced by non-Resource Adequacy Capacity” pursuant to Section 31.4 of the CAISO Tariff or for “Price

Taker (PT) exports” pursuant to Section 2.5.5.1 of the CAISO Market Operations Business Practice Manual. The Non-Resource Adequacy Capacity in support of exports from the CAISO Balancing Area Authority to an external Balancing Area Authority is sometimes referred to as a “**Supporting Resource**.” Buyer’s rights hereunder to the Product do not include any rights to the electrical output of the Units or the Alternate Capacity, and no Energy or Ancillary Services associated with any Unit is required to be made available to Buyer pursuant to this Confirmation. In the event Buyer elects to join the CAISO Extended Day-Ahead Market (“**EDAM**”), and if the provisions of the CAISO Tariff, Business Practice Manuals and/or other rules and regulations relating to EDAM require modification of the foregoing description of the Product, the Parties will meet and negotiate in good faith to make such revisions to this Transaction as may be necessary to comply with such provisions and to restore the costs, benefits and burdens of performance by each Party to those existing as of the Effective Date.

**Project:**

Subject to the provisions in the section titled “Alternate Capacity”, the Product will be provided from one or more geothermal power plants (“**Units**”) owned or controlled by Seller in Lake and Sonoma Counties, California. The Units as of the Effective Date are listed on Exhibit A attached hereto. However, due to the portfolio nature of the Geysers geothermal facility, Buyer acknowledges that Seller is making sales and deliveries from the Project to other purchasers. Following the Effective Date, Seller may (i) remove generating facilities and/or Designated Alternate Capacity Units from Exhibit A with prior written notice to Buyer and/or (ii) add generating facilities and/or Designated Alternate Capacity Units to Exhibit A with prior written consent from Buyer, such consent not to be unreasonably withheld. Any added generating facility(ies) will thereafter be considered Units for all purposes under this Confirmation; provided that, to the extent that addition of the generating facility(ies) was not approved by the CEC prior to delivery, the delivery of Product from the added generating facility(ies) is conditioned on the CEC making a final decision pursuant to the California Code of Regulations, Title 20, Section 2910 that the covered procurement complies with EPS, and in the event the CEC makes a final decision that the added generating facility(ies) does not comply with the EPS, the change to Exhibit A shall be void and all pending Product deliveries from such added generating facility(ies) shall be terminated no later than the effective date of the CEC’s decision. The Unit or Units from which the Product is delivered and the amount of Product delivered from each Unit may change from time to time during the Delivery Term, and the capacity of a Unit may be allocated wholly or partially to the delivery of the Product.

**Contract Quantity:** First Delivery Period: 100 MW  
Second Delivery Period: 125 MW  
Third Delivery Period: 150 MW

Contract Quantity is measured on the same basis as NQC. Any difference between the actual capacity of a Unit and such Unit's NQC due to operating conditions will be treated as an Unexcused Outage if Seller does not provide Alternate Capacity.

**Contract Price:** First Delivery Period: [REDACTED]/kW-month  
Second Delivery Period and Third Delivery Period: [REDACTED]/kW-month

**Delivery Term:** January 1, 2026 through December 31, 2042

First Delivery Period: January 1, 2026 through December 31, 2027  
Second Delivery Period: January 1, 2028 through December 31, 2029  
Third Delivery Period: January 1, 2030 through December 31, 2042

The Contract Price and the Contract Quantity applicable during each Delivery Period are set forth above.

**Monthly Payment:** Buyer will make a monthly payment to Seller calculated as follows:

Monthly Payment = ([Contract Quantity – Planned Outage Quantity – Designated Unexcused Outage Quantity] X Contract Price X Monthly Shape Factor) + NPD Amount – Damage Payment Amount

where

**“Planned Outage Quantity”** means the amount of Product not provided due to a Planned Outage to the extent that Seller does not replace such Product with Alternate Capacity. For any month, the Planned Outage Quantity will be equal to the Contract Quantity times a fraction, the numerator of which is the number of hours of Planned Outage in such month and the denominator of which is the total number of hours in such month. For purposes of the foregoing calculation, if the amount of Product is only partially reduced as a result of a Planned Outage, such reduction will be treated as a portion of an hour of Planned Outage equal to the pro rata portion of the Product that was not provided.

**“Designated Unexcused Outage Quantity”** means the amount of Product not provided due to a Designated Unexcused Outage to the extent that Seller does not replace such Product with Alternate

Capacity. For any month, the Designated Unexcused Outage Quantity will be equal to the Contract Quantity times a fraction, the numerator of which is the number of hours of Designated Unexcused Outage in such month and the denominator of which is the total number of hours in such month. For purposes of the foregoing calculation, if the amount of Product is only partially reduced as a result of a Designated Unexcused Outage, such reduction will be treated as a portion of an hour of Designated Unexcused Outage equal to the pro rata portion of the Product that was not provided.

**“Monthly Shape Factor”** means the applicable percentage for the month set forth on Exhibit B.

**“NPD Amount”** means the total negative price differential amount, if any, for the month, as provided in the section titled “Delivery of Product”.

**“Damage Payment Amount”** means the amount of damages, if any, payable by Seller as provided in the section titled “Damages for Unexcused Failure to Provide Product”.

**Delivery of Product:** Seller will notify Buyer at least 30 days before the beginning of each calendar month during the Delivery Term of the Unit or Units from which the Product will be provided for that month, the amount of Product (in MW) that will be provided from each such Unit, and the CAISO Resource ID number(s) for such Unit(s). Seller may revise the Units and quantities of Product from each Unit designated in such notice (or designate Alternate Capacity as provided below, as applicable) from time to time until two (2) hours before the scheduling deadline for the submission of Bids into the Day Ahead Market or such later time (including real time) to the extent allowed by the CAISO. Buyer and Seller will cooperate and take reasonable actions to enable substitution of other Units or Alternate Capacity after the foregoing deadline to the extent allowed by the CAISO.

Seller will be deemed to have delivered the Product in a given hour to the extent it has done the following:

(1) Seller has designated an amount of capacity equal to the Contract Quantity from one or more Units and/or from Alternate Capacity that satisfy the following requirements:

(a) The Units or Alternate Capacity designated by Seller are identified in their respective Master Files as eligible for sale to an out-of-balancing authority area Load Serving Entity;

(b) No CAISO Load Serving Entity has a right to the designated capacity;

(c) The capacity is capable of supporting energy exports during the entire hour; and

(d) The capacity is deliverable and has Full Capacity Deliverability Status as identified on the CAISO's Net Qualifying Capacity (NQC) list.

(2) Seller offers the designated capacity in the Day-Ahead Residual Unit Commitment Market ("**RUC Market**") to support the Contract Quantity; provided that, not more than ten (10) times in any contract year (or as otherwise agreed by Buyer and Seller), Buyer may, by notice to Seller no later than 0500 Pacific time on the applicable WECC Pre-Schedule Day, direct Seller not to offer any of the designated capacity into the RUC Market on a given day and instead to offer all (but not less than all) of the designated capacity in the Real Time Market (RTM) on that day. Bids into the RUC Market shall be at a price of zero dollars (\$0.00) per MW.

(3) Seller has given Buyer timely notice of the Units or Alternate Capacity from which the Product will be provided and the information necessary for Buyer to schedule energy exports supported by such Units or Alternate Capacity as a Supporting Resource.

(4) The designated capacity has not been reduced as the result of forced outages or derates of the designated Units and/or Alternate Capacity that has been allocated to Buyer, it being understood that any reduction will reduce the amount of Product delivered.

For those days that Buyer directs Seller to offer all of the designated capacity in the RTM instead of the RUC Market as provided in clause (2), Buyer will hold Seller harmless from any negative price differential between the prices in the Day Ahead Market and RTM at the PNode(s) for the designated capacity. The price differential (defined as the Day Ahead Market price minus the RTM price) for the Contract Quantity will be calculated on an hourly basis for all hours in an applicable day, and the cumulative differential amount will be payable by Buyer to Seller monthly as provided below, but the monthly amount will not be less than zero (i.e. Seller will not be required to make a payment to Buyer).

In the event Buyer elects to join EDAM, and if the provisions of the CAISO Tariff, Business Practice Manuals and/or other rules and regulations relating to EDAM require modification of the requirements



for delivery of the Product, the Parties will meet and negotiate in good faith to make such revisions to this Transaction as may be necessary to comply with such provisions and to restore the costs, benefits and burdens of performance by each Party to those existing as of the Effective Date. Without limiting the generality of the foregoing, any EDAM requirements related to the receipt of the Product, including any requirement for firm transmission capacity from the point(s) where energy is exported from the CAISO system, shall be Buyer's responsibility.

**Scheduling  
Coordinator; Other  
CAISO Revenues:**

Seller will be the Scheduling Coordinator for the Units and will take such actions as may be reasonably necessary to enable Seller to perform its obligations under this Confirmation. Except as otherwise expressly provided herein or in another agreement between Buyer and Seller, Seller shall be entitled to retain any revenues it may receive from the CAISO or a third party from sales of other products from the Units, including energy, ancillary services and unit contingent call rights to provide energy, so long as such sales do not interfere with or confer any right to any Product sold hereunder.

**Adjustments to  
Contract Quantity:**

If and to the extent the Units are not available to provide the full amount of the Contract Quantity in any given hour, Seller may elect either not to provide the unavailable portion of the Contract Quantity or to provide Alternate Capacity to replace the unavailable portion of the Contract Quantity. Except as provided section titled "Excused Outages and Other Delivery Excuses", if Seller elects not to provide Alternate Capacity to replace unavailable Contract Quantity, Seller will be liable for damages as provided below.

**Alternate Capacity:**

If Seller is unable to provide the full amount of the Contract Quantity from the Units initially designated to provide the Product, Seller may supply capacity from other Units, from a Designated Alternate Capacity Unit, or from other generating resources in the CAISO Balancing Authority Area that satisfy the requirements for Non-RA Capacity set forth above in the section titled "Delivery of Product" ("**Alternate Capacity**"); provided, however, that such Alternate Capacity provided from other generating resources in the CAISO Balancing Authority Area that are not Units or Designated Alternate Capacity Units shall not exceed 15% of the forecasted Product to be delivered over the entire Delivery Term and shall only be procured under the conditions set forth in 20 CCR section 2906(b)(2); provided, further, commencing on August 1, 2029, and on each August 1 thereafter during the Delivery Term, Buyer may inform Seller that Buyer does not want to continue to allow Seller to provide Alternate Capacity from resources other than the Units from and after January 1, 2030, or the January 1 following the date of the notice, as applicable,

through the remainder of the Delivery Term, in which case Seller shall not designate a resource that is not a Unit as Alternate Capacity after such date; provided, further, that if Buyer's board of directors adopts a policy (or revises an existing policy) that requires Buyer not to purchase energy or capacity from resources that emit greenhouse gases earlier than January 1, 2030, Buyer shall have the foregoing option as of the date five (5) months before the effective date of such new or revised policy. For the avoidance of doubt, Designated Alternate Capacity Units shall only be used as Alternate Capacity.

**Remarketing Rights:** During the Delivery Term, Buyer will have exclusive rights to offer, bid, or otherwise submit the Product, or any component thereof, from the Project for resale into the market or to any third party, and retain and receive any and all related revenues; *provided* that Buyer may not assign (in part or in full) this Confirmation or any of its rights and obligations hereunder in connection with such marketing and resale activities without Seller's prior written consent or unless otherwise in compliance with Section 14 of the WSPP Agreement, as modified by this Confirmation. Seller shall use commercially reasonable efforts to work with Buyer to finalize remarketing arrangements that will allow Buyer to remarket Product to third parties during the Delivery Term upon reasonable written request from Buyer; *provided* that Buyer shall reimburse Seller for any reasonable and material costs associated with such efforts and any remarketing or reselling of Product, and Seller shall incur no additional liabilities pursuant to the terms of any remarketing or resale arrangement.

**Planned Outages:** Planned Outage shall be scheduled in accordance with applicable CAISO procedures during the Non-Summer Months. Planned Outages will be limited to 45 days per calendar year. Planned Outages where the affected Contract Quantity is replaced by Alternate Capacity shall not be counted against the 45 days per year allowance for Planned Outages. Planned Outages affecting less than all of the Contract Quantity will be considered a Planned Outage for a part of a day corresponding to the pro rata amount of the affected Contract Quantity.

**Excused Outages and Other Excused Events:** Seller shall be excused from providing the Product or Alternate Capacity to the extent such failure is due to (i) an Excused Outage, (ii) Buyer's failure to perform any of its obligations hereunder, or (iii) any curtailment or reduction in priority of Buyer's export of energy outside of the CAISO Balancing Authority Area, including transmission outages and system emergencies, that is not the result of a failure of performance by Seller hereunder.

If Buyer notifies Seller that Seller may not provide Alternate Capacity from resources other than the Units as provided above in the section

titled “Alternate Capacity”, Seller shall thereafter be excused from providing Product or Alternate Capacity to the extent the Units are not available to provide the full Contract Quantity except as the result of a Designated Unexcused Outage.

Each of the foregoing reasons for Seller being excused from providing the Product or Alternate Capacity is referred to herein as an “**Excused Event**”. Buyer accepts the risk of Excused Events and agrees that there shall be no reduction in the monthly payment as a result of any failure to provide Product or Alternate Capacity due to an Excused Event.

**Damages for  
Unexcused Failure  
To Provide Product:**

If in any month Seller fails to deliver at least 94.5% of the Contract Quantity from the Units or Alternate Capacity on average, calculated over all of the Assessment Hours in such month for reasons that are not Excused Events, Seller shall be subject to damages equal to the penalties that would be payable under the CAISO Tariff for failure to deliver the same amount of Resource Adequacy Capacity. Buyer and Seller acknowledge and agree that, as of the Effective Date, those penalties are RAIM penalties equal to 60% of the CPM Soft-Cap Price (as provided in Section 40.9.6.1(b) of the CAISO Tariff), but those penalties may change as provided in the preceding sentence. Damages (if any) will be calculated on an hourly basis, but paid monthly as provided in the section title “Monthly Payment”. Upon Buyer’s reasonable request, Seller will provide access to any records, including outage reporting or settlement data from the CAISO necessary to verify the invoice.

**Review of Unit  
Availability:**

From time to time as reasonably requested by Buyer, the Parties will meet and confer regarding the availability of the Unit(s). If the availability of the Unit(s) persistently is materially less than the then-applicable Contract Quantity, the Parties will discuss in good faith opportunities to improve such availability and, if they agree (each in its sole discretion) to make any appropriate amendments to this Transaction, including, but not limited to, adjustments to the Contract Quantity. However, unless and until the Parties enter into any such amendments, this Transaction shall continue in full force and effect.

**Change In Law:**

In the event of any change in law or regulations, including but not limited to the CAISO Tariff, Scheduling Infrastructure Business Rules (SIBR), and/or Business Practice Manuals, that materially affects the requirements for capacity that supports energy exports from the CAISO Balancing Authority Area to an external Balancing Authority Area (i.e., a Supporting Resource) or that materially changes the rights or obligations of a Party or the costs, benefits or burdens of performance by a Party under this Confirmation, then, at the request

of the affected Party, the Parties will meet and negotiate in good faith to make such revisions to this Transaction as may be necessary to restore the costs, benefits and burdens of performance by each Party to those existing as of the Effective Date. If the Parties are unable to agree on such amendments after 90 days, this Transaction will continue in force, but Buyer may, at its option, resell the Product as Resource Adequacy Capacity, and Seller will cooperate with Buyer in effectuating such resale. Notwithstanding the foregoing, changes or delay resulting from Buyer's election to join EDAM shall be governed by the provisions of the sections entitled "Product" and "Delivery of Product".

Without limiting the foregoing, if during the Delivery Term the CAISO or the CPUC either replaces NQC as the value utilized to measure the qualifying capacity of a Unit with a successor value such as unforced capacity ("UCAP"), or utilizes such successor value as a supplemental means of measuring the qualifying capacity of a Unit together with NQC, then, at Seller's request, the Parties shall negotiate an amendment to this Confirmation so that, from and after the effective date of such replacement or supplement, the amount of Product to be provided by Seller to Buyer is no less than Buyer's pro rata share of the total qualifying capacity of the Units after such replacement or supplement (based on the ratio of the Contract Quantity to the total qualifying capacity of the Units before such replacement); provided that Seller may, at its option, agree to provide Product in excess of such amount up to the Contract Quantity.

**Credit Support:**

Seller and Buyer are entering into the A&R RPS Agreement (as defined below) concurrently with the execution of this Confirmation. The security posted by Seller under the A&R RPS Agreement shall secure its obligations under both this Confirmation and the A&R RPS Agreement; provided that Buyer may only draw on such security pursuant to this Confirmation to recover damages payable under this Confirmation. The provisions of the A&R RPS Agreement shall govern the posting, maintenance and release of this security. However, if the A&R RPS Agreement is terminated for any reason, but this Confirmation continues in force, the Parties will amend this Confirmation within thirty (30) days after such termination to include the relevant portions of the A&R RPS Agreement relating to posting, maintenance, reduction and release of the security (with such changes as may be necessary to reflect the differences between the two confirmations), except that the amount(s) on Schedule 1 to the A&R RPS Agreement will be reduced to reflect the proportionate reduction in Buyer's overall exposure as a result of the termination of the A&R RPS Agreement (such reduction to be determined in proportion to the ratio of baseline payments (Contract Price x Contract Quantity) owing

from Seller pursuant to this Confirmation and the A&R RPS Agreement, in each case, as of the last full month ended prior to termination of the A&R RPS Agreement). Once Seller has achieved an Investment Grade Rating, or its obligations are guaranteed by an entity with an Investment Grade Rating, Seller shall no longer be required to post security under this Confirmation or the A&R RPS Agreement, and Buyer shall return any cash or letters of credit held as security as provided in the A&R RPS Agreement.

As long as Buyer maintains an Investment Grade Rating, Buyer will not be required to provide security for the performance of its obligations hereunder and under the A&R RPS Agreement. If Buyer ceases to maintain an Investment Grade Rating, Buyer will post and maintain security for its obligations hereunder and under the A&R RPS Agreement as provided in the A&R RPS Agreement; provided that Seller may only draw on such security pursuant to this Confirmation to recover damages payable under this Confirmation. If Buyer subsequently regains an Investment Grade Rating, Buyer shall not be required to post security under this Confirmation or the A&R RPS Agreement, and Seller shall return any cash or letters of credit held as security as provided in the A&R RPS Agreement.

**Early Termination:** The Parties have entered into a separate amended and restated agreement for the purchase and sale of renewable energy from the Units, which is dated concurrently with the Effective Date (the “**A&R RPS Agreement**”). In the event the A&R RPS Agreement is terminated for reasons other than as the result a default by a Party thereunder, either Party may also terminate this Agreement by written notice to the other Party within thirty (30) days after the termination of the A&R RPS Agreement. Any such termination shall be “without fault”, and neither Party shall be subject to damages or ongoing obligations as a result of such termination.

**Assignment:** Notwithstanding anything in Section 14 of the WSPP Agreement to the contrary, Seller may, without the prior written consent of Buyer, transfer or assign this Confirmation and its rights and obligations hereunder to a Qualified Transferee; provided that Seller shall provide at least fifteen (15) Business Days notice to Buyer prior to any such transfer or assignment, and Seller shall not be relieved of its obligations under the Agreement prior to the effective date of such transfer or assignment and Seller’s assignee having agreed in writing to assume all of Seller’s obligations and liabilities under this Agreement. Upon any such assignment and the assumption in writing by the Affiliated assignee of all of Seller’s obligations hereunder, Seller shall be released from any further obligation or liability under this Confirmation.

Seller may also assign this Confirmation as collateral for any financing or refinancing of some or all of the Units. In connection with any financing or refinancing of some or all of the Units by Seller, Buyer shall in good faith work with Seller and its lender to execute a consent to collateral assignment of this Agreement substantially in the form attached hereto as Exhibit D.

**Limitation on  
Damages:**

THE PARTIES CONFIRM THAT THE EXPRESS REMEDIES AND MEASURES OF DAMAGES PROVIDED IN THIS AGREEMENT SATISFY THE ESSENTIAL PURPOSES HEREOF. IF ANY PROVISION OF THIS AGREEMENT PROVIDES FOR AN EXPRESS REMEDY OR MEASURE OF DAMAGES, SUCH EXPRESS REMEDY OR MEASURE OF DAMAGES SHALL BE THE SOLE AND EXCLUSIVE REMEDY FOR BREACH OF THAT PROVISION, AND ALL OTHER REMEDIES OR DAMAGES AT LAW OR IN EQUITY FOR A BREACH OF SUCH PROVISION ARE WAIVED. IF NO REMEDY OR MEASURE OF DAMAGES IS EXPRESSLY PROVIDED, A PARTY'S LIABILITY FOR BREACH SHALL BE LIMITED TO DIRECT DAMAGES ONLY. EXCEPT FOR DAMAGES OWED TO UNAFFILIATED THIRD PARTIES WHICH MAY BE SUBJECT TO INDEMNIFICATION, NEITHER PARTY SHALL HAVE ANY LIABILITY FOR ANY CONSEQUENTIAL, INCIDENTAL, SPECIAL, INDIRECT, PUNITIVE OR EXEMPLARY DAMAGES OF ANY KIND, INCLUDING LOSS OF PROFITS OR BUSINESS OPPORTUNITIES, ARISING OUT OF OR RELATING TO THIS AGREEMENT OR THE ACTIVITIES CONTEMPLATED HEREBY, WHETHER ASSERTED IN CONTRACT, TORT OR OTHERWISE AND NOTWITHSTANDING THE INADEQUACY OR CLAIMED INADEQUACY OF ANY LIMITED REMEDY.

NOTWITHSTANDING ANYTHING HEREIN TO THE CONTRARY, SELLER'S TOTAL LIABILITY HEREUNDER AND UNDER THE A&R RPS AGREEMENT SHALL NOT EXCEED THE AMOUNTS SET FORTH ON SCHEDULE 1 TO THE A&R RPS AGREEMENT FOR THE PERIOD IN QUESTION.

**Emission  
Performance  
Standard**

This Agreement is a "covered procurement" under the CEC's EPS and Buyer shall make the required compliance filing with the CEC within 10 Business Days of the Effective Date. The Parties agree that this Agreement shall be void and all pending Product deliveries terminated no later than the effective date of any final decision by the CEC pursuant to the California Code of Regulations, Title 20, Section 2910 that the covered procurement fails to comply with EPS. The Parties acknowledge that the Project is a "determined to be compliant" power plant pursuant to 20 CCR §§ 2903(b)(1) or (2).

**General  
Representations:**

In addition to the representations and warranties contained in Section 37 of the Master Agreement, each of Purchaser and Seller represents and warrants to the other party that, as of the Effective Date:

- (a) it is duly organized, validly existing and in good standing under the laws of the jurisdiction of its formation;
- (b) it has all contractual, governmental, regulatory and legal authorizations necessary for it to legally perform its obligations under this Confirmation;
- (c) the execution, delivery and performance of this Confirmation are within its powers, have been duly authorized by all necessary action;
- (d) this Confirmation and each other document executed and delivered in accordance with this Confirmation constitutes its legally valid and binding obligation enforceable against it in accordance with its terms, subject to any bankruptcy, insolvency, reorganization and other laws affecting creditors' rights generally, and with regard to equitable remedies, the discretion of the court before which proceedings to obtain same may be pending; and
- (e) it is acting for its own account, has made its own independent decision to enter into this Confirmation and as to whether this Confirmation is appropriate or proper for it based upon its own judgment, is not relying upon the advice or recommendations of the other Party in doing so, and is capable of assessing the merits of and understanding, and understands and accepts, the terms and conditions and risks of this Confirmation.

**Certain  
Modifications of the  
WSPP Agreement:**

The WSPP Agreement is hereby modified as follows:

- (1) Section 21.1 of the WSPP Agreement is amended by deleting "other direct" in the ninth line. The Parties also agree that the waiver on the fifth line of that section does not apply to any damages or other remedies expressly provided for in this Confirmation.
- (2) Section 21.3(a) of the WSPP Agreement is modified by (i) deleting the words "as follows" in the sixth line of the first sentence thereof and substituting the phrase "as set forth in the applicable Confirmation", (ii) deleting subsections (1), (2) and (3) thereof, (iii) deleting the phrase "and the Contract Price of the Confirmation to which the non-performed transaction is identified, and the Contract Quantity of the non-performed transaction, shall be applied to the calculation of amounts due under Section 21.3(a)(1) through (3), as applicable" at the end of the first paragraph of subsection (5) thereof and substituting the phrase "and damages shall be calculated in

accordance with the applicable Confirmations”, and (iv) deleting the balance of subsection (5) after the first two paragraphs thereof.

(3) Section 21.3(d) of the WSPP Agreement is revised by (i) changing “the full amount of damages” on the second and third lines to “the undisputed amount of damages”, and (ii) deleting the second sentence thereof.

(4) Section 22.1 of the WSPP Agreement is modified as follows:

(a) Subsection (d) is deleted and replaced with [intentionally omitted]”:

(b) Subsections (f) through (j) are added as follows:

“(f) the failure of the Defaulting Party to perform any material covenant or obligation set forth in this Agreement (except to the extent constituting a separate Event of Default, and except for such Party’s obligations to deliver or receive the quantities of Product due under this Agreement, the exclusive remedy for which is provided in Section 21.3) if such failure is not remedied within thirty (30) days after written notice;

(g) the termination of the A&R RPS Agreement as the result of a default by the Defaulting Party thereunder;

(h) the failure of the Defaulting Party to pay its debts generally as they become due or the Defaulting Party’s admission in a writing that is unable to generally pay its debts as they become due;

(i) the institution, by the Defaulting Party, of a general assignment for the benefit of its creditors; or

(j) the application for, consent to, or acquiescence to, by the Defaulting Party, the appointment of a receiver, custodian, trustee, liquidator, or similar official for all or a substantial portion of its assets.”

(5) Section 22.2(b) of the WSPP Agreement is amended by (i) inserting “and is continuing” after “Event of Default occurs” in the first line of the first paragraph, (ii) deleting the second sentence in the first paragraph, and (iii) deleting the second paragraph in its entirety.

(6) Section 22.3 of the WSPP Agreement is amended as follows:



(a) The second sentence of Section 22.3(b) is deleted and replaced with the following: “The “Present Value Rate” shall mean an annual rate equal to the “prime rate” as published in the Wall Street Journal from to time plus 2%.”

(b) The third sentence of Section 22.3(c) is deleted and replaced with the following: “If the Non-Defaulting Party’s aggregate Gains exceed its aggregate Losses and Costs, if any, resulting from the termination of this Agreement or a Confirmation, the Termination Payment for all such Terminated Transactions shall be zero, notwithstanding any provision in this Section or Agreement to the contrary.”

(c) Section 22.3(e) (including all subsections) is deleted in its entirety and replaced with the following: “[intentionally omitted]”

(d) Section 22.3(f) is deleted in its entirety and replaced with the following:

“If the Defaulting Party disagrees with the calculation of the Termination Payment and the Parties cannot otherwise resolve their differences, and provided that Defaulting Party has paid the undisputed part of the Termination Payment to the Non-Defaulting Party and that any amounts disputed by the Defaulting Party are disputed in good faith, then the Defaulting Party may submit the calculation to dispute resolution pursuant to Section 34.”

(7) Section 24 is amended by deleting “Utah” in the second line and replacing it with “California”.

(8) Section 27 is deleted in its entirety and replaced with the following: “[intentionally omitted]”.

(9) The netting provisions of Section 28 of the WSPP Agreement shall apply to the transaction covered by this Confirmation as if Buyer and Seller had both executed Exhibit A to the WSPP Agreement. Both Parties intend for the netting provisions of Exhibit A to the WSPP Agreement to be effective on the first day of the Delivery Term.

(10) Section 30.1 is amended by (a) inserting “or requested” after the word “required” in clause (4), (b) deleting “or” immediately before clause (7), and (c) adding the following at the end of the first sentence: “; or (8) to the Party’s and such Party’s affiliates’ lenders and potential lenders, investors or potential investors, counsel, accountants, advisors

and agents who have a need to know such information and have agreed to keep such terms confidential”.

(11) The second sentence of Section 31 of the WSPP Agreement is deleted.

(12) The second and third sentences of Section 32.5 of the WSPP Agreement are deleted.

(13) Sections 34.1 and 34.2 are deleted in their entirety and replaced with the following:

#### **34.1 INFORMAL DISPUTE RESOLUTION**

In the event of any dispute arising under this Confirmation, within ten (10) days following the receipt of a written notice from either Party identifying such dispute, the Parties shall meet, negotiate and attempt in good faith to resolve the dispute informally. If the Parties are unable to resolve a dispute arising hereunder within thirty (30) days after receipt of such notice, then each Party may seek any and all remedies available to it at law or in equity, subject to the limitations set forth in this Confirmation.

#### **34.2 JURISDICTION; VENUE**

Each Party submits to the jurisdiction of the state and federal courts located in Sacramento County, California, for any action or proceeding relating to this Confirmation or any transaction, and expressly waives any objection it may have to such jurisdiction or the convenience of such forum. Any litigation brought to enforce or interpret this Agreement shall be brought in the state or federal courts located in Sacramento County, California.

(14) The phrase “arbitration or” in the first line of Section 34.4 is deleted.

(15) The phrase “as of the date of execution of this Confirmation,” is inserted after “to the other(s)” in the first line of Section 37.

(16) Section 41 of the WSPP Agreement is renumbered Section 42 and the following new Section 41 entitled “Standard of Review” is inserted between Sections 40 and 42:

#### **41. STANDARD OF REVIEW**

The Parties agree as follows:

41.1 Absent the agreement of all Parties to the proposed change, the standard of review for changes to any section of this Agreement (including all Transactions and/or Confirmations) specifying the rate(s) or other material economic terms and conditions agreed to by the Parties herein, whether proposed by a Party, a non-party or FERC acting *sua sponte*, shall be the “public interest” standard of review set forth in *United Gas Pipe Line Co. v. Mobile Gas Service Corp.*, 350 U.S. 332 (1956) and *Federal Power Commission v. Sierra Pacific Power Co.*, 350 U.S. 348 (1956)( the “Mobile-Sierra” doctrine) and clarified in *Morgan Stanley Capital Group, Inc. v. Public Util. Dist. No. 1 of Snohomish* 554 U.S. 527 (2008) and *NRG Power Marketing LLC v. Maine Pub. Util. Comm’n*, 558 U.S. 165 (2010).

41.2 The Parties, for themselves and their successors and assigns, (i) agree that this “public interest” standard shall apply to any proposed changes in any other documents, instruments or other agreements executed or entered into by the Parties in connection with this Agreement and (ii) hereby expressly and irrevocably waive any rights they can or may have to the application of any other standard of review, including the “just and reasonable” standard.

**Notices:** All notices hereunder will be in writing and will be sent to the Parties at the notice addresses set forth on Exhibit C attached hereto.

**Definitions:** In addition to the defined terms in the WSPP Agreement, the following capitalized terms used in this Confirmation will have the meanings set forth below or defined elsewhere in this Confirmation. Excepted as otherwise defined herein, capitalized terms used in this Confirmation and defined in the CAISO Tariff will have the meanings defined in the CAISO Tariff.

**“A&R RPS Agreement”** has the meaning defined in the section titled “Early Termination.”

**“Alternate Capacity”** has the meaning defined in the section titled “Alternate Capacity”.

**“Assessment Hour”** means an “Availability Assessment Hour”, pursuant to Section 40.9.3.1 of the CAISO Tariff.

**“Bid”** has the meaning defined in the CAISO Tariff.

**“Business Practice Manuals”** means the Business Practice Manuals issued by the CAISO addressing the administration, operation, planning and accounting requirements of the CAISO and the CAISO market.

**“CAISO”** means the California Independent System Operator Corporation or successor entity, or entities, with similar function(s).

**“CAISO Tariff”** means the CAISO’s open access transmission tariff filed with, and approved by, the Federal Energy Regulatory Commission, as that tariff may be amended from time-to-time.

**“Day Ahead Market”** has the meaning defined in the CAISO Tariff.

**“Designated Unexcused Outage”** means Seller’s failure to deliver the Product due to (i) its failure to designate in the applicable Master File(s) sufficient capacity at the Project or Alternate Capacity as eligible for sale to a Load Serving Entity outside of the CAISO Balancing Authority Area, (ii) its designation of capacity as Non-RA Capacity hereunder that has also been designated on a Supply Plan as a Resource Adequacy Resource, or (iii) its failure to provide Alternate Capacity after it has notified Buyer that it would provide Alternate Capacity.

**“Effective Date”** has the meaning defined in the preamble to this Confirmation.

**“Emission Performance Standard”** or **“EPS”** means the requirements set-forth in California Code of Regulations (CCR) Title 20, Chapter 11, Article 1, Section 2900 et seq.

**“Excused Event”** has the meaning defined in the section titled “Excused Outages and Other Excused Events”.

**“Excused Outage”** means (i) an outage due to Uncontrollable Force, system emergencies, full or partial transmission outages (including public safety power shutoffs), actions by the CAISO or similar events or circumstances, and (ii) a Planned Outage.

**“Governmental Authority”** means any federal, state, local or municipal government, governmental department, commission, board, bureau, agency, or instrumentality, or any judicial, regulatory or administrative body, having jurisdiction as to the matter in question.

**“Investment Grade Rating”** means a rating of BBB- or better from S&P or a rating of Baa3 or better from Moody’s.

**“Load Serving Entity”** has the meaning defined in the CAISO Tariff.

**“Master File”** has the meaning defined in the CAISO Tariff.

**“Moody’s”** means Moody’s Investors Service, Inc. or its successor.

**“Planned Outage”** means a Maintenance Outage (as defined in the CAISO Tariff) of any of the Units and any other outage characterized by the CAISO as a “planned outage” of any of the Units.

**“Net Qualifying Capacity”** or **“NQC”** has the meaning defined in the CAISO Tariff.

**“Non-Resource Adequacy Capacity”** or **“Non-RA Capacity”** has the meaning defined in the section titled “Product”.

**“Qualified Transferee”** means (1) an Affiliate of Seller, or (2) any person succeeding to all or substantially all of the assets of Seller (whether voluntarily or by operation of law) that either itself or its direct or indirect parent, has (x) a tangible net worth of at least \$50,000,000 or (y) a credit rating of “BB-“ or higher by S&P or “Ba3” or higher by Moody’s

**“Real Time Market”** or **“RTM”** has the meaning defined in the CAISO Tariff.

**“Resource Adequacy Capacity”** has the meaning defined in the CAISO Tariff.

**“RUC Market”** has the meaning defined in the section titled “Delivery of Product”.

**“S&P”** means S&P Global Ratings (a subsidiary of S&P Global, Inc.), or its successor.

**“Supporting Resource”** has the meaning defined in the section titled “Product”.

**“Unexcused Outage”** means an outage that is not an Excused Outage.

**“Units”** has the meaning defined in the section titled “Project”.

**“WECC Pre-Schedule Day”** means, with respect to any day, the prescheduling day set forth in the applicable prescheduling calendar issued from time to time by the Western Electricity Coordinating Council.

## EXHIBIT A

### UNITS

<b><u>Name of Facility</u></b>	<b><u>CAISO Resource ID</u></b>
Aidlin Power Plant	ADLIN_1_UNITS
Sonoma Power Plant	SMUDGO_7_UNIT 1
Geysers Units 5&6	GYS5X6_7_UNITS
Geysers Units 7&8	GYS7X8_7_UNITS
Geysers Unit 11	GEYS11_7_UNIT11
Geysers Unit 12	GEYS11_7_UNIT12
Geysers Unit 13	GEYS11_7_UNIT13
Geysers Unit 14	GEYS11_7_UNIT14
Geysers Unit 16	GEYS11_7_UNIT16
Geysers Unit 17	GEYS11_7_UNIT17
Geysers Unit 18	GEYS11_7_UNIT18
Calistoga Power Plant	SANTFG_7_UNITS
Geysers Unit 20	GEYS11_7_UNIT20

## EXHIBIT A

### DESIGNATED ALTERNATE CAPACITY UNITS

<u>Name of Facility</u>	<u>CAISO Resource ID</u>
Delta Energy Center	DELTA_2_PL1X4



## Exhibit B

### MONTHLY SHAPE FACTOR

<u>Month</u>	<u>Percentage of Average Annual Price</u>
January	75.00%
February	75.00%
March	50.00%
April	41.67%
May	41.67%
June	100.00%
July	200.00%
August	200.00%
September	200.00%
October	100.00%
November	41.67%
December	75.00%

## **EXHIBIT C**

### **NOTICES**

#### **Sacramento Municipal Utility District ("Buyer")**

##### **All Notices:**

PO Box 15380  
Sacramento, CA 95852-0830  
Attn: Energy Trading, MS A404  
Phone: 916-732-5494  
E-mail: powercontractsadmin@smud.org  
Duns:  
Federal Tax ID:

With a copy to:

Sacramento Municipal Utility District  
Attn: Energy Trading, MS A404  
PO Box 15830  
Sacramento, CA 95852-0830

With a copy to:

Sacramento Municipal Utility District  
Attn: Commodity Settlements, MS A404  
PO Box 15830  
Sacramento, CA 95852-0830  
Email: energysettlements@smud.org

##### **Invoices:**

Attn: Commodity Settlements  
Email: energysettlementns@smud.org  
Facsimile: (916) 732-5554

##### **Scheduling:**

Attn: Day Ahead Trading  
Email: dayaheadtrading@smud.org  
Phone: (916) 7325099

##### **Real Time Operations:**

Attn: Real Time Trading  
Email: rrt1@smud.org, rrt2@smud.org

#### **Geysers Power Company, LLC ("Seller")**

##### **All Notices:**

717 Texas Avenue, Suite 11.043C  
Houston, TX Zip: 77002  
Attn: Contract Administration  
Phone: (713) 830-8845  
E-mail: CommodityContracts@Calpine.com  
Duns:  
Federal Tax ID:

With copies to:

Geysers Power Company, LLC  
10350 Socrates Mine Road  
Middletown, CA 95461  
Attn: Vice President, Regional Operations,  
Geyser Management

and

Geysers Power Company, LLC  
717 Texas Avenue, Suite 11.043C  
Houston, TX 77002  
Attn: Associate General Counsel  
Email: ChiefLegalOfficer@calpine.com

##### **Invoices:**

Attn: Power Accounting  
Phone: (713) 830-2000  
Facsimile: (713) 830-8749

##### **Scheduling:**

Attn: Scheduling  
Phone: (713) 830-8612  
Facsimile: (713) 830-8722

##### **Payments:**

Attn: Power Accounting

Phone: (916) 732-5177

**Wire Transfer:**

BNK:

ABA:

ACCT:

Account Name:

**Credit and Collections:**

Attn: Commodity Settlements

Email: [energysettlements@smud.org](mailto:energysettlements@smud.org)

Facsimile: (916) 732-5554

With additional Notices of an Event of  
Default or Potential Event of Default to:

Attn: Randip Bhungal

Phone: (916) 732-6022

E-mail: [randip.bhungal@smud.org](mailto:randip.bhungal@smud.org)

Phone: (713) 830-2000

Facsimile: (713) 830-8749

**Wire Transfer:**

BNK:

ABA:

ACCT:

**Credit and Collections:**

Attn: Power Accounting

Phone: (713) 830-2000

Facsimile: (713) 830-8749

With additional Notices of an Event of  
Default or Potential Event of Default to:

Attn: Associate General Counsel

Phone: (925) 557-2283

E-mail: [ChiefLegalOfficer@calpine.com](mailto:ChiefLegalOfficer@calpine.com)

1.

**Dated as of** [ ]

This CONSENT AND AGREEMENT, dated as of [\_\_\_\_], 20[\_\_\_] (this “Consent”), is *entered into by and among* ***[Insert name of Contracting Party]***, a [\_\_\_\_\_] [organized][formed] and existing under the laws of the State of [\_\_\_\_\_] (together with its permitted successors and assigns, “Contracting Party”), MUFG UNION BANK, N.A., in its capacity as collateral agent for the First Lien Secured Parties referred to below (together with its successors, designees and assigns in such capacity, “First Lien Collateral Agent”), and GEYSERS POWER COMPANY, LLC, a limited liability company formed and existing under the laws of the State of Delaware (together with its permitted successors and assigns, “Assignor”).

### RECITALS

A. Assignor owns the following geothermal electric generating facilities located in the Geysers area of Northern California (Sonoma and Lake Counties) (collectively, the “Projects”):

The Aidlin project, an approximately 18 megawatt geothermal facility located in Sonoma County, CA.

The Sonoma project, an approximately 53 megawatt geothermal facility located in Sonoma County, CA.

The two-unit McCabe project, an approximately 84 megawatt geothermal facility located in Sonoma County, CA.

The two-unit Ridge Line project, an approximately 76 megawatt geothermal facility located in Sonoma County, CA.

The Eagle Rock project, an approximately 68 megawatt geothermal facility located in Sonoma County, CA.

The Cobb Creek project, an approximately 51 megawatt geothermal facility located in Sonoma County, CA.

The Big Geysers project, an approximately 61 megawatt geothermal facility located in Lake County, CA.

The Sulphur Springs project, an approximately 47 megawatt geothermal facility located in Sonoma County, CA.

The Quicksilver project, an approximately 53 megawatt geothermal facility located in Lake County, CA.

The Lake View project, an approximately 54 megawatt geothermal facility located in Sonoma County, CA.

The Socrates project, an approximately 50 megawatt geothermal facility located in Sonoma County, CA.

The two-unit Calistoga project, an approximately 69 megawatt geothermal facility located in Lake County, CA.

The Grant project, an approximately 41 megawatt geothermal facility located in Sonoma County, CA.

B. In order to finance the operation and maintenance of the Projects, Assignor has entered into that certain Credit Agreement, dated as of June 9, 2020 (as amended, amended and restated, supplemented or otherwise modified from time to time, the “Credit Agreement”), with GEYSERS INTERMEDIATE HOLDINGS LLC, a Delaware limited liability company, as Holdings (“Holdings”), GEYSERS COMPANY, LLC, a Delaware limited liability company (“Geysers Company”), WILD HORSE GEOTHERMAL, LLC, a Delaware limited liability company (“Wild Horse”) and CALISTOGA HOLDINGS, LLC, a Delaware limited liability company (“Calistoga,” and, together with Holdings, Geysers Company and Wild Horse, each a “Guarantor” and together, the “Guarantors”), MUFG BANK, LTD., as administrative agent for the Lenders, MUFG UNION BANK, N.A., as collateral agent for the First Lien Secured Parties, and the financial institutions from time to time parties thereto in such other capacities as described therein (collectively, the “Lenders”).

C. Contracting Party and Assignor have entered into that certain [***Insert description of relevant Major Project Contract(s)***], dated as of [\_\_\_\_\_] [\_\_\_\_], [\_\_\_\_\_] (as amended, amended and restated, supplemented or otherwise modified from time to time in accordance with the terms thereof and hereof, the “Assigned Agreement”).

D. As security for Assignor’s obligations under the Credit Agreement and related financing documents with respect to the Loans and related obligations, Assignor has granted, pursuant to a security agreement executed by Assignor and First Lien Collateral Agent (as amended, amended and restated, supplemented or otherwise modified from time to time, the “Security Agreement”), to the First Lien Collateral Agent, for the benefit of the First Lien Secured Parties, a first priority lien on all of Assignor’s right, title and interest in the Projects and other rights and interests relating thereto, whenever arising, including, without limitation, the Assigned Agreement and all of Assignor’s right, title and interest under (but not any of Assignor’s obligations, liabilities or duties with respect thereto) the Assigned Agreement;

#### AGREEMENT

NOW, THEREFORE, in consideration of the foregoing, and for other good and valuable consideration, the receipt and adequacy of which are hereby acknowledged, and intending to be legally bound, the parties hereto hereby agree, notwithstanding anything in the Assigned Agreement to the contrary, as follows:

1. Assignment and Agreement.

1.1 Consent to Assignment. Contracting Party (a) is hereby notified and

acknowledges that the Lenders have entered into the Credit Agreement and made the extensions of credit contemplated thereby in reliance upon the execution and delivery by Contracting Party of the Assigned Agreement and this Consent, (b) consents to the collateral assignment under the Security Agreement of all of Assignor's right, title and interest in, to and under the Assigned Agreement, including, without limitation, all of Assignor's rights to receive payment and all payments due and to become due to Assignor under or with respect to the Assigned Agreement (collectively, the "Assigned Interests") and (c) acknowledges the right of First Lien Collateral Agent or a Subsequent Owner (as defined below), in the exercise of First Lien Collateral Agent's rights and remedies pursuant to the Security Agreement, upon written notice to Contracting Party, to make all demands, give all notices, take all actions and exercise all rights of Assignor under the Assigned Agreement.

1.2 Subsequent Owner.

(a) Contracting Party agrees that, if First Lien Collateral Agent notifies Contracting Party in writing that, pursuant to the Security Agreement, it has assigned, foreclosed or sold the Assigned Interests or any portion thereof, then (i) First Lien Collateral Agent or its successor, assignee and/or designee, or any purchaser of the Assigned Interests (a "Subsequent Owner") shall be substituted for Assignor under the Assigned Agreement and (ii) Contracting Party shall (1) recognize First Lien Collateral Agent or the Subsequent Owner, as the case may be, as its counterparty under the Assigned Agreement and (2) continue to perform its obligations under the Assigned Agreement in favor of First Lien Collateral Agent or the Subsequent Owner, as the case may be; provided that First Lien Collateral Agent or such Subsequent Owner, as the case may be, has assumed in writing all of Assignor's rights and obligations (including, without limitation, the obligation to cure any then existing payment and performance defaults, but excluding any obligation to cure any then existing performance defaults which by their nature are incapable of being cured) under the Assigned Agreement.

(b) ***[Insert the following only if warranties are provided by Contracting Party under the relevant Assigned Agreement:*** Without limiting anything herein, the warranties provided by Contracting Party under the Assigned Agreement shall continue in full force and effect (until the expiration of the applicable warranty periods set forth in the Assigned Agreement) in the event that First Lien Collateral Agent or a Subsequent Owner succeeds to Assignor's right, title and interest in the Assigned Agreement.]

1.3 Right to Cure. If Assignor defaults in the performance of any of its obligations under the Assigned Agreement, or upon the occurrence or non-occurrence of any event or condition under the Assigned Agreement which would immediately or with the passage of any applicable grace period or the giving of notice, or both, enable Contracting Party to terminate or suspend its performance under the Assigned Agreement (each hereinafter a "default"), Contracting Party shall not terminate or suspend its performance under the Assigned Agreement until it first gives written notice of such default to First Lien Collateral Agent and affords

First Lien Collateral Agent a period of at least 15 days (or if such default is a nonmonetary default, such longer period (not to exceed 60 days) as may be required to cure such default) from receipt of such notice to cure such default; provided, however, that (a) if possession of the Projects is necessary to cure such nonmonetary default and First Lien Collateral Agent has commenced foreclosure proceedings, First Lien Collateral Agent shall be allowed a reasonable time to complete such proceedings, and (b) if First Lien Collateral Agent is prohibited from curing any such nonmonetary default by any process, stay or injunction issued by any governmental authority or pursuant to any bankruptcy or insolvency proceeding or other similar proceeding involving Assignor, then the time periods specified herein for curing a default shall be extended for the period of such prohibition.

1.4 No Amendments.

(a) [reserved]

(b) Except for the Buyer Limited Assignment Right under section (p) of the Additional Terms of the Assigned Agreement, Contracting Party agrees that it shall not, without the prior written consent of First Lien Collateral Agent, which consent shall not be unreasonably withheld, (i) sell, assign or otherwise transfer any of its rights under the Assigned Agreement, (ii) terminate, cancel or suspend its performance under the Assigned Agreement (unless it has given First Lien Collateral Agent notice and an opportunity to cure in accordance with Section 1.3 hereof), (iii) consent to any assignment or other transfer by Assignor of its rights under the Assigned Agreement, or (iv) consent to any voluntary termination, cancellation or suspension of performance by Assignor under the Assigned Agreement.

1.5 Replacement Agreements. In the event the Assigned Agreement is rejected or terminated as a result of any bankruptcy, insolvency, reorganization or similar proceeding affecting Assignor, Contracting Party shall, at the option of First Lien Collateral Agent exercised within 30 days after such rejection or termination, enter into a new agreement with First Lien Collateral Agent having identical terms as the Assigned Agreement (subject to any conforming changes necessitated by the substitution of parties and other changes as the parties may mutually agree), provided that (i) the term under such new agreement shall be no longer than the remaining balance of the term specified in the Assigned Agreement, and (ii) upon execution of such new agreement, First Lien Collateral Agent cures any outstanding payment and performance defaults under the Assigned Agreement, excluding any performance defaults which by their nature are incapable of being cured.

1.6 Limitations on Liability. Unless and until First Lien Collateral Agent has assumed Assignor's rights and obligations under the Assigned Agreement or entered into a new agreement, Contracting Party acknowledges and agrees that First Lien Collateral Agent shall not have any liability or obligation to Contracting Party under the Assigned Agreement as a result of this Consent, the Security Agreement or otherwise, nor shall First Lien Collateral Agent be obligated or required to (a)



perform any of Assignor's obligations under the Assigned Agreement, except during any period in which First Lien Collateral Agent has assumed Assignor's rights and obligations under the Assigned Agreement pursuant to Section 1.2[(a)] above, or (b) take any action to collect or enforce any claim for payment assigned under the Security Agreement. If First Lien Collateral Agent has assumed Assignor's rights and obligations under the Assigned Agreement pursuant to Section 1.2[(a)] above or has entered into a new agreement pursuant to Section 1.5 above, First Lien Collateral Agent shall be subject to liability and obligations to Contracting Party under the Assigned Agreement or such new agreement for the period that it is party to the Assigned Agreement or such new agreement.

1.7 Delivery of Notices. Contracting Party shall deliver to First Lien Collateral Agent, concurrently with the delivery thereof to Assignor, a copy of each notice, request or demand given by Contracting Party to Assignor pursuant to the Assigned Agreement relating to (a) a default by Assignor under the Assigned Agreement, and (b) any matter that would require the consent of First Lien Collateral Agent pursuant to Section 1.4 above.

1.8 Transfer. First Lien Collateral Agent shall have the right to assign all of its interest in the Assigned Agreement or a new agreement entered into pursuant to the terms of this Consent; provided that such transferee assumes in writing the obligations of Assignor or First Lien Collateral Agent, as applicable, under the Assigned Agreement or such new agreement. Upon such assignment, First Lien Collateral Agent shall be released from any further liability under the Assigned Agreement or such new agreement to the extent of the interest assigned.

1.9 Refinancing. [Contracting Party hereby acknowledges that Assignor may, from time to time during the term of the Assigned Agreement, refinance the indebtedness incurred under the Credit Agreement pursuant to another bank financing, an institutional financing, a capital markets financing, a lease financing or any other combination thereof or other form of financing. In connection with any such refinancing, Contracting Party hereby consents to any collateral assignment or other assignment of the Assigned Agreement in connection therewith and agrees that the terms and provisions of this Consent shall apply with respect to such assignment and shall inure to the benefit of the parties providing such refinancing. In furtherance of the foregoing, Contracting Party agrees that (i)(1) references in this Consent to the "First Lien Collateral Agent" and the "First Lien Secured Parties" shall be deemed to be references to the applicable financing parties providing such refinancing, and (2) references in this Consent to the "Credit Agreement" and the "Security Agreement" shall be deemed to be references to the corresponding agreements entered into in connection with such refinancing, and (ii) if reasonably requested by Assignor, it shall enter into a new consent, substantially in the form of this Consent (including any material changes from this form of Consent as may be agreed by Contracting Party) in favor of the parties providing

such refinancing.]]<sup>1</sup>

***[Insert the following only if Contracting Party is an Affiliate of Assignor under the relevant Assigned Agreement:*** 1.10 No Obligations. Notwithstanding anything to the contrary herein or in the Assigned Agreement, in the event that First Lien Collateral Agent or its designee(s) or assignee(s) succeed to the Assignor's interest under the Assigned Agreement or foreclose on the equity interests of Assignor, First Lien Collateral Agent or its designee or assignee shall have the right, which must be exercised within thirty (30) days following such person succeeding to Assignor's interest under the Assigned Agreement or such foreclosure on the Assignor's equity interests, to terminate the Assigned Agreement upon written notice to Contracting Party and neither it nor any First Lien Secured Party nor the Assignor shall have any further obligations under the Assigned Agreement, including without limitation, obligations in respect of the payment of any fees, commissions or expenses, provided that such termination shall not affect obligations incurred prior to the date of termination for services provided.]

2. Payments under the Assigned Agreement.

2.1 Payments. Contracting Party shall pay all amounts (if any) payable by it under the Assigned Agreement in the manner and as and when required by the Assigned Agreement directly into the account specified on Exhibit A hereto, or to such other person, entity or account as shall be specified from time to time by First Lien Collateral Agent to Contracting Party in writing. Notwithstanding the foregoing, if any entity or person has become a Subsequent Owner pursuant to the terms hereof, then Contracting Party shall pay all such amounts directly to such Subsequent Owner or an account designated by Subsequent Owner.

2.2 No Offset, Etc. All payments required to be made by Contracting Party under the Assigned Agreement shall be made without any offset, recoupment, abatement, withholding, reduction or defense whatsoever, other than those allowed by the terms of the Assigned Agreement.

3. Representations and Warranties of Contracting Party. Contracting Party hereby represents and warrants, in favor of First Lien Collateral Agent, as of the date hereof, that:

(a) Contracting Party (i) is a [ ] duly [**formed**][**organized**] and validly existing under the laws of the State of [ ], (ii) is duly qualified, authorized to do business and in good standing in every jurisdiction necessary to perform its obligations under the Assigned Agreement and this Consent, and (iii) has all requisite power and authority to enter into and to perform its obligations hereunder and under the Assigned Agreement, and to carry out the terms hereof and thereof and the transactions contemplated hereby and thereby;

(b) the execution, delivery and performance by Contracting Party of this

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<sup>1</sup> This Section 1.9 to be included at Borrowers election and with such changes as Borrower may reasonably request.

Consent and the Assigned Agreement have been duly authorized by all necessary corporate or other action on the part of Contracting Party and do not require any approvals, filings with, or consents of any entity or person which have not previously been obtained or made;

(c) each of this Consent and the Assigned Agreement is in full force and effect, has been duly executed and delivered on behalf of Contracting Party by the appropriate officers of Contracting Party, and constitutes the legal, valid and binding obligation of Contracting Party, enforceable against Contracting Party in accordance with its terms, except as the enforceability thereof may be limited by (i) bankruptcy, insolvency, reorganization or other similar laws affecting the enforcement of creditors' rights generally, and (ii) general equitable principles (whether considered in a proceeding in equity or at law);

(d) there is no litigation, action, suit, proceeding or investigation pending or (to the best of Contracting Party's knowledge) threatened against Contracting Party before or by any court, administrative agency, arbitrator or governmental authority, body or agency which, if adversely determined, individually or in the aggregate, (i) could adversely affect the performance by Contracting Party of its obligations hereunder or under the Assigned Agreement, or which could modify or otherwise adversely affect any required approvals, filings or consents which have previously been obtained or made, (ii) could have a material adverse effect on the condition (financial or otherwise), business or operations of Contracting Party, or (iii) questions the validity, binding effect or enforceability hereof or of the Assigned Agreement, any action taken or to be taken pursuant hereto or thereto or any of the transactions contemplated hereby or thereby;

(e) the execution, delivery and performance by Contracting Party of this Consent and the Assigned Agreement, and the consummation of the transactions contemplated hereby and thereby, will not result in any violation of, breach of or default under any term of its formation or governance documents, or of any contract or agreement to which it is a party or by which it or its property is bound, or of any license, permit, franchise, judgment, injunction, order, law, rule or regulation applicable to it, other than any such violation, breach or default which could not reasonably be expected to have a material adverse effect on Contracting Party's ability to perform its obligations under the Assigned Agreement;

(f) neither Contracting Party nor, to the best of Contracting Party's knowledge, any other party to the Assigned Agreement, is in default of any of its obligations thereunder;

(g) to the best of Contracting Party's knowledge, (i) no event of force majeure exists under, and as defined in, the Assigned Agreement, and (ii) no event or condition exists which would either immediately or with the passage of any applicable grace period or giving of notice, or both, enable either Contracting Party or Assignor to terminate or suspend its obligations under the Assigned Agreement; and

(h) the Assigned Agreement, this Consent, the Limited Assignment (a form of

which is attached as Exhibit B to the Assigned Agreement, if and when signed, and that certain [WSPP Export Non-Resource Adequacy Confirmation] dated [ ] between Assignor and Contracting Party are the only agreements between Assignor and Contracting Party with respect to the Project, and all of the conditions precedent to effectiveness under the Assigned Agreement have been satisfied or waived.

Each of the representations and warranties set forth in this Section 3 shall survive the execution and delivery of this Consent and the Assigned Agreement and the consummation of the transactions contemplated hereby and thereby.

4. Miscellaneous.

4.1 Notices. Any communications between the parties hereto or notices provided herein to be given may be given to the following addresses:

If to Assignor:

Geysers Power Company, LLC  
717 Texas Avenue, Suite 11.043C  
Houston, Texas 77002  
Facsimile: (832) 325-1582  
Telephone: (832) 325-1581  
Attention: Chief Legal Officer  
Email: ChiefLegalOfficer@calpine.com

If to Contracting Party:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
Facsimile: \_\_\_\_\_  
Telephone: \_\_\_\_\_  
Attention: \_\_\_\_\_

If to First Lien Collateral Agent:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
Facsimile: \_\_\_\_\_  
Telephone: \_\_\_\_\_  
Attention: \_\_\_\_\_

All notices or other communications required or permitted to be given hereunder shall be in writing and shall be considered as properly given (a) if delivered in person, (b) if sent by overnight delivery service (including Federal Express, UPS, DHL and other similar overnight delivery services), (c) in the event overnight delivery services are not readily available, if mailed by first class United States Mail, postage prepaid, registered or certified

with return receipt requested, (d) if sent by prepaid telegram or by facsimile or (e) if sent by other electronic means (including electronic mail) confirmed by facsimile or telephone. Any party may change its address for notice hereunder by giving of 30 days' notice to the other parties in the manner set forth hereinabove.

4.2 Governing Law; Submission to Jurisdiction.

(a) THIS CONSENT AND THE RIGHTS AND OBLIGATIONS OF THE PARTIES HEREUNDER SHALL BE CONSTRUED IN ACCORDANCE WITH, AND BE GOVERNED BY, THE LAWS OF THE STATE OF NEW YORK (WITHOUT GIVING EFFECT TO THE PRINCIPLES THEREOF RELATING TO CONFLICTS OF LAW EXCEPT SECTIONS 5-1401 AND 5-1402 OF THE NEW YORK GENERAL OBLIGATIONS LAW).

(b) Any legal action or proceeding with respect to this Consent and any action for enforcement of any judgment in respect thereof may be brought in the courts of the State of New York or of the United States of America for the Southern District of New York, and, by execution and delivery of this Consent, Contracting Party hereby accepts for itself and in respect of its property, generally and unconditionally, the non-exclusive jurisdiction of the aforesaid courts and appellate courts from any appeal thereof. Contracting Party irrevocably consents to the service of process out of any of the aforementioned courts in any such action or proceeding by the mailing of copies thereof by registered or certified mail, postage prepaid, to Contracting Party at its notice address provided pursuant to Section 4.1 hereof. Contracting Party hereby irrevocably waives any objection which it may now or hereafter have to the laying of venue of any of the aforesaid actions or proceedings arising out of or in connection with this Consent brought in the courts referred to above and hereby further irrevocably waives and agrees not to plead or claim in any such court that any such action or proceeding brought in any such court has been brought in an inconvenient forum. Nothing herein shall affect the right of First Lien Collateral Agent to serve process in any other manner permitted by law or to commence legal proceedings or otherwise proceed against Contracting Party in any other jurisdiction.

4.3 Counterparts. This Consent may be executed in any number of counterparts and by the different parties hereto on separate counterparts, each of which when so executed and delivered shall be an original, but all of which shall together constitute one and the same instrument. Delivery of an executed counterpart to this Consent by facsimile or "pdf" transmission shall be as effective as delivery of a manually signed original.

4.4 Headings Descriptive. The headings of the several sections and subsections of this Consent are inserted for convenience only and shall not in any way affect the meaning or construction of any provision of this Consent.

4.5 Severability. In case any provision in or obligation under this Consent shall be invalid, illegal or unenforceable in any jurisdiction, the validity, legality and enforceability of the remaining provisions or obligations, or of such provision or obligation in any other jurisdiction, shall not in any way be affected or impaired

thereby.

4.6 Amendment, Waiver. Neither this Consent nor any of the terms hereof may be terminated, amended, supplemented, waived or modified except by an instrument in writing signed by Contracting Party and First Lien Collateral Agent.

4.7 Successors and Assigns. This Consent shall bind and benefit Contracting Party, First Lien Collateral Agent, and their respective successors and assigns.

4.8 Third Party Beneficiaries. Contracting Party and First Lien Collateral Agent hereby acknowledge and agree that the First Lien Secured Parties are intended third party beneficiaries of this Consent.

4.9 [intentionally omitted]

4.10 Entire Agreement. This Consent and any agreement, document or instrument attached hereto or referred to herein integrate all the terms and conditions mentioned herein or incidental hereto and supersede all oral negotiations and prior writings between the parties hereto in respect of the subject matter hereof. In the event of any conflict between the terms, conditions and provisions of this Consent and any such agreement, document or instrument (including, without limitation, the Assigned Agreement), the terms, conditions and provisions of this Consent shall prevail.

4.11 Termination of Consent. This Consent shall terminate upon the earliest to occur of (a) the termination or cancellation of the Assigned Agreement in accordance with its terms and in accordance with the terms of this Consent (it being understood that this Consent shall not terminate but shall remain in effect in the circumstances described in Section 1.5 above in respect of any new agreement entered into in accordance with such Section), (b) the expiration of the term of the Assigned Agreement and (c) the termination of the Security Agreement in accordance with its terms.

*[REMAINDER OF PAGE INTENTIONALLY LEFT BLANK]*

IN WITNESS WHEREOF, the parties hereto, by their officers duly authorized, intending to be legally bound, have caused this Consent and Agreement to be duly executed and delivered as of the date first above written.

GEYSERS POWER COMPANY, LLC,  
a Delaware limited liability company,  
as Assignor

By: \_\_\_\_\_  
Name:  
Title:

[Insert Name of Contracting Party],  
a \_\_\_\_\_,  
as Contracting Party

By: \_\_\_\_\_  
Name:  
Title:

Accepted and Agreed to:

MUFG UNION BANK, N.A.,  
solely in its capacity as First Lien Collateral Agent

By: \_\_\_\_\_  
Name:  
Title:

By: \_\_\_\_\_  
Name:  
Title:

**Attachment E**

**CALIFORNIA ENERGY COMMISSION      to Resolution No. 25-11-06**  
**EMISSION PERFORMANCE STANDARD COMPLIANCE FILING**

California Energy Commission  
EPS Compliance  
1516 Ninth Street  
Sacramento, CA 95814-512  
Attention: Compliance Filing

**DRAFT**  
**TO BE FINALIZED**  
**FOLLOWING CONTRACT**  
**EXECUTION.**

[EPS@energy.state.ca.us](mailto:EPS@energy.state.ca.us)

This is to inform you that the Sacramento Municipal Utility District (SMUD) amended an existing long-term contract for renewable energy (“the Renewable Energy Contract”) and a long-term contract for capacity (the “Capacity Contract”) on [MONTH] [DAY], 2025 (hereinafter referred to collectively as the “Power Purchase Agreements”). The relevant information concerning these Power Purchase Agreements follows. The information is the same for both agreements except as expressly noted below:

Name of Counterparty: Geysers Power Company, LLC

Name of Facility:

Renewable Energy Contract and Capacity Contract facilities:

Table 1	
Name of Facility	CEC RPS ID
Aidlin Power Plant	60115A
Sonoma Power Plant	60010A
Geysers Units 5&6	60002A
Geysers Units 7&8	60003A
Geysers Unit 11	60025A
Geysers Unit 12	60004A
Geysers Unit 13	60005A
Geysers Unit 14	60026A
Geysers Unit 16	60006A
Geysers Unit 17	60007A
Geysers Unit 18	60008A
Calistoga Power Plant	60117A
Geysers Unit 20	60009A

Capacity Contract only: In addition to the resources above, the Facility below may be used to provide Alternate Capacity only, under limited circumstances, as described more fully herein:



CALIFORNIA ENERGY COMMISSION  
EMISSION PERFORMANCE STANDARD COMPLIANCE FILING

Table 2				
Name of Facility	CAISO Resource ID	2024 Emissions Factors		
		mtons	Net mwh	Lbs/mwh
Delta Energy Center	DELTA_2_PL1X4	1,315,655	3,098,999	936

Location of Facility: Geothermal (Renewable Energy and Capacity Contracts): Lake County and Sonoma County. Natural Gas (Capacity Contract only): Contra Costa County

Technology/Fuel: Geothermal (Renewable Energy and Capacity Contracts); Natural Gas (Capacity Contract only)

Nameplate Capacity of Facility: Total of 13 geothermal generating units with a portfolio nameplate capacity of 725 MW. Additionally, under the Capacity Contract, 880 MW natural gas, combined cycle co-generation facility.

Product Description Initially: Generation portfolio, Baseload

Substitute Energy Allowed: No substitute energy/product allowed under the Renewable Energy Contract; substitute capacity/product allowed with the Capacity Contract under certain circumstances (see explanation below)

Delivery Start Date – Delivery End Date: The initial delivery term of the Power Purchase Agreements was from January 1, 2023 through December 31, 2032. The amendments at issue here become effective January 1, 2026 and extend the terms of each agreement through December 31, 2042.

Further description of technology, if necessary: None

Further description of facility output profile, if necessary: None

Description of contract terms related to the provision of substitute energy, if necessary:

Under the Renewable Energy Contract, substitute energy/product is not allowed unless the contract is further amended and the CEC approves a subsequent Emission Performance Standard filing for the new facility(ies).

Under the Capacity Contract, substitute capacity/product is not allowed unless the specified renewable geothermal units identified in Table 1 are unable to provide the contracted for capacity. Under such circumstances, the Seller may provide substitute capacity/product (referred to in the contract as Alternate Capacity) from:

(1) the Delta Energy Center (Table 2, above), a specified, EPS Compliant Source, consistent with Title 20, California Code of Regulations, Section 2906(b)(1); or

(2) unspecified sources in the CAISO Balancing Authority Area, but in an amount not to exceed 15% of the forecasted capacity/product to be delivered over the entire term of the contract, and only when the specified units (identified in Table 1, above) are unable to provide the contracted-

CALIFORNIA ENERGY COMMISSION  
EMISSION PERFORMANCE STANDARD COMPLIANCE FILING

for capacity, and only under circumstances consistent with those set forth in Title 20, California Code of Regulations, Section 2906(b)(2). No other substitute capacity/product is allowed under the Capacity Contract unless the contract is further amended and the CEC approves a subsequent Emission Performance Standard filing for the new facility(ies).

Description of other relevant contract terms: SMUD's original Power Purchase Agreements contemplated the purchase and provision of 100 MW of energy, environmental attributes (including renewable energy credits), and resource adequacy capacity from the portfolio of facilities. The CEC determined these Power Purchase Agreements were compliant with the EPS in 2022. (See Order No. 22-0608-01a.) The amendment to the Power Purchase Agreements being presented through this Compliance Filing increases SMUD's procurement from 100 MW to 125 MW in 2028 and from 125 MW to 150 MW in 2030. It also extends the Power Purchase Agreements for an additional 10 years through December 31, 2042.

CALIFORNIA ENERGY COMMISSION  
EMISSION PERFORMANCE STANDARD COMPLIANCE FILING

COMPLIANCE FILING ATTESTATION

I, the official named below, certify under penalty of perjury, the following:

1. I am an agent of the Sacramento Municipal Utility District (SMUD) authorized by its governing board to sign this attestation on its behalf;
2. The SMUD Board of Directors has reviewed and approved in a public meeting both the covered procurement and the compliance filing described above;
3. Based on the SMUD Board of Directors' knowledge, information, and belief, the compliance filing does not contain a material misstatement or omission of fact;
4. Based on the SMUD Board of Directors' knowledge, information, and belief, the covered procurement complies with Title 20, Division 2, Chapter 11, Article 1 of the California Code of Regulations; and
5. The covered procurement contains contractual terms or conditions specifying that the contract or commitment is void and all energy/product deliveries shall be terminated no later than the effective date of any Commission decision pursuant to Title 20, California Code of Regulations, section 2910, that the covered procurement fails to comply with Title 20, Division 2, Chapter 11, Article 1, of the California Code of Regulations.

Sacramento Municipal Utility District

By: \_\_\_\_\_

Paul Lau, CEO & General Manager

Date:

President Fishman turned to Discussion Calendar Item 10, to discuss, with possible action, Election of Officers for 2026 (President and Vice President) for the SMUD Board of Directors.

No public comment was forthcoming on Discussion Calendar Item 10.

Director Herber then nominated Director Tamayo for the position of President of the SMUD Board of Directors for 2026, and Resolution No. 25-11-07 was approved by a vote of 6-0, with Director Sanborn absent.

**RESOLUTION NO. 25-11-07**

**WHEREAS**, President Fishman called for the election of the President of the Board of Directors for the year 2026; and

**WHEREAS**, Director Herber nominated Director Tamayo for the position of President of the Board of Directors for 2026; and

**WHEREAS**, hearing no other nominations, the President closed the nominations and proceeded to a vote; **NOW, THEREFORE**,

**BE IT RESOLVED BY THE BOARD OF DIRECTORS  
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

That this Board hereby elects Director Tamayo to serve as President of the Board of Directors for the 2026 term commencing January 1, 2026, through December 31, 2026.

Approved: November 20, 2025

INTRODUCED: DIRECTOR HERBER				
DIRECTOR	AYE	NO	ABSTAIN	ABSENT
FISHMAN	X			
ROSE	X			
BUI-THOMPSON	X			
HERBER	X			
KERTH	X			
TAMAYO	X			
SANBORN				X

Director Bui-Thompson then nominated Director Kerth for the position of Vice President of the SMUD Board of Directors for 2026, and Resolution No. 25-11-08 was approved by a vote of 6-0, with Director Sanborn absent.

**RESOLUTION NO. 25-11-08**

**WHEREAS**, President Fishman called for the election of the Vice President of the Board of Directors for the year 2026; and

**WHEREAS**, Director Bui-Thompson nominated Director Kerth for the position of Vice President of the Board of Directors for 2026; and

**WHEREAS**, hearing no other nominations, the President closed the nominations and proceeded to a vote; **NOW, THEREFORE**,

**BE IT RESOLVED BY THE BOARD OF DIRECTORS  
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

That this Board hereby elects Director Kerth to serve as Vice President of the Board of Directors for the 2026 term commencing January 1, 2026, through December 31, 2026.

Approved: November 20, 2025

INTRODUCED: DIRECTOR BUI-THOMPSON				
DIRECTOR	AYE	NO	ABSTAIN	ABSENT
FISHMAN	X			
ROSE	X			
BUI-THOMPSON	X			
HERBER	X			
KERTH	X			
TAMAYO	X			
SANBORN				X

President Fishman then called for public comment for items not on the agenda.

Before any speakers approached the podium, Mr. Schofield briefly read the confidentiality provision from the negotiating ground rules agreed upon between SMUD and the International Brotherhood of Electrical Workers (IBEW).

Kim Camatti, Business Representative for IBEW Local 1245, stated she was present along with contract negotiation committee members. She stated that reliability does not happen by chance but is because of the men and women at IBEW at SMUD. She stated they stand united and ready to work toward an agreement that respects both SMUD's mission and the employees who deliver it every day.

President Fishman thanked Ms. Camatti for her statement and noted, pursuant to the negotiating ground rules and because the item was not agendaized, that the Board could not engage in a discussion but appreciated the work done by IBEW.

Written public comment, copies of which are attached, was received from the following members of the public:

- John Weber
- Jessica Lopez

President Fishman then turned to Directors' Reports.

Director Rose reported on his tour of Cosumnes Power Plant, his participation in the Ward 1 neighborhood walk, his attendance at the Veterans Parade in Folsom, and his attendance at the home dedication ceremony for Habitat for Humanity.

Director Bui-Thompson reported on her attendance at the Feast for WEAVE (Women Escaping a Violent Environment) and thanked them for all their work throughout the year to help women escape domestic violence. She concluded by reporting on her attendance at the Water & Energy Efficiency for the Environment (WE3) Summit presented by Smart Energy Water (SEW) where Chief Executive Officer Paul Lau and Chief Customer Office Brandy Bolden won awards.



Director Herber reported on her attendance at the Behavior, Energy & Climate Change Conference, her tour of the Three Sisters Garden in West Sacramento as part of SMUD's emerging leaders energy summit, and her speaking engagement at the grand opening and ribbon cutting for the all-electric MOSA affordable living apartments in Elk Grove. She concluded by thanking Joe Flores, Devin Lovell, and Will Cannady for participating in the tree planting at Renfree Park in the Pocket neighborhood of Sacramento.

Director Kerth reported on his speaking engagements at the Sacramento Asian Pacific Chamber of Commerce meeting at the Sacramento History Museum, Capital Storytelling Immigrant Stories event, and the Sakura groundbreaking for the all-electric housing development in midtown Sacramento. He concluded by reporting on his attendance, along with Director Herber, at the Behavior, Energy & Climate Change Conference.

Vice President Tamayo reported on his attendance at Filipino American History Month events hosted by the Filipino Community of Sacramento and Vicinity and the Filipino American National Historic Society. He then reported on his attendance at the Sacramento Area Creeks Council celebration, his meeting with the Chief Operating Officer of Colusa Indian Energy, his participation in an annual tree planting at Hollywood Park, his attendance at the Urban Land Institute (ULI) panel discussion about emerging developers, and his participation in a program at the American River College Culinary Arts facility pertaining to the use of professional electric cooking equipment. He concluded by reporting on his attendance at Rising Star Showcase sponsored by CleanStart.

President Fishman thanked Public Information Specialist Gama Ortiz for inviting him to speak to a group of utility communicators put together by the Electric Power Research Institute (EPRI) and then reported on his trip to Portugal, along with CEO Lau and Chief Zero Carbon Officer Lora Anguay, for the Smart Electric Power Alliance (SEPA). He concluded by reporting on his speaking engagement at the Inaugural K Street Lighting by the Downtown

Sacramento Partnership and his attendance at the President's Reception for the Museum of Science and Curiosity (MOSAC).

Paul Lau, Chief Executive Officer and General Manager, thanked the employee IBEW members for the great work they do day-in and day-out in keeping the lights on for Sacramento. He then reported on the following items:

**1) Native American Heritage Month, Diwali, and Veterans Day.**

This month, we recognized Native American Heritage Month, Diwali and Veterans Day. Throughout November, we are recognizing the rich ancestry and vibrant traditions of Native Americans. We honor the legacy that Indigenous history makers have left – and those who continue to shape our society, lead their communities and impact our culture today. Also, this month, our Groups Reaching Across International Networks, or GRAIN, Employee Resource Group organized a gathering to celebrate Diwali, which is the Hindu Festival of Lights. Employees got to learn about some history and enjoy traditional Diwali foods. Finally, we proudly celebrated Veterans Day. SMUD's Military Employee Resource Group and many other SMUD employees participated in the Folsom 2025 Veteran's Day parade. To SMUD's many veterans, thank you for your service!

**2) Storm Readiness.** With the turn of the season here, winter storms are not far away. Throughout the year, teams across SMUD have continued with a coordinated effort to enhance our storm restoration processes and procedures. We recently held a mock storm event to make sure we are ready for what is ahead, and teams learned about what is new and improved this year related to our storm restoration efforts. There are a few new things this year. There is an improved Estimated Restoration Time prioritization tool that will help us provide an even better customer experience for our whole community, a

new virtual hold feature which means customers do not have to sit on hold waiting to report an outage, and a new tracker that helps employees manage time and reporting. We know how difficult it is when big storms are rolling through, and we have hundreds of customers out, so I want to thank Chief Operating Officer Frankie McDermott and his team for really stepping up in terms of looking at how we can actually get better and faster and more accurate information to our customers when those trying times happen.

3) **Ongoing Infrastructure Investments.** This month, SMUD was featured in an exclusive television story highlighting our ongoing infrastructure investments as the region continues to grow.

Chief Operating Officer Frankie McDermott led KCRA 3 on an exclusive tour of Station E and our downtown network underneath the Convention Center. The behind-the-scenes access showcased the complex work happening 24/7 to power Sacramento and how we are investing \$600 million in infrastructure upgrades to support the Railyards, the soccer stadium and Kaiser's expansion. Thank you, Frankie!

4) **Farm to Fork at Terra Madre Americas.** Last month, Sacramento hosted the debut of Farm to Fork at Terra Madre Americas, which brought together slow food advocates from more than 17 countries. More than 165,000 visitors celebrated all things food at the event downtown. As the sponsor of the Terra Madre indoor bistro, we used the opportunity to share our commitment to a zero-carbon future, holding induction cooking demos and connecting with visitors about sustainability.

5) **Awards.** In the award space, there was much to celebrate this month. SMUD was thrilled to accept two awards from PR Daily – one for our social media campaign People Behind the Promise and one for our press event with Doris Matsui

celebrating the electrification of 300 homes in the Meadowview neighborhood. And, at the WE3 Summit, our Chief Customer Officer Brandy Bolden received the Digital Customer Champion of the Year. Congratulations to Brandy! Lastly, I was honored to receive the Industry Visionary of the Year award from SEW.

- 6) **Board Video.** For this month's video, we are focused on students, energy and education. Every year, we work with more than 20,000 students to inspire them to grow and pursue their dreams, particularly in the areas of STEM and clean energy. It is all part of our purpose to improve the lives of all our customers and community members – even the littlest ones.

President Fishman requested the Summary of Board Direction, but there were no items.

No further business appearing, President Fishman adjourned the meeting at 6:49 p.m.

Approved:

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President

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Assistant Secretary

**From:** [John W](#)  
**To:** [Public Comment](#)  
**Subject:** [EXTERNAL] Comments for Nov. 20th board meeting.  
**Date:** Tuesday, November 18, 2025 6:56:21 PM

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**CAUTION:** This email originated from outside of SMUD. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Board of Directors,

Please take a few minutes to read this article. <https://www.utilitydive.com/news/electric-vehicle-ev-grid-asset-charging-dr/805642/>

Thank you,  
John Weber

“You never change things by fighting the existing reality.  
To change something, build a new model that makes the existing model obsolete.”  
- **Buckminster Fuller**

**From:** [Jessica Lopez](#)  
**To:** [Public Comment](#)  
**Subject:** [EXTERNAL] Public Comment 11/20/2025  
**Date:** Thursday, November 20, 2025 6:46:23 PM

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**CAUTION:** This email originated from outside of SMUD. Do not click links or open attachments unless you recognize the sender and know the content is safe.

I hope this email finds you well. I am writing to you regarding a couple of concerns that have come to our attention. Firstly, we noticed that you were not present at the Sacramento County Board of Supervisors meeting. We were hoping to understand the reasons behind your absence, as your presence and input are valuable to us.

Additionally, we need to address the Coyote Creek project. It appears that the permit was signed off as if it was bare mineral land, and we are trying to understand why this happened without a proper site visit. Your insights and expertise are crucial for the success of this project, and we would appreciate any clarification you can provide on this matter.

Thank you for your attention to these concerns. We look forward to your response and any further information you can offer.

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SSS No. CFO 25-016	<h1 style="text-align: center;">BOARD AGENDA ITEM</h1> <h2 style="text-align: center;">STAFFING SUMMARY SHEET</h2>	Committee Meeting & Date Finance & Audit – 11/18/25
		Board Meeting Date December 11, 2025

TO				TO						
1.	Scott Martin			6.						
2.	Jose Bodipo-Memba			7.						
3.	Lora Anguay			8.						
4.				9.	Legal					
5.				10.	CEO & General Manager					
Consent Calendar		Yes	X	No If no, schedule a dry run presentation.		Budgeted	X	Yes	No (If no, explain in Cost/Budgeted section.)	
FROM (IPR) Michelle Kirby				DEPARTMENT Enterprise Strategy and Planning				MAIL STOP B356	EXT. 6526	DATE SENT 10/29/25

NARRATIVE:

Requested Action:

Approve the following:

- 2026 SMUD Budget Resolution
- 2026 Debt Resolution
- Pay Schedule and Special Compensation Items

Summary:

2026 Budget Resolution

The 2026 Proposed SMUD Budget Resolution is comprised of Operations and Maintenance budget of \$1,434.5 million, Debt Service budget of \$216.3 million, and Capital budget of \$671.6 million. The proposed 2026 Budget Resolution limits spending to \$2,322.4 million (total of prior amounts), plus 10% contingency, plus the commodity contingency and adjustments for Hydro Generation Adjustment transfers or revenue, Western Area Power Administration (WAPA) energy delivery shortfall, and higher retail sales. Additionally, SMUD participates in regulatory programs such as Low Carbon Fuel Standard (LCFS) and Cap-and-Invest (formerly known as Cap-and-Trade). When SMUD collects revenues through these program’s sales, it is required to apply the proceeds toward specific expenses that support the program’s goals. Should actual sales proceeds exceed the budgeted amount for these programs, the budgeted amount may be increased to match the sales proceeds without the prior specific approval of this Board. The proposed resolution also limits authorized permanent full-time positions to 2,295 plus 5 percent.

Public Good Charge

The Public Goods Charge shall be adjusted to \$104 million, which exceeds the minimum of 2.85% of 1994 revenues. Public good expenses are \$72.8 million, and the rate subsidy is \$31.2 million. The percentage allocation for the public goods charge expenditures shall apply to low-income assistance, energy efficiency, research and development, and new renewable generation.

2026 Debt Resolution

The 2026 Proposed Debt Resolution contains the official Declaration of Intent to Issue Debt to create \$400 million of additional bonding authority to reimburse for qualifying capital expenditures. The resolution also contains the Official Intent to reimburse for 2026, 2025 and 2024 capital expenditures from bond proceeds, which is required to maintain tax-exempt financing capability.

Pay Schedule and Special Compensation Items

Approve/Adopt SMUD’s pay schedule and special compensation pursuant to California Code of Regulations (CCR).

Board Policy:

(Number & Title)

The 2026 SMUD Budget funds programs and initiatives that contribute to meeting Board strategic directives.

Governance Process GP-3, Board Job Description, subsection (f) provides that the Board will adopt SMUD’s budget on an annual basis.



**Benefits:** Approval of the 2026 SMUD Budget meets the requirements of the MUD Act and will authorize spending within the limits prescribed.

**Cost/Budgeted:** Approval of the 2026 SMUD Budget Resolution will authorize spending within the limits prescribed.

**Alternatives:** Approval of a budget for SMUD is required before January 1, 2026, otherwise, SMUD will not have the authority to make purchases or pay employees.

**Affected Parties:** SMUD

**Coordination:** Budget Office, Treasury, Accounting, People Services & Strategies, Legal

**Presenter:** Scott Martin, Chief Financial Officer

**Additional Links:**

SUBJECT

**2026 Proposed SMUD Budget**

ITEM NO. (FOR LEGAL USE ONLY)

**5**

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

Job ID	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Wage Type	Effective Date
50051540	Accountant Entry	F	PAS0043O	\$80,038.40									\$106,017.60	Annually	12/13/2025
50051541	Accountant Journey	12	PAS0052O	\$99,923.20									\$132,350.40	Annually	12/13/2025
50083082	Accounting Technician	6	OSE0680A	\$32.53	\$33.37	\$34.21	\$35.05	\$35.95	\$36.86	\$37.77	\$38.74	\$39.73		Hourly	12/13/2025
50051545	Administrative Supervisor	12	PAS0043O	\$80,038.40									\$106,017.60	Annually	12/13/2025
50131376	Analyst Trainee	N/	PAS0039O	\$72,529.60									\$96,158.40	Annually	12/13/2025
50157614	Art Director	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
50051633	Asset Protection Officer	12	SECU245A	\$32.17	\$32.97	\$33.78	\$34.64	\$35.51	\$36.43	\$37.29	\$38.25	\$39.21		Hourly	12/13/2025
50138722	Asset Supervisor Business Operations	12	PAS0062L	\$127,857.60									\$236,891.20	Annually	12/13/2025
50169886	Asset Supervisor Power Generation	12	PAS0062J	\$127,857.60									\$220,916.80	Annually	12/13/2025
50121495	Assistant Engineer	12	PAS0041O	\$76,190.40									\$100,900.80	Annually	12/13/2025
50136460	Assistant General Manager	N/	EXECU01E	\$311,792.00									\$510,182.40	Annually	12/13/2025
50092300	Assistant Superintendent Power Generation	12	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
50159051	Assistant Supervisor Telecommunication Operations and Management	12	PAS0059C	\$118,726.40									\$169,312.00	Annually	12/13/2025
50090360	Associate Civil Engineer Entry Level	F	PAS0052O	\$99,923.20									\$132,350.40	Annually	12/13/2025
50097000	Associate Civil Engineer Journey	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50051553	Associate Desktop Support Specialist Closed Classification	F	PAS0045O	\$84,094.40									\$111,342.40	Annually	12/13/2025
50083179	Associate Distribution Design Engineer Entry	F	PAS0056O	\$106,537.60									\$141,148.80	Annually	10/18/2025
50083179	Associate Distribution Design Engineer Entry	F	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
50051525	Associate Distribution Design Engineer Journey	12	PAS0063O	\$126,193.60									\$167,190.40	Annually	10/18/2025
50051525	Associate Distribution Design Engineer Journey	12	PAS0063O	\$130,603.20									\$173,035.20	Annually	12/13/2025
61000010	Associate Distribution Operations Engineer Entry	F	PAS0056O	\$106,537.60									\$141,148.80	Annually	10/18/2025
61000010	Associate Distribution Operations Engineer Entry	F	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
61000011	Associate Distribution Operations Engineer Journey	12	PAS0063O	\$126,193.60									\$167,190.40	Annually	10/18/2025
61000011	Associate Distribution Operations Engineer Journey	12	PAS0063O	\$130,603.20									\$173,035.20	Annually	12/13/2025
50083180	Associate Distribution System Engineer Entry	F	PAS0056O	\$106,537.60									\$141,148.80	Annually	10/18/2025
50083180	Associate Distribution System Engineer Entry	F	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
50051539	Associate Distribution System Engineer Journey	12	PAS0063O	\$126,193.60									\$167,190.40	Annually	10/18/2025
50051539	Associate Distribution System Engineer Journey	12	PAS0063O	\$130,603.20									\$173,035.20	Annually	12/13/2025
50083181	Associate Electrical Engineer Entry	F	PAS0056O	\$106,537.60									\$141,148.80	Annually	10/18/2025
50083181	Associate Electrical Engineer Entry	F	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
50051526	Associate Electrical Engineer Journey	12	PAS0063O	\$126,193.60									\$167,190.40	Annually	10/18/2025
50051526	Associate Electrical Engineer Journey	12	PAS0063O	\$130,603.20									\$173,035.20	Annually	12/13/2025
50139912	Associate Energy Management System Engineer Entry Level	F	PAS0056O	\$106,537.60									\$141,148.80	Annually	10/18/2025
50139912	Associate Energy Management System Engineer Entry Level	F	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
50139910	Associate Energy Management System Engineer Journey	12	PAS0063O	\$126,193.60									\$167,190.40	Annually	10/18/2025
50139910	Associate Energy Management System Engineer Journey	12	PAS0063O	\$130,603.20									\$173,035.20	Annually	12/13/2025
50121331	Associate Enterprise Technology Analyst Entry	F	PAS0045O	\$84,094.40									\$111,342.40	Annually	12/13/2025
50121274	Associate Enterprise Technology Developer Entry	F	PAS0045O	\$84,094.40									\$111,342.40	Annually	12/13/2025
50168400	Associate Instrument and Controls Engineer Entry Level	F	PAS0056O	\$106,537.60									\$141,148.80	Annually	10/18/2025
50168400	Associate Instrument and Controls Engineer Entry Level	F	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
50108175	Associate Instrument and Controls Engineer Journey	12	PAS0063O	\$126,193.60									\$167,190.40	Annually	10/18/2025
50108175	Associate Instrument and Controls Engineer Journey	12	PAS0063O	\$130,603.20									\$173,035.20	Annually	12/13/2025
50051532	Associate Mechanical Engineer Entry Level	F	PAS0052O	\$99,923.20									\$132,350.40	Annually	12/13/2025
50083182	Associate Mechanical Engineer Journey	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50120408	Associate Power Operation Engineer Journey Level	12	PAS0063O	\$126,193.60									\$167,190.40	Annually	10/18/2025
50120408	Associate Power Operation Engineer Journey Level	12	PAS0063O	\$130,603.20									\$173,035.20	Annually	12/13/2025
50134736	Associate Protection Engineer Entry Level	F	PAS0056O	\$106,537.60									\$141,148.80	Annually	10/18/2025
50134736	Associate Protection Engineer Entry Level	F	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
50120123	Associate Protection Engineer Journey	12	PAS0063O	\$126,193.60									\$167,190.40	Annually	10/18/2025
50120123	Associate Protection Engineer Journey	12	PAS0063O	\$130,603.20									\$173,035.20	Annually	12/13/2025
61000022	Associate Substation Engineer Entry	F	PAS0056O	\$106,537.60									\$141,148.80	Annually	10/18/2025
61000022	Associate Substation Engineer Entry	F	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
61000023	Associate Substation Engineer Journey	12	PAS0063O	\$126,193.60									\$167,190.40	Annually	10/18/2025
61000023	Associate Substation Engineer Journey	12	PAS0063O	\$130,603.20									\$173,035.20	Annually	12/13/2025
50121906	Associate Telecommunication Engineer Entry	F	PAS0056O	\$106,537.60									\$141,148.80	Annually	10/18/2025
50121906	Associate Telecommunication Engineer Entry	F	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
50121894	Associate Telecommunication Engineer Journey	12	PAS0063O	\$126,193.60									\$167,190.40	Annually	10/18/2025
50121894	Associate Telecommunication Engineer Journey	12	PAS0063O	\$130,603.20									\$173,035.20	Annually	12/13/2025
50123046	Associate Transmission Planning Engineer Entry	F	PAS0056O	\$106,537.60									\$141,148.80	Annually	10/18/2025
50123046	Associate Transmission Planning Engineer Entry	F	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
50123047	Associate Transmission Planning Engineer Journey	12	PAS0063O	\$126,193.60									\$167,190.40	Annually	10/18/2025
50123047	Associate Transmission Planning Engineer Journey	12	PAS0063O	\$130,603.20									\$173,035.20	Annually	12/13/2025
50051556	Attorney Entry Level	N/	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
50051557	Attorney Journey Level	N/	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
50051564	Body Fender Mechanic	12	IBEW884A	\$56.95										Hourly	12/13/2025
50160320	Business Continuity Program Manager	12	PAS0064O	\$134,305.60									\$177,902.40	Annually	12/13/2025
50166420	Business Development Manager Customer Sales	N/	PAS0069B	\$151,944.00									\$211,473.60	Annually	12/13/2025
50083187	Business Planning Analyst Entry Level	F	PAS0043B	\$80,038.40									\$111,342.40	Annually	12/13/2025
50051560	Business Planning Analyst Journey	12	PAS0052B	\$99,923.20									\$138,985.60	Annually	12/13/2025
50051551	Business Technology Analyst Entry	F	PAS0045O	\$84,094.40									\$111,342.40	Annually	12/13/2025
50051561	Business Technology Analyst Journey	12	PAS0054O	\$104,956.80									\$138,985.60	Annually	12/13/2025
50111755	Business Technology Program Manager	12	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
50088597	Business Transformation Specialist	12	PAS0064O	\$134,305.60									\$177,902.40	Annually	12/13/2025
50084255	Business Unit Planning Coordinator	12	PAS0062B	\$127,857.60									\$177,902.40	Annually	12/13/2025
50051586	Cable Locator	12	IBEW873G	\$48.95	\$49.98	\$51.40	\$52.71	\$53.70						Hourly	12/13/2025
50051584	Cable Locator with class A	12	IBEW873M	\$50.10	\$51.13	\$52.55	\$53.86	\$54.85						Hourly	12/13/2025
50051585	Cable Locator with Hazmat	12	IBEW873X	\$50.21	\$51.24	\$52.65	\$53.98	\$54.97						Hourly	12/13/2025
50165732	Cable Splicer Construction Foreman/Woman	12	IBEW941I	\$82.28										Hourly	12/13/2025
50167676	Cable Splicer Construction Foreman/Woman with class A	12	IBEW941F	\$83.43										Hourly	12/13/2025
50051574	Cable Splicer/Electrician	12	IBEW923K	\$69.30										Hourly	12/13/2025
50083188	Cable Splicer/Electrician Apprentice	54	IBEW909A	\$45.07	\$47.62	\$50.22	\$52.83	\$55.47	\$58.07	\$60.61	\$63.24	\$65.81		Hourly	12/13/2025
50051575	Cable Splicer/Electrician Apprentice with class A	54	IBEW909B	\$46.22	\$48.77	\$51.37	\$53.98	\$56.62	\$59.22	\$61.76	\$64.39	\$66.96		Hourly	12/13/2025
50051579	Cable Splicer/Electrician Apprentice with hazmat	54	IBEW909C	\$46.34	\$48.89	\$51.49	\$54.10	\$56.74	\$59.34	\$61.88	\$64.51	\$67.08		Hourly	12/13/2025

N/ designates non-civil service jobs  
F designates non-journey nonrepresented flex jobs



2026 SMUD Wage Schedule  
Effective 12/13/2025

Job ID	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Wage Type	Effective Date
50051844	Cable Splicer/Electrician Foreman/Woman	12	IBEW937D	\$74.63										Hourly	12/13/2025
50051577	Cable Splicer/Electrician Foreman/Woman Light	12	IBEW942A	\$78.08										Hourly	12/13/2025
50051578	Cable Splicer/Electrician Foreman/Woman Light with class A	12	IBEW942L	\$79.23										Hourly	12/13/2025
50051576	Cable Splicer/Electrician with Class A	12	IBEW923L	\$70.45										Hourly	12/13/2025
50051583	Calibration Technician	12	IBEW925A	\$67.66										Hourly	12/13/2025
50166640	Category Manager	12	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
50131457	Chief Customer Officer	N/	EXECU01E	\$311,792.00									\$510,182.40	Annually	12/13/2025
50136448	Chief Diversity Officer	N/	EXECU01E	\$311,792.00									\$510,182.40	Annually	12/13/2025
50051691	Chief Executive Officer and General Manager	N/	EXECU03E	\$700,000.00									\$1,400,000.00	Annually	12/13/2025
50107656	Chief Financial Officer	N/	EXECU01E	\$311,792.00									\$510,182.40	Annually	12/13/2025
50159814	Chief Information Officer	N/	EXECU01E	\$311,792.00									\$510,182.40	Annually	12/13/2025
50051558	Chief Legal & Government Affairs Officer	N/	EXECU01E	\$311,792.00									\$510,182.40	Annually	12/13/2025
50170848	Chief Marketing & Communications Officer	N/	EXECU01E	\$311,792.00									\$510,182.40	Annually	12/13/2025
50159810	Chief Operating Officer	N/	EXECU01E	\$311,792.00									\$510,182.40	Annually	12/13/2025
50136450	Chief Strategy Officer	N/	EXECU01E	\$311,792.00									\$510,182.40	Annually	12/13/2025
50169284	Chief Zero Carbon Officer	N/	EXECU01E	\$311,792.00									\$510,182.40	Annually	12/13/2025
50051599	Civil Maintenance Foreman/Woman light	12	IBEW937G	\$71.40										Hourly	12/13/2025
50051600	Civil Maintenance Foreman/Woman light with class A	12	IBEW937L	\$72.55										Hourly	12/13/2025
50051601	Civil Maintenance Foreman/Woman light with hazmat	12	IBEW937X	\$72.67										Hourly	12/13/2025
50123556	Claims Administrator Entry Level	F	PAS0045O	\$84,094.40									\$111,342.40	Annually	12/13/2025
50161455	Claims Administrator Journey	12	PAS0054O	\$104,956.80									\$138,985.60	Annually	12/13/2025
50051587	Combustible Turbine Foreman/Woman	12	IBEW945B	\$76.02										Hourly	12/13/2025
50051588	Combustible Turbine Technician	12	IBEW917A	\$65.32										Hourly	12/13/2025
50168961	Commercial and Industrial Energy Educator	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
50134282	Communications Supervisor	12	PAS0059C	\$118,726.40									\$169,312.00	Annually	12/13/2025
50160594	Community Engagement Events Supervisor	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
61000026	Community Engagement Representative I	12	PAS0045O	\$84,094.40									\$111,342.40	Annually	12/13/2025
50132074	Community Engagement Representative II	12	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
50097275	Computer Operations Specialist Entry Level	6	OSE0680B	\$32.43	\$33.22	\$34.05	\$34.92	\$35.81	\$36.65	\$37.60	\$38.54	\$39.47		Hourly	12/13/2025
50097276	Computer Operations Specialist Journey	6	OSE0720B	\$39.46	\$40.48	\$41.51	\$42.53	\$43.58	\$44.67	\$45.75	\$46.92	\$48.08		Hourly	12/13/2025
50161490	Construction Contract Analyst Entry Level	F	PAS0043O	\$80,038.40									\$106,017.60	Annually	12/13/2025
50161492	Construction Contract Analyst Journey Level	12	PAS0052O	\$99,923.20									\$132,350.40	Annually	12/13/2025
50051605	Construction Management Inspector I	12	OSE0740A	\$43.58	\$44.67	\$45.75	\$46.92	\$48.07	\$49.31	\$50.54	\$51.84	\$53.10		Hourly	12/13/2025
50051606	Construction Management Inspector II	12	OSE0770B	\$51.24	\$52.52	\$53.82	\$55.17	\$56.58	\$57.95	\$59.45	\$60.88	\$62.45		Hourly	12/13/2025
50122929	Construction Management Inspector III	12	OSE0772A	\$53.81	\$55.14	\$56.53	\$57.91	\$59.40	\$60.83	\$62.40	\$63.92	\$65.57		Hourly	12/13/2025
61000019	Contract Administrator Journey	12	PAS0054O	\$104,956.80									\$138,985.60	Annually	12/13/2025
50135051	Coordinator Education Relations	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
50084576	Coordinator Electric Transportation Projects	12	PAS0064O	\$134,305.60									\$177,902.40	Annually	12/13/2025
50051592	Coordinator Energy and Technology Center	12	PAS0059C	\$118,726.40									\$169,312.00	Annually	12/13/2025
50100156	Cost Schedule Specialist Entry	F	PAS0043O	\$80,038.40									\$106,017.60	Annually	12/13/2025
50051609	Cost Schedule Specialist Journey	12	PAS0052O	\$99,923.20									\$132,350.40	Annually	12/13/2025
50051610	Crafts Helper	12	IBEW828G	\$33.43	\$34.96	\$37.64	\$40.22	\$43.07						Hourly	12/13/2025
50083191	Crafts Helper with class A	12	IBEW828L	\$34.58	\$36.11	\$38.79	\$41.37	\$44.22						Hourly	12/13/2025
50051611	Crafts Helper with hazmat	12	IBEW828X	\$34.70	\$36.23	\$38.91	\$41.49	\$44.34						Hourly	12/13/2025
50124979	Critical Infrastructure Protection Compliance Specialist Entry Level	F	PAS0049O	\$92,788.80									\$122,948.80	Annually	12/13/2025
50124980	Critical Infrastructure Protection Compliance Specialist II	12	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
50124981	Critical Infrastructure Protection Compliance Specialist Senior Level	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
50051617	Custodian Closed Classification	12	IBEW800G	\$32.91	\$34.38	\$35.96	\$37.62							Hourly	12/13/2025
50051619	Customer Services Assistant	12	PAS0043O	\$80,038.40									\$106,017.60	Annually	12/13/2025
50051620	Customer Services Field Representative	6	OSE0735A	\$42.52	\$43.58	\$44.67	\$45.80	\$46.95	\$48.14	\$49.35	\$50.56	\$51.87		Hourly	12/13/2025
50051622	Customer Services Representative I	6	OSE0641A	\$30.68	\$31.45	\$32.23	\$33.03	\$33.86						Hourly	12/13/2025
50051618	Customer Services Representative II	6	OSE0680A	\$32.53	\$33.37	\$34.21	\$35.05	\$35.95	\$36.86	\$37.77	\$38.74	\$39.73		Hourly	12/13/2025
50092958	Customer Services Supervisor	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50167103	Cyber Security Engineer Entry	F	PAS0045O	\$84,094.40									\$111,342.40	Annually	12/13/2025
50167112	Cybersecurity Engineer Journey	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50167108	Cybersecurity Government And Computer Specialist Entry Level	F	PAS0045O	\$84,094.40									\$111,342.40	Annually	12/13/2025
50167109	Cybersecurity Government And Computer Specialist Journey Level	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50167110	Cybersecurity Risk Specialist Entry Level	F	PAS0045O	\$84,094.40									\$111,342.40	Annually	12/13/2025
50167111	Cybersecurity Risk Specialist Journey	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50051623	Data Base Administrator	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50051602	Data Center Operations Specialist	12	PAS0047O	\$88,379.20									\$116,979.20	Annually	12/13/2025
61000028	DEIB Analyst Entry	F	PAS0045O	\$81,244.80									\$107,577.60	Annually	12/14/2024
61000028	DEIB Analyst Entry	F	PAS0045O	\$84,094.40									\$111,342.40	Annually	12/13/2025
61000029	DEIB Analyst Journey	12	PAS0054O	\$101,400.00									\$134,284.80	Annually	12/14/2024
61000029	DEIB Analyst Journey	12	PAS0054O	\$104,956.80									\$138,985.60	Annually	12/13/2025
50113480	Deputy General Counsel	N/	MGR0085G	\$222,913.60									\$310,440.00	Annually	12/13/2025
50084608	Design and Standards Specialist	12	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
50051643	Desktop Support Specialist Closed Classification	12	PAS0054O	\$104,956.80									\$138,985.60	Annually	12/13/2025
50170867	Director Community Relations Outreach & Support	N/	MGR0080G	\$196,996.80									\$274,393.60	Annually	12/13/2025
50051798	Director Accounting and Controller	N/	MGR0080G	\$196,996.80									\$274,393.60	Annually	12/13/2025
50126853	Director Advanced Energy Solutions	N/	MGR0080G	\$196,996.80									\$274,393.60	Annually	12/13/2025
61000025	Director AI, Automation & Customer Self-Service Technologies	N/	MGR0080G	\$196,996.80									\$274,393.60	Annually	12/13/2025
50051808	Director Audit Services	N/	MGR0080G	\$196,996.80									\$274,393.60	Annually	12/13/2025
50160177	Director Customer and Grid Strategy	N/	MGR0080G	\$196,996.80									\$274,393.60	Annually	12/13/2025
50161661	Director Customer Experience Planning and Integration	N/	MGR0080G	\$196,996.80									\$274,393.60	Annually	12/13/2025
50142658	Director Customer Operations & Assistance	N/	MGR0080G	\$196,996.80									\$274,393.60	Annually	12/13/2025
50126698	Director Customer Operations and Community Energy Services	N/	MGR0080G	\$196,996.80									\$274,393.60	Annually	12/13/2025
50091654	Director Customer Success	N/	MGR0085G	\$222,913.60									\$310,440.00	Annually	12/13/2025
50161872	Director Cybersecurity	N/	MGR0085G	\$222,913.60									\$310,440.00	Annually	12/13/2025
50051820	Director Distribution Planning & Operations	N/	MGR0085G	\$222,913.60									\$310,440.00	Annually	12/13/2025
50122304	Director Energy Trading & Contracts	N/	MGR0085G	\$222,913.60									\$310,440.00	Annually	12/13/2025
61000035	Director Enterprise Strategy and Planning	N/	MGR0080G	\$190,340.80									\$265,116.80	Annually	4/28/2025
61000035	Director Enterprise Strategy and Planning	N/	MGR0080G	\$196,996.80									\$274,393.60	Annually	12/13/2025

N/ designates non-civil service jobs  
F designates non-journey nonrepresented flex jobs

2026 SMUD Wage Schedule  
Effective 12/13/2025

Job ID	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Wage Type	Effective Date
50160223	Director Environmental Safety & Real Estate Services	N/	MGR0080G	\$196,996.80									\$274,393.60	Annually	12/13/2025
50051801	Director Facilities Security & Emergency Operations	N/	MGR0080G	\$196,996.80									\$274,393.60	Annually	12/13/2025
50162575	Director Grid Assets Strategic Services	N/	MGR0080G	\$196,996.80									\$274,393.60	Annually	12/13/2025
50051799	Director Line Assets	N/	MGR0085G	\$222,913.60									\$310,440.00	Annually	12/13/2025
50137965	Director Marketing and Corporate Communication	N/	MGR0080G	\$196,996.80									\$274,393.60	Annually	12/13/2025
50133151	Director People Services & Strategies	N/	MGR0080G	\$196,996.80									\$274,393.60	Annually	12/13/2025
50151556	Director Planning & Revenue Strategy	N/	MGR0080G	\$196,996.80									\$274,393.60	Annually	12/13/2025
50091575	Director Power Generation	N/	MGR0085G	\$222,913.60									\$310,440.00	Annually	12/13/2025
50051856	Director Procurement, Warehouse & Fleet	N/	MGR0080G	\$196,996.80									\$274,393.60	Annually	12/13/2025
50124607	Director Reliability Compliance & Coordination	N/	MGR0080G	\$196,996.80									\$274,393.60	Annually	12/13/2025
60000022	Director Research & Development, Grants & Partnerships	N/	MGR0080G	\$196,996.80									\$274,393.60	Annually	12/13/2025
61000027	Director Specialized Enterprise Initiatives	N/	MGR0080G	\$196,996.80									\$274,393.60	Annually	12/13/2025
50051819	Director Substation Telecommunications & Metering Assets	N/	MGR0085G	\$222,913.60									\$310,440.00	Annually	12/13/2025
50166082	Director Sustainable Community Programs	N/	MGR0080G	\$196,996.80									\$274,393.60	Annually	12/13/2025
50145212	Director Transmission Planning & Operations	N/	MGR0085G	\$222,913.60									\$310,440.00	Annually	12/13/2025
50083424	Director Treasury and Revenue Strategy	N/	MGR0085G	\$222,913.60									\$310,440.00	Annually	12/13/2025
50160638	Director, Customer & Grid Operations Tech Center	N/	MGR0080G	\$196,996.80									\$274,393.60	Annually	12/13/2025
50123045	Director, DEIB, Learning, & Sustainable Communities	N/	MGR0080G	\$196,996.80									\$274,393.60	Annually	12/13/2025
50051816	Director, Enterprise Systems, Strategy and Governance	N/	MGR0080G	\$196,996.80									\$274,393.60	Annually	12/13/2025
50088304	Director, IT Infrastructure Platform Services	N/	MGR0080G	\$196,996.80									\$274,393.60	Annually	12/13/2025
50131456	Director, Resource & Market Planning and Settlements	N/	MGR0080G	\$196,996.80									\$274,393.60	Annually	12/13/2025
50140181	Distribution Line Design Supervisor	12	PAS0062T	\$127,857.60									\$186,950.40	Annually	12/13/2025
50051628	Distribution System Operator I	12	IBEW928J	\$71.94	\$73.75	\$75.65	\$77.63	\$79.60	\$81.63	\$83.67	\$85.91	\$88.08		Hourly	12/13/2025
50051629	Distribution System Operator II	12	IBEW992D	\$92.50										Hourly	12/13/2025
50051630	Distribution System Specialist	12	PAS0066A	\$141,128.00									\$191,568.00	Annually	12/13/2025
50051624	Document Record Specialist I	6	OSE0615A	\$23.44	\$24.03	\$24.63	\$25.21	\$25.84	\$26.51	\$27.17	\$27.85	\$28.56		Hourly	12/13/2025
50051625	Document Record Specialist II	6	OSE0634B	\$25.70	\$26.33	\$27.04	\$27.69	\$28.39	\$29.14	\$29.85	\$30.61	\$31.36		Hourly	12/13/2025
50090307	Document Record Specialist II Confidential	6	CONF634A	\$29.18	\$29.89	\$30.62	\$31.39	\$32.19	\$32.96	\$33.84	\$34.66	\$35.57		Hourly	12/13/2025
50083194	Drafting Technician I	6	OSE0680A	\$32.53	\$33.37	\$34.21	\$35.05	\$35.95	\$36.86	\$37.77	\$38.74	\$39.73		Hourly	12/13/2025
50051642	Drafting Technician II	6	OSE0716A	\$38.46	\$39.41	\$40.40	\$41.42	\$42.45	\$43.52	\$44.60	\$45.74	\$46.89		Hourly	12/13/2025
50115039	Economic & Small Business Development Representative Entry Level	F	PAS0045O	\$84,094.40									\$111,342.40	Annually	12/13/2025
50051822	Economic & Small Business Development Representative II	12	PAS0054O	\$104,956.80									\$138,985.60	Annually	12/13/2025
50051590	Economic & Small Business Development Representative III	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50051823	Economic & Small Business Development Supervisor	12	PAS0062B	\$127,857.60									\$177,902.40	Annually	12/13/2025
61000009	Economic Development & Business Growth Specialist I	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50170332	Economic Development & Business Growth Specialist II	N/	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
50137576	Economic Development and Business Growth Manager	N/	PAS0072O	\$163,592.00									\$216,736.00	Annually	12/13/2025
50051645	Economic Development Specialist	N/	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
50051646	Education Specialist	12	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
50140144	Electrical Field Consultant	12	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
50051653	Electrical Technician	12	IBEW937E	\$77.42										Hourly	12/13/2025
50089229	Electrical Technician Apprentice	48	IBEW928B	\$50.25	\$53.25	\$56.12	\$59.02	\$61.95	\$64.88	\$67.73	\$70.65	\$73.54		Hourly	12/13/2025
50051654	Electrical Technician Apprentice with hazmat	48	IBEW928C	\$51.52	\$54.52	\$57.39	\$60.29	\$63.22	\$66.15	\$69.00	\$72.10	\$74.81		Hourly	12/13/2025
50092679	Electrical Technician Foreman/Woman Light	12	IBEW970A	\$88.58										Hourly	12/13/2025
50099277	Electrical Technician Foreman/Woman Light On Call	12	IBEW970O	\$90.29										Hourly	12/13/2025
50092739	Electrical Technician Foreman/Woman With class A	12	IBEW970M	\$89.78										Hourly	12/13/2025
50092740	Electrical Technician Foreman/Woman With hazmat	12	IBEW970N	\$89.90										Hourly	12/13/2025
50091431	Electrical Technician Subforeman/Woman	12	IBEW937F	\$83.41										Hourly	12/13/2025
50120394	Electrical Test & Repair Specialist	12	IBEW939A	\$75.62										Hourly	12/13/2025
50051647	Electrician	12	IBEW916A	\$64.85										Hourly	12/13/2025
50051648	Electrician Apprentice	48	IBEW880A	\$42.15	\$44.97	\$47.69	\$50.48	\$53.27	\$56.05	\$58.78	\$61.59			Hourly	12/13/2025
50051649	Electrician Apprentice with class A	48	IBEW880L	\$43.30	\$46.12	\$48.84	\$51.63	\$54.42	\$57.20	\$59.93	\$62.74			Hourly	12/13/2025
50051650	Electrician Apprentice with hazmat	48	IBEW880X	\$43.42	\$46.24	\$48.96	\$51.75	\$54.54	\$57.32	\$60.05	\$62.86			Hourly	12/13/2025
50099538	Electrician Foreman/Woman Light	12	IBEW941M	\$74.23										Hourly	12/13/2025
50099539	Electrician Foreman/Woman Light With class A	12	IBEW941L	\$75.38										Hourly	12/13/2025
50099540	Electrician Foreman/Woman Light With hazmat	12	IBEW941X	\$75.50										Hourly	12/13/2025
50051651	Electrician with class A	12	IBEW916L	\$66.00										Hourly	12/13/2025
50133656	Electrician with hazmat	12	IBEW916X	\$66.12										Hourly	12/13/2025
50051663	Emergency Preparedness Specialist I	F	PAS0049O	\$92,788.80									\$122,948.80	Annually	12/13/2025
50051664	Emergency Preparedness Specialist II	12	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
50120629	Emergency Preparedness Specialist III	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
50164527	End User Computing Analyst	12	PAS0039O	\$72,529.60									\$96,158.40	Annually	12/13/2025
50131802	Energy Advisor Entry Level	F	PAS0045O	\$84,094.40									\$111,342.40	Annually	12/13/2025
50131803	Energy Advisor Journey	12	PAS0054O	\$104,956.80									\$138,985.60	Annually	12/13/2025
50051666	Energy Coordinator Special Projects	12	PAS0071O	\$159,577.60									\$211,473.60	Annually	12/13/2025
50131880	Energy Specialist Entry	6	OSE0725D	\$40.48	\$41.51	\$42.53	\$43.59	\$44.67	\$45.75	\$46.92	\$48.07	\$49.32		Hourly	12/13/2025
50131879	Energy Specialist Journey	6	OSE0753A	\$46.70	\$47.88	\$49.05	\$50.28	\$51.55	\$52.80	\$54.13	\$55.51	\$56.85		Hourly	12/13/2025
50108843	Energy Trading Specialist Entry	F	PAS0043O	\$80,038.40									\$106,017.60	Annually	12/13/2025
50108844	Energy Trading Specialist Intermediate	F	PAS0052O	\$99,923.20									\$132,350.40	Annually	12/13/2025
50108900	Energy Trading Specialist Journey	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
50090546	Engineering Designer I	12	OSE0711B	\$37.60	\$38.54	\$39.51	\$40.49	\$41.52	\$42.53	\$43.59	\$44.68	\$45.80		Hourly	12/13/2025
50083405	Engineering Designer II	12	OSE0745A	\$44.68	\$45.80	\$46.92	\$48.12	\$49.31	\$50.54	\$51.80	\$53.09	\$54.43		Hourly	12/13/2025
50083457	Engineering Designer III	12	OSE0770A	\$53.09	\$54.43	\$55.78	\$57.20	\$58.63	\$60.08	\$61.58	\$63.11	\$64.71		Hourly	12/13/2025
50084126	Engineering Designer IV	12	OSE0780A	\$60.08	\$61.58	\$63.11	\$64.71	\$66.32	\$67.96	\$69.65	\$71.41	\$73.20		Hourly	12/13/2025
50051656	Engineering Specialist	12	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
50083195	Engineering Technician Entry Level	12	OSE0677A	\$35.26	\$36.14	\$37.04	\$37.97	\$38.93						Hourly	12/13/2025
50051658	Engineering Technician Journey	12	OSE0714A	\$38.39	\$39.36	\$40.30	\$41.33	\$42.38	\$43.45	\$44.53	\$45.62	\$46.80		Hourly	12/13/2025
50170773	Enterprise Application Administrator Entry	F	PAS0052B	\$99,923.20									\$138,985.60	Annually	12/13/2025
50085578	Enterprise Application Administrator Journey	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50166430	Enterprise Architect Entry Level	F	PAS0045O	\$84,094.40									\$111,342.40	Annually	12/13/2025
50166431	Enterprise Architect Journey Level	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50051746	Enterprise Operations Analyst Journey	12	PAS0054O	\$104,956.80									\$138,985.60	Annually	12/13/2025
50145378	Enterprise Performance Planning Coordinator Entry Level	F	PAS0045O	\$84,094.40									\$111,342.40	Annually	12/13/2025

N/ designates non-civil service jobs  
F designates non-journey nonrepresented flex jobs

2026 SMUD Wage Schedule  
Effective 12/13/2025

Job ID	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Wage Type	Effective Date
50139957	Enterprise Performance Planning Coordinator Journey	12	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
50158464	Enterprise Risk Coordinator	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
50126639	Enterprise Technology Analyst Intermediate	F	PAS0054O	\$104,956.80									\$138,985.60	Annually	12/13/2025
50083607	Enterprise Technology Analyst Journey	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50138868	Enterprise Technology Developer Intermediate	F	PAS0054O	\$104,956.80									\$138,985.60	Annually	12/13/2025
50083823	Enterprise Technology Developer Journey	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50138415	Enterprise Technology Infrastructure Specialist Entry Level	F	PAS0045O	\$84,094.40									\$111,342.40	Annually	12/13/2025
50138421	Enterprise Technology Infrastructure Specialist Intermediate	F	PAS0054O	\$104,956.80									\$138,985.60	Annually	12/13/2025
50138422	Enterprise Technology Infrastructure Specialist Journey	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50051936	Environmental Health & Safety Specialist I	F	PAS0049O	\$92,788.80									\$122,948.80	Annually	12/13/2025
50051937	Environmental Health & Safety Specialist II	12	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
50051938	Environmental Health & Safety Specialist III	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
50051659	Equipment Operator	12	IBEW858L	\$50.82										Hourly	12/13/2025
50051660	Equipment Operator with class A	12	IBEW864A	\$51.97										Hourly	12/13/2025
50051661	Equipment Operator with hazmat	12	IBEW864X	\$52.09										Hourly	12/13/2025
50051662	Equipment Testing Representative	6	OSE0735B	\$42.53	\$43.58	\$44.67	\$45.75	\$46.92	\$48.07	\$49.31	\$50.55	\$51.84		Hourly	12/13/2025
50083197	Equipment Testing Representative Assistant	6	OSE0695A	\$34.92	\$35.81	\$36.65	\$37.60	\$38.53	\$39.46	\$40.48	\$41.51	\$42.53		Hourly	12/13/2025
50088756	Executive Advisor	N/	EXECU01E	\$311,792.00									\$510,182.40	Annually	12/13/2025
50092751	Executive Assistant Executive Office	N/	PAS0051O	\$97,468.80									\$129,168.00	Annually	12/13/2025
50131624	Facilities Building & Grounds Supervisor	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
501113660	Facilities Craft Supervisor	12	PAS0062B	\$127,857.60									\$177,902.40	Annually	12/13/2025
50099209	Facilities Custodian	12	IBEW792A	\$25.64	\$27.58	\$29.80	\$32.07							Hourly	12/13/2025
50051842	Facilities Electrical Foreman/Woman Light with class A	12	IBEW941L	\$75.38										Hourly	12/13/2025
50117605	Facilities Electrician Foreman/Woman Light	12	IBEW941M	\$74.23										Hourly	12/13/2025
50159122	Facilities Stationary Engineer Apprentice	12	IBEW851J	\$34.48	\$36.48	\$38.44	\$40.44	\$42.42	\$44.41	\$46.41	\$48.38	\$50.41		Hourly	12/13/2025
50159123	Facilities Stationary Engineer Apprentice Closed Classification	12	IBEW879F	\$40.57	\$42.92	\$45.24	\$47.61	\$49.93	\$52.28	\$54.63	\$56.94	\$59.31		Hourly	12/13/2025
50159124	Facilities Stationary Engineer Foremen/Woman Light	12	IBEW937G	\$71.40										Hourly	12/13/2025
50159225	Facilities Stationary Engineer I	12	IBEW872G	\$53.05										Hourly	12/13/2025
50159226	Facilities Stationary Engineer II	12	IBEW908A	\$62.42										Hourly	12/13/2025
50052152	Facilities Utility Crew Foreman/Woman	12	IBEW919M	\$47.46										Hourly	12/13/2025
50168952	Facilities Utility Crew Foreman/Woman Closed Classification	12	IBEW863M	\$55.27										Hourly	12/13/2025
50168954	Facilities Utility Crew Foreman/Woman with hazmat	12	IBEW919N	\$48.73										Hourly	12/13/2025
50168953	Facilities Utility Crew Foreman/Woman with hazmat Closed Classification	12	IBEW863N	\$56.54										Hourly	12/13/2025
50093182	Fault Locator	12	IBEW941H	\$75.58										Hourly	12/13/2025
50093183	Fault Locator with class A	12	IBEW941J	\$76.73										Hourly	12/13/2025
50101800	Field Support Technician with class A	12	IBEW888C	\$53.93	\$55.28	\$56.68	\$58.06							Hourly	12/13/2025
50083165	Financial Analyst Entry Level	F	PAS0043O	\$80,038.40									\$106,017.60	Annually	12/13/2025
50051681	Financial Analyst Journey Level	12	PAS0052O	\$99,923.20									\$132,350.40	Annually	12/13/2025
50051683	Financing Specialist Closed Classification	12	PAS0049O	\$92,788.80									\$122,948.80	Annually	12/13/2025
50083479	Fire Protection & Loss Control Specialist	12	PAS0054O	\$104,956.80									\$138,985.60	Annually	12/13/2025
501111032	Fleet Asset Coordinator	12	PAS0052O	\$99,923.20									\$132,350.40	Annually	12/13/2025
501111036	Fleet Maintenance Scheduler	12	PAS0052O	\$99,923.20									\$132,350.40	Annually	12/13/2025
50160529	Fleet Maintenance Supervisor	12	PAS0056C	\$110,260.80									\$157,310.40	Annually	12/13/2025
50051686	Forms Assistant	6	OSE0660A	\$29.43	\$30.12	\$30.90	\$31.66	\$32.43	\$33.22	\$34.05	\$34.92	\$35.81		Hourly	12/13/2025
50051687	Forms Technician	6	OSE0670D	\$30.90	\$31.66	\$32.43	\$33.22	\$34.05	\$34.92	\$35.81	\$36.65	\$37.60		Hourly	12/13/2025
50154335	Gardener	12	IBEW877J	\$38.99	\$39.98	\$40.81								Hourly	12/13/2025
50051700	Gardener Closed Classification	12	IBEW848G	\$45.61	\$46.75	\$47.69								Hourly	12/13/2025
50154336	Gardener with class A	12	IBEW877K	\$40.14	\$41.13	\$41.96								Hourly	12/13/2025
50051701	Gardener with class A Closed Classification	12	IBEW848L	\$46.76	\$47.90	\$48.84								Hourly	12/13/2025
50154337	Gardener with hazmat	12	IBEW877L	\$40.26	\$41.25	\$42.08								Hourly	12/13/2025
50051702	Gardener with hazmat Closed Classification	12	IBEW848X	\$46.88	\$48.02	\$48.96								Hourly	12/13/2025
50097100	Gas Control Technician	12	IBEW924A	\$67.47										Hourly	12/13/2025
50124993	Gas Control Technician Apprentice	48	IBEW912E	\$43.98	\$46.88	\$49.79	\$52.68	\$55.60	\$58.46	\$61.37	\$64.26			Hourly	12/13/2025
501113669	Gas Control Technician with class A	12	IBEW924L	\$68.62										Hourly	12/13/2025
50051690	Gas Pipeline Fieldperson	12	IBEW873G	\$48.95	\$49.98	\$51.40	\$52.71	\$53.70						Hourly	12/13/2025
50096042	Generation Designer I	12	OSE0711B	\$37.60	\$38.54	\$39.51	\$40.49	\$41.52	\$42.53	\$43.59	\$44.68	\$45.80		Hourly	12/13/2025
50096043	Generation Designer II	12	OSE0745A	\$44.68	\$45.80	\$46.92	\$48.12	\$49.31	\$50.54	\$51.80	\$53.09	\$54.43		Hourly	12/13/2025
50096044	Generation Designer III	12	OSE0770A	\$53.09	\$54.43	\$55.78	\$57.20	\$58.63	\$60.08	\$61.58	\$63.11	\$64.71		Hourly	12/13/2025
50096045	Generation Designer IV	12	OSE0780A	\$60.08	\$61.58	\$63.11	\$64.71	\$66.32	\$67.96	\$69.65	\$71.41	\$73.20		Hourly	12/13/2025
50097651	Geographic Information Systems Analyst Journey	12	PAS0052O	\$99,923.20									\$132,350.40	Annually	12/13/2025
50110253	Geographic Information Systems Manager	12	PAS0064O	\$134,305.60									\$177,902.40	Annually	12/13/2025
50164498	Geographic Information Systems Technician Entry	F	OSE0705A	\$36.65	\$37.60	\$38.53	\$39.46	\$40.48	\$41.52	\$42.53	\$43.58	\$44.68		Hourly	12/13/2025
50097650	Geographic Information Systems Technician Journey	6	OSE0736A	\$43.32	\$44.40	\$45.53	\$46.67	\$47.84	\$48.98	\$50.24	\$51.50	\$52.76		Hourly	12/13/2025
50051693	Government Affairs Representative II	12	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
50051694	Government Affairs Representative III	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
50051692	Government Affairs Representative Entry Level	F	PAS0047O	\$88,379.20									\$116,979.20	Annually	12/13/2025
50130986	Graduate Intern	N/	PAS0041O	\$76,190.40									\$100,900.80	Annually	12/13/2025
61000015	Grants Program Manager	12	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
50051698	Graphic Artist	6	OSE0699A	\$35.41	\$36.32	\$37.23	\$38.21	\$39.15	\$40.22	\$41.21	\$42.28	\$43.33		Hourly	12/13/2025
50052175	Hazard Waste Foreman/Woman Light	12	IBEW912G	\$63.98										Hourly	12/13/2025
50052176	Hazard Waste Foreman/Woman Light with class A	12	IBEW915B	\$65.11										Hourly	12/13/2025
50055201	Hazard Waste Technician	12	IBEW874H	\$32.91	\$34.38	\$46.20	\$46.83	\$48.36	\$49.92	\$51.73	\$54.28			Hourly	12/13/2025
50119981	Hazard Waste Technician On Call	12	IBEW886A	\$57.06										Hourly	12/13/2025
50083169	Hazard Waste Technician with class A	12	IBEW878A	\$55.42										Hourly	12/13/2025
50052177	Hazardous Waste Foreman/Woman Light with hazmat	12	IBEW915X	\$65.25										Hourly	12/13/2025
50052178	Hazardous Waste Technician with hazmat	12	IBEW878X	\$55.55										Hourly	12/13/2025
50154338	Head Gardener	12	IBEW919D	\$43.93										Hourly	12/13/2025
50051703	Head Gardener Closed Classification	12	IBEW863A	\$51.38										Hourly	12/13/2025
50154339	Head Gardener with class A	12	IBEW919F	\$45.08										Hourly	12/13/2025
50051704	Head Gardener with class A Closed Classification	12	IBEW863L	\$52.53										Hourly	12/13/2025
50154340	Head Gardener with hazmat	12	IBEW919G	\$45.20										Hourly	12/13/2025
50051705	Head Gardener with hazmat Closed Classification	12	IBEW863X	\$52.65										Hourly	12/13/2025
50083171	Heavy Duty Equipment Operator	12	IBEW893F	\$59.49										Hourly	12/13/2025

N/ designates non-civil service jobs  
F designates non-journey nonrepresented flex jobs



2026 SMUD Wage Schedule  
Effective 12/13/2025

Job ID	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Wage Type	Effective Date
50051706	Heavy Duty Equipment Operator Apprentice	48	IBEW877A	\$38.66	\$41.19	\$43.77	\$46.31	\$48.83	\$51.40	\$53.93	\$56.49			Hourly	12/13/2025
50092744	Heavy Duty Equipment Operator Foreman/Woman Light	12	IBEW922L	\$68.03										Hourly	12/13/2025
50099278	Heavy Duty Equipment Operator Foreman/Woman Light On Call	12	IBEW937G	\$71.40										Hourly	12/13/2025
50092746	Heavy Duty Equipment Operator Foreman/Woman light with class A	12	IBEW923A	\$69.18										Hourly	12/13/2025
50092747	Heavy Duty Equipment Operator Foreman/Woman light with hazmat	12	IBEW923B	\$69.30										Hourly	12/13/2025
50051707	Heavy Duty Equipment Operator with class A	12	IBEW898E	\$60.64										Hourly	12/13/2025
50051708	Heavy Duty Equipment Operator with class hazmat	12	IBEW898X	\$60.76										Hourly	12/13/2025
51000003	High Voltage Electrician	12	IBEW921H	\$67.11										Hourly	12/13/2025
51000000	High Voltage Electrician Apprentice	48	IBEW918A	\$43.62	\$46.53	\$49.36	\$52.24	\$55.14	\$58.02	\$60.83	\$63.75			Hourly	12/13/2025
51000001	High Voltage Electrician Apprentice with Class A	48	IBEW918B	\$44.77	\$47.68	\$50.51	\$53.39	\$56.29	\$59.17	\$61.98	\$64.90			Hourly	12/13/2025
51000002	High Voltage Electrician Apprentice with Hazmat	48	IBEW918C	\$44.89	\$47.80	\$50.63	\$53.51	\$56.41	\$59.29	\$62.10	\$65.02			Hourly	12/13/2025
51000004	High Voltage Electrician with Class A	12	IBEW925D	\$68.26										Hourly	12/13/2025
51000005	High Voltage Electrician with Hazmat	12	IBEW925E	\$68.38										Hourly	12/13/2025
61000001	High Voltage Test Apprentice	48	IBEW918A	\$43.62	\$46.53	\$49.36	\$52.24	\$55.14	\$58.02	\$60.83	\$63.75			Hourly	12/13/2025
50099375	High Voltage Test Technician	12	IBEW921E	\$66.69										Hourly	12/13/2025
50083170	Human Resources Analyst Entry	F	PAS0045O	\$84,094.40									\$111,342.40	Annually	12/13/2025
50051710	Human Resources Analyst Journey	12	PAS0054O	\$104,956.80									\$138,985.60	Annually	12/13/2025
50092250	Human Resources Technician Confidential	6	CONF702A	\$38.96	\$39.94	\$40.98	\$42.04	\$43.12	\$44.17	\$45.34	\$46.49	\$47.68		Hourly	12/13/2025
50051712	Hydro Electrician Foreman/Woman Light	12	IBEW940A	\$76.82										Hourly	12/13/2025
50099279	Hydro Electrician Foreman/Woman Light On Call	12	IBEW941C	\$77.94										Hourly	12/13/2025
50051713	Hydro Electrician Foreman/Woman Light with class A	12	IBEW940B	\$77.97										Hourly	12/13/2025
50051714	Hydro Electrician Foreman/Woman Light with hazmat	12	IBEW940C	\$78.09										Hourly	12/13/2025
50099894	Hydro Electrician Operator Foreman/Woman Light	12	IBEW945B	\$76.02										Hourly	12/13/2025
50051735	Hydro Field Technician	12	IBEW915A	\$62.46										Hourly	12/13/2025
50098810	Hydro Field Technician Foreman/Woman Light	12	IBEW939B	\$73.84										Hourly	12/13/2025
50098811	Hydro Field Technician Foreman/Woman Light with class A	12	IBEW939F	\$74.99										Hourly	12/13/2025
50098809	Hydro Field Technician Foreman/Woman Light with hazmat	12	IBEW939H	\$75.11										Hourly	12/13/2025
50051736	Hydro Field Technician with class A	12	IBEW915F	\$63.61										Hourly	12/13/2025
50051737	Hydro Field Technician with hazmat	12	IBEW915H	\$63.73										Hourly	12/13/2025
50051720	Hydro Mechanic Foreman/Woman Light	12	IBEW937G	\$71.40										Hourly	12/13/2025
50099281	Hydro Mechanic Foreman/Woman Light On Call	12	IBEW939A	\$75.62										Hourly	12/13/2025
50051721	Hydro Mechanic Foreman/Woman Light with class A	12	IBEW937L	\$72.55										Hourly	12/13/2025
50051722	Hydro Mechanic Foreman/Woman Light with hazmat	12	IBEW937X	\$72.67										Hourly	12/13/2025
50154344	Hydro Operator	12	IBEW917C	\$69.11										Hourly	12/13/2025
50154345	Hydro Operator Apprentice	48	IBEW820B	\$44.94	\$47.90	\$50.84	\$53.81	\$56.79	\$59.72	\$62.69	\$66.64			Hourly	12/13/2025
50083173	Hydro Operator Apprentice Closed Classification	48	IBEW919A	\$44.94	\$47.90	\$50.84	\$53.81	\$56.79	\$59.72	\$62.69	\$66.64			Hourly	12/13/2025
50154346	Hydro Operator Apprentice with class A	48	IBEW820C	\$49.09	\$49.05	\$51.99	\$54.96	\$57.94	\$60.87	\$63.84	\$66.79			Hourly	12/13/2025
50094281	Hydro Operator Apprentice with class A Closed Classification	48	IBEW919B	\$49.09	\$49.05	\$51.99	\$54.96	\$57.94	\$60.87	\$63.84	\$66.79			Hourly	12/13/2025
50154347	Hydro Operator Apprentice with hazmat	48	IBEW919H	\$46.21	\$49.17	\$52.11	\$55.08	\$58.06	\$60.99	\$63.96	\$66.91			Hourly	12/13/2025
50051724	Hydro Operator Apprentice with hazmat Closed Classification	48	IBEW919C	\$46.21	\$49.17	\$52.11	\$55.08	\$58.06	\$60.99	\$63.96	\$66.91			Hourly	12/13/2025
50051723	Hydro Operator Closed Classification	12	IBEW927F	\$69.11										Hourly	12/13/2025
50154348	Hydro Operator Foreman/Woman	12	IBEW941A	\$82.63										Hourly	12/13/2025
50114860	Hydro Operator Foreman/Woman Closed Classification	12	IBEW970B	\$82.63										Hourly	12/13/2025
50154349	Hydro Operator Foreman/Woman with class A	12	IBEW941G	\$83.78										Hourly	12/13/2025
50114911	Hydro Operator Foreman/Woman with class A Closed Classification	12	IBEW970L	\$83.78										Hourly	12/13/2025
50051725	Hydro Operator with class A	12	IBEW928A	\$70.26										Hourly	12/13/2025
50051727	Hydro Overhaul Foreman/Woman	12	IBEW945B	\$76.02										Hourly	12/13/2025
50160050	Hydro Stationary Engineer Apprentice	12	IBEW851J	\$34.48	\$36.48	\$38.44	\$40.44	\$42.42	\$44.41	\$46.41	\$48.38	\$50.41		Hourly	12/13/2025
50160051	Hydro Stationary Engineer I	12	IBEW872G	\$53.05										Hourly	12/13/2025
50160052	Hydro Stationary Engineer II	12	IBEW908A	\$62.42										Hourly	12/13/2025
50164138	Hydro Stationary Engineer II with Class C-Hazmat	12	IBEW908K	\$63.17										Hourly	12/13/2025
50160026	Hydro Stationary Engineer II with hazmat	12	IBEW908X	\$63.69										Hourly	12/13/2025
50160200	Hydro Stationary Engineer Subforeman/Woman	12	IBEW922I	\$67.21										Hourly	12/13/2025
50160053	Hydro Stationary Engineer Subforeman/Woman Light	12	IBEW937G	\$71.40										Hourly	12/13/2025
50155432	Hydrographer Entry Level	F	PAS0047O	\$88,379.20									\$116,979.20	Annually	12/13/2025
50051734	Hydrographer Journey	12	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
50051738	Hydrography Specialist	12	OSE0750A	\$45.75	\$46.92	\$48.07	\$49.31	\$50.54	\$51.83	\$53.09	\$54.44	\$55.78		Hourly	12/13/2025
50051644	Image Production Postal Service Specialist I	F	OSE0646A	\$27.94	\$28.65	\$29.36	\$30.11	\$30.87	\$31.63	\$32.43	\$33.26	\$34.10		Hourly	12/13/2025
50052101	Image Production Postal Service Specialist II	6	OSE0657A	\$28.90	\$29.63	\$30.39	\$31.14	\$31.95	\$32.73	\$33.56	\$34.38	\$35.26		Hourly	12/13/2025
50052051	Image Production Postal Service Specialist III	6	OSE0670D	\$30.90	\$31.66	\$32.43	\$33.22	\$34.05	\$34.92	\$35.81	\$36.65	\$37.60		Hourly	12/13/2025
50161011	Information Management Analyst Entry	F	PAS0043O	\$80,038.40									\$106,017.60	Annually	12/13/2025
50112642	Information Management Analyst Journey	12	PAS0052O	\$99,923.20									\$132,350.40	Annually	12/13/2025
50051741	Information Technology Auditor	12	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
50051742	Information Technology Business Relationship Management Analyst	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50051747	Information Technology Procurement Contract Specialist	12	PAS0054O	\$104,956.80									\$138,985.60	Annually	12/13/2025
50051748	Information Technology Project Manager	12	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
50051749	Information Technology Supervisor	12	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
50162765	Information Technology Technician	6	OSE0680B	\$32.43	\$33.22	\$34.05	\$34.92	\$35.81	\$36.65	\$37.60	\$38.54	\$39.47		Hourly	12/13/2025
50051743	Instructor	12	IBEW938A	\$73.62										Hourly	12/13/2025
50143123	Insurance Program Manager	12	PAS0064O	\$134,305.60									\$177,902.40	Annually	12/13/2025
50092220	Interactive Voice Response Coordinator	12	PAS0054O	\$104,956.80									\$138,985.60	Annually	12/13/2025
50083226	Internal Auditor Entry Level	F	PAS0045O	\$84,094.40									\$111,342.40	Annually	12/13/2025
50051744	Internal Auditor Journey	12	PAS0054O	\$104,956.80									\$138,985.60	Annually	12/13/2025
50051745	Inventory Technician	6	OSE0695A	\$34.92	\$35.81	\$36.65	\$37.60	\$38.53	\$39.46	\$40.48	\$41.51	\$42.53		Hourly	12/13/2025
61000036	IT Business Relationship Manager Analyst Entry	F	PAS0045O	\$81,244.80									\$107,577.60	Annually	9/20/2025
61000036	IT Business Relationship Manager Analyst Entry	F	PAS0045O	\$84,094.40									\$111,342.40	Annually	12/13/2025
50096950	Labor Relations Analyst Entry Level	F	PAS0045O	\$84,094.40									\$111,342.40	Annually	12/13/2025
50086678	Labor Relations Analyst Journey Level	12	PAS0054O	\$104,956.80									\$138,985.60	Annually	12/13/2025
50083228	Land Agent A	6	OSE0725A	\$31.66	\$32.41	\$33.22	\$34.05							Hourly	12/13/2025
50083227	Land Agent B	6	OSE0725B	\$34.92	\$35.81	\$36.65	\$37.60	\$38.53	\$39.47					Hourly	12/13/2025
50051757	Land Agent C	6	OSE0725C	\$40.48	\$41.52	\$42.53	\$43.58	\$44.67	\$45.75	\$46.92	\$48.07	\$49.32		Hourly	12/13/2025
50136479	Land Recreation & Ecological Specialist	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50083229	Land Specialist Entry	F	PAS0043B	\$80,038.40									\$111,342.40	Annually	12/13/2025

N/ designates non-civil service jobs  
F designates non-journey nonrepresented flex jobs

2026 SMUD Wage Schedule  
Effective 12/13/2025

Job ID	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Wage Type	Effective Date
50051758	Land Specialist Journey	12	PAS0052B	\$99,923.20									\$138,985.60	Annually	12/13/2025
50126010	Land Surveyor	12	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
50051756	Law Clerk		CONF300A	\$36.32	\$37.20	\$38.15								Hourly	12/13/2025
50162418	Lead Distribution System Operator	12	IBEW984D	\$97.13										Hourly	12/13/2025
50101752	Lead Office Technician	6	OSE0688A	\$33.98	\$34.83	\$35.69	\$36.61	\$37.49	\$38.44	\$39.41	\$40.40	\$41.41		Hourly	12/13/2025
50119427	Lead Office Technician Confidential	6	CONF688A	\$37.92	\$38.87	\$39.87	\$40.85	\$41.87	\$42.93	\$44.02	\$45.07	\$46.23		Hourly	12/13/2025
61000002	Lead Telecomm Technician	12	IBEW933A	\$78.56										Hourly	12/13/2025
50051760	Lead Tool Repairer	12	IBEW922I	\$67.21										Hourly	12/13/2025
50165758	Lead Utility Compliance Specialist	12	IBEW828K	\$49.10										Hourly	12/13/2025
50154184	Lead Vehicle Mechanic	12	IBEW888D	\$56.43										Hourly	12/13/2025
50051761	Lead Vehicle Mechanic Closed Classification	12	IBEW904B	\$61.53										Hourly	12/13/2025
50154185	Lead Vehicle Mechanic with class A	12	IBEW888F	\$57.58										Hourly	12/13/2025
50051762	Lead Vehicle Mechanic with class A Closed Classification	12	IBEW909D	\$62.68										Hourly	12/13/2025
50154186	Lead Vehicle Mechanic with hazmat	12	IBEW888H	\$57.70										Hourly	12/13/2025
50051763	Lead Vehicle Mechanic with hazmat Closed Classification	12	IBEW909X	\$62.80										Hourly	12/13/2025
50164311	Lead Vehicle Mechanic with hazmat Fresh Pond	12	IBEW904A	\$61.53										Hourly	12/13/2025
50164525	Lead Vehicle Mechanic with hazmat Fresh Pond Closed Classification	12	IBEW922A	\$67.11										Hourly	12/13/2025
50160076	Learning and Development Specialist Entry Level	F	PAS0045O	\$84,094.40									\$111,342.40	Annually	12/13/2025
50160077	Learning and Development Specialist Journey	12	PAS0054O	\$104,956.80									\$138,985.60	Annually	12/13/2025
50169820	Legal Analyst	12	PAS0052O	\$99,923.20									\$132,350.40	Annually	12/13/2025
50090306	Legal Assistant Confidential	6	CONF706A	\$40.53	\$41.53	\$42.61	\$43.72	\$44.83	\$45.96	\$47.15	\$48.34	\$49.60		Hourly	12/13/2025
50133108	Legislative & Regulatory Coordinator Closed Classification	12	PAS0072O	\$163,592.00									\$216,736.00	Annually	12/13/2025
50153089	Legislative & Regulatory Program Manager	N/	PAS0069O	\$151,944.00									\$201,240.00	Annually	12/13/2025
50083472	Line Construction Foreman/Woman	12	IBEW976D	\$95.01										Hourly	12/13/2025
50083473	Line Construction Foreman/Woman with class A	12	IBEW976C	\$96.16										Hourly	12/13/2025
50083474	Line Construction Foreman/Woman with hazmat	12	IBEW976X	\$96.28										Hourly	12/13/2025
50154187	Line Equipment Operator Assistant with class A	12	IBEW795A	\$30.21	\$31.50	\$33.84	\$36.08	\$38.60						Hourly	12/13/2025
50128409	Line Equipment Operator Assistant with class A Closed Classification	12	IBEW830L	\$35.86	\$37.45	\$40.24	\$42.92	\$45.82						Hourly	12/13/2025
50154188	Line Equipment Operator with class A	12	IBEW862D	\$60.64										Hourly	12/13/2025
50106535	Line Equipment Operator with class A Closed Classification	12	IBEW898B	\$60.64										Hourly	12/13/2025
50169850	Line Equipment Operator with Crane and class A	12	IBEW862G	\$61.59										Hourly	12/13/2025
50169884	Line Equipment Operator with Crane and class A Closed Classification	12	IBEW898D	\$61.59										Hourly	12/13/2025
50169852	Line Equipment Operator with Crane and hazmat	12	IBEW862F	\$61.71										Hourly	12/13/2025
50154140	Line Equipment Operator with hazmat	12	IBEW862E	\$60.76										Hourly	12/13/2025
50108451	Line Equipment Operator with hazmat Closed Classification	12	IBEW862H	\$60.76										Hourly	12/13/2025
50051767	Line Foreman/Woman Light	12	IBEW965R	\$89.26										Hourly	12/13/2025
50051768	Line Foreman/Woman Light with class A	12	IBEW965C	\$90.41										Hourly	12/13/2025
50142318	Line Inspector I	12	IBEW933A	\$78.56										Hourly	12/13/2025
50156652	Line Inspector I with class A	12	IBEW933C	\$79.70										Hourly	12/13/2025
50108831	Line Inspector II	12	IBEW941R	\$83.89										Hourly	12/13/2025
50114932	Line Inspector II with class A	12	IBEW941D	\$85.04										Hourly	12/13/2025
50051770	Line Sub Foreman/Woman	12	IBEW941R	\$83.89										Hourly	12/13/2025
50051771	Line Sub Foreman/Woman with class A	12	IBEW941D	\$85.04										Hourly	12/13/2025
50083463	Lineman/Woman	12	IBEW933A	\$78.56										Hourly	12/13/2025
50083460	Lineman/Woman Apprentice	49	IBEW922R	\$51.08	\$54.44	\$57.80	\$61.18	\$64.50	\$67.89	\$71.27	\$74.64			Hourly	12/13/2025
50083461	Lineman/Woman Apprentice with class A	49	IBEW922C	\$52.23	\$55.59	\$58.95	\$62.33	\$65.65	\$69.04	\$72.42	\$75.79			Hourly	12/13/2025
50083462	Lineman/Woman Apprentice with hazmat	49	IBEW922Z	\$52.35	\$55.71	\$59.07	\$62.45	\$65.77	\$69.16	\$72.54	\$75.91			Hourly	12/13/2025
50083464	Lineman/Woman with class A	12	IBEW933C	\$79.70										Hourly	12/13/2025
50083465	Lineman/Woman with hazmat	12	IBEW933X	\$79.82										Hourly	12/13/2025
50136767	Lineman/Woman with helicopter	12	IBEW933Y	\$82.49										Hourly	12/13/2025
50154416	Maintenance Carpenter	12	IBEW865A	\$53.05										Hourly	12/13/2025
50154417	Maintenance Carpenter Apprentice	48	IBEW851E	\$33.89	\$35.85	\$37.81	\$39.77	\$41.70	\$43.66	\$45.65	\$47.59	\$49.56		Hourly	12/13/2025
50083233	Maintenance Carpenter Apprentice Close Classification	48	IBEW879F	\$40.57	\$42.92	\$45.24	\$47.61	\$49.93	\$52.28	\$54.63	\$56.94	\$59.31		Hourly	12/13/2025
50051805	Maintenance Carpenter Closed Classification	12	IBEW908A	\$62.42										Hourly	12/13/2025
50154459	Maintenance Carpenter Foreman/Woman Light	12	IBEW901K	\$59.66										Hourly	12/13/2025
50115406	Maintenance Carpenter Foreman/Woman Light Closed Classification	12	IBEW937G	\$71.40										Hourly	12/13/2025
50154460	Maintenance Carpenter Subforeman/Woman	12	IBEW887D	\$56.13										Hourly	12/13/2025
50051806	Maintenance Carpenter Subforeman/Woman Closed Classification	12	IBEW922I	\$67.21										Hourly	12/13/2025
50159375	Maintenance Carpenter with class A	12	IBEW872D	\$54.20										Hourly	12/13/2025
50116262	Maintenance Carpenter with class A Closed Classification	12	IBEW908L	\$63.57										Hourly	12/13/2025
50103121	Maintenance Planner General Services	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
50103375	Maintenance Planner Power Production	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
50112813	Maintenance Planner Substation & Telecommunications	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
50115702	Maintenance Planner Transmission & Distribution Line Assets	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
50051784	Management Analyst Entry	F	PAS0041O	\$76,190.40									\$100,900.80	Annually	12/13/2025
50051785	Management Analyst Journey	12	PAS0049O	\$92,788.80									\$122,948.80	Annually	12/13/2025
50128042	Manager Account Management & Sales	12	PAS0071O	\$159,577.60									\$211,473.60	Annually	12/13/2025
50052019	Manager Accounting & Assistant Controller	12	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
61000003	Manager Asset Operations Power Generation	12	PAS0076Q	\$179,961.60									\$281,320.00	Annually	12/13/2025
61000003	Manager Asset Operations Power Generation	12	PAS0076Q	\$173,867.20									\$271,814.40	Annually	10/18/2025
50051544	Manager Auditing	12	PAS0069O	\$151,944.00									\$201,240.00	Annually	12/13/2025
60000016	Manager Benefits and Disability Management	N/	PAS0069O	\$151,944.00									\$201,240.00	Annually	12/13/2025
50093079	Manager Business Intelligence & Operations Support	12	PAS0071O	\$159,577.60									\$211,473.60	Annually	12/13/2025
50052025	Manager Career Development & Learning	12	PAS0069O	\$151,944.00									\$201,240.00	Annually	12/13/2025
50140137	Manager Civil Engineering	12	PAS0076O	\$179,961.60									\$238,430.40	Annually	12/13/2025
50140137	Manager Civil Engineering	12	PAS0076O	\$173,867.20									\$230,360.00	Annually	10/18/2025
50169965	Manager Commodity and Operations Settlements	12	PAS0071O	\$159,577.60									\$211,473.60	Annually	12/13/2025
61000033	Manager Commodity Risk Management	12	PAS0071O	\$154,190.40									\$204,318.40	Annually	4/23/2025
61000033	Manager Commodity Risk Management	12	PAS0071O	\$159,577.60									\$211,473.60	Annually	12/13/2025
50139537	Manager Community Development Outreach & Education	N/	PAS0064E	\$134,305.60									\$201,240.00	Annually	12/13/2025
50170818	Manager Community Education Workforce and Technology	N/	PAS0064E	\$129,771.20									\$194,438.40	Annually	12/14/2024
50170818	Manager Community Education Workforce and Technology	N/	PAS0064E	\$134,305.60									\$201,240.00	Annually	12/13/2025
61000004	Manager Compensation, Classification & Performance	N/	PAS0069O	\$151,944.00									\$201,240.00	Annually	12/13/2025

N/ designates non-civil service jobs

F designates non-journey nonrepresented flex jobs

2026 SMUD Wage Schedule  
Effective 12/13/2025

Job ID	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Wage Type	Effective Date
50126108	Manager Corporate Communications	12	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
50163673	Manager Customer Delivery	12	PAS0071O	\$159,577.60									\$211,473.60	Annually	12/13/2025
50160766	Manager Customer Experience Planning	12	PAS0069O	\$151,944.00									\$201,240.00	Annually	12/13/2025
61000043	Manager Customer Experience Planning & Integration	12	PAS0069O	\$146,806.40									\$194,438.40	Annually	7/31/2025
61000043	Manager Customer Experience Planning & Integration	12	PAS0069O	\$151,944.00									\$201,240.00	Annually	12/13/2025
50091780	Manager Customer Experience Strategy	12	PAS0066B	\$141,128.00									\$196,352.00	Annually	12/13/2025
50092302	Manager Customer Operations	12	PAS0064O	\$134,305.60									\$177,902.40	Annually	12/13/2025
50167926	Manager Customer Strategy & Operations	12	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
50160085	Manager Cybersecurity	12	PAS0066F	\$141,128.00									\$216,736.00	Annually	12/13/2025
50159037	Manager Digital User Experience	12	PAS0062D	\$127,857.60									\$186,950.40	Annually	12/13/2025
50131011	Manager Distributed Energy Strategy	12	PAS0075O	\$175,531.20									\$232,606.40	Annually	12/13/2025
50131011	Manager Distributed Energy Strategy	12	PAS0075O	\$169,603.20									\$224,744.00	Annually	10/18/2025
50162683	Manager Distributed Generation Interconnections	12	PAS0071O	\$159,577.60									\$211,473.60	Annually	12/13/2025
50160208	Manager Distribution Operations Engineering	12	PAS0076O	\$179,961.60									\$238,430.40	Annually	12/13/2025
50160208	Manager Distribution Operations Engineering	12	PAS0076O	\$173,867.20									\$230,360.00	Annually	10/18/2025
50110255	Manager Distribution Planning	12	PAS0076O	\$179,961.60									\$238,430.40	Annually	12/13/2025
50110255	Manager Distribution Planning	12	PAS0076O	\$173,867.20									\$230,360.00	Annually	10/18/2025
50140139	Manager Distribution System Operations	12	PAS0072L	\$163,592.00									\$274,705.60	Annually	12/13/2025
50165511	Manager Economic Development & Partnership	N/	PAS0072O	\$163,592.00									\$216,736.00	Annually	12/13/2025
50088581	Manager Electric Transportation	12	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
50126016	Manager Electric Design & Standards	12	PAS0072O	\$163,592.00									\$216,736.00	Annually	12/13/2025
50125294	Manager Emerging Technology	12	PAS0069O	\$151,944.00									\$201,240.00	Annually	12/13/2025
50135736	Manager Employee Relations	N/	PAS0069O	\$151,944.00									\$201,240.00	Annually	12/13/2025
50051979	Manager Energy Management System	12	PAS0076O	\$179,961.60									\$238,430.40	Annually	12/13/2025
50051979	Manager Energy Management System	12	PAS0076O	\$173,867.20									\$230,360.00	Annually	10/18/2025
50087975	Manager Energy Trading & Contracts	12	PAS0072O	\$163,592.00									\$216,736.00	Annually	12/13/2025
50067469	Manager Engineering	12	PAS0076O	\$179,961.60									\$238,430.40	Annually	12/13/2025
50067469	Manager Engineering	12	PAS0076O	\$173,867.20									\$230,360.00	Annually	10/18/2025
50134551	Manager Enterprise Performance	12	PAS0072O	\$163,592.00									\$216,736.00	Annually	12/13/2025
50143384	Manager Environmental Regulations	N/	PAS0072O	\$163,592.00									\$216,736.00	Annually	12/13/2025
50100183	Manager Executive Office	N/	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50051679	Manager Facilities Management	12	PAS0071O	\$159,577.60									\$211,473.60	Annually	12/13/2025
50051982	Manager Field Metering	12	PAS0062B	\$127,857.60									\$177,902.40	Annually	12/13/2025
50158550	Manager Finance & Treasury	12	PAS0066C	\$141,128.00									\$201,240.00	Annually	12/13/2025
50051627	Manager Finance Planning & Analytics	12	PAS0069O	\$151,944.00									\$201,240.00	Annually	12/13/2025
50138557	Manager Fleet Operations	12	PAS0062D	\$127,857.60									\$186,950.40	Annually	12/13/2025
50051948	Manager Gas Pipeline Assets	12	PAS0069H	\$151,944.00									\$210,246.40	Annually	12/13/2025
50083431	Manager Generation Maintenance	12	PAS0069I	\$151,944.00									\$231,961.60	Annually	12/13/2025
50135285	Manager Grid Planning	12	PAS0076O	\$179,961.60									\$238,430.40	Annually	12/13/2025
50135285	Manager Grid Planning	12	PAS0076O	\$173,867.20									\$230,360.00	Annually	10/18/2025
50051950	Manager Hydro Generation Assets	12	PAS0076O	\$179,961.60									\$238,430.40	Annually	12/13/2025
50051950	Manager Hydro Generation Assets	12	PAS0076O	\$173,867.20									\$230,360.00	Annually	10/18/2025
50159325	Manager Information Technology	12	PAS0066C	\$141,128.00									\$201,240.00	Annually	12/13/2025
50164000	Manager Information Technology Strategy Planning & Governance	12	PAS0071O	\$159,577.60									\$211,473.60	Annually	12/13/2025
50088129	Manager Innovation	N/	PAS0066C	\$141,128.00									\$201,240.00	Annually	12/13/2025
50169499	Manager Learning & Development	12	PAS0069O	\$151,944.00									\$201,240.00	Annually	12/13/2025
50140133	Manager Line Design	12	PAS0072O	\$163,592.00									\$216,736.00	Annually	12/13/2025
50051996	Manager Market Research	12	PAS0069O	\$151,944.00									\$201,240.00	Annually	12/13/2025
50102606	Manager Market Strategy	12	PAS0071O	\$159,577.60									\$211,473.60	Annually	12/13/2025
50139366	Manager Occupational Health & Safety	N/	PAS0071O	\$159,577.60									\$211,473.60	Annually	12/13/2025
50166592	Manager of Enterprise Change & Organizational Effectiveness	N/	PAS0069O	\$151,944.00									\$201,240.00	Annually	12/13/2025
50119766	Manager of Enterprise Prioritization & Performance	12	PAS0071O	\$159,577.60									\$211,473.60	Annually	12/13/2025
61000000	Manager of Enterprise Strategy & Risk	12	PAS0071O	\$159,577.60									\$211,473.60	Annually	12/13/2025
50164469	Manager Operational Excellence	12	PAS0071O	\$159,577.60									\$211,473.60	Annually	12/13/2025
50169490	Manager Operational Project Management Office	12	PAS0069O	\$151,944.00									\$201,240.00	Annually	12/13/2025
50166428	Manager Operational Technology Network Engineering	N/	PAS0076O	\$179,961.60									\$238,430.40	Annually	12/13/2025
50166428	Manager Operational Technology Network Engineering	N/	PAS0076O	\$173,867.20									\$230,360.00	Annually	10/18/2025
50140145	Manager Operational Training Center	N/	PAS0066U	\$141,128.00									\$216,736.00	Annually	12/13/2025
50115350	Manager Power Operations Engineering	12	PAS0076O	\$179,961.60									\$238,430.40	Annually	12/13/2025
50115350	Manager Power Operations Engineering	12	PAS0076O	\$173,867.20									\$230,360.00	Annually	10/18/2025
50125274	Manager Power Operations Training	12	PAS0072O	\$163,592.00									\$216,736.00	Annually	12/13/2025
50052003	Manager Power System Operations	12	PAS0072L	\$163,592.00									\$274,705.60	Annually	12/13/2025
50128064	Manager Program Delivery	12	PAS0071O	\$159,577.60									\$211,473.60	Annually	12/13/2025
50130582	Manager Rancho Seco Assets	12	PAS0071O	\$159,577.60									\$211,473.60	Annually	12/13/2025
50165633	Manager Real Estate Services	12	PAS0064O	\$134,305.60									\$177,902.40	Annually	12/13/2025
61000032	Manager Renewable and Carbon Portfolio Planning	12	PAS0071O	\$154,190.40									\$204,318.40	Annually	2/19/2025
61000032	Manager Renewable and Carbon Portfolio Planning	12	PAS0071O	\$159,577.60									\$211,473.60	Annually	12/13/2025
50083555	Manager Renewable Generation Assets	12	PAS0069O	\$151,944.00									\$201,240.00	Annually	12/13/2025
50051984	Manager Resource Planning	12	PAS0071O	\$159,577.60									\$211,473.60	Annually	12/13/2025
50051915	Manager Revenue Strategy	12	PAS0071O	\$159,577.60									\$211,473.60	Annually	12/13/2025
50051975	Manager Security Operations	N/	PAS0062D	\$127,857.60									\$186,950.40	Annually	12/13/2025
50169434	Manager Strategic Planning Performance & Analytics	N/	PAS0069O	\$151,944.00									\$201,240.00	Annually	12/13/2025
50110256	Manager Substation Engineering	12	PAS0076O	\$173,867.20									\$230,360.00	Annually	10/18/2025
50110256	Manager Substation Engineering	12	PAS0076O	\$179,961.60									\$238,430.40	Annually	12/13/2025
50126109	Manager Substation Maintenance	12	PAS0069H	\$151,944.00									\$210,246.40	Annually	12/13/2025
50083478	Manager Supply Chain	12	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
50088853	Manager System Protection & Control	12	PAS0076O	\$179,961.60									\$238,430.40	Annually	12/13/2025
50088853	Manager System Protection & Control	12	PAS0076O	\$173,867.20									\$230,360.00	Annually	10/18/2025
50051987	Manager Talent Management	N/	PAS0069O	\$151,944.00									\$201,240.00	Annually	12/13/2025
50159402	Manager Telecommunication Operations and Maintenance	12	PAS0066C	\$141,128.00									\$201,240.00	Annually	12/13/2025
50126175	Manager Telecommunications	12	PAS0071O	\$159,577.60									\$211,473.60	Annually	12/13/2025
50067465	Manager Thermal Generation Assets	12	PAS0071O	\$159,577.60									\$211,473.60	Annually	12/13/2025
50126110	Manager Transmission & Distribution Line Construction & Maintenance	12	PAS0072L	\$163,592.00									\$274,705.60	Annually	12/13/2025

N/ designates non-civil service jobs  
F designates non-journey nonrepresented flex jobs



2026 SMUD Wage Schedule  
Effective 12/13/2025

Job ID	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Wage Type	Effective Date
50140141	Manager Transmission & Distribution Maintenance Planning	12	PAS0076O	\$179,961.60									\$238,430.40	Annually	12/13/2025
50140141	Manager Transmission & Distribution Maintenance Planning	12	PAS0076O	\$173,867.20									\$230,360.00	Annually	10/18/2025
61000040	Manager Transmission Interconnections	12	PAS0072O	\$158,059.20									\$209,414.40	Annually	7/7/2025
61000040	Manager Transmission Interconnections	12	PAS0072O	\$163,592.00									\$216,736.00	Annually	12/13/2025
50110257	Manager Vegetation Management	12	PAS0069C	\$151,944.00									\$216,736.00	Annually	12/13/2025
50051783	Manager Warehouse Operations	12	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
50099975	Manager, Advanced Renewable and Distributed Generation Technologies	12	PAS0075O	\$175,531.20									\$232,606.40	Annually	12/13/2025
50099975	Manager, Advanced Renewable and Distributed Generation Technologies	12	PAS0075O	\$169,603.20									\$224,744.00	Annually	10/18/2025
50051732	Manager, Renewable Project Development	12	PAS0076O	\$179,961.60									\$238,430.40	Annually	12/13/2025
50051732	Manager, Renewable Project Development	12	PAS0076O	\$173,867.20									\$230,360.00	Annually	10/18/2025
50051786	Mapper	6	OSE0685A	\$33.22	\$34.05	\$34.92	\$35.81	\$36.65	\$37.60	\$38.53	\$39.46	\$40.48		Hourly	12/13/2025
50168117	Market Analyst Entry	F	PAS0047O	\$88,379.20									\$116,979.20	Annually	12/13/2025
50168205	Market Analyst Journey	12	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
50083901	Market Research Specialist Journey	12	PAS0052O	\$99,923.20									\$132,350.40	Annually	12/13/2025
50163624	Market Research Supervisor	12	PAS0062B	\$127,857.60									\$177,902.40	Annually	12/13/2025
50102302	Market Risk Specialist Entry	F	PAS0047O	\$85,384.00									\$113,027.20	Annually	9/10/2025
50102302	Market Risk Specialist Entry	F	PAS0047O	\$88,379.20									\$116,979.20	Annually	12/13/2025
50102301	Market Risk Specialist Journey Level	12	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
50137998	Marketing Specialist Entry Level	F	PAS0045O	\$84,094.40									\$111,342.40	Annually	12/13/2025
50051546	Marketing Specialist II	12	PAS0054O	\$104,956.80									\$138,985.60	Annually	12/13/2025
50163622	Marketing Specialist Supervisor	12	PAS0059C	\$118,726.40									\$169,312.00	Annually	12/13/2025
50083235	Material Parts Clerk	6	OSE0680B	\$32.43	\$33.22	\$34.05	\$34.92	\$35.81	\$36.65	\$37.60	\$38.54	\$39.47		Hourly	12/13/2025
50169996	Material Planner Coordinator Entry Level	F	PAS0043O	\$80,038.40									\$106,017.60	Annually	12/13/2025
50051790	Material Planner/Coordinator Journey Level	12	PAS0052O	\$99,923.20									\$132,350.40	Annually	12/13/2025
50154399	Material Specialist I	12	IBEW793F	\$27.90	\$32.17	\$36.47	\$40.76							Hourly	12/13/2025
50099003	Material Specialist I Closed Classification	12	IBEW851N	\$33.34	\$38.44	\$43.55	\$48.69							Hourly	12/13/2025
50154525	Material Specialist I with class A	12	IBEW793A	\$29.05	\$33.32	\$37.62	\$41.91							Hourly	12/13/2025
50099004	Material Specialist I with class A Closed Classification	12	IBEW851C	\$34.49	\$39.59	\$44.70	\$49.84							Hourly	12/13/2025
50154527	Material Specialist I with Crane and class A	12	IBEW793D	\$30.00	\$34.27	\$38.57	\$42.86							Hourly	12/13/2025
50099007	Material Specialist I with Crane and class A Closed Classification	12	IBEW851A	\$35.44	\$40.54	\$45.65	\$50.79							Hourly	12/13/2025
50154528	Material Specialist I with crane and hazmat	12	IBEW793E	\$30.12	\$34.39	\$38.69	\$42.98							Hourly	12/13/2025
50099008	Material Specialist I with crane and hazmat Closed Classification	12	IBEW851B	\$35.56	\$40.66	\$45.77	\$50.91							Hourly	12/13/2025
50154529	Material Specialist I with hazmat	12	IBEW793B	\$29.17	\$33.44	\$37.74	\$42.03							Hourly	12/13/2025
50099005	Material Specialist I with hazmat Closed Classification	12	IBEW851H	\$34.61	\$39.71	\$44.82	\$49.96							Hourly	12/13/2025
50154530	Material Specialist II	12	IBEW912D	\$42.88										Hourly	12/13/2025
50154478	Material Specialist II with class A	12	IBEW912F	\$44.03										Hourly	12/13/2025
50051787	Material Specialist II Closed Classification	12	IBEW862I	\$51.24										Hourly	12/13/2025
50051788	Material Specialist II with class A Closed Classification	12	IBEW862C	\$52.39										Hourly	12/13/2025
50154480	Material Specialist II with Crane and class A	12	IBEW912P	\$44.98										Hourly	12/13/2025
50099011	Material Specialist II with Crane and class A Closed Classification	12	IBEW862A	\$53.34										Hourly	12/13/2025
50154481	Material Specialist II with crane and hazmat	12	IBEW912R	\$45.10										Hourly	12/13/2025
50099012	Material Specialist II with crane and hazmat Closed Classification	12	IBEW862B	\$53.46										Hourly	12/13/2025
50154482	Material Specialist II with hazmat	12	IBEW912H	\$44.15										Hourly	12/13/2025
50083234	Material Specialist II with hazmat Closed Classification	12	IBEW862X	\$52.51										Hourly	12/13/2025
50154483	Material Specialist III	12	IBEW928D	\$55.97										Hourly	12/13/2025
50052074	Material Specialist III Closed Classification	12	IBEW878L	\$55.97										Hourly	12/13/2025
50154484	Material Specialist III with class A	12	IBEW928G	\$57.12										Hourly	12/13/2025
50052075	Material Specialist III with class A Closed Classification	12	IBEW879A	\$57.12										Hourly	12/13/2025
50154486	Material Specialist III with Crane and class A	12	IBEW928L	\$58.07										Hourly	12/13/2025
50099013	Material Specialist III with Crane and class A Closed Classification	12	IBEW879D	\$58.07										Hourly	12/13/2025
50154487	Material Specialist III with crane and hazmat	12	IBEW928M	\$58.19										Hourly	12/13/2025
50099014	Material Specialist III with crane and hazmat Closed Classification	12	IBEW898A	\$58.19										Hourly	12/13/2025
50154488	Material Specialist III with hazmat	12	IBEW928H	\$57.24										Hourly	12/13/2025
50052076	Material Specialist III with hazmat Closed Classification	12	IBEW879B	\$57.24										Hourly	12/13/2025
50154489	Material Specialist IV	12	IBEW858B	\$59.49										Hourly	12/13/2025
50052170	Material Specialist IV Closed Classification	12	IBEW893F	\$59.49										Hourly	12/13/2025
50154490	Material Specialist IV with class A	12	IBEW858H	\$60.64										Hourly	12/13/2025
50052171	Material Specialist IV with class A Closed Classification	12	IBEW898C	\$60.64										Hourly	12/13/2025
50154570	Material Specialist IV with Crane and class A	12	IBEW858N	\$61.59										Hourly	12/13/2025
50099009	Material Specialist IV with crane and class A Closed Classification	12	IBEW893A	\$61.59										Hourly	12/13/2025
50154571	Material Specialist IV with crane and hazmat	12	IBEW858P	\$61.71										Hourly	12/13/2025
50099010	Material Specialist IV with crane and hazmat Closed Classification	12	IBEW893E	\$61.71										Hourly	12/13/2025
50154572	Material Specialist IV with hazmat	12	IBEW858J	\$60.76										Hourly	12/13/2025
50052172	Material Specialist IV with hazmat Closed Classification	12	IBEW898X	\$60.76										Hourly	12/13/2025
50154141	Mechanic	12	IBEW865B	\$52.14										Hourly	12/13/2025
50051791	Mechanic Closed Classification	12	IBEW884A	\$56.95										Hourly	12/13/2025
50154142	Mechanic with Class A	12	IBEW865C	\$53.29										Hourly	12/13/2025
50051792	Mechanic with class A Closed Classification	12	IBEW888G	\$58.10										Hourly	12/13/2025
50154143	Mechanic with hazmat	12	IBEW865D	\$53.41										Hourly	12/13/2025
50051793	Mechanic with hazmat Closed Classification	12	IBEW888X	\$58.22										Hourly	12/13/2025
50154165	Mechanical Foreman/Woman Light	12	IBEW921G	\$65.40										Hourly	12/13/2025
50099904	Mechanical Foreman/Woman Light Closed Classification	12	IBEW937G	\$71.40										Hourly	12/13/2025
50164526	Meter & Service Designer	6	OSE0711A	\$37.60	\$38.54	\$39.51	\$40.49	\$41.52						Hourly	12/13/2025
50051796	Meter Technician	12	IBEW925A	\$67.66										Hourly	12/13/2025
50051797	Meter Technician Apprentice	48	IBEW912E	\$43.98	\$46.88	\$49.79	\$52.68	\$55.60	\$58.46	\$61.37	\$64.26			Hourly	12/13/2025
61000007	Network Assistant	12	IBEW802G	\$33.43	\$34.96	\$36.49	\$38.01							Hourly	12/13/2025
61000005	Network Assistant W/CL A	12	IBEW802L	\$34.58	\$36.11	\$37.64	\$39.16							Hourly	12/13/2025
50051839	Network Cable Foreman/Woman Light	12	IBEW941M	\$74.23										Hourly	12/13/2025
50051841	Network Electrician Foreman/Woman Light	12	IBEW941M	\$74.23										Hourly	12/13/2025
50051843	Network Electrician Foreman/Woman Light with hazmat	12	IBEW941X	\$75.50										Hourly	12/13/2025
50165507	Network Engineer Operations Technology Entry Level	F	PAS0045O	\$84,094.40									\$111,342.40	Annually	12/13/2025
50165508	Network Engineer Operations Technology Journey	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50051846	Office Assistant		OSE0548A	\$17.00	\$17.48	\$17.99	\$18.54	\$19.09	\$19.67	\$20.26	\$20.86	\$21.48		Hourly	12/13/2025

N/ designates non-civil service jobs

F designates non-journey nonrepresented flex jobs

2026 SMUD Wage Schedule  
Effective 12/13/2025

Job ID	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Wage Type	Effective Date
50051847	Office Specialist I	6	OSE0615A	\$23.44	\$24.03	\$24.63	\$25.21	\$25.84	\$26.51	\$27.17	\$27.85	\$28.56		Hourly	12/13/2025
61000042	Office Specialist I Confidential	6	CONF615A	\$25.26	\$25.89	\$26.54	\$27.17	\$27.85	\$28.57	\$29.28	\$30.01	\$30.78		Hourly	7/21/2025
61000042	Office Specialist I Confidential	6	CONF615A	\$26.14	\$26.80	\$27.47	\$28.12	\$28.82	\$29.57	\$30.30	\$31.06	\$31.86		Hourly	12/13/2025
50051848	Office Specialist II	6	OSE0647A	\$28.06	\$28.78	\$29.50	\$30.24	\$31.00	\$31.78	\$32.60	\$33.39	\$34.24		Hourly	12/13/2025
50122178	Office Specialist II Confidential	6	CONF647A	\$31.31	\$32.10	\$32.89	\$33.74	\$34.58	\$35.44	\$36.34	\$37.24	\$38.19		Hourly	12/13/2025
50051849	Office Technician	6	OSE0672A	\$31.11	\$31.89	\$32.71	\$33.53	\$34.31	\$35.23	\$36.04	\$36.97	\$37.90		Hourly	12/13/2025
50085707	Office Technician Confidential	6	CONF672A	\$35.21	\$36.07	\$37.01	\$37.92	\$39.23	\$39.88	\$40.88	\$41.87	\$42.94		Hourly	12/13/2025
50051851	Operations Support Supervisor	12	PAS0052O	\$99,923.20									\$132,350.40	Annually	12/13/2025
50125954	Organization Effectiveness Specialist Entry Level	F	PAS0047O	\$88,379.20									\$116,979.20	Annually	12/13/2025
50125953	Organization Effectiveness Specialist Journey Level	12	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
50155433	Paralegal Confidential	6	CONF735A	\$43.61	\$44.69	\$45.83	\$46.96	\$48.14	\$49.34	\$50.58	\$51.83	\$53.13		Hourly	12/13/2025
50092672	Payroll Technician Confidential	6	CONF702A	\$38.96	\$39.94	\$40.98	\$42.04	\$43.12	\$44.17	\$45.34	\$46.49	\$47.68		Hourly	12/13/2025
50051857	Physical Network Specialist Closed Classification	12	PAS0054O	\$104,956.80									\$138,985.60	Annually	12/13/2025
50159569	Physical Security Program Manager	12	PAS0064O	\$134,305.60									\$177,902.40	Annually	12/13/2025
50051860	Plant Mechanic	12	IBEW908A	\$62.42										Hourly	12/13/2025
50083241	Plant Mechanic Apprentice	48	IBEW879E	\$40.57	\$43.25	\$45.94	\$48.61	\$51.27	\$53.95	\$56.62	\$59.31			Hourly	12/13/2025
50083242	Plant Mechanic Apprentice with class A	48	IBEW879H	\$41.72	\$44.44	\$47.13	\$49.80	\$52.45	\$55.13	\$57.81	\$60.50			Hourly	12/13/2025
50051861	Plant Mechanic Apprentice with hazmat	48	IBEW874X	\$41.84	\$44.57	\$47.25	\$49.91	\$52.60	\$55.26	\$57.93	\$60.62			Hourly	12/13/2025
50100942	Plant Mechanic Welder	12	IBEW920A	\$66.34										Hourly	12/13/2025
50051862	Plant Mechanic with class A	12	IBEW908L	\$63.57										Hourly	12/13/2025
50083240	Plant Mechanic with hazmat	12	IBEW908X	\$63.69										Hourly	12/13/2025
50083244	Power Contracts Specialist Entry Level	F	PAS0049O	\$92,788.80									\$122,948.80	Annually	12/13/2025
50161142	Power Contracts Specialist Intermediate Level	F	PAS0054O	\$104,956.80									\$138,985.60	Annually	12/13/2025
50067464	Power Contracts Specialist Journey	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50139834	Power Generation Asset Supervisor	12	PAS0062I	\$127,857.60									\$200,262.40	Annually	12/13/2025
50051904	Power Quality Technician	6	OSE0760A	\$48.07	\$49.31	\$50.54	\$51.83	\$53.09	\$54.44	\$55.78	\$57.20	\$58.63		Hourly	12/13/2025
50088326	Power System Analyst Entry	F	PAS0047O	\$88,379.20									\$116,979.20	Annually	12/13/2025
50051905	Power System Analyst Journey	12	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
50154574	Power System Operator I	F	IBEW980A	\$79.55	\$81.53	\$83.62	\$85.70	\$87.85	\$90.05	\$92.28	\$94.62	\$96.98		Hourly	12/13/2025
50154600	Power System Operator II	12	IBEW986A	\$101.80										Hourly	12/13/2025
50162139	Power System Operator Instructor I	F	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
50127179	Power System Operator Instructor II	12	PAS0069O	\$151,944.00									\$201,240.00	Annually	12/13/2025
50051888	Pre-Apprentice Lineman/Woman	0	IBEW830A	\$34.71	\$36.30	\$39.09	\$41.77	\$44.67						Hourly	12/13/2025
50051889	Pre-Apprentice Lineman/Woman with class A	0	IBEW830L	\$35.86	\$37.45	\$40.24	\$42.92	\$45.82						Hourly	12/13/2025
50051890	Pre-Apprentice Lineman/Woman with hazmat	0	IBEW830X	\$35.98	\$37.57	\$40.36	\$43.04	\$45.94						Hourly	12/13/2025
50051899	Press Operator	6	OSE0685A	\$33.22	\$34.05	\$34.92	\$35.81	\$36.65	\$37.60	\$38.53	\$39.46	\$40.48		Hourly	12/13/2025
50051863	Principal Architect	12	PAS0069O	\$151,944.00									\$201,240.00	Annually	12/13/2025
50051865	Principal Civil Engineer	12	PAS0069O	\$151,944.00									\$201,240.00	Annually	12/13/2025
50167212	Principal Cybersecurity Engineer	12	PAS0066C	\$141,128.00									\$201,240.00	Annually	12/13/2025
50167113	Principal Cybersecurity Governance & Compliance Specialist	12	PAS0066C	\$141,128.00									\$201,240.00	Annually	12/13/2025
50167115	Principal Cybersecurity Risk Specialist	12	PAS0066C	\$141,128.00									\$201,240.00	Annually	12/13/2025
50170618	Principal Dam Safety Engineer	12	PAS0071O	\$159,577.60									\$211,473.60	Annually	12/13/2025
50051866	Principal Distribution Design Engineer	12	PAS0073O	\$167,148.80									\$221,374.40	Annually	12/13/2025
50051866	Principal Distribution Design Engineer	12	PAS0073O	\$161,491.20									\$213,886.40	Annually	10/18/2025
61000012	Principal Distribution Operations Engineer	12	PAS0073O	\$167,148.80									\$221,374.40	Annually	12/13/2025
61000012	Principal Distribution Operations Engineer	12	PAS0073O	\$161,491.20									\$213,886.40	Annually	10/18/2025
50051867	Principal Distribution System Engineer	12	PAS0073O	\$167,148.80									\$221,374.40	Annually	12/13/2025
50051867	Principal Distribution System Engineer	12	PAS0073O	\$161,491.20									\$213,886.40	Annually	10/18/2025
50051869	Principal Electrical Engineer	12	PAS0073O	\$167,148.80									\$221,374.40	Annually	12/13/2025
50051869	Principal Electrical Engineer	12	PAS0073O	\$161,491.20									\$213,886.40	Annually	10/18/2025
50166561	Principal Employee Relations Analyst	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
50131800	Principal Energy Advisor	12	PAS0064O	\$134,305.60									\$177,902.40	Annually	12/13/2025
50139903	Principal Energy Management System Engineer	12	PAS0073O	\$167,148.80									\$221,374.40	Annually	12/13/2025
50139903	Principal Energy Management System Engineer	12	PAS0073O	\$161,491.20									\$213,886.40	Annually	10/18/2025
50108902	Principal Energy Trading Specialist	12	PAS0069O	\$151,944.00									\$201,240.00	Annually	12/13/2025
50140366	Principal Engineer Closed Classification	12	PAS0069O	\$151,944.00									\$201,240.00	Annually	12/13/2025
50051870	Principal Engineering Technician	12	OSE0755A	\$46.69	\$47.87	\$49.04	\$50.29	\$51.55	\$52.83	\$54.16	\$55.53	\$56.89		Hourly	12/13/2025
50090325	Principal Enterprise Technology Analyst	12	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
50089613	Principal Enterprise Technology Developer	12	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
61000034	Principal Enterprise Technology Infrastructure Specialist	12	PAS0066O	\$136,364.80									\$180,606.40	Annually	4/23/2025
61000034	Principal Enterprise Technology Infrastructure Specialist	12	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
50051871	Principal Financial Accountant	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
50051872	Principal Financial Analyst	12	PAS0064O	\$134,305.60									\$177,902.40	Annually	12/13/2025
50051873	Principal Instrument & Controls Engineer	12	PAS0073O	\$167,148.80									\$221,374.40	Annually	12/13/2025
50051873	Principal Instrument & Controls Engineer	12	PAS0073O	\$161,491.20									\$213,886.40	Annually	10/18/2025
50132976	Principal Market Analyst	12	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
50051876	Principal Market Research Specialist	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
50051877	Principal Market Risk Specialist	12	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
50051875	Principal Mechanical Engineer	12	PAS0069O	\$151,944.00									\$201,240.00	Annually	12/13/2025
50052086	Principal Network Engineer Operations Technology	12	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
50139865	Principal Operations Management System Specialist Closed Classification	12	PAS0069O	\$151,944.00									\$201,240.00	Annually	12/13/2025
50051879	Principal Plant Accountant	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50051880	Principal Power Contract Specialist	12	PAS0069O	\$151,944.00									\$201,240.00	Annually	12/13/2025
50051881	Principal Power Operations Engineer	12	PAS0073O	\$167,148.80									\$221,374.40	Annually	12/13/2025
50051881	Principal Power Operations Engineer	12	PAS0073O	\$161,491.20									\$213,886.40	Annually	10/18/2025
50161716	Principal Power System Analyst	12	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
50088004	Principal Protection Engineer	12	PAS0073O	\$167,148.80									\$221,374.40	Annually	12/13/2025
50088004	Principal Protection Engineer	12	PAS0073O	\$161,491.20									\$213,886.40	Annually	10/18/2025
50051882	Principal Rate Analyst	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
50051884	Principal Resource Planning Analyst	12	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
61000024	Principal Substation Engineer	12	PAS0073O	\$167,148.80									\$221,374.40	Annually	12/13/2025
61000024	Principal Substation Engineer	12	PAS0073O	\$161,491.20									\$213,886.40	Annually	10/18/2025
50051886	Principal Telecommunications Engineer	12	PAS0073O	\$167,148.80									\$221,374.40	Annually	12/13/2025

N/ designates non-civil service jobs  
F designates non-journey nonrepresented flex jobs

2026 SMUD Wage Schedule  
Effective 12/13/2025

Job ID	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Wage Type	Effective Date
50051886	Principal Telecommunications Engineer	12	PAS0073O	\$161,491.20									\$213,886.40	Annually	10/18/2025
50051887	Principal Transmission Planning Engineer	12	PAS0073O	\$167,148.80									\$221,374.40	Annually	12/13/2025
50051887	Principal Transmission Planning Engineer	12	PAS0073O	\$161,491.20									\$213,886.40	Annually	10/18/2025
50093101	Process Coordinator Commercial Development	12	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
50093077	Process Coordinator Customer Operations	12	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
50083168	Procurement Compliance Program Administrator	12	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
50086500	Procurement Specialist Entry	F	PAS0043O	\$80,038.40									\$106,017.60	Annually	12/13/2025
50086476	Procurement Specialist Journey	12	PAS0052O	\$99,923.20									\$132,350.40	Annually	12/13/2025
50083476	Procurement Supervisor	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
50095463	Product Services Coordinator	12	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
50051591	Product Services Specialist	12	PAS0054O	\$104,956.80									\$138,985.60	Annually	12/13/2025
50083245	Productivity Analyst Entry	F	PAS0043O	\$80,038.40									\$106,017.60	Annually	12/13/2025
50051893	Productivity Analyst Journey	12	PAS0052O	\$99,923.20									\$132,350.40	Annually	12/13/2025
50162852	Program Manager Critical Infrastructure Protection	12	PAS0069O	\$151,944.00									\$201,240.00	Annually	12/13/2025
50162981	Program Manager Cybersecurity	12	PAS0066C	\$141,128.00									\$201,240.00	Annually	12/13/2025
50160537	Program Manager Data Governance	12	PAS0062D	\$127,857.60									\$186,950.40	Annually	12/13/2025
50100228	Program Manager Energy Efficiency and Customer Research and Development	12	PAS0071O	\$159,577.60									\$211,473.60	Annually	12/13/2025
61000014	Program Manager Enterprise Risk	12	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
50166590	Program Manager Future Workforce	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
50170541	Program Manager Innovation	12	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
50139508	Program Manager Local Government	12	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
50153614	Program Manager Regulatory Compliance	12	PAS0069O	\$151,944.00									\$201,240.00	Annually	12/13/2025
50168122	Program Manager Social Media	N/	PAS0059C	\$118,726.40									\$169,312.00	Annually	12/13/2025
61000020	Program Manager Sustainable Communities	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
50114096	Program Manager System Operations and Reliability	12	PAS0072O	\$163,592.00									\$216,736.00	Annually	12/13/2025
61000018	Program Manager Time and Attendance	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
50160926	Program Manager Vegetation Management	12	PAS0059C	\$118,726.40									\$169,312.00	Annually	12/13/2025
50126307	Program Manager, DEIB	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
50120124	Program Manager, Information Management & Compliance	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
50135827	Project Development Manager	12	PAS0069O	\$151,944.00									\$201,240.00	Annually	12/13/2025
50111813	Project Integration Manager	12	PAS0071O	\$159,577.60									\$211,473.60	Annually	12/13/2025
50051896	Project Manager I	12	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
50051897	Project Manager II	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
50051900	Public Information Specialist I	F	PAS0045O	\$84,094.40									\$111,342.40	Annually	12/13/2025
50051901	Public Information Specialist II	12	PAS0054O	\$104,956.80									\$138,985.60	Annually	12/13/2025
50121215	Quality Auditor Journey Level	12	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
50083247	Rate Analyst Entry	F	PAS0045O	\$84,094.40									\$111,342.40	Annually	12/13/2025
50051916	Rate Analyst Journey	12	PAS0054O	\$104,956.80									\$138,985.60	Annually	12/13/2025
50095131	Rate Pricing Advisor	12	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
50130984	Regulatory Compliance Analyst Entry level	F	PAS0045O	\$84,094.40									\$111,342.40	Annually	12/13/2025
50130983	Regulatory Compliance Analyst Journey	12	PAS0054O	\$104,956.80									\$138,985.60	Annually	12/13/2025
50131203	Regulatory Coordinator Generation	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
50104213	Relay Specialist	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50160580	Reliability Compliance Manager	N/	PAS0072O	\$163,592.00									\$216,736.00	Annually	12/13/2025
50051616	Reliability Risk Engineer	12	PAS0069O	\$151,944.00									\$201,240.00	Annually	12/13/2025
50167855	Resource Planning Analyst Entry Level	F	PAS0047O	\$88,379.20									\$116,979.20	Annually	12/13/2025
50167858	Resource Planning Analyst Journey	12	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
50092218	Retail Partner Coordinator	12	PAS0054O	\$104,956.80									\$138,985.60	Annually	12/13/2025
50150275	Revenue Analyst Entry	F	PAS0043O	\$80,038.40									\$106,017.60	Annually	12/13/2025
50116324	Revenue Analyst Journey	12	PAS0052O	\$99,923.20									\$132,350.40	Annually	12/13/2025
50154604	Revenue Protection Representative (IBEW)	12	IBEW873N	\$48.59	\$50.09	\$51.89	\$54.34							Hourly	12/13/2025
50051920	Revenue Protection Representative (IBEW) Closed Classification	12	IBEW903A	\$54.69	\$56.44	\$58.43	\$61.19							Hourly	12/13/2025
50051918	Risk Management Analyst Journey Level	12	PAS0052O	\$99,923.20									\$132,350.40	Annually	12/13/2025
50051921	Safety and Loss Prevention Specialist Journey	12	PAS0049O	\$92,788.80									\$122,948.80	Annually	12/13/2025
50051922	Safety Coordinator	12	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
50083249	Safety Loss Prevention Specialist Entry Level	F	PAS0041O	\$76,190.40									\$100,900.80	Annually	12/13/2025
50170250	Scheduling & Interchange Services Specialist I	12	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
50170252	Scheduling & Interchange Services Specialist II	12	PAS0069O	\$151,944.00									\$201,240.00	Annually	12/13/2025
50051935	Scheduling Technician	6	OSE0670D	\$30.90	\$31.66	\$32.43	\$33.22	\$34.05	\$34.92	\$35.81	\$36.65	\$37.60		Hourly	12/13/2025
50051926	Secretary	6	OSE0637A	\$26.34	\$27.05	\$27.71	\$28.40	\$29.14	\$29.85	\$30.62	\$31.40	\$32.17		Hourly	12/13/2025
50083605	Security Administrator	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50166825	Security Investigator	12	PAS0054O	\$104,956.80									\$138,985.60	Annually	12/13/2025
50124535	Security Operations Dispatcher	12	SECU248L	\$31.57	\$32.37	\$33.18	\$34.03	\$34.88	\$35.78	\$36.67	\$37.64	\$38.59		Hourly	12/13/2025
50113765	Security Operations Supervisor	12	SECU450A	\$44.15	\$45.24	\$46.39	\$47.54	\$48.73	\$49.95	\$51.21	\$52.48	\$53.79		Hourly	12/13/2025
50094275	Senior Accountant	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50052030	Senior Administrative Assistant	N/	PAS0045O	\$84,094.40									\$111,342.40	Annually	12/13/2025
50052032	Senior Architect	12	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
50052033	Senior Attorney	N/	PAS0072Z	\$163,592.00									\$270,608.00	Annually	12/13/2025
50052034	Senior Business Technology Analyst	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50120609	Senior Cable Locator	12	IBEW888L	\$57.94										Hourly	12/13/2025
50122828	Senior Cable Locator with class A	12	IBEW888N	\$59.09										Hourly	12/13/2025
50052037	Senior Calibration Technician	12	IBEW937A	\$72.35										Hourly	12/13/2025
50052038	Senior Civil Engineer	12	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
50161721	Senior Claims Administrator	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50166301	Senior Community Engagement Representative	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50052039	Senior Computer Hardware Support Specialist Closed Classification	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50122844	Senior Construction Contract Analyst	12	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
60000020	Senior Contract Administrator	12	PAS0059A	\$118,726.40									\$161,241.60	Annually	12/13/2025
50052036	Senior Cost Schedule Specialist	12	PAS0054O	\$104,956.80									\$138,985.60	Annually	12/13/2025
50052040	Senior Custodian	12	IBEW814A	\$40.17										Hourly	12/13/2025
50083251	Senior Customer Services Field Representative	6	OSE0745B	\$44.67	\$45.75	\$46.92	\$48.07	\$49.31	\$50.54	\$51.83	\$53.09	\$54.45		Hourly	12/13/2025
50052043	Senior Customer Services Representative	6	OSE0700A	\$35.81	\$36.65	\$37.60	\$38.54	\$39.47	\$40.49	\$41.52	\$42.53	\$43.59		Hourly	12/13/2025
50167119	Senior Cybersecurity Engineer	12	PAS0064O	\$134,305.60									\$177,902.40	Annually	12/13/2025

N/ designates non-civil service jobs  
F designates non-journey nonrepresented flex jobs



2026 SMUD Wage Schedule  
Effective 12/13/2025

Job ID	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Wage Type	Effective Date
50167118	Senior Cybersecurity Governance & Compliance Specialist	12	PAS0064O	\$134,305.60									\$177,902.40	Annually	12/13/2025
50167210	Senior Cybersecurity Risk Specialist	12	PAS0064O	\$134,305.60									\$177,902.40	Annually	12/13/2025
50165225	Senior Data Center Operations Specialist	12	PAS0052O	\$99,923.20									\$132,350.40	Annually	12/13/2025
50052045	Senior Database Administrator	12	PAS0064O	\$134,305.60									\$177,902.40	Annually	12/13/2025
61000030	Senior DEIB Analyst	12	PAS0059O	\$114,712.00									\$151,985.60	Annually	12/14/2024
61000030	Senior DEIB Analyst	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50052046	Senior Designer Drafter	6	OSE0735B	\$42.53	\$43.58	\$44.67	\$45.75	\$46.92	\$48.07	\$49.31	\$50.55	\$51.84		Hourly	12/13/2025
50052049	Senior Desktop Support Specialist Closed Classification	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50052047	Senior Distribution Design Engineer	12	PAS0070O	\$150,009.60									\$198,660.80	Annually	10/18/2025
50052047	Senior Distribution Design Engineer	12	PAS0070O	\$155,251.20									\$205,608.00	Annually	12/13/2025
61000013	Senior Distribution Operations Engineer	12	PAS0070O	\$150,009.60									\$198,660.80	Annually	10/18/2025
61000013	Senior Distribution Operations Engineer	12	PAS0070O	\$155,251.20									\$205,608.00	Annually	12/13/2025
50052048	Senior Distribution System Engineer	12	PAS0070O	\$150,009.60									\$198,660.80	Annually	10/18/2025
50052048	Senior Distribution System Engineer	12	PAS0070O	\$155,251.20									\$205,608.00	Annually	12/13/2025
50159864	Senior Distribution System Operator	12	IBEW986D	\$101.98										Hourly	12/13/2025
50052050	Senior Document Records Specialist	6	OSE0650B	\$28.29	\$28.99	\$29.75	\$30.46	\$31.26	\$32.04	\$32.85	\$33.65	\$34.50		Hourly	12/13/2025
50090305	Senior Document Records Specialist-Confidential	6	CONF650A	\$32.07	\$32.88	\$33.71	\$34.55	\$35.42	\$36.31	\$37.21	\$38.15	\$39.11		Hourly	12/13/2025
50052052	Senior Electrical Engineer	12	PAS0070O	\$150,009.60									\$198,660.80	Annually	10/18/2025
50052052	Senior Electrical Engineer	12	PAS0070O	\$155,251.20									\$205,608.00	Annually	12/13/2025
50137575	Senior Electrical Technician	12	IBEW960B	\$85.58										Hourly	12/13/2025
50164848	Senior End User Computing Analyst	12	PAS0047O	\$88,379.20									\$116,979.20	Annually	12/13/2025
50131801	Senior Energy Advisor	12	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
50139897	Senior Energy Management System Engineer	12	PAS0070O	\$150,009.60									\$198,660.80	Annually	10/18/2025
50139897	Senior Energy Management System Engineer	12	PAS0070O	\$155,251.20									\$205,608.00	Annually	12/13/2025
50168853	Senior Energy Specialist	6	OSE0770A	\$53.09	\$54.43	\$55.78	\$57.20	\$58.63	\$60.08	\$61.58	\$63.11	\$64.71		Hourly	12/13/2025
50108901	Senior Energy Trading Specialist	12	PAS0067O	\$144,684.80									\$191,568.00	Annually	12/13/2025
50052055	Senior Engineering Technician	6	OSE0735A	\$42.52	\$43.58	\$44.67	\$45.80	\$46.95	\$48.14	\$49.35	\$50.56	\$51.87		Hourly	12/13/2025
50083624	Senior Enterprise Application Administrator	12	PAS0064O	\$134,305.60									\$177,902.40	Annually	12/13/2025
50166432	Senior Enterprise Architect	12	PAS0064O	\$134,305.60									\$177,902.40	Annually	12/13/2025
50158753	Senior Enterprise Performance Planning Coordinator	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50090326	Senior Enterprise Technology Analyst	12	PAS0064O	\$134,305.60									\$177,902.40	Annually	12/13/2025
50089611	Senior Enterprise Technology Development	12	PAS0064O	\$134,305.60									\$177,902.40	Annually	12/13/2025
50138502	Senior Enterprise Technology Infrastructure Specialist	12	PAS0064O	\$134,305.60									\$177,902.40	Annually	12/13/2025
50052057	Senior Financial Analyst	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50142686	Senior Financial Analyst Budget Office	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50111253	Senior Fire Protection Engineer	12	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
50163938	Senior Geographic Information Systems Data Analyst	12	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
50164575	Senior Geographic Information Systems Data Technician	6	OSE0750A	\$45.75	\$46.92	\$48.07	\$49.31	\$50.54	\$51.83	\$53.09	\$54.44	\$55.78		Hourly	12/13/2025
50052059	Senior Graphic Artist	6	OSE0720D	\$39.46	\$40.48	\$41.51	\$42.53	\$43.58	\$44.67	\$45.75	\$46.92	\$48.08		Hourly	12/13/2025
50164310	Senior High Voltage Test Technician	12	IBEW941M	\$74.23										Hourly	12/13/2025
50052060	Senior Human Resources Analyst	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50154400	Senior Hydro Operator	12	IBEW931A	\$74.65										Hourly	12/13/2025
50118747	Senior Hydro Operator Closed Classification	12	IBEW941B	\$74.65										Hourly	12/13/2025
50161012	Senior Information Management Analyst	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50052064	Senior Information Technology Application Developer Closed Classification	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50052065	Senior Information Technology Auditor	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
50052068	Senior Information Technology Product Contract Specialist	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50052069	Senior Information Technology Systems Analyst Closed Classification	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50128232	Senior Instrument and Controls Engineer	12	PAS0070O	\$150,009.60									\$198,660.80	Annually	10/18/2025
50128232	Senior Instrument and Controls Engineer	12	PAS0070O	\$155,251.20									\$205,608.00	Annually	12/13/2025
50052071	Senior Internal Auditor	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50099398	Senior Labor Relations Analyst	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50051898	Senior Land Specialist	12	PAS0056B	\$110,260.80									\$153,483.20	Annually	12/13/2025
50160078	Senior Learning & Development Specialist	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50122845	Senior Line Inspector	12	IBEW965R	\$89.26										Hourly	12/13/2025
50167750	Senior Management Administrative Assistant I	12	PAS0045O	\$84,094.40									\$111,342.40	Annually	12/13/2025
50170242	Senior Management Administrative Assistant II	12	PAS0049O	\$92,788.80									\$122,948.80	Annually	12/13/2025
50052073	Senior Mapper	6	OSE0713A	\$37.94	\$38.90	\$39.85	\$40.86	\$41.88	\$42.93	\$43.96	\$45.09	\$46.20		Hourly	12/13/2025
50091987	Senior Market Analyst	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
50160569	Senior Market Research Specialist	12	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
50102303	Senior Market Risk Specialist	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
50169475	Senior Market Strategy Analyst	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
50138025	Senior Marketing Specialist	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50088378	Senior Material Planner Coordinator	12	PAS0052O	\$99,923.20									\$132,350.40	Annually	12/13/2025
50052077	Senior Mechanical Engineer	12	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
50052079	Senior Meter Technician	12	IBEW937A	\$72.35										Hourly	12/13/2025
50051840	Senior Network Engineer Operations Technology	12	PAS0064O	\$134,305.60									\$177,902.40	Annually	12/13/2025
50052087	Senior Office Specialist	6	OSE0671A	\$30.87	\$31.65	\$32.43	\$33.28	\$34.10	\$34.96	\$35.83	\$36.74	\$37.66		Hourly	12/13/2025
50122177	Senior Office Specialist-Confidential	6	CONF671A	\$34.44	\$35.30	\$36.18	\$37.12	\$38.05	\$39.02	\$39.96	\$40.97	\$42.01		Hourly	12/13/2025
50139846	Senior Operations Management System Specialist Closed Classification	12	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
50125952	Senior Organization Effectiveness Specialist	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
50085328	Senior Park Maintenance Worker	12	IBEW814A	\$40.17										Hourly	12/13/2025
50052090	Senior Physical Network Specialist Closed Classification	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50052093	Senior Power Contracts Specialist	12	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
50118825	Senior Power Generation Mechanical Engineer	12	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
50136253	Senior Power Operations Engineer	12	PAS0070O	\$150,009.60									\$198,660.80	Annually	10/18/2025
50136253	Senior Power Operations Engineer	12	PAS0070O	\$155,251.20									\$205,608.00	Annually	12/13/2025
50052094	Senior Power System Analyst	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
50154603	Senior Power System Operator	12	IBEW990A	\$106.94										Hourly	12/13/2025
50052091	Senior Press Operator	6	OSE0714A	\$38.39	\$39.36	\$40.30	\$41.33	\$42.38	\$43.45	\$44.53	\$45.62	\$46.80		Hourly	12/13/2025
50086475	Senior Procurement Specialist	12	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
50095464	Senior Product Services Coordinator	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
61000008	Senior Productivity Analyst	12	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025

N/ designates non-civil service jobs

F designates non-journey nonrepresented flex jobs

2026 SMUD Wage Schedule  
Effective 12/13/2025

Job ID	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Wage Type	Effective Date
50052092	Senior Project Manager	12	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
50088003	Senior Protection Engineer	12	PAS0070O	\$150,009.60									\$198,660.80	Annually	10/18/2025
50088003	Senior Protection Engineer	12	PAS0070O	\$155,251.20									\$205,608.00	Annually	12/13/2025
50051902	Senior Public Information Specialist	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50052097	Senior Rate Analyst	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
61000031	Senior Reliability Risk Consultant	12	PAS0066O	\$136,364.80									\$180,606.40	Annually	8/13/2025
61000031	Senior Reliability Risk Consultant	12	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
50052098	Senior Resource Planning Analyst	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
50098850	Senior Revenue Analyst	12	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
50087904	Senior Risk Management Analyst	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50089612	Senior Security Administrator	12	PAS0064O	\$134,305.60									\$177,902.40	Annually	12/13/2025
50168121	Senior Social Media Specialist	12	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
50052070	Senior Software Quality Assurance Specialist	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50052100	Senior Staff Secretary To Board Office Confidential	6	CONF667A	\$33.96	\$34.83	\$35.69	\$36.55	\$37.48	\$38.41	\$39.35	\$40.35	\$41.36		Hourly	12/13/2025
50089955	Senior Staff Secretary-Confidential	6	CONF667A	\$33.96	\$34.83	\$35.69	\$36.55	\$37.48	\$38.41	\$39.35	\$40.35	\$41.36		Hourly	12/13/2025
50160570	Senior Strategic Business Planner	12	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
61000021	Senior Substation Engineer	12	PAS0070O	\$150,009.60									\$198,660.80	Annually	10/18/2025
61000021	Senior Substation Engineer	12	PAS0070O	\$155,251.20									\$205,608.00	Annually	12/13/2025
50099177	Senior Survey Engineering Technician-Chief of Party	6	OSE0740A	\$43.58	\$44.67	\$45.75	\$46.92	\$48.07	\$49.31	\$50.54	\$51.84	\$53.10		Hourly	12/13/2025
50092752	Senior Survey Engineering Technician-Office Survey	6	OSE0735A	\$42.52	\$43.58	\$44.67	\$45.80	\$46.95	\$48.14	\$49.35	\$50.56	\$51.87		Hourly	12/13/2025
50052103	Senior Telecommunications Engineer	12	PAS0070O	\$150,009.60									\$198,660.80	Annually	10/18/2025
50052103	Senior Telecommunications Engineer	12	PAS0070O	\$155,251.20									\$205,608.00	Annually	12/13/2025
50052107	Senior Telecommunications Technician	12	IBEW939B	\$73.84										Hourly	12/13/2025
50154498	Senior Telephone Technician	12	IBEW922G	\$66.27										Hourly	12/13/2025
50100561	Senior Telephone Technician Closed Classification	12	IBEW939B	\$73.84										Hourly	12/13/2025
61000017	Senior Time and Attendance Specialist	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50052109	Senior Tool Repairer	12	IBEW901A	\$60.47										Hourly	12/13/2025
50052108	Senior Transmission Planning Engineer	12	PAS0070O	\$150,009.60									\$198,660.80	Annually	10/18/2025
50052108	Senior Transmission Planning Engineer	12	PAS0070O	\$155,251.20									\$205,608.00	Annually	12/13/2025
50052114	Senior Troubleshooter	12	IBEW976D	\$95.01										Hourly	12/13/2025
50163133	Senior User Experience Specialist	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50154166	Senior Vehicle Mechanic	12	IBEW874B	\$52.91										Hourly	12/13/2025
50083253	Senior Vehicle Mechanic Closed Classification	12	IBEW887A	\$57.76										Hourly	12/13/2025
50154167	Senior Vehicle Mechanic with class A	12	IBEW874D	\$54.06										Hourly	12/13/2025
50052115	Senior Vehicle Mechanic with class A Closed Classification	12	IBEW887L	\$58.91										Hourly	12/13/2025
50154168	Senior Vehicle Mechanic with hazmat	12	IBEW874E	\$54.18										Hourly	12/13/2025
50052116	Senior Vehicle Mechanic with hazmat Closed Classification	12	IBEW887X	\$59.03										Hourly	12/13/2025
50051927	Service Dispatcher	6	OSE0705A	\$36.65	\$37.60	\$38.53	\$39.46	\$40.48	\$41.52	\$42.53	\$43.58	\$44.68		Hourly	12/13/2025
50167601	Shift Power System Operator Apprentice	12	IBEW980B	\$70.80	\$74.43	\$78.06	\$81.69	\$85.33	\$88.96	\$92.59	\$96.22	\$99.85	\$103.48	Hourly	3/22/2025
50167601	Shift Power System Operator Apprentice	12	IBEW980B	\$70.80	\$74.43	\$78.06	\$81.69	\$85.33	\$88.96	\$92.59	\$96.22	\$99.85	\$103.48	Hourly	12/13/2025
50167434	Shift Power System Operator Journey	12	IBEW986B	\$108.93										Hourly	3/22/2025
50167434	Shift Power System Operator Journey	12	IBEW986B	\$108.93										Hourly	12/13/2025
50154602	Shift Senior Power System Operator	12	IBEW990B	\$114.43										Hourly	3/22/2025
50154602	Shift Senior Power System Operator	12	IBEW990B	\$114.43										Hourly	12/13/2025
50051684	Site Safety Coordinator	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
50166436	SMUD Cares Program Manager	12	PAS0056B	\$110,260.80									\$153,483.20	Annually	12/13/2025
50168118	Social Media Specialist	12	PAS0054O	\$104,956.80									\$138,985.60	Annually	12/13/2025
50051751	Software Quality Assurance Specialist	12	PAS0054O	\$104,956.80									\$138,985.60	Annually	12/13/2025
50165227	Space and Move Management Specialist	12	PAS0043O	\$80,038.40									\$106,017.60	Annually	12/13/2025
50051940	Special Assistant to Board of Directors	N/	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50051928	Staff Secretary	6	OSE0655A	\$28.67	\$29.43	\$30.12	\$30.90	\$31.66	\$32.43	\$33.22	\$34.05	\$34.92		Hourly	12/13/2025
50086677	Staff Secretary Confidential	6	CONF655A	\$32.03	\$32.85	\$33.67	\$34.49	\$35.33	\$36.24	\$37.15	\$38.09	\$39.00		Hourly	12/13/2025
50151393	Station Recorder Closed Classification	12	IBEW872I	\$53.47										Hourly	12/13/2025
50052118	Station Recorder Closed Classification 1//	12	IBEW861C	\$34.22	\$35.79	\$46.11	\$48.08	\$51.08						Hourly	12/13/2025
50162807	Stem Cooperative Organization Student Assistant	N/	OSE0550A	\$23.63	\$24.23	\$24.83	\$25.44	\$26.08	\$26.74	\$27.39	\$28.08	\$28.80		Hourly	12/13/2025
50051657	Stem Student Assistant	N/	OSE0550A	\$23.63	\$24.23	\$24.83	\$25.44	\$26.08	\$26.74	\$27.39	\$28.08	\$28.80		Hourly	12/13/2025
50160145	Strategic Account Advisor I	F	PAS0045O	\$84,094.40									\$111,342.40	Annually	12/13/2025
50160202	Strategic Account Advisor II	12	PAS0054O	\$104,956.80									\$138,985.60	Annually	12/13/2025
50160192	Strategic Account Advisor III	12	PAS0056C	\$110,260.80									\$157,310.40	Annually	12/13/2025
50051626	Strategic Business Planner I	12	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
50052044	Strategic Business Planner II	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
50052119	Student Staff Assistant	N/	OSE0549A	\$19.14	\$19.62	\$20.11	\$20.62	\$21.12	\$21.64	\$22.19	\$22.77	\$23.32		Hourly	12/13/2025
50170857	Student Staff Assistant Confidential	N/	CONF549A	\$20.31	\$20.80	\$21.33	\$21.86	\$22.41	\$22.96	\$23.54	\$24.14	\$24.74		Hourly	12/13/2025
50137994	Substation Assets Supervisor	12	PAS0062I	\$127,857.60									\$200,262.40	Annually	12/13/2025
50091428	Substation Construction Foreman/Woman	12	IBEW945A	\$80.64										Hourly	12/13/2025
50091429	Substation Construction Foreman/Woman with class A 1//	12	IBEW942E	\$81.79										Hourly	12/13/2025
50091430	Substation Construction Foreman/Woman with hazmat	12	IBEW945X	\$81.91										Hourly	12/13/2025
61000006	Substation Electrical Inspector	12	IBEW940A	\$76.82										Hourly	12/13/2025
50051929	Substation Foreman/Woman,Light	12	IBEW940A	\$76.82										Hourly	12/13/2025
50051930	Substation Foreman/Woman,Light with class A	12	IBEW940B	\$77.97										Hourly	12/13/2025
50051931	Substation Foreman/Woman,Light with hazmat	12	IBEW940C	\$78.09										Hourly	12/13/2025
50165789	Substation Maintenance Worker I	12	IBEW861A	\$41.91	\$44.02									Hourly	12/13/2025
50125721	Substation Maintenance Worker II	12	IBEW861B	\$46.20	\$48.52	\$50.93	\$53.47							Hourly	12/13/2025
50051932	Substation SubForeman/Woman	12	IBEW936D	\$72.29										Hourly	12/13/2025
50051933	Substation Subforeman/Woman with class A	12	IBEW936E	\$73.44										Hourly	12/13/2025
50051934	Substation Subforeman/Woman with hazmat	12	IBEW936F	\$73.56										Hourly	12/13/2025
50091625	Superintendent Project Development and Engineering	12	PAS0071O	\$159,577.60									\$211,473.60	Annually	12/13/2025
50051957	Supervising Accounting Tech	12	PAS0047O	\$88,379.20									\$116,979.20	Annually	12/13/2025
50165907	Supervising Administrative Analyst I	F	PAS0041O	\$76,190.40									\$100,900.80	Annually	12/13/2025
50165911	Supervising Administrative Analyst II	12	PAS0049O	\$92,788.80									\$122,948.80	Annually	12/13/2025
50165909	Supervising Administrative Analyst III	12	PAS0052O	\$99,923.20									\$132,350.40	Annually	12/13/2025
50051972	Supervising Customer Representative	12	PAS0049O	\$92,788.80									\$122,948.80	Annually	12/13/2025
50051973	Supervising Customer Services Field Representative	12	PAS0052B	\$99,923.20									\$138,985.60	Annually	12/13/2025

N/ designates non-civil service jobs

F designates non-journey nonrepresented flex jobs

2026 SMUD Wage Schedule  
Effective 12/13/2025

Job ID	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Wage Type	Effective Date
50166563	Supervising Human Resources Analyst	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
50135199	Supervising Paralegal	12	PAS0047O	\$88,379.20									\$116,979.20	Annually	12/13/2025
50150056	Supervising Procurement Specialist Closed Classification	12	PAS0059A	\$118,726.40									\$161,241.60	Annually	12/13/2025
50052015	Supervising Resource Planner	12	PAS0069O	\$151,944.00									\$201,240.00	Annually	12/13/2025
50130191	Supervisor Business Technology Resources & Planning	12	PAS0071O	\$159,577.60									\$211,473.60	Annually	12/13/2025
50129649	Supervisor Apprenticeship & Operations Training	12	PAS0064O	\$134,305.60									\$177,902.40	Annually	12/13/2025
50163093	Supervisor Budget Office	12	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
50090727	Supervisor Business Process Support	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
61000044	Supervisor Commodity Risk Management	12	PAS0069O	\$146,806.40									\$194,438.40	Annually	7/10/2025
61000044	Supervisor Commodity Risk Management	12	PAS0069O	\$151,944.00									\$201,240.00	Annually	12/13/2025
50124592	Supervisor Construction Management Inspection	12	PAS0064O	\$134,305.60									\$177,902.40	Annually	12/13/2025
50051994	Supervisor Data Management	12	PAS0064O	\$134,305.60									\$177,902.40	Annually	12/13/2025
50126020	Supervisor Distribution Services New Business	12	PAS0069O	\$151,944.00									\$201,240.00	Annually	12/13/2025
50051852	Supervisor Distribution System Operations-Field Operation	12	PAS0069O	\$151,944.00									\$201,240.00	Annually	12/13/2025
50162517	Supervisor Energy Management System	12	PAS0069B	\$151,944.00									\$211,473.60	Annually	12/13/2025
50160221	Supervisor Energy Trading & Contracts	12	PAS0072O	\$163,592.00									\$216,736.00	Annually	12/13/2025
50160265	Supervisor Engineering	12	PAS0071O	\$159,577.60									\$211,473.60	Annually	12/13/2025
50158442	Supervisor Environmental, Health & Safety Services	12	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
50051981	Supervisor Facilities & Maintenance	12	PAS0073O	\$167,148.80									\$221,374.40	Annually	12/13/2025
50051981	Supervisor Facilities & Maintenance	12	PAS0073O	\$161,491.20									\$213,886.40	Annually	10/18/2025
50162321	Supervisor Field Metering	12	PAS0059B	\$118,726.40									\$165,297.60	Annually	12/13/2025
50051697	Supervisor Fleet Operations	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50094154	Supervisor Health & Safety Services Closed Classification	12	PAS0066C	\$141,128.00									\$201,240.00	Annually	12/13/2025
50051729	Supervisor Hydro License Implementation	12	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
50051990	Supervisor Image Production Postal Service & Administrative	12	PAS0052C	\$99,923.20									\$142,480.00	Annually	12/13/2025
50136695	Supervisor Load Research and Forecasting	12	PAS0069O	\$151,944.00									\$201,240.00	Annually	12/13/2025
50091651	Supervisor Maintenance Engineering	12	PAS0073O	\$167,148.80									\$221,374.40	Annually	12/13/2025
50091651	Supervisor Maintenance Engineering	12	PAS0073O	\$161,491.20									\$213,886.40	Annually	10/18/2025
50083477	Supervisor Material Planning & Coordination	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
50116025	Supervisor Operations & Availability	12	PAS0071O	\$159,577.60									\$211,473.60	Annually	12/13/2025
50052007	Supervisor Operations Scheduling & Productivity	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50163671	Supervisor Program Delivery	12	PAS0064O	\$134,305.60									\$177,902.40	Annually	12/13/2025
50160902	Supervisor Project Management Office	12	PAS0067O	\$144,684.80									\$191,568.00	Annually	12/13/2025
50052012	Supervisor Rates	12	PAS0069O	\$151,944.00									\$201,240.00	Annually	12/13/2025
50052014	Supervisor Real Estate Services	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
50160146	Supervisor Strategic Account Management	12	PAS0062D	\$127,857.60									\$186,950.40	Annually	12/13/2025
50052021	Supervisor Survey	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
50051925	Supervisor Threat Management and Corporation Security Operations	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025
50126182	Supervisor Transmission and Distribution Line Maintenance	12	PAS0069O	\$151,944.00									\$201,240.00	Annually	12/13/2025
50128766	Supervisor, Emerging Technologies	12	PAS0066O	\$141,128.00									\$186,929.60	Annually	12/13/2025
50099720	Supplier Diversity Supervisor	12	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
50164529	Support Center Supervisor	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50092750	Survey Engineering Technician Journey	6	OSE0714A	\$38.39	\$39.36	\$40.30	\$41.33	\$42.38	\$43.45	\$44.53	\$45.62	\$46.80		Hourly	12/13/2025
50170412	Sustainable Community Partnership Specialist I	F	PAS0045O	\$84,094.40									\$111,342.40	Annually	12/13/2025
50170327	Sustainable Community Partnership Specialist II	12	PAS0054O	\$104,956.80									\$138,985.60	Annually	12/13/2025
50170328	Sustainable Community Partnership Specialist III	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50091953	Systems Protection and Control	12	PAS0071O	\$159,577.60									\$211,473.60	Annually	12/13/2025
50052124	Technical Writer Entry Level	12	PAS0052O	\$99,923.20									\$132,350.40	Annually	12/13/2025
50154313	Telecommunications Technician Apprentice	48	IBEW845A	\$40.60	\$44.36	\$48.10	\$51.85	\$55.60	\$59.34					Hourly	12/13/2025
50083255	Telecommunications Technician Apprentice Closed Classification	48	IBEW921A	\$45.25	\$49.43	\$53.63	\$57.75	\$61.94	\$66.13					Hourly	12/13/2025
50052125	Telecommunications Technician Closed Classification	12	IBEW928I	\$69.60										Hourly	12/13/2025
50154499	Telecommunications Technician I	12	IBEW915A	\$62.46										Hourly	12/13/2025
50161055	Telecommunications Technician II	12	IBEW928I	\$69.60										Hourly	12/13/2025
50154625	Telephone Technician	12	IBEW915A	\$62.46										Hourly	12/13/2025
50154626	Telephone Technician Apprentice	36	IBEW845A	\$40.60	\$44.36	\$48.10	\$51.85	\$55.60	\$59.34					Hourly	12/13/2025
50100562	Telephone Technician Apprentice Closed Classification	36	IBEW921A	\$45.25	\$49.43	\$53.63	\$57.75	\$61.94	\$66.13					Hourly	12/13/2025
50100560	Telephone Technician Closed Classification	12	IBEW928I	\$69.60										Hourly	12/13/2025
61000041	Threat Management Analyst	12	PAS0054O	\$101,400.00									\$134,284.80	Annually	7/9/2025
61000041	Threat Management Analyst	12	PAS0054O	\$104,956.80									\$138,985.60	Annually	12/13/2025
50052131	Tool Repairer	12	IBEW874G	\$48.36	\$49.92	\$51.73	\$54.28							Hourly	12/13/2025
50052132	Tool Repairer with class A	12	IBEW874M	\$49.51	\$51.07	\$52.88	\$55.43							Hourly	12/13/2025
50052133	Tool Repairer with hazmat	12	IBEW874Z	\$49.63	\$51.19	\$53.00	\$55.55							Hourly	12/13/2025
50086933	Tool Room Foreman/Woman	12	IBEW936A	\$71.24										Hourly	12/13/2025
50092673	Trade Show Coordinator	6	OSE0743A	\$44.46	\$45.54	\$46.69	\$47.87	\$49.04	\$50.29	\$51.55	\$52.83	\$54.16		Hourly	12/13/2025
50111034	Training & Compliance Coordinator	12	PAS0052O	\$99,923.20									\$132,350.40	Annually	12/13/2025
50160075	Training Coordinator	12	PAS0045O	\$84,094.40									\$111,342.40	Annually	12/13/2025
50140030	Transmission and Distribution Line Construction Consultant	12	PAS0066C	\$141,128.00									\$201,240.00	Annually	12/13/2025
50151305	Transmission and Distribution Supervisor Projects	12	PAS0062U	\$127,857.60									\$194,708.80	Annually	12/13/2025
50052134	Troubleshooter	12	IBEW941R	\$83.89										Hourly	12/13/2025
50093281	Troubleshooter with class A	12	IBEW941D	\$85.04										Hourly	12/13/2025
50163132	User Experience Specialist Entry Level	F	PAS0045O	\$84,094.40									\$111,342.40	Annually	12/13/2025
50092219	User Experience Specialist Journey	12	PAS0054O	\$104,956.80									\$138,985.60	Annually	12/13/2025
50151422	Utility Assistant	12	IBEW785A	\$20.48	\$23.42									Hourly	12/13/2025
50083807	Utility Compliance Specialist	12	IBEW828G	\$33.43	\$34.96	\$37.64	\$40.22	\$43.07						Hourly	12/13/2025
50151322	Utility Compliance Specialist 1//	12	IBEW872L	\$54.74										Hourly	12/13/2025
50151392	Utility Compliance Specialist Closed Classification	12	IBEW872I	\$53.47										Hourly	12/13/2025
50166507	Utility Compliance Specialist II	12	IBEW919J	\$45.29										Hourly	12/13/2025
50052154	Utility Crew Foreman/Woman with hazmat	12	IBEW888X	\$58.22										Hourly	12/13/2025
61000037	Utility Service Field Investigator I	6	OSE0735A	\$42.52	\$43.58	\$44.67	\$45.80	\$46.95	\$48.14	\$49.35	\$50.56	\$51.87		Hourly	5/1/2025
61000037	Utility Service Field Investigator I	6	OSE0735A	\$42.52	\$43.58	\$44.67	\$45.80	\$46.95	\$48.14	\$49.35	\$50.56	\$51.87		Hourly	12/13/2025
61000038	Utility Service Field Investigator II	6	OSE0745B	\$44.67	\$45.75	\$46.92	\$48.07	\$49.31	\$50.54	\$51.83	\$53.09	\$54.45		Hourly	5/1/2025
61000038	Utility Service Field Investigator II	6	OSE0745B	\$44.67	\$45.75	\$46.92	\$48.07	\$49.31	\$50.54	\$51.83	\$53.09	\$54.45		Hourly	12/13/2025
61000039	Utility Service Field Investigator III	6	OSE0755A	\$46.69	\$47.87	\$49.04	\$50.29	\$51.55	\$52.83	\$54.16	\$55.53	\$56.89		Hourly	5/1/2025

N/ designates non-civil service jobs

F designates non-journey nonrepresented flex jobs



2026 SMUD Wage Schedule  
Effective 12/13/2025

Job ID	Job Title	Prob Per Mo	Pay Scale Group	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step10	Wage Type	Effective Date
61000039	Utility Service Field Investigator III	6	OSE0755A	\$46.69	\$47.87	\$49.04	\$50.29	\$51.55	\$52.83	\$54.16	\$55.53	\$56.89		Hourly	12/13/2025
50052155	Utility Worker I	12	IBEW802G	\$33.43	\$34.96	\$36.49	\$38.01							Hourly	12/13/2025
50052156	Utility Worker I with class A	12	IBEW802L	\$34.58	\$36.11	\$37.64	\$39.16							Hourly	12/13/2025
50052157	Utility Worker I with hazmat	12	IBEW802X	\$34.70	\$36.23	\$37.76	\$39.28							Hourly	12/13/2025
50163854	Utility Worker II	12	IBEW814A	\$40.17										Hourly	12/13/2025
50116120	Utility Worker III	12	IBEW816H	\$35.45	\$36.86	\$38.46	\$40.03	\$41.74						Hourly	12/13/2025
50154631	Vegetation Management Specialist with class A	12	IBEW878H	\$56.06										Hourly	12/13/2025
50150005	Vegetation Management Specialist With class A Closed Classification	12	IBEW901L	\$61.62										Hourly	12/13/2025
50052146	Vegetation Management Supervisor I	12	PAS0056O	\$110,260.80									\$146,099.20	Annually	12/13/2025
50162373	Vegetation Management Supervisor II	12	PAS0059O	\$118,726.40									\$157,310.40	Annually	12/13/2025
50154627	Vegetation Work Planner	12	IBEW878G	\$54.91										Hourly	12/13/2025
50052143	Vegetation Work Planner Closed Classification	12	IBEW901A	\$60.47										Hourly	12/13/2025
50154628	Vegetation Work Planner with class A	12	IBEW878H	\$56.06										Hourly	12/13/2025
50052144	Vegetation Work Planner with class A Closed Classification	12	IBEW901L	\$61.62										Hourly	12/13/2025
50154630	Vegetation Work Planner with hazmat	12	IBEW878J	\$56.18										Hourly	12/13/2025
50052145	Vegetation Work Planner with hazmat Closed Classification	12	IBEW901X	\$61.74										Hourly	12/13/2025
50052158	Vehicle Attendant	12	IBEW816G	\$34.53	\$35.98	\$37.59	\$39.16	\$40.85						Hourly	12/13/2025
50083257	Vehicle Attendant with class A	12	IBEW817B	\$35.68	\$37.13	\$38.74	\$40.31	\$42.00						Hourly	12/13/2025
50052159	Vehicle Attendant with hazmat	12	IBEW817X	\$35.80	\$37.25	\$38.86	\$40.43	\$42.12						Hourly	12/13/2025
50099030	Vehicle Maintenance Aide	12	IBEW790A	\$24.60	\$30.37									Hourly	12/13/2025
50052164	Vehicle Maintenance Aide with class A	12	IBEW790L	\$25.75	\$31.52									Hourly	12/13/2025
50052165	Vehicle Maintenance Aide with hazmat	12	IBEW790X	\$25.87	\$31.64									Hourly	12/13/2025
50154169	Vehicle Mechanic	12	IBEW858A	\$49.68										Hourly	12/13/2025
50154049	Vehicle Mechanic Apprentice with hazmat	48	IBEW851D	\$33.04	\$35.24	\$37.40	\$39.56	\$41.73	\$43.89	\$46.09	\$48.22			Hourly	12/13/2025
50052161	Vehicle Mechanic Apprentice with hazmat Closed Classification	48	IBEW866X	\$36.56	\$38.88	\$41.22	\$43.55	\$45.87	\$48.19	\$50.53	\$52.85			Hourly	12/13/2025
50052160	Vehicle Mechanic Closed Classification	12	IBEW874C	\$54.28										Hourly	12/13/2025
50168478	Vehicle Mechanic Welder	12	IBEW851I	\$51.97										Hourly	12/13/2025
50154213	Vehicle Mechanic Welder Apprentice with class A	48	IBEW851F	\$34.58	\$36.88	\$39.14	\$41.39	\$43.71	\$45.95	\$45.99	\$50.53			Hourly	12/13/2025
50125306	Vehicle Mechanic Welder Apprentice with class A Closed Classification	48	IBEW888A	\$37.95	\$40.37	\$42.87	\$45.37	\$47.87	\$50.33	\$52.81	\$55.27			Hourly	12/13/2025
50154214	Vehicle Mechanic Welder Apprentice with hazmat	48	IBEW851K	\$34.64	\$36.93	\$39.18	\$41.43	\$43.74	\$45.99	\$48.25	\$50.56			Hourly	12/13/2025
50125304	Vehicle Mechanic Welder Apprentice with hazmat Closed Classification	48	IBEW888B	\$37.99	\$40.42	\$42.92	\$45.40	\$47.88	\$50.37	\$52.85	\$55.31			Hourly	12/13/2025
50154218	Vehicle Mechanic Welder with class A	12	IBEW874A	\$53.12										Hourly	12/13/2025
50052166	Vehicle Mechanic Welder with class A Closed Classification	12	IBEW888G	\$58.10										Hourly	12/13/2025
50154219	Vehicle Mechanic Welder with hazmat	12	IBEW872H	\$53.24										Hourly	12/13/2025
50052167	Vehicle Mechanic Welder with hazmat Closed Classification	12	IBEW888X	\$58.22										Hourly	12/13/2025
50154225	Vehicle Mechanic with class A	12	IBEW858D	\$50.83										Hourly	12/13/2025
50052162	Vehicle Mechanic with class A Closed Classification	12	IBEW878A	\$55.42										Hourly	12/13/2025
50154240	Vehicle Mechanic with hazmat	12	IBEW858K	\$50.95										Hourly	12/13/2025
50052163	Vehicle Mechanic with hazmat Closed Classification	12	IBEW878X	\$55.55										Hourly	12/13/2025
50052168	Vehicle Parts Clerk	6	OSE0680B	\$32.43	\$33.22	\$34.05	\$34.92	\$35.81	\$36.65	\$37.60	\$38.54	\$39.47		Hourly	12/13/2025
50161540	Warehouse Operations Supervisor	12	PAS0062O	\$127,857.60									\$169,312.00	Annually	12/13/2025

N/ designates non-civil service jobs  
F designates non-journey nonrepresented flex jobs

Sacramento Municipal Utility District 2026 Special Pay Compensation Policy							
SPECIAL COMPENSATION CATEGORY	WAGE TYPE	ELIGIBLE EMPLOYEE GROUPS					EFFECTIVE DATE
		OSE	IBEW	PAS/MGMT	PSOA	CONF	
Special Assignment Pay	2nd Shift Differential Pay	\$ 2.88	\$ 3.89	*6%		4%	12/13/2025
Special Assignment Pay	3rd Shift Differential Pay	\$ 3.85	\$ 5.19	*8%		6%	12/13/2025
Special Assignment Pay	4th Shift Diff Pay - R.S.	\$ 4.81	\$ 5.19	*8%		8%	12/13/2025
Special Assignment Pay	PSOA 2nd Shift Differential Pay				8%		12/13/2025
Special Assignment Pay	Dbldm 4th Shift Diff	2X + \$4.81	2X + \$5.19	*2X + 8%	2X + 8%	0	12/13/2025
Special Assignment Pay	Instructor/Training Officer				8%		12/13/2025
Special Assignment Pay	Mutual Aid		2X				12/13/2025
Statutory Items	DT Incentive Erngs	2X	2X	*2X	2X		12/13/2025
Incentive Pay	Employer Paid Member Contributions	0.00%	0.00%	1.75%	0.00%	1.75%	12/13/2025
Statutory Items	FRC Cleaning Allowance	Up to \$1,550 / yr	Up to \$1,550 / yr	Up to \$1,550 / yr	Up to \$1,550 / yr		12/13/2025
Manual Adjustment Required to correct	LUMP SUM ADJ - PERS	**	**	**	**	**	12/13/2025
Statutory Items	Overtime Incentive Erngs	2X	2X	*1.5X	2X		12/13/2025
Statutory Items	PERS Uniform Allowance	Up to \$1,559 / yr	Up to \$2,078 / yr	Up to \$2,078 / yr			12/13/2025
Special Assignment Pay	Relief Shift Differential	\$ 4.81	\$ 5.19	*8%	8%	8%	12/13/2025
Special Assignment Pay	Sch Hol Wk Shft 2 Dif-PAS			*1.5X + 6%			12/13/2025
Special Assignment Pay	Sch Hol Wk Shft 3 Dif-PAS			*1.5X + 8%			12/13/2025
Special Assignment Pay	Sch Hol Wk Shft 4 Dif-PAS			*1.5X + 8%			12/13/2025
Statutory Items	Sch Holiday Dbl Time	2X	2X	*2X	2X		12/13/2025
Statutory Items	Sch Holiday Work	2X	2X	*1.5X	2X		12/13/2025
Statutory Items	Sch Holiday Worked - PAS			*1.5X			12/13/2025
Special Assignment Pay	Schd Hol DT Shft 2 Diff	2X + \$2.88	2X + \$3.89	*2X + 6%	2X + 8%		12/13/2025
Special Assignment Pay	Schd Hol DT Shft 3 Diff	2X + \$3.85	2X + \$5.19	*2X + 8%	2X + 8%		12/13/2025
Special Assignment Pay	Schd Hol DT Shft 4 Diff	2X + \$4.81	2X + \$5.19	*2X + 8%	2X + 8%		12/13/2025
Special Assignment Pay	Sched Hol Wrk Shft 2 Diff	2X + \$2.88	2X + \$3.89	*1.5X + 6%	2X + 8%		12/13/2025
Special Assignment Pay	Sched Hol Wrk Shft 3 Diff	2X + \$3.85	2X + \$5.19	*1.5X + 8%	2X + 8%		12/13/2025
Special Assignment Pay	Sched Hol Wrk Shft 4 Diff	2X + \$4.81	2X + \$5.19	*1.5X + 8%	2X + 8%		12/13/2025
Premium Pay	WOC DT Incentive	2X	2X		2X	2X	12/13/2025
Premium Pay	WOC Hol Special	2X	2X		2X	2X	12/13/2025
Premium Pay	WOC OT Incentive	2X	2X		2X	1.5X	12/13/2025
Premium Pay	WOC Reg	1X	1X		1X	1X	12/13/2025
Special Assignment Pay	Temporary Upgrade 2.5%	2.50%	2.50%	2.50%	2.50%	2.50%	12/13/2025
Special Assignment Pay	Temporary Upgrade 5%	5%	5%	5%	5%	5%	12/13/2025
Special Assignment Pay	Temporary Upgrade 7.5%	7.50%	7.50%	7.50%	7.50%	7.50%	12/13/2025
Special Assignment Pay	Temporary Upgrade 10%	10%	10%	10%	10%	10%	12/13/2025
Short Term Incentives - Exec	STI			11%			12/13/2025
Short Term Incentives - Dir	STI			6%			12/13/2025
Individual Performance Award	Pay for Performance Award			0 - 9%			12/13/2025
Incentive Pay	Off-Salary-Schedule Pay						12/13/2025

Labor Policy:  
Special compensation will be reported as pensionable compensation in accordance with CalPERS rules & regulations. The above table provides information related to special compensation items for employee groups. Represented employee special compensation may also be found in the applicable labor agreements. For unrepresented employees, this document shall be used to delineate special compensation items, including Special Assignment Pay and Statutory Items designated for employees working 12 hour work schedules and/or shift schedules within Security Operations, Energy Trading & Contracts and any other designated 24/7

\*applies to PAS employees in Energy Trading & Contracts working a shift schedule  
\*\*manual adjustment amount required to correct records varies depending upon situation



**RESOLUTION NO. \_\_\_\_\_**

**WHEREAS**, the Board of Directors currently delegates the authority to approve pay schedules and special compensation items to the Chief Executive Officer and General Manager; and

**WHEREAS**, the **California Public Employees' Retirement System (CalPERS)** adopted California Code of Regulations, Title 2, Sections 570.5 and 571(b), which require this Board to formally adopt pay schedules and special compensation items for purposes of calculating **CalPERS** retirement benefits; **NOW, THEREFORE**,

**BE IT RESOLVED BY THE BOARD OF DIRECTORS  
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

Adopt Sacramento Municipal Utility District's Pay Schedule and Special Compensation items for employees pursuant to California Code of Regulations, Title 2, Sections 570.5 and 571(b), substantially in the form of **Attachment \_\_\_\_** and **Attachment \_\_\_\_**.



SSS No. PSS 25-009

# BOARD AGENDA ITEM

## STAFFING SUMMARY SHEET

Committee Meeting & Date  
Finance & Audit – 12/09/25  
Board Meeting Date  
December 11, 2025

TO				TO						
1.	Matthew Powell			6.						
2.	Scott Martin			7.						
3.	Lora Anguay			8.						
4.	Jose Bodipo-Memba			9.	<b>Legal</b>					
5.				10.	<b>CEO &amp; General Manager</b>					
<b>Consent Calendar</b>		<input checked="" type="checkbox"/>	<b>Yes</b>	<b>No</b> <i>If no, schedule a dry run presentation.</i>		<b>Budgeted</b>	<input checked="" type="checkbox"/>	<b>Yes</b>	<b>No</b> <i>(If no, explain in Cost/Budgeted section.)</i>	
FROM (IPR) Matthew Powell				DEPARTMENT People Services & Strategies				MAIL STOP B251	EXT. 5371	DATE SENT 11/14/25

**NARRATIVE:**

**Requested Action:** Approve Side Letter Agreements (SLAs) between SMUD and the Public Safety Officers' Association (PSOA) for the California Public Employees' Retirement System (CalPERS) reporting of their holiday pay as required by the Fair Labor Standards Act (FLSA) and documenting the monetary value for the maintenance of required clothing.

**Summary:** SMUD staff is seeking Board approval to fulfill a CalPERS requirement that the Board publicly approve retroactive language for the PSOA 2019-2023 Memorandum of Understanding (MOU) for holiday pay, to ensure compliance with CalPERS Government Code section 20636, and California Code of Regulations (CCR), Title 2, Section 571(b)(1).

SMUD staff is also seeking Board approval to fulfill a CalPERS requirement that the Board publicly approve language for the PSOA 2023-2026 Memorandum of Understanding (MOU) for uniform allowance, to ensure compliance with CalPERS Government Code section 20636, and 2 CCR § 571(b)(1).

**Board Policy:** *(Number & Title)* Governance Process GP-3, Board Job Description, j) Take such other action as may be required by law.; Strategic Direction SD-8, Employee Relations

**Benefits:** Ensure regulatory and reporting compliance with government code for PSOA benefits.

**Cost/Budgeted:** The associated costs are factored into the bi-weekly payroll contributions for retirement / pension purposes.

**Alternatives:** If not approved, this could jeopardize the employee's final pension calculations and non-compliance with CalPERS requirements / Public Employees Retirement Law.

**Affected Parties:** Public Safety Officers' Association (PSOA) and SMUD

**Coordination:** Executive Office, People Services & Strategies, Employee Relations, Legal, and CalPERS

**Presenter:** Matthew Powell, Interim Director, People Services & Strategies

**Additional Links:**

SUBJECT

**Public Safety Officers' Association (PSOA) Side Letter Agreements**

ITEM NO. (FOR LEGAL USE ONLY)

**6**

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.



December 1, 2025  
LR 25-029

Shaun Du Fosee, Labor Consultant for PSOA  
Mastagni Holstedt  
1912 I Street  
Sacramento, CA 95811

Roy Todd, PSOA  
6100 Folsom Blvd., Mailstop K111  
Sacramento, CA 95819

**Subject: CalPERS: Holiday Pay**

The purpose of this side letter is to formalize the agreement between Sacramento Municipal Utility District (SMUD) and the SMUD Public Safety Officers' Association ("PSOA") to retroactively modify Article 7, Holidays, Section 2 (B), Regular Holiday Pay, in the 2019 – 2022 Memorandum of Understanding ("MOU") between the parties. All other terms and conditions of the MOU shall remain in full force and effect.

CalPERS issued a determination regarding the compliance of Holiday Pay, which is subject Government Code Sections 20636, and California Code of Regulations Section (CCR) 571(b).

The 2019-2022 MOU between SMUD and PSOA was unintentionally silent on positions that are required to work without regard to a holiday. In the subsequent 2023-2026 MOU, the intended language for Holiday Pay was corrected to codify existing practice. This side letter clarifies that the intended language also applies to 2019-2022 MOU (effective January 1, 2019- December 31, 2022), to align with the current 2023-2026 MOU language regarding Holiday Pay.

Original 2019-2022 Language

**Public Safety Officers' Associate (PSOA) MOU: *Article 7- Holidays***

**2. HOLIDAY PAY**

**B. Regular Holiday Pay**

1) When a holiday falls on an employee's regularly scheduled workday, the employee will be given the day off and will be compensated for the number of hours the

employee is regularly scheduled to work on that day. When a holiday is observed on an employee's regular day off, the employee is credited with 8 hours of personal leave.

Updated/Revised Language Applicable to the 2019-2022 MOU (currently reflected in the 2023-2026 MOU)

**Public Safety Officers' Associate (PSOA) MOU: Article 7- Holidays**

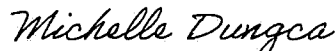
**2. HOLIDAY PAY**

**B. Regular Holiday Pay**

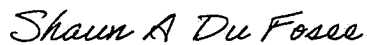
- 1) When a holiday falls on an employee's regularly scheduled workday, the employee will be compensated for the number of hours the employee works on that day.
- 2) Employees who work on a holiday shall be paid at the double-time rate of pay for the hours worked in addition to holiday pay as specified below.
- 3) When a holiday is observed on an employee's regular day off, the employee is credited with 8 hours of personal leave

Compensation will be reported in conformance with the Public Employees' Retirement Law, enabling regulations, and CalPERS' administrative interpretations and guidance. No compensation is included for pension purposes unless affirmatively permitted by CalPERS and applicable law.


If the above language reflects your understanding of our agreement, please sign in the space provided below.



Michelle Dungca, *Principal Labor Relations Analyst*



Shaun Du Fosse, *Labor Consultant PSOA*

  
Roy Todd, *PSOA President*



December 1, 2025  
LR 25-026

Shaun Du Fosee, Labor Consultant for PSOA  
Mastagni Holstedt  
1912 I Street  
Sacramento, CA 95811

Roy Todd, PSOA  
6100 Folsom Blvd., Mailstop K111  
Sacramento, CA 95819

**Subject: CalPERS: Uniform Allowance**

The purpose of this side letter is to formalize the agreement between Sacramento Municipal Utility District (SMUD) and the SMUD Public Safety Officers' Association ("PSOA") to modify Article 19, Miscellaneous, Section 1, Uniforms and Work Clothing, in the 2023 – 2026 Memorandum of Understanding ("MOU") between the parties. All other terms and conditions of the existing MOU, including under Article 19, Section 1, shall remain in full force and effect.

CalPERS issued a determination regarding the compliance of Uniform Allowance, which is subject to Government Code Sections 20636, and California Code of Regulations (CCR), Title 2, Section 571(b)(1)(F).

Currently, the PSOA MOU between SMUD and PSOA references another document for uniforms and work clothing. CCR § 571(b)(1)(F) states that one of the requirements of special compensation is that it "Does not reference another document in lieu of disclosing the item of special compensation".

This side letter intends to clarify the language in the MOU, to include uniforms and maintenance.

Current Language

**Public Safety Officers' Associate (PSOA) MOU: *Article 19- Miscellaneous***

**1. UNIFORMS AND WORK CLOTHING**

Uniforms and work clothing shall be issued in accordance with SOAP 005.

Updated/Revised Language

**Public Safety Officers' Associate (PSOA) MOU: Article 19- Miscellaneous**

**1. UNIFORMS AND WORK CLOTHING**

SMUD will be the sole authority for determining the type of uniform and equipment to be purchased and utilized. SMUD will purchase and provide maintenance services for the uniforms through a third-party vendor. Each member of the Uniformed Security Operations Force will be measured and fitted by the uniform supplier for the uniform issuance.

The laundry and maintenance of the uniform will be up to \$554.05 each fiscal year based on the cost of maintaining and laundering of the uniform. The value of the uniform provided is reported to CalPERS as compensation subject to retirement contributions for employees in classic retirement tiers (not PEPRA). Individual articles of the uniform are replaced as needed.

Compensation will be reported in conformance with the Public Employees' Retirement Law, enabling regulations, and CalPERS' administrative interpretations and guidance. No compensation is included for pension purposes unless affirmatively permitted by CalPERS and applicable law.

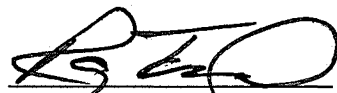
If the above language reflects your understanding of our agreement, please sign in the space provided below.

Michelle Dungca

Michelle Dungca, Principal Labor Relations Analyst

Shaun A Du Fosse

Shaun Du Fosse, Labor Consultant PSOA



Roy Todd, PSOA President



**RESOLUTION NO. \_\_\_\_\_**

**WHEREAS**, the **California Public Employees' Retirement System (CalPERS)** requires Board approval of the terms by which the Sacramento Municipal Utility District (SMUD) recognizes holiday pay and documents the monetary value for the maintenance of required clothing so that the amounts SMUD has reported in the past (and going forward) will continue to be treated by **CalPERS** as special compensation, as appropriate; and

**WHEREAS**, items of special compensation are added or included to a retiree's pension benefit calculations; and

**WHEREAS**, SMUD has been reporting holiday pay and the monetary value for the maintenance of required clothing as special compensation; and

**WHEREAS**, it is anticipated that **CalPERS** will resolve its concerns with SMUD related to these reported items if the procedures that require SMUD's Board to approve the terms of the holiday pay and monetary value for the maintenance of required clothing are met; **NOW, THEREFORE**,

**BE IT RESOLVED BY THE BOARD OF DIRECTORS  
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

That this Board approves the side letter agreements between SMUD and the **Public Safety Officers' Association (PSOA)** related to the terms by which SMUD recognizes holiday pay and documenting the monetary value for the maintenance of



**DRAFT**

required clothing in substantially similar form as set forth in **Attachment \_\_\_\_** and  
**Attachment \_\_\_\_**.

Dated: December 11, 2025

BY:

---

Gregg Fishman  
President of the  
SMUD Board of Directors



SSS No. ET&amp;C 25-050

# BOARD AGENDA ITEM

## STAFFING SUMMARY SHEET

Committee Meeting & Date  
Finance & Audit – 12/09/25  
Board Meeting Date  
December 11, 2025

TO				TO					
1.	Ryan McManus			6.	Scott Martin				
2.	Jennifer Restivo			7.	Lora Anguay				
3.	Suresh Kotha			8.	Jose Bodipo-Memba				
4.	Brandy Bolden			9.	Legal				
5.	Frankie McDermott			10.	CEO & General Manager				
Consent Calendar	X	Yes	No	If no, schedule a dry run presentation.	Budgeted	X	Yes	No	If no, explain in Cost/Budgeted section.)
FROM (IPR) Chad Adair				DEPARTMENT Energy Trading & Contracts		MAIL STOP A404		EXT. 6151	DATE SENT 11/14/25
<b>NARRATIVE:</b>									
<p><b>Requested Action:</b> Authorize the Chief Executive Officer and General Manager, or his designee, to execute, substantially in form attached, Firm Storage Service (FSS) schedules with Central Valley Gas Storage, LLC, for:</p> <ul style="list-style-type: none"> <li>a. 1 Bcf of natural gas storage service for the period April 1, 2026, through March 31, 2031; and</li> <li>b. Natural gas injection service for the period March 1, 2026, through April 1, 2026.</li> </ul> <p><b>Summary:</b> SMUD has a contract for 1 billion cubic feet (Bcf) of storage inventory with a storage provider in Northern California that expires on March 31, 2026. A Request for Proposals (RFP) was issued to replace this contract upon expiration, and SMUD received offers from three storage providers. Central Valley Gas Storage, LLC, provided traditional bids and was the successful bidder for a five-year term. This new 1 Bcf transaction will maintain SMUD's storage capacity of 3 Bcf of inventory with injection rates of 10,000 Dth per day and withdrawal rates of 20,000 Dth per day. Reservation charge will be \$3.72 million per year. Variable charges are expected to average \$45,000/year. The contract term will run from April 1, 2026, through March 31, 2031. The increased cost is due to high volatility in natural gas and high demand for contracting across the entire state of California. This transaction will represent half of our total natural gas storage services and ensure the ability to provide reliability and flexibility during summer peaks and winter weather events and potential arbitrage opportunities.</p> <p>Included in this contract is the ability for early injection that will allow SMUD to begin injecting gas into the Central Valley Gas Storage facility as early as March 1, 2026. This will give Gas Trading the flexibility to move gas from our existing expiring contract into the new agreement.</p> <p><b>Board Policy:</b> Strategic Direction SD-4, Reliability – natural gas storage supports peak load deliverability and provides protection against a failure of a transport path.; Strategic Direction SD-2, Competitive Rates – natural gas storage provides opportunities to reduce the overall cost of gas to SMUD through price arbitrage. (Number &amp; Title)</p> <p><b>Benefits:</b> SMUD benefits by providing reliability, operational flexibility and helps maintain stable commodity costs.</p> <p><b>Cost/Budgeted:</b> Purchase of gas storage under the new agreement beginning April 1, 2026, has been included in the Commodity Budget forecast.</p> <p><b>Alternatives:</b> The alternative is to pursue more expensive gas storage; do not obtain storage.</p> <p><b>Affected Parties:</b> SMUD and Central Valley Gas Storage, LLC</p> <p><b>Coordination:</b> Energy Trading &amp; Contracts, Risk, Treasury, Resource Planning and Legal</p> <p><b>Presenter:</b> Jon Olson, Director, Energy Trading &amp; Contracts</p>									

<b>Additional Links:</b>
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SUBJECT	<b>Contract for Natural Gas Storage and Injection Services</b>	ITEM NO. (FOR LEGAL USE ONLY) <b>7</b>
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ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

## APPENDIX FSS

## FIRM STORAGE SERVICE

Appendix to CVGS/Sacramento Municipal Utility District Storage Services Agreement dated 10/23/2017.

Transaction # **CV-SMD-FS-1002**

Central Valley Gas Storage, LLC (CVGS) and Sacramento Municipal Utility District (Customer) hereby adopt Service Schedule FSS, along with the previously executed Storage Services Agreement, and CVGS's Tariff, including its General Terms and Conditions and Transaction Management Procedures, and agree to the additional provisions contained in this Appendix FSS dated 11/17/2025:

Transaction Start Date:	<b>4/1/2026</b>	Transaction End Date:	<b>3/31/2031</b>
Injection Rights Start Date:	<b>4/1/2026</b>	Injection Rights End Date:	<b>3/31/2031</b>
Withdrawal Rights Start Date:	<b>4/1/2026</b>	Withdrawal Rights End Date:	<b>3/31/2031</b>
Firm Inventory Capacity/MSQ:	<b>1,000,000</b>	Dekatherms	
Minimum Storage Quantity/MinSQ:	-	Dekatherms	
Maximum Daily Quantity/MDQ:		Dekatherms	
Firm MDIQ: Inventory less than or equal to 100% of MSQ	<b>10,152</b>	Dekatherms/Day	
Inventory more than ___% and less than or equal to ___% of MSQ	-	Dekatherms/Day	
Inventory greater than ___% OF MSQ	-	Dekatherms/Day	
Firm MDWQ: Inventory greater than ___% of MSQ	-	Dekatherms/Day	
Inventory more than ___% and less than or equal to ___% of MSQ	-	Dekatherms/Day	
Inventory less than or equal to 100% of MSQ	<b>20,000</b>	Dekatherms/Day	
Point of Receipt:	<b>CVGS/PG&amp;E Citygate</b>	Point of Delivery:	<b>CVGS/PG&amp;E Citygate</b>
Inventory Demand Rate		per Dekatherm per month	
Injection Demand Rate	<b>N/A</b>	per Dekatherm per month	
Withdrawal Demand Rate	<b>N/A</b>	per Dekatherm per month	
Injection Commodity Rate	<b>N/A</b>	per Dekatherm Injected	
Withdrawal Commodity Rate	<b>N/A</b>	per Dekatherm Withdrawn	
Inventory Transfer Fee	<b>\$0.00000000</b>	per Dekatherm Transferred	
Authorized Overrun Rate	<b>To be negotiated - as applicable</b>		
Fuel Charge		Retention per Dekatherm Injected	
Other Charges:			

The parties agree that by affixing their signatures hereto that this Appendix FSS is final and binding in accordance with Article 2 of Service Schedule FSS.

This Appendix FSS shall at all times be subject to changes or modifications by the California Public Utilities Commission as said Commission may direct, from time to time, in the exercise of its jurisdiction.

**Sacramento Municipal Utility District**

**Central Valley Gas Storage, LLC**

PER: \_\_\_\_\_

PER: \_\_\_\_\_

NAME: \_\_\_\_\_

NAME: Sam B. Wallace

TITLE: \_\_\_\_\_

TITLE: Chief Commercial Officer

## APPENDIX FSS

## FIRM STORAGE SERVICE

Appendix to CVGS/Sacramento Municipal Utility District Storage Services Agreement dated 10/23/2017.

Transaction # **CV-SMD-FS-1001**

Central Valley Gas Storage, LLC (CVGS) and Sacramento Municipal Utility District (Customer) hereby adopt Service Schedule FSS, along with the previously executed Storage Services Agreement, and CVGS's Tariff, including its General Terms and Conditions and Transaction Management Procedures, and agree to the additional provisions contained in this Appendix FSS dated 11/17/2025:

Transaction Start Date:	<b>3/1/2026</b>	Transaction End Date:	<b>4/1/2026</b>
Injection Rights Start Date:	<b>3/1/2026</b>	Injection Rights End Date:	<b>4/1/2026</b>
Withdrawal Rights Start Date:	<b>3/1/2026</b>	Withdrawal Rights End Date:	<b>4/1/2026</b>
Firm Inventory Capacity/MSQ:	<b>232,500</b>		Dekatherms
Minimum Storage Quantity/MinSQ:	-		Dekatherms
Maximum Daily Quantity/MDQ:			Dekatherms
Firm MDIQ: Inventory less than or equal to 100% of MSQ	<b>7,614</b>		Dekatherms/Day
Inventory more than ___% and less than or equal to ___% of MSQ	-		Dekatherms/Day
Inventory greater than ___% OF MSQ	-		Dekatherms/Day
Firm MDWQ: Inventory greater than ___% of MSQ	<b>0</b>		Dekatherms/Day
Inventory more than ___% and less than or equal to ___% of MSQ	-		Dekatherms/Day
Inventory less than or equal to 100% of MSQ	-		Dekatherms/Day
Point of Receipt:	<b>CVGS/PG&amp;E Citygate</b>	Point of Delivery:	<b>CVGS/PG&amp;E Citygate</b>
Inventory Demand Rate			per Dekatherm per month
Injection Demand Rate	<b>N/A</b>		per Dekatherm per month
Withdrawal Demand Rate	<b>N/A</b>		per Dekatherm per month
Injection Commodity Rate	<b>N/A</b>		per Dekatherm Injected
Withdrawal Commodity Rate	<b>N/A</b>		per Dekatherm Withdrawn
Inventory Transfer Fee	<b>\$0.00000000</b>		per Dekatherm Transferred
Authorized Overrun Rate	<b>To be negotiated - as applicable</b>		
Fuel Charge			Retention per Dekatherm Injected
Other Charges: Note: All volumes will be transferred to new contract CV-SMD-FS-1002 on April 1, 2026 at no charge.			

The parties agree that by affixing their signatures hereto that this Appendix FSS is final and binding in accordance with Article 2 of Service Schedule FSS.

This Appendix FSS shall at all times be subject to changes or modifications by the California Public Utilities Commission as said Commission may direct, from time to time, in the exercise of its jurisdiction.

**Sacramento Municipal Utility District**

**Central Valley Gas Storage, LLC**

PER: \_\_\_\_\_

PER: \_\_\_\_\_

NAME: \_\_\_\_\_

NAME: \_\_\_\_\_

TITLE: \_\_\_\_\_

TITLE: \_\_\_\_\_

**RESOLUTION NO. \_\_\_\_\_**

**WHEREAS**, SMUD has an agreement for 1 billion cubic feet (Bcf) of storage inventory with a storage provider in Northern California that expires on March 31, 2026; and

**WHEREAS**, a Request for Proposals (RFP) was issued to replace this agreement upon its expiration; and

**WHEREAS**, **Central Valley Gas Storage, LLC (Central Valley)** provided traditional bids in response to the RFP and was the successful bidder for a five-year term; and

**WHEREAS**, the new transaction with **Central Valley** will maintain SMUD's storage capacity of 3 Bcf of inventory with injection rates of 10,000 Dekatherm (Dth) per day and withdrawal rates of 20,000 Dth/day; and

**WHEREAS**, reservation charges are \$3.72 million per year and variable costs are expected to average \$45,000 per year; and

**WHEREAS**, the increased costs are due to high volatility in natural gas and high demand for contracting across the entire state of California; and

**WHEREAS**, this transaction will represent half of SMUD's total natural gas storage services and ensure the ability to provide reliability and flexibility during summer peaks and winter weather events and potential arbitrage opportunities; and

**WHEREAS**, included in this contract are early injection service that will allow SMUD to begin injecting gas into the **Central Valley** facility as early as March 1, 2026; and

**WHEREAS**, the early injection service will allow SMUD the flexibility to move gas from the existing expiring contract into the new agreement; **NOW, THEREFORE**,

**BE IT RESOLVED BY THE BOARD OF DIRECTORS  
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

**Section 1.** This Board authorizes the Chief Executive Officer and General Manager, or his designee, to execute, substantially in the form of **Attachment \_\_\_\_**, a Firm Storage Service (FSS) schedule with **Central Valley Gas Storage, LLC (Central Valley)** for 1 Bcf of natural gas storage service for the period April 1, 2026, through March 31, 2031.

**Section 2.** This Board further authorizes the Chief Executive Officer and General Manager, or his designee, to execute, substantially in the form of **Attachment \_\_\_\_**, an FSS schedule with **Central Valley** for natural gas injection service for the period March 1, 2026, through April 1, 2026.

**Section 3.** The Chief Executive Officer and General Manager, or his designee, is authorized to make future changes to the terms and conditions of the contract that, in his prudent judgment: (a) further the primary purpose of the contract; (b) are intended to provide a net benefit to SMUD; and (c) do not exceed the authorized contract amounts and applicable contingencies.





# BOARD AGENDA ITEM

## STAFFING SUMMARY SHEET

Committee Meeting & Date  
Finance & Audit - 12/09/25

Board Meeting Date  
December 11, 2025

TO					TO				
1.	Casey Fallon				6.				
2.	Josh Langdon				7.				
3.	Lora Anguay				8.				
4.	Jose Bodipo-Memba				9.	<b>Legal</b>			
5.	Scott Martin				10.	<b>CEO &amp; General Manager</b>			
<b>Consent Calendar</b>	<input checked="" type="checkbox"/>	<b>Yes</b>	<b>No</b> <i>If no, schedule a dry run presentation.</i>		<b>Budgeted</b>	<input checked="" type="checkbox"/>	<b>Yes</b>	<b>No</b> <i>(If no, explain in Cost/Budgeted section.)</i>	
FROM (IPR) Daniel Manfredi			DEPARTMENT Procurement			MAIL STOP EA404		EXT. 6283	DATE SENT 11/21/25

**NARRATIVE:**

**Requested Action:** Authorize the Chief Executive Officer and General Manager, or his designee, to negotiate and award contracts to Acuren Inspection, Inc.; Alisto, Inc.; Kleinfelder, Inc.; and Prime EPC (collectively, the “Contracts”) to provide gas pipeline owners engineering services for a five-year period from January 2, 2026, to January 2, 2031, for a total aggregate not-to-exceed amount of \$5 million across the Contracts.

**Summary:** Request for Proposals Doc5245423100 (RFP) was issued in July 2025 to solicit qualified firms to provide Gas Pipeline Owners Engineering Services to support Power Generation projects. A majority of SMUD's available power generation relies on high-pressure gas transmission pipelines. Any errors or vulnerabilities could pose safety and/or reliability concerns, depending on the location of the issue. Therefore, it is imperative that the gas pipelines be maintained and constantly inspected.

The solicitation was issued with a provision to award multiple contracts for a five-year period. Individual Task Orders will be issued on an as-needed basis. The Task Orders under the Contracts are yet to be defined but are known to require services such as detailed studies which could include transmission pipeline, metering and regulation, valve station design, engineering consultation, and 49 CFR Part 192 program compliance and audits.

**Recommendation:** Award to the Highest Evaluated Responsive Proposers: Acuren Inspection, Inc.; Alisto, Inc.; Kleinfelder, Inc.; and Prime EPC

Proposers Notified by Procurement: 41

Proposers Downloaded: 8

Pre-Proposal Conference Attendance: 10

Proposals Received: 4

Responsive Proposals Received	P/F	10 Points SEED	60 Points Technical	30 Points Pricing	Total Score	Over all Rank	Proposal Amount	Evaluated Proposal Amount	Proposed Award Amount
Alisto Inc.	P	10	41.25	30.00	81.25	1	\$1,094,000	\$1,039,300	NTE \$5,000,000, Aggregate of all Task Orders
Kleinfelder, Inc.	P	10	47.50	21.37	78.87	2	\$1,513,982	\$1,459,282	
Prime EPC	P	-	41.50	24.10	65.60	3	\$1,293,900	\$1,293,000	
Acuren Inspection , Inc.	P	-	42.00	17.82	59.82	4	\$1,749,900	\$1,749,900	

**Comments:** The contracts include non-standard SMUD contract terms. SMUD staff, including Risk and Legal, are still negotiating the non-standard terms.

Supplier Diversity Program:

Alisto, Inc. and Kleinfelder, Inc. committed 20% Supplier Education & Economic Development (SEED) subcontracting participation for the duration of the contracts. Prime EPC has recently been approved as a SEED prime vendor but was not registered at the time of bidding.

**Board Policy:** Board-Staff Linkage BL-8, Delegation to the CEO with Respect to Procurement; Strategic Direction SD-7, Environmental Leadership; Strategic Direction SD-10, Innovation; Strategic Direction SD-13, Economic Development  
(Number & Title)

**Benefits:** The Contracts will provide gas pipeline engineering services to help maintain the stability and integrity of SMUD s gas pipeline assets and operations. SMUD Procurement achieved approximately \$201,625 in cost savings through a best and final negotiation.

**Cost/Budgeted:** \$5,000,000 Budgeted for 2026-2031 by Power Generation

**Alternatives:** Alternative 1) Break up the scope of services and solicit contracts for the individual categories of service. This option would require additional SMUD resources to manage the contracts. Alternative 2) SMUD could hire internally specialized engineering resources to perform the work in-house. Due to current staffing shortages nationwide, this option would likely not materialize in the time and effort needed to on board internal resources.

**Affected Parties:** Power Generation, Supply Chain Services, and Contractor

**Coordination:** Power Generation, Supply Chain Services, Risk, and Legal

**Presenter:** Josh Langdon, Director, Power Generation

**Additional Links:**

SUBJECT

**Contract Award for Gas Pipeline Owners Engineering Services**

ITEM NO. (FOR LEGAL USE ONLY)

**8**

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

**RESOLUTION NO. \_\_\_\_\_**

**WHEREAS**, on July 2025 SMUD issued Request for Proposals No. Doc5245423100 (RFP) to solicit qualified firms to provide gas pipeline owners engineering services; and

**WHEREAS**, four proposals submitted in response to the RFP were evaluated; **NOW, THEREFORE**,

**BE IT RESOLVED BY THE BOARD OF DIRECTORS  
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

**Section 1.** As a result of such examination, **Acuren Inspection, Inc.**; **Alisto, Inc.**; **Kleinfelder, Inc.**; and **Prime EPC**, are hereby determined and declared to the highest evaluated responsive proposers to provide gas pipeline owners engineering services.

**Section 2.** The Chief Executive Officer and General Manager, or his designee, is authorized, on behalf of SMUD, to negotiate and award contracts to the highest evaluated responsive proposers, **Acuren Inspection, Inc.**; **Alisto, Inc.**; **Kleinfelder, Inc.**; and **Prime EPC** (collectively, the **Contracts**), to provide gas pipeline owners engineering services for a five-year period from January 2, 2026, to January 2, 2031, for a total aggregate not-to-exceed amount of \$5,000,000 across the **Contracts**.

**Section 3.** The Chief Executive Officer and General Manager, or his designee, is authorized to make future changes to the terms and conditions of the **Contracts** that, in his prudent judgment: (a) further the primary purpose of the **Contracts**; (b) is intended to provide a net benefit to SMUD; and (c) does not exceed the authorized contract amount and applicable contingencies.



SSS No. SCS 25-291

# BOARD AGENDA ITEM

## STAFFING SUMMARY SHEET

Committee Meeting & Date  
Finance & Audit – 12/09/25

Board Meeting Date  
December 11, 2025

TO				TO				
1.	Casey Fallon			6.	Jose Bodipo-Memba			
2.	Emily Bacchini			7.				
3.	Frankie McDermott			8.				
4.	Scott Martin			9.	<b>Legal</b>			
5.	Lora Anguay			10.	<b>CEO &amp; General Manager</b>			
<b>Consent Calendar</b>	<input checked="" type="checkbox"/>	<b>Yes</b>	<input type="checkbox"/>	<b>No</b> <i>If no, schedule a dry run presentation.</i>	<b>Budgeted</b>	<input checked="" type="checkbox"/>	<b>Yes</b>	
FROM (IPR) Doug Moore				DEPARTMENT Procurement		MAIL STOP EA404	EXT. 7069	DATE SENT 11/13/25

**NARRATIVE:**

**Requested Action:** Approve an increase to the aggregate contract not-to-exceed amount for Environmental Compliance and Program Development Services for Contract No. 4600001299 with AECOM Technical Services, Inc., Contract No. 4600001309 with Kleinfelder, Inc., and Contract No. 4600001315 with Brown and Caldwell (collectively, the “Contracts”) by \$2.2 million, from \$8.8 million to \$11 million, across the three Contracts.

**Summary:** The Contracts were originally awarded via Resolution No. 19-07-02, adopted on July 18, 2019, to AECOM Technical Services, Inc., Brown and Caldwell, and Kleinfelder, Inc. for Environmental Compliance and Program Development Services for the period from September 16, 2019, to August 18, 2022, with an optional two-year extension for a total not-to-exceed (“NTE”) aggregate amount of \$8 million. This Contract Change requests approval to increase the total NTE aggregate amount from \$8.8 million to \$11 million to allow the contractors to provide SMUD uninterrupted services, enabling ongoing and upcoming projects to proceed without delay while SMUD develops a Request for Proposals (RFP) and awards replacement contracts by July of 2026. The additional funding is necessary to ensure that SMUD can sustain our environmental initiatives and meet regulatory standards effectively as demand for environmental expertise and the critical importance of environmental compliance increases in all aspects of SMUD’s operations.

The following is a summary of contract changes to date.

Contract Actions	Amount	Cumulative Total (NTE)	Description
Original Contracts	\$6,000,000	\$6,000,000	<ul style="list-style-type: none"> <li>4600001299 AECOM</li> <li>4600001315 Brown and Caldwell</li> <li>4600001309 Kleinfelder</li> </ul>
Contract Change	\$0	\$6,000,000	Extended expiration <ul style="list-style-type: none"> <li>4600001299 CC1 AECOM</li> <li>4600001309 CC1 Kleinfelder</li> <li>Extend expiration and increase rates</li> <li>4600001315 CC1 Brown and Caldwell</li> </ul>
Contract Change	\$0	\$6,000,000	Added subcontractor(s) <ul style="list-style-type: none"> <li>4600001299 CC2 AECOM</li> <li>4600001309 CC2 Kleinfelder</li> </ul>
Contract Change	Increase \$2,000,000	\$8,000,000	Administrative CC to add Board-approved funding up to \$8M for option years <ul style="list-style-type: none"> <li>4600001299 CC3 AECOM</li> <li>4600001315 CC2 Brown and Caldwell</li> <li>4600001309 CC3 Kleinfelder</li> </ul>

Contract Change	\$0	\$8,000,000	Extended Expiration <ul style="list-style-type: none"> <li>• 4600001299 CC4 AECOM</li> <li>• 4600001315 CC3 Brown and Caldwell</li> <li>• 4600001309 CC4 Kleinfelder</li> </ul>
GM Contingency Contract Change	Increase \$800,000	\$8,800,000	Increase total aggregate NTE amount by GM Contingency, and increase unit rates <ul style="list-style-type: none"> <li>• 4600001299 CC5 AECOM</li> <li>• 4600001315 CC4 Brown and Caldwell</li> <li>• 4600001309 CC5 Kleinfelder</li> </ul>
Pending Board Action	Increase \$2,200,000	\$11,000,000	Increase total aggregate NTE amount <ul style="list-style-type: none"> <li>• 4600001299 AECOM</li> <li>• 4600001315 Brown and Caldwell</li> <li>• 4600001309 Kleinfelder</li> </ul>

**Board Policy:** Board-Staff Linkage BL-8, Delegation to the CEO with Respect to Procurement; Strategic Direction SD-4, Reliability; Strategic Direction SD-6, Safety Leadership  
*(Number & Title)*

**Benefits:** The ability to sustain our environmental initiatives and meet regulatory standards effectively.

**Cost/Budgeted:** \$11,000,000; Budgeted for 2019-2026 by Safety, Environmental & Real Estate Services

**Alternatives:** Do not approve contract change and resume Environmental efforts once SMUD completes the current RFP (est. July 2026). This would impact SMUD's ability to sustain our environmental initiatives and meet regulatory standards effectively.

**Affected Parties:** Environmental, Health & Safety Services, Supply Chain Services, and Contractors

**Coordination:** Environmental, Health & Safety Services, Supply Chain Services, and Legal

**Presenter:** Emily Bacchini, Interim Director, Safety, Environmental & Real Estate Services

**Additional Links:**

SUBJECT

**Contract Change for Environmental Compliance  
and Program Development Services**

ITEM NO. (FOR LEGAL USE ONLY)

**9**

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

**RESOLUTION NO. \_\_\_\_\_**

**WHEREAS**, by Resolution No. 19-07-02, adopted on July 18, 2019, this Board awarded Contract No. 4600001299 to **AECOM Technical Services, Inc. (AECOM Contract)**, Contract No. 4600001309 to **Kleinfelder, Inc. (Kleinfelder Contract)**, and Contract No. 4600001315 to **Brown and Caldwell (B&C Contract)** (collectively, the **Contracts**) for provision of environmental compliance and program development services for a three-year period from September 16, 2019, to August 18, 2022, for a total aggregate amount of \$6,000,000, with two optional one-year extensions for each contract, for a total not-to-exceed aggregate amount of \$8,000,000; and

**WHEREAS**, Contract Change 1 to the **AECOM Contract** and **Kleinfelder Contract** extended the expiration date; and

**WHEREAS**, Contract Change 1 to the **B&C Contract** extended the expiration date and increased rates; and

**WHEREAS**, Contract Change 2 to the **AECOM Contract** and **Kleinfelder Contract** added subcontractors; and

**WHEREAS**, Contract Change 2 to the **B&C Contract** and Contract Change 3 to the **AECOM Contract** and **Kleinfelder Contract** exercised Board-approved option funding; and

**WHEREAS**, Contract Change 3 to the **B&C Contract** and Contract Change 4 to the **AECOM Contract** and **Kleinfelder Contract** extended the expiration date; and

**WHEREAS**, Contract Change 4 to the **B&C Contract** and Contract Change 5 to the **AECOM Contract** and **Kleinfelder Contract** exercised the allowable contingency and increased unit rates; and



**WHEREAS**, a solicitation for new contracts is currently underway with contract award planned for July 2026; and

**WHEREAS**, increasing the total aggregate amount for the **Contracts** will allow SMUD to continue forward without jeopardizing environmental initiatives and to effectively meet regulatory standards until new contracts are in place; **NOW**, **THEREFORE**,

**BE IT RESOLVED BY THE BOARD OF DIRECTORS  
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

**Section 1.** That this Board hereby authorizes the Chief Executive Officer and General Manager, or his designee, to increase the aggregate contract not-to-exceed amount for environmental compliance and program development services for Contract No. 4600001299 to **AECOM Technical Services, Inc.**, Contract No. 4600001309 to **Kleinfelder, Inc.**, and Contract No. 4600001315 to **Brown and Caldwell** (collectively, the **Contracts**) by \$2,200,000, from \$8,800,000 to \$11,000,000, across the three **Contracts**.

**Section 2.** The Chief Executive Officer and General Manager, or his designee, is authorized to make future changes to the terms and conditions of the **Contracts** that, in his prudent judgment: (a) further the primary purpose of the **Contracts**; (b) are intended to provide a net benefit to SMUD; and (c) do not exceed the authorized contract amounts and applicable contingencies.



SSS No. E,S,RES 25-05

# BOARD AGENDA ITEM

## STAFFING SUMMARY SHEET

Committee Meeting &amp; Date

Policy – 12/10/25

Board Meeting Date

December 11, 2025

TO					TO				
1.	Claire Rogers				6.				
2.	Frankie McDermott				7.				
3.	Suresh Kotha				8.				
4.	Brandy Bolden				9.	<b>Legal</b>			
5.	Farres Everly				10.	<b>CEO &amp; General Manager</b>			

<b>Consent Calendar</b>	<input checked="" type="checkbox"/>	<b>Yes</b>	<input type="checkbox"/>	<b>No</b> <i>If no, schedule a dry run presentation.</i>	<b>Budgeted</b>	<input checked="" type="checkbox"/>	<b>Yes</b>	<input type="checkbox"/>	<b>No</b> <i>(If no, explain in Cost/Budgeted section.)</i>
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FROM (IPR)	DEPARTMENT	MAIL STOP	EXT.	DATE SENT
Emily Bacchini	Safety, Environmental & Real Estate Services	B209	6334	11/14/25

**NARRATIVE:**

<b>Requested Action:</b>	Accept the monitoring report for Strategic Direction SD-7, Environmental Leadership.
<b>Summary:</b>	The purpose of this meeting is to facilitate a discussion with the SMUD Board of Directors on Strategic Direction SD-7, Environmental Leadership (SD-7). The presentation will briefly summarize SMUD's internal and external environmental programs and initiatives that promote environmental leadership.
<b>Board Policy:</b> <i>(Number &amp; Title)</i>	Strategic Direction SD-7, Environmental Leadership
<b>Benefits:</b>	Clarification of environmental leadership, as defined in SD-7, to better guide SMUD staff's interpretation and actions to fulfill this Direction.
<b>Cost/Budgeted:</b>	Costs contained in budget for internal labor.
<b>Alternatives:</b>	Provide via written report through the Chief Executive Officer and General Manager.
<b>Affected Parties:</b>	SMUD Customers and Employees
<b>Coordination:</b>	Environmental Services, Resource Planning, Energy Strategy, Resource, & Development, and Sustainable Communities
<b>Presenter:</b>	Emily Bacchini, Interim Director, Safety, Environmental & Real Estate Services

**Additional Links:**

SUBJECT	ITEM NO. (FOR LEGAL USE ONLY)
<b>Monitoring Report – Strategic Direction SD-7, Environmental Leadership</b>	<b>10</b>

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

# SACRAMENTO MUNICIPAL UTILITY DISTRICT

## OFFICE MEMORANDUM

**TO:** Board of Directors

**DATE:** November 20, 2025

**FROM:** Claire Rogers *CR 11/20/25*

**SUBJECT: Audit Report No. 28007870  
Board Monitoring Report; SD-7: Environmental Leadership**

Internal Audit Services (IAS) received the SD-7 *Environmental Leadership* 2024 Annual Board Monitoring Report and performed the following:

- Selected a sample of statements and assertions in the report for review.
- Compared sample to the corresponding supporting documentation to identify potential discrepancies.

All items sampled within the SD Report aligns with the supporting documentation provided at the time of review.

**CC:**

Paul Lau

# Board Monitoring Report 2024

## SD-7 Environmental Leadership



### 1. Background

Strategic Direction 7 ([SD-7](#)), Environmental Leadership states that:

Environmental leadership is a core value of SMUD. In achieving this directive, SMUD will:

- a. Conduct its business affairs and operations in a sustainable manner by continuously improving pollution prevention, minimizing environmental impacts, including Tribal and other cultural impacts, conserving resources, enhancing regional biodiversity and promoting equity within SMUD's diverse communities.
- b. Provide leadership and innovation to improve air quality and reduce greenhouse gas emissions.
- c. Promote the efficient use of energy by our customers.
- d. Advance the electrification of vehicles, buildings, and equipment.
- e. Attract and build partnerships with customers, communities, policy makers, the private sector and other stakeholders.

### 2. Executive Summary

SMUD's focus on environmental leadership is clearly evident in our 2030 Clean Energy Vision and Zero Carbon Plan, but it also includes transparent reporting of greenhouse gas (GHG) emissions, natural resource stewardship and our concerted efforts to make all of our communities more sustainable. This report highlights some of the accomplishments SMUD achieved in 2024 to showcase our commitment to environmental leadership.

**We are compliant with the five tenets of SD-7.** Our efforts are highlighted in the supporting information below and Appendices: Appendix A (2015-2024 SMUD GHG Emissions Trends), Appendix B (Sustainable Communities Deliverables and Accomplishments To-Date), Appendix C (2024 Sustainability Report), and Appendix D (List of Acronyms).

### 3. Supporting Information

#### 2030 Clean Energy Vision and Zero Carbon Plan

In the first 3 years since the 2030 Zero Carbon Plan (ZCP) was approved by the Board, we've made substantial progress towards our goals. We've been focused on identifying new renewables and energy storage resources to transition away from natural gas generation. In 2024 we completed the Solano 4 Wind Project with 85.5-megawatt (MW) capacity – enough clean, renewable energy to power 40,000 homes. With this project, the combined Solano Wind Project generates 300 MW and 830 gigawatt hours per year, a 62% increase in the annual energy generation. We also began construction of the Country Acres Solar Project. The project will include 344 MW of solar and 172 MW of 4-hour battery energy storage. This project will be SMUD's largest solar and battery storage project to date and will connect to the SMUD transmission system.

#### Greenhouse Gas (GHG) Emissions

Starting this year, SMUD changed its GHG emissions accounting methodology from an annual method to an hourly method. This new methodology aligns with the requirements under Senate

Bill (SB) 1158<sup>1</sup>, which, beginning with reporting year 2027, will require SMUD and other utilities to provide an hourly emissions intensity factor. While this approach changes how green and brown energy is attributed to retail sales, the total reported emissions from our thermals have not been impacted. The new accounting approach provides greater granularity and precision in the attribution of green and brown energy to our customer demand and helps illustrate the need for clean energy products every hour of the year. For example, the hourly methodology considers the temporal aspects of solar and wind generation and can identify hours and months/seasons of the year we are most deficient in clean energy resources and/or most abundant. The hourly granularity is valuable as we evaluate the next clean energy resources to support our zero-carbon transition.

For 2024, GHG emissions were approximately 1.692 million metric tons carbon dioxide equivalent (CO<sub>2</sub>e)<sup>2</sup>. This is an increase of just over 113 thousand metric tons from 2023 emissions; a trend going back to 2015 (which was an especially severe drought year) can be found in Appendix A. Fluctuations in total emissions year-to-year are primarily attributable to hydroelectricity production, increases and decreases to customer demand, and the availability of ACS (Asset Controlling Supplier) low carbon power. As we continue to purchase greater quantities of zero and lower emissions-intensity power, we expect emissions to meet customer demand to decrease. A breakdown of emissions by thermal power plant, and power purchases, with comparisons between 2023 and 2024 can be found in Appendix A.

### **TCR Climate Registered™ Platinum Status**

For the fifth year in a row, SMUD was recognized by The Climate Registry (TCR), a non-profit organization which designs and operates voluntary and compliance GHG reporting programs. This past year, SMUD was recognized as a Climate Registered Accelerator™ Hero. SMUD earned this recognition by publicly reporting its third-party verified GHG emissions inventory for its operations in 2023, and by setting and disclosing its ambitious GHG reduction goals.

### **Environmental Remediation**

In 2024 the Environmental on-call team responded to 39 spills (oil, chemical, water discharge, polychlorinated biphenyls (PCB), waste) to ensure they were reported to the appropriate regulatory agencies, contained, cleaned and restored to the original condition.

Staff continue to support remediation at the 59th Street Corporation Yard. In 2024, the remaining buildings were demolished to provide access to contaminated soil. During building demolition, clean sand was found which needed to be excavated and hauled away. Rather than dispose of it at a landfill, the sand was given to Teichert for reuse. This saved 351 truck trips to Hay Road Landfill (2 hours round trip per truck), reused 6,493.5 tons of sand, and saved an estimated \$238,000.

### **Building Resilient Communities Through Partnership**

SMUD has invested \$36.7 million in our Sustainable Communities community-based partnerships and programs, supporting an inclusive and equitable clean energy future. By aligning our Sustainable Communities efforts with the 2030 Zero Carbon Plan, we're ensuring that all communities in Sacramento share the benefits of the clean energy transition, including health benefits from improved air quality, new jobs and resilience to climate change (Appendix B).

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<sup>1</sup> Link to Senate Bill 1158: [Bill Text - SB-1158 Retail electricity suppliers: emissions of greenhouse gases.](#)

<sup>2</sup> The 2024 GHG emissions value represents emissions associated with meeting our SMUD customers' energy demand and does not include emissions associated with wholesale energy sales into the market. The 2024 emissions from the net wholesale power are approximately 0.882 million metric tons of carbon dioxide (CO<sub>2</sub>). The net wholesale power is the difference between the unspecified power purchased and the power sold into the market.

Notable 2024 partnerships include:

- **Helping our Community Shine** – The Shine Awards program invests in local collaborations and partnerships supporting our historically under-resourced nonprofit partners that execute inclusive and equitable projects through communities. In 2024, 84 organizations submitted applications and 29 projects totaling \$563,719.37 were awarded.
- **Securing Infrastructure while Supporting our Community** – SMUD partnered with Volunteers of America (VOA) to provide services to the unhoused population around our infrastructure sites. Often, crews will find unhoused campers in unsafe situations. Now, instead of calling security, the 1-year pilot partnership will send a VOA social worker to connect with the person(s). The VOA volunteer will educate the campers about safety and provide information to other resources.
- **Electrifying Meadowview** – In 2024, SMUD partnered with Congresswoman Doris Matsui to expand our clean energy project aimed at electrifying up to 300 homes in Meadowview. The neighborhood electrification work will improve air quality, lower utility bills, and reduce financial stress associated with aging appliances. We are also working closely with community partners to raise awareness, engage customers about clean energy benefits, recruit participants for the program, and create workforce opportunities.

### **Northwest Public Power Association’s 2024 Engineering & Operations Conference and Tradeshow**

Environmental Services senior staff chaired the 2024 Engineering & Operations Conference and Tradeshow in Spokane, Washington. The conference theme was “Our Resilient Communities” and focused on the important but often quiet way that public power steps up for customers and communities. The weeklong conference was comprised of learning sessions that featured topics ranging from mutual aid and wildfires to integrating renewables and operational safety. The conference was kicked off with an opening keynote from Clara Pratte, Executive Chair of Navajo Power, an Indigenous owned and operated public benefit corporation which works with Tribal Nations to develop renewable projects on Native land.

### **Partnering with our Local Tribes**

In 2022, SMUD developed a partnership with American River College’s Native American Resource Center to benefit Native students in the region. This 3-year partnership included support for the American Indian Summer Institute (AISI), an in-person summer bridge program for a cohort of local Native youth. The 2024 cohort was hosted at Rancho Seco Lake where they participated in demonstrations led by Environmental Services staff. SMUD also helped establish the Elder-in-Residence program which provides space for elders to spend time with students and facilitate passing traditional cultural practices and ecological knowledge to students.

### **Energy Efficiency and Electrification**

SMUD’s energy efficiency and building electrification goals are supported by building electrification rebates and retailer incentives for residential and commercial customers for new construction and retrofit programs. Our building electrification goal is to reduce GHG emissions by 365,000 MT by 2030, which is the equivalent of 112,000 all electric homes. Table 1 shows the progress made by these programs in 2024.

**Table 1: Energy Efficiency and Electrification Progress in SMUD Territory**

SMUD Portfolio	2024 Additions	Cumulative Total	2024 Cumulative Emission Reduction
<b>Building Electrification &amp; Energy Efficiency</b>	5,811 all-electric homes equivalent <sup>3</sup>	21,963 all-electric homes equivalent <sup>4</sup>	109,871 MT CO <sub>2e</sub> <sup>5</sup>
<b>Transportation Electrification</b>	15,745 EVs registered <sup>6</sup>	61,978 EVs registered	198,330 MT CO <sub>2e</sub> <sup>7</sup>

### Transportation Electrification

SMUD's transportation electrification portfolio includes residential electric vehicle (EV) charger incentives, dealership incentives, residential outreach, commercial charger incentives, and commercial vehicle incentives. Our goal is to have our vehicle electrification programs reduce transportation GHG emissions by 1,000,000 MT CO<sub>2e</sub> in 2030, the equivalent of electrifying 288,000 vehicles (see Table 1 for progress on this goal). In 2024, we expanded our residential and commercial transportation electrification programs to support the adoption of transportation electrification throughout our service territory, with particular attention to under-resourced communities.

We continued to support the Clean Cars for All program in partnership with Sacramento Metropolitan Air Quality Management District (SMAQMD). This program provides up to \$9,500 toward a new or used plug-in hybrid electric vehicle (PHEV) for income-qualified residents living in areas impacted by higher levels of pollution. We installed 27 EV chargers for income-qualified residents through Clean Cars for All. 189 EV supply equipment (EVSE) and 304 EV circuits and for income-qualified customers to equip these homes for charging to prepare for the future addition of an EV were also installed.

### Sacramento Tree Foundation Sacramento Shade Program

In 2024, the Sacramento Tree Foundation distributed 11,363 trees as part of its Sacramento Shade program serving 2,540 customers with an average of 5 trees delivered per customer. A total of 4,136 trees (36.4%) were planted in under-resourced communities. The total carbon (stored in biomass and avoided) for these trees is estimated at 43,339.30 metric tons.

### Habitat Conservation Plan

In December 2024, SMUD received an incidental take permit through a federally approved Habitat Conservation Plan. This important milestone allows us to move forward with operations and maintenance activities in sensitive habitats and ensures protection and long-term benefits for threatened and endangered species. This plan reflects our commitment to responsible environmental stewardship by actively protecting habitat for seven federally listed species while balancing service and reliability for our customers. Environmental Services staff acquired mitigation credits to offset impacts and conserve valley elderberry longhorn beetle and giant garter snake habitat, and allocated mitigation credits from the SMUD Rancho Seco Nature Preserve Mitigation Bank for vernal pool fairy shrimp, vernal pool tadpole shrimp, and California tiger salamander.

### Workflow Integration Program

In 2024, 286 projects located in areas with potential sensitive biological resources, naturally

<sup>3</sup> All-electric homes equivalent is defined as the sum of all fully electrified homes, as well as the all-electric home contribution of individually electrified HVAC systems, heat pump water heaters, and stoves across different homes in SMUD's service territory.

<sup>4</sup> Cumulative total since 2021.

<sup>5</sup> The DER Cost Effectiveness Tool evaluates and accounts for DER program effectiveness, calculating gross annual emissions impact. It is reported in each year the "measure" is installed on the grid and within its useful life.

<sup>6</sup> EPRI Vehicles in Operation report.

<sup>7</sup> One EV is equivalent to 3.2 MT of GHG reduction, assuming 13k miles/year, 15-year life vehicle via Argonne National Laboratory AFLEET CFI Tool.



occurring asbestos, or soil management plans were reviewed by the Environmental Services team. Avoidance and minimization measures and best management practices were prescribed to 40% of the reviewed projects to reduce impacts on sensitive biological, cultural, and Tribal cultural resources as well as keep field staff and contractors safe when working in areas with naturally occurring asbestos or soil contamination.

### **Equipment Electrification**

SMUD has been replacing its gas/diesel-powered equipment with equivalent electric/battery powered tools where they are available from the market, such as chain saws, trimmers, blowers, and generators. By researching market availability and capitalizing on technological improvements, we achieved 96% hand tool electrification in 2024.

Similarly to tools, SMUD is also focused on reducing emissions generated by our fleet. This is being accomplished through alternative fuel usage, idle reduction and vehicle electrification where the technology is available. Since 2016, SMUD has measured:

- GHG Emissions Reduction through Transportation Electrification, increasing from 1.0 MTCO<sub>2</sub>e in 2016 to a reduction of 46.59 MTCO<sub>2</sub>e in 2024.
- Electric vehicle miles driven have increased from 2,462 in 2016 to 174,999 in 2024
- Total emissions generated from combustion of fossil fuels by the Fleet have also been reduced from 5,553 MTCO<sub>2</sub>e in 2016 to 3,931 MTCO<sub>2</sub>e in 2024.
- Fuel Economy has increased from 7.48MPG in 2016 to 9.41MPG in 2024.

### **Investment Recovery and Sustainable Solutions**

The Warehouse team had a remarkable year with the Investment Recovery and Sustainable Solutions (IR&SS) program resulting in extra income, cost savings and less waste sent to landfills. In 2024 the IR&SS program generated \$1.05 million from recycled metals and diverted 980 tons from the landfill. This effort also helped avoid approximately 4,500 MTCO<sub>2</sub>e by recycling instead of producing metals from raw materials. Warehouse Material Specialists saved over \$580,000 by implementing a circular economy model (redploy, reuse, repurpose, recycle). We reused 309 wood reels and respooled 79 of those with wire. Additionally, 1,602 wood pallets were recycled or reused instead of going to the landfill.

SMUD contracted with Transformer Technologies, a company that specializes in the decommissioning, dismantling, and recycling of electrical equipment for utilities. This recycling effort not only reduces waste but also supports SMUD's sustainability initiatives by efficiently recycling materials such as copper, aluminum, and oil. In the current market, SMUD receives credit for metal recycling. In 2024, we removed and recycled seven transformers from substations, totaling \$244,524 in credit, and diverted a total of 514,767 pounds of metal from landfills.

## **4. Challenges**

In 2024, challenges associated with meeting the SD-7 goals were related to Zero Carbon Plan projects. As we continue to look for opportunities to build solar projects in Sacramento County and retrofit our existing infrastructure to accommodate the increased load associated with building electrification, electric vehicles, and new development in the downtown Sacramento area, we are encountering new constraints that require increased funding as we try to navigate towards mitigation solutions. Additionally, we anticipate new challenges as a result of the 2024 presidential election.

## **5. Recommendation**

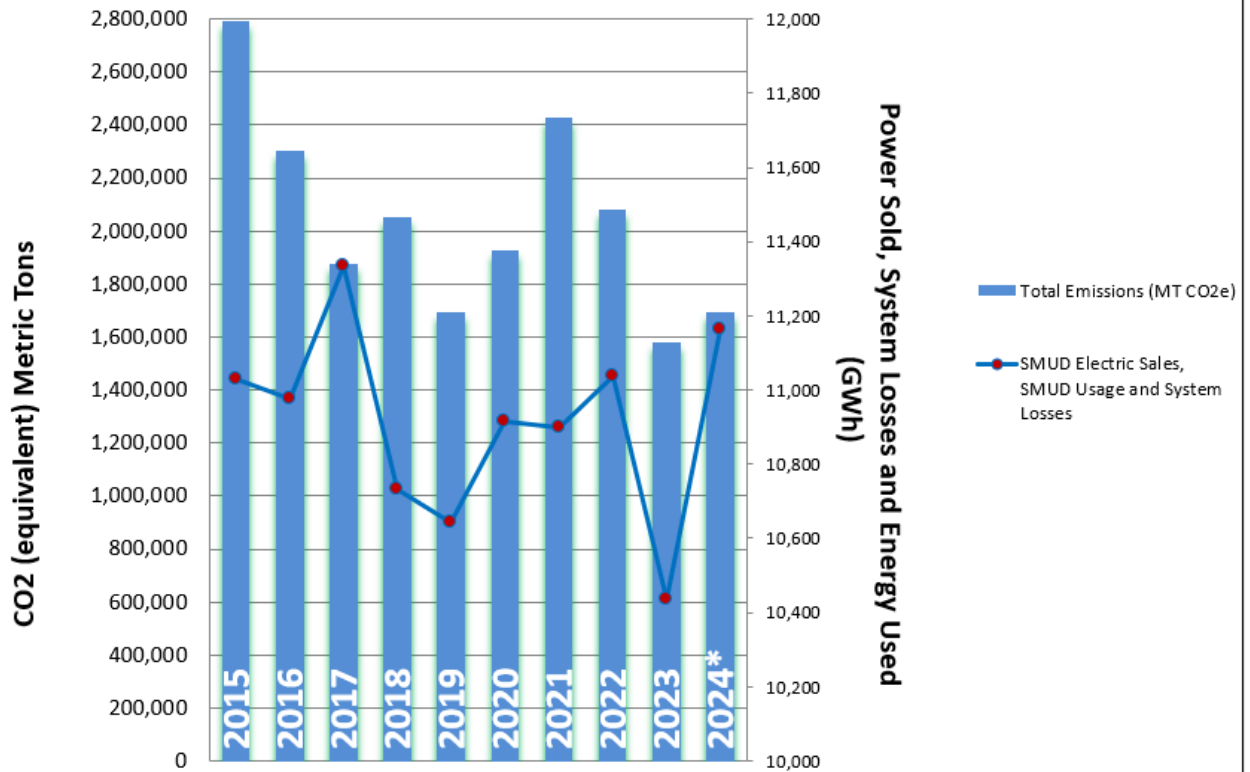
It is recommended that the Board accept the Monitoring Report for SD-7, Environmental Leadership.

## **6. Appendices**

- A. 2015-2024 SMUD Greenhouse Gas Emissions Trends
- B. Sustainable Communities Deliverables and Accomplishments To-Date
- C. 2024 Sustainability Report
- D. List of Acronyms

## Appendix A<sup>8</sup>

### 2015-2024 SMUD Greenhouse Gas Emissions Trends



Total emissions and SMUD electric sales are net of wholesale emissions and wholesale power sales, respectively.

\* Starting with the 2024 emissions data, SMUD changed from an annual emissions accounting method to an hourly emissions accounting method that aligns with the requirements under Senate Bill 1158.

### Thermal Power Plant Greenhouse Gas Emissions

Source	2023 MMT CO2e	2024 MMT CO2e	Percent Change
Thermal Emissions less any Cogen Sales			
Cosumnes	1,117	1,466	31%
Proctor & Gamble	270	267	-1%
Campbell	275	301	9%
Carson	62	48	-22%
McClellan	1.7	2.3	38%
Power Purchased and System Losses	627	490	-22%
Net of Unspecified Market Purchases and Sales	(774)	(882)	-14%
<b>Total</b>	<b>1,579</b>	<b>1,692</b>	<b>7%</b>

<sup>8</sup> SD7 reports emissions to meet customer demand net of wholesale market transactions, while SD9 provides an explanation of events that materially increased or decreased our emissions from what was forecast.

## Appendix B

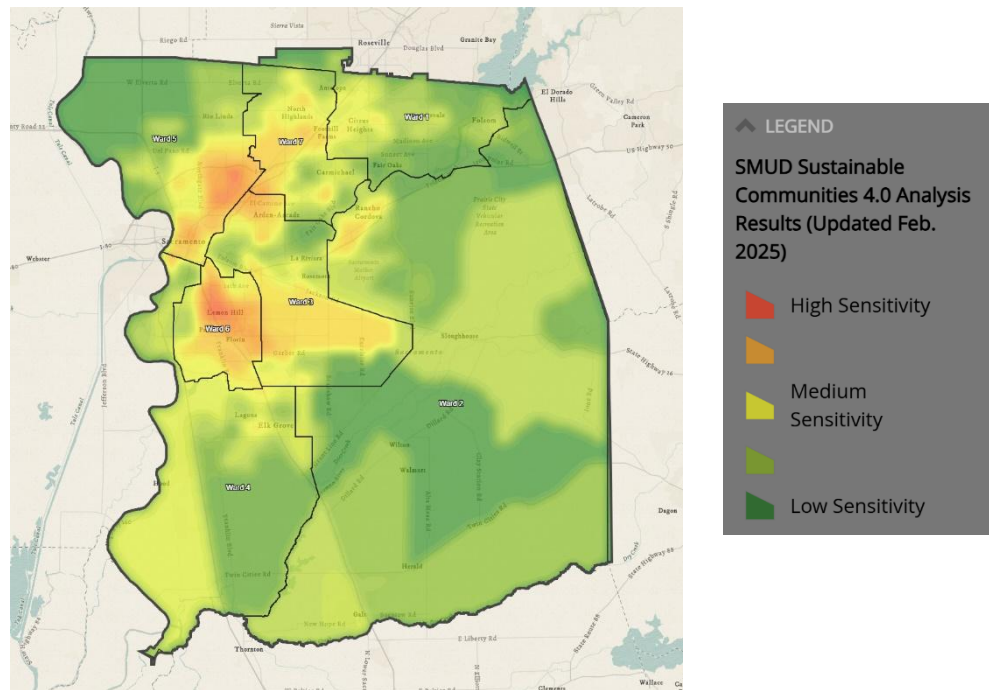
### Sustainable Communities Deliverables and Accomplishments To-Date



To promote environmental equity as well as inclusive economic and community development, SMUD continues to focus on community partnerships, programs, and neighborhood outreach activities in vulnerable and under-resourced communities through its Sustainable Communities program, which takes a boots-on-the-ground approach to addressing issues plaguing our community, while creating an inclusive, clean-energy economy for all communities, with a special emphasis on those in historically under-resourced areas.

In 2024, Sustainable Communities updated their core pillars to better align their community-focused programs with SMUD's core purpose and vision – to enhance the quality of life for all our customers through innovative energy solutions. Those pillars help guide investment in a way that helps prioritize environmental equity and economic vitality for all communities in our service area with special attention to historically underserved neighborhoods. The above graphic highlights some key activities and investments for each pillar.

## Sustainable Communities Resource Priorities Map



SMUD's Sustainable Communities Resource Priorities Map analyzes current data to identify the local areas most likely to be under-resourced or in distress due to lack of community development, income, housing, employment opportunities, transportation, medical treatment, nutrition, education, and clean environment. The map and underlying source data support a data driven approach to identifying and targeting communities with greater sensitivity to social, economic, and environmental vulnerabilities. SMUD is continuing to assess how various energy programs and projects can be enhanced or expanded to improve equity, incorporating what community members themselves feel is needed to achieve a more equitable energy future.

## **Appendix C**

### **2024 Sustainability Report**

## **Appendix D**

### List of Acronyms

<b>AISI</b>	American Indian Summer Institute
<b>CO<sub>2</sub></b>	Carbon Dioxide
<b>CO<sub>2</sub>e</b>	Carbon Dioxide Equivalent
<b>EPRI</b>	Electric Power Research Institute
<b>GHG</b>	Greenhouse Gas
<b>IR&amp;SS</b>	Investment Recovery and Sustainable Solutions
<b>MW</b>	Megawatt
<b>MMT</b>	Million Metric Tons
<b>PCB</b>	Polychlorinated Biphenyls
<b>PHEV</b>	plug-in hybrid electric vehicle
<b>SD</b>	Strategic Direction
<b>SMUD</b>	Sacramento Municipal Utility District
<b>TCR</b>	The Climate Registry
<b>VOA</b>	Volunteers of America
<b>ZCP</b>	Zero Carbon Plan

RESOLUTION NO. \_\_\_\_\_

**BE IT RESOLVED BY THE BOARD OF DIRECTORS  
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

This Board accepts the monitoring report for **Strategic Direction SD-7, Environmental Leadership**, substantially in the form set forth in **Attachment \_\_** hereto and made a part hereof.





SSS No. RS 25-002

# BOARD AGENDA ITEM

## STAFFING SUMMARY SHEET

Committee Meeting &amp; Date

Policy – 12/10/25

Board Meeting Date

December 11, 2025

TO				TO			
1.	Claire Rogers			6.	Farres Everly		
2.	Bryan Swann			7.			
3.	Lora Anguay			8.			
4.	Suresh Kotha			9.	<b>Legal</b>		
5.	Brandy Bolden			10.	<b>CEO &amp; General Manager</b>		
<b>Consent Calendar</b>	<input checked="" type="checkbox"/>	<b>Yes</b>	<input type="checkbox"/>	<b>No</b>	<i>If no, schedule a dry run presentation.</i>		
<b>Budgeted</b>	<input checked="" type="checkbox"/>	<b>Yes</b>	<input type="checkbox"/>	<b>No</b> <i>(If no, explain in Cost/Budgeted section.)</i>			
FROM (IPR)		DEPARTMENT		MAIL STOP		EXT.	
Sara Elsevier		Resource Planning		B205		5056	
						DATE SENT	
						11/14/25	

**NARRATIVE:****Requested Action:** Accept the monitoring report for Strategic Direction SD-9, Resource Planning.**Summary:** Annual SD-9 Resource Planning Monitoring Report for achievements in 2024.

**Board Policy:** Meets annual monitoring requirement for SD-9 (Resource Planning) providing SMUD s progress towards key resource planning objectives including progress towards our greenhouse gas reduction goals, renewables portfolio standard (RPS), energy efficiency, building and transportation electrification, improving access and offerings for under-resourced communities, and support of clean distributed energy resources through programs.

**Benefits:** Provide a status report of 2024 achievements to the Board members on meeting our core resource planning objectives contained in Strategic Direction SD-9, Resource Planning.

**Cost/Budgeted:** Contained in budget for internal labor.

**Alternatives:** Provide via written report through the Chief Executive Officer and General Manager.

**Affected Parties:** Enterprise Strategy, Customer and Grid Strategy, Advanced Energy Solutions, Customer and Community Services, Communication, Marketing and Community Relations, Treasury Operations & Risk Management, Legal, Government Affairs & Reliability Compliance, Energy Delivery and Operations, Sustainable Communities, Customer Experience Delivery

**Coordination:** Resource Planning

**Presenter:** Bryan Swann, Director, Resource Planning & Settlements

**Additional Links:**

SUBJECT

**Annual SD-9 Resource Planning Monitoring Report**

ITEM NO. (FOR LEGAL USE ONLY)

**11**

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

# SACRAMENTO MUNICIPAL UTILITY DISTRICT

## OFFICE MEMORANDUM

**TO:** Board of Directors

**DATE:** November 17, 2025

**FROM:** Claire Rogers *CR 11/17/25*

**SUBJECT: Audit Report No. 28007871  
Board Monitoring Report; SD-9: Resource Planning**

Internal Audit Services (IAS) received the SD-9 *Resource Planning* 2024 Annual Board Monitoring Report and performed the following:

- Selected a sample of statements and assertions in the report for review.
- Compared sample to the corresponding supporting documentation to identify potential discrepancies.

All items sampled within the SD Report aligns with the supporting documentation provided at the time of review.

**CC:**

Paul Lau

# Board Monitoring Report 2024

## SD-9, Resource Planning



### 1. Background

It is a core value of SMUD to provide its customers and community with a sustainable power supply using an integrated resource planning process.

A sustainable power supply is one that reduces SMUD's greenhouse gas (GHG) emissions to serve retail customer load to zero by 2030. Zero GHG emissions will be achieved through investments in energy efficiency, clean distributed energy resources, renewables portfolio standard (RPS) eligible renewables, energy storage, large hydroelectric generation, clean and emissions free fuels, and new technologies and business models. Additionally, SMUD will continue pursuing GHG savings through vehicle, building and equipment electrification.

SMUD shall assure reliability of the system, minimize environmental impacts on land, habitat, water and air quality, including Tribal and other cultural impacts, and maintain competitive rates relative to other California electricity providers.

To guide SMUD in its resource evaluation and investment, the Board sets the following energy supply goal:

Year	Greenhouse Gas Emissions (metric tons)
2020	2,318,000
2030 - beyond	0

In keeping with this policy, SMUD shall also achieve the following:

- a) Pursue energy efficiency and electrification to reduce carbon emissions by 365,000 metric tons from buildings and 1,000,000 metric tons from transportation in 2030 (the equivalent of 112,000 single family homes and 288,000 passenger vehicles electrified).
- b) Procure renewable resources to meet or exceed the state's mandate of 33% of SMUD's retail sales by 2020, 44% by 2024, 52% by 2027, and 60% of its retail sales by 2030 and thereafter, excluding additional renewable energy acquired for certain customer programs.
- c) In meeting GHG reduction goals, SMUD shall:
  - i. Emphasize local and regional benefits.
  - ii. Improve equity for under-served communities.
- d) Explore, develop, and demonstrate emerging GHG-free technologies and business models.
- e) Promote cost effective, clean distributed generation through SMUD programs.

### 2. Executive Summary

As this report demonstrates, SMUD made progress towards the key Strategic Direction 9 (SD-9) goals in 2024. SMUD added 86 MW of wind to our energy supply; supported a 36% increase in all-electric buildings and a 34% increase in electric vehicles (EVs); met the state's mandate of 44% retail sales met by renewable resources in 2024 while planning to exceed future renewable milestones; implemented programs focused on local benefits and under-served communities; pursued new GHG-free technologies including carbon capture and storage; and supported the addition of 44 MW of customer solar and storage. Our GHG emissions to meet customer electricity needs were approximately 1,692 thousand metric tons (MT) of greenhouse gas (GHG) in 2024. This emissions level reflects several factors that SMUD cannot control for, including unforeseen

changes in wind and hydro generation and customer load during the year. Adjusting for these factors, SMUD's emissions would have been about **1,382 thousand MT GHG**.

### 3. Additional Supporting Information

SD-9 sets various sustainable power supply goals for our integrated resource plan (IRP) as well as for our customer programs. Our IRP process informs long-term strategic development of programs and generation resources and balances reliability, sustainability, environmental, financial, and customer benefits while achieving SD-9 goals. In 2021, the Board adopted the 2030 Zero Carbon Plan (ZCP) as our IRP and revised our SD-9 targets in line with the plan (for a detailed history of SD-9, see Appendix A). The ZCP is our roadmap to eliminate GHG emissions from our electricity supply by 2030. Our progress related to SD-9 goals and implementation of our ZCP is detailed in this report.

#### A. Greenhouse Gas Emissions

GHG emissions associated with meeting customer electricity needs were 1,692 thousand MT GHG (Table 1). GHG emissions adjusted for unexpected wind, hydro, and customer load conditions were 1,382 thousand MT GHG. See Appendix B for more detail on SMUD's adjusted emissions and how they are calculated.

**Table 1: SD-9 GHG Emissions & Near-term Targets**

Source	Net Power (GWh)	GHG Emissions (Thousand MT GHG)
Net generation and specified power purchases	13,448	2,574
Net wholesale market transactions (un-specified purchases less sales)	-2,286	-882
<b>GHG emissions to meet customer load (SD-7 emissions)<sup>1</sup></b>	<b>11,162</b>	<b>1,692</b>
Load variability adjustment		-163
Hydro variability adjustment		-93
Wind variability adjustment		-54
<b>Adjusted emissions (SD-9 emissions)</b>		<b>1,382</b>
<b>2030 Target</b>		<b>0</b>

#### B. Energy Efficiency and Electrification

SMUD's energy efficiency and building electrification goals are supported by building electrification rebates and retailer incentives for residential and commercial customers for new construction and retrofit programs. SMUD's transportation electrification portfolio includes residential electric vehicle (EV) charger incentives, dealership incentives, residential outreach, commercial charger incentives, and commercial vehicle incentives. Table 2 shows the progress made by these programs in 2024.

<sup>1</sup> This year, SMUD has moved from an annual emissions accounting methodology to an hourly emissions accounting method that aligns with the requirements under Senate Bill 1158 which will require SMUD and other utilities to provide an hourly emissions intensity factor starting in the reporting year 2027. The hourly granularity is valuable as we evaluate future clean energy resource options to support our zero carbon transition, ensuring we construct a diverse resource portfolio while avoiding over investment in any single technology.

**Table 2: Energy Efficiency and Electrification Progress in SMUD Territory**

SMUD Portfolio	2024 Additions	Cumulative Total	2024 Cumulative Emission Reduction (MT GHG)
<b>Building Electrification &amp; Energy Efficiency</b>	5,811 all-electric homes equivalent <sup>2</sup>	21,963 all-electric homes equivalent	109,871
<b>Transportation Electrification</b>	15,745 EVs registered	61,978 EVs registered	198,330 <sup>3</sup>

### C. Renewable and Zero Carbon Energy Resources

We continue to expand our portfolio of renewable resources to meet state RPS requirements and the needs of the ZCP. Updates on these efforts are provided below.

#### ***California Renewable Portfolio Standard (RPS)***

Although our goals are more ambitious than already aggressive state mandates, we continue to implement a renewable energy strategy that meets state RPS requirements. Leveraging existing and new RPS eligible renewable generation, we acquired sufficient resources to achieve our RPS compliance obligation for the 2021-2024 compliance period. For a detailed discussion of our RPS compliance period obligation, please see Appendix B.

#### ***Zero Carbon Resource Progress and Development***

To meet all of our environmental goals, we continue to pursue zero carbon technologies, such as wind, geothermal, solar, energy storage, and carbon capture and storage (CCS). In 2024, we added 86 MW of wind to our portfolio, resulting in an annual portfolio emission reduction of ~90 thousand MT GHG. Since the adoption of the ZCP in 2021 and through 2024, we have added zero carbon resources totaling 286 MW of generation and 4 MW of storage. An additional 1,626 MW of local and regional zero carbon generation and 548 MW of local storage are in various stages of planning, development, or evaluation, with online dates prior to 2030 (see Table 4 in Appendix C for more details). Beyond the projects identified in this report, we are regularly reviewing and pursuing additional zero carbon resource opportunities.

#### ***Voluntary Renewable Energy Programs***

We continue to expand our customers' voluntary renewable program choices and align the programs to our ZCP. In 2024, we delivered a total of 828 GWh (7.7% of retail sales) to customers participating in either Greenergy or SolarShares. Our Greenergy program delivered 505 GWh, which served more than 63 thousand residential and commercial accounts. The SolarShares program for both residential and commercial accounts delivered 323 GWh. Most notably, our Residential SolarShares program for income-qualified customers, launched in late 2023, delivered over 192 MWh of energy.

<sup>2</sup> All-electric homes equivalent is defined as the sum of all fully electrified homes, as well as the all-electric home contribution of individually electrified HVAC systems, heat pump water heaters, and stoves across different homes in SMUD's service territory.

<sup>3</sup> One EV is equivalent to 3.2 MT of GHG reduction, assuming 13k miles/year, 15-year life vehicle via Argonne National Laboratory AFLEET CFI Tool.

## **D. Emerging clean energy technologies**

To fully decarbonize our energy supply by 2030 as part of our ZCP, we must explore emerging clean technologies that provide resource reliability for days, weeks, and months. A major highlight of this work in 2024 was SMUD's support of Calpine in pursuing and winning a \$270 million grant under the DOE's Carbon Capture Demonstration Projects Program for the 550 MW Sutter Energy Center in Sutter County which if successful would store up to 1.7 million MT/GHG annually. Although the US DOE recently cancelled this grant award in 2025, Calpine continues to develop this project as federal carbon tax credits are still available that significantly reduce the cost of this potential project. SMUD plans to discuss a potential power purchase agreement for the project with the SMUD Board in 2026. Staff also continue to evaluate promising long-duration energy storage technologies and clean fuel opportunities in this area.

## **E. Local and Regional Benefits and Under-resourced Communities**

Our ZCP was designed to provide wide-reaching benefits to our community, including expanded workforce development, while focusing on equity in our communities.

### ***Electrification in Under-resourced Communities***

SMUD's tailored approach to engaging and investing in our under-resourced communities and helping to support their transition to zero carbon is strategically driven by the Community Impact Plan (CIP). In the plan's third year of implementation, SMUD has expanded its engagement efforts to include additional neighborhoods, increased outreach in a wider range of languages, forged new community-based partnerships, and enhanced the installation of electrification measures in both commercial and residential buildings. In 2024, CIP funds supported:

- Residential Neighborhood Electrification – 1,068 energy efficiency and electrification measures installed for 129 income-qualified customers in the Meadowview neighborhood.
- Business District Electrification – 36 energy efficiency and electrification measures installed at 17 commercial sites in the greater Sacramento region.

Additional work supporting electrification for under-resourced and income-qualified customers in our service territory is detailed in Appendix C.

### ***Local Workforce Development***

Through a collaborative and community-based approach, we partnered with community organizations and education entities to create training programs that advanced jobs and skills related to emerging zero carbon energy and electrification. Participants from under-resourced communities will be well-positioned to fill the projected need for workers in the clean energy industry and other emerging high wage careers. In 2024, the Regional Workforce Development team partnered with 45 community organizations to reach 4,709 youth and adults with career education and training and help 991 trainees find meaningful employment. Further details are provided in Appendix C.

## **F. Distributed Generation and Storage**

SD-9 requires that SMUD develop programs to promote cost effective, clean distributed generation. The following describes progress on these programs in 2024.

### ***Flexible Demand Programs***

Our flexible demand programs seek to optimize operation of our customer-partner's equipment and distributed energy resources in a way that balances customer-partner and grid needs by compensating customers for the grid benefits they provide. The following programs have made notable contributions to our load flexibility goals in 2024:

- My Energy Optimizer Partner+ program for battery storage (a residential virtual power plant program) enrolled 302 customer batteries resulting in 1.63 MW of flexible load capability.
- My Energy Optimizer Partner program for smart thermostats enrolled 30,427 devices installed in the homes of 24,857 customers, including 727 on the Critical Peak Pricing rate,<sup>4</sup> with total potential flexible load capacity of 23.73 MW.
- Peak Conserve program for AC load control switches installed 1,783 devices, totaling 1.41 MW of potential flexible load capacity.
- PowerDirect®, an automated demand response (ADR) program for commercial customers, enrolled 35 customers and achieved a flexible load potential of 28.0 MW by the end of 2024.

### ***Customer-side Solar and Storage***

Customer-sited distributed generation and storage continued to expand in 2024. Residential and commercial customers installed 34.7 MW (5,930 systems) of solar PV and 9.2 MW (466 systems) of storage in addition to the My Energy Optimizer Partner+ program. For more detailed information, see Appendix C.

## **4. Challenges**

SMUD continues to make progress towards SD-9 goals but it is not without challenges. The primary challenges include project development timeline delays and increasing resource costs which are due to many factors. Despite these challenges, SMUD continues working diligently to develop and identify new clean energy projects and customer programs that will bring us closer to our goals, within our financial and reliability guardrails.

## **5. Recommendation**

It is recommended that the Board accept the Monitoring Report for SD-9.

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<sup>4</sup> Critical Peak Pricing (CPP) is an optional time-based rate. This rate is in addition to the Time-of-Day Rate (5-8 p.m.) and gives customers a discount throughout non-Peak-Event hours in exchange for higher prices during Peak Events.



## Appendix A – SD-9 History

SD-9 was established by our Board in 2004 to guide our ongoing environmental leadership and our IRP process, balancing financial and customer rate impacts, reliability requirements, and equity considerations. Our strategic directions have evolved in response to changes in markets, policies, and laws. In December 2008, the Board added sustainable power supply as a core objective of the IRP process and set a GHG emissions target.

In 2018, the Board updated our GHG reduction goals to include a 2040 Net Zero GHG goal. Subsequently, in 2020, our Board adopted a Climate Emergency Resolution, committing to work towards carbon neutrality by 2030. Also in 2020, the Board adopted carbon-based targets for energy efficiency and building electrification, making SMUD the first major utility to use carbon as a tracking metric for efficiency.

In April 2021, the Board adopted Resolution No. 21-04-04, updating SD-9 to align with our ZCP goal of zero GHG emissions in our energy supply by 2030, along with specific goals for GHG reductions related to electrification.

To achieve our goal of zero carbon by 2030, we are focusing on:

- Procuring new zero carbon and renewable energy resources.
- Expanding customer programs for energy efficiency and building and transportation electrification.
- Developing new customer programs and investigating emerging zero carbon technologies.
- Continuing our efforts to improve equity for our under-resourced communities and enhancing the health of our ecosystems.

Under SD-9, our goal is more ambitious than California’s planned trajectory, which requires utilities to source at least 60% of retail sales with eligible renewable resources by 2030 and aims for economy-wide carbon neutrality by 2045.

## Appendix B – Methodology

### ***GHG Emissions***

SMUD’s reported emissions for SD-9 are the SD-7 emissions with adjustments that help explain the largest drivers in changes to our emission result for the year. These key drivers can result in higher or lower than expected customer load, hydro generation, and wind generation; these are things outside of our control and impacted by weather and other events. At the beginning of each year, we establish a best estimate forecast for load, hydro, and wind generation based on expected weather patterns and anticipated customer growth. Extreme and unanticipated weather events can affect actual emissions significantly, necessitating these adjustments. For example, severe drought can reduce hydro generation, resulting in a greater reliance on nonrenewable resources and requiring corresponding reduction to SD-9 emissions. Thus, adjusted emissions reflect what our emissions would have been if no unforeseeable external factors had occurred. The adjustments to actual GHG emissions in 2024 include:

- A *decrease* to account for higher-than-expected customer load.
- A *decrease* to account for lower-than-expected hydro production.
- A *decrease* to account for lower-than-expected wind production.

## ***Renewables Portfolio Standard Compliance Period Obligations***

State law requires that SMUD procure renewable generation for at least 60% of retail sales by 2030 as well as achieve interim targets over several compliance periods.<sup>5</sup> The State determines compliance with RPS obligations over multi-year compliance periods, rather than strictly within individual years, in acknowledgment of the “lumpiness” of new resource additions and to provide some flexibility to utilities.

In 2024, renewable generation decreased relative to 2023 due to fewer short-term renewable contracts (less than 3 years) needed to meet RPS. Short-term renewable contracts are used to fill shortfalls in renewables needed to meet RPS compliance requirements, usually due to renewable project delays or under-delivery. SMUD acquired sufficient resources to meet all RPS compliance obligations for compliance period 4 (2021 – 2024) and continues to plan RPS eligible resources to meet future compliance period requirements.

## **Appendix C – Detailed Project Descriptions**

### ***Energy Efficiency and Building Electrification***

Our goal is to have building electrification and energy efficiency programs reduce GHG emissions by 365,000 MT in 2030, the equivalent of electrifying 112,000 single family homes (see Table 2 for progress on this goal). Table 3 provides a more detailed summary of some of our 2024 energy efficiency and building electrification accomplishments, including offerings for our income-qualified customers.

**Table 3: Energy Efficiency and Building Electrification Accomplishments**

<b>Measures &amp; Projects Highlights</b>	<b>Install Count</b>
Commercial Retrofit Projects Completed	299
New Efficient Commercial Buildings Projects Completed	11
Multifamily Units Retrofitted	435
Efficient Induction Cooktops (Electric to Electric)	141
Efficient Induction Cooktops (Gas to Electric)	345
Residential Heat Pump Water Heaters Installed (Electric to Electric)	87
Residential Heat Pump Water Heaters Installed (Gas to Electric)	1,704
Residential HVAC Installations (Electric to Electric)	322
Residential HVAC Installations (Gas to Electric)	4,413
Residential Seal and Insulate Installations	343
All Electric New Homes and Multifamily units Constructed	1,689

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<sup>5</sup> Senate Bill 100 (De León, Chapter 312, Statutes of 2018) increased RPS targets to 44% by the end of 2024, 52% by the end of 2027, 60% by the end of 2030 and set a statewide planning goal to meet 100% of retail electricity sales with RPS eligible and zero-carbon resources by 2045.

Income-Qualified Measures & Projects Highlights	Install Count
Panel Upgrades	77
Heat Pump Space Heating (Gas to Electric)	324
Heat Pump Water Heaters (Gas to Electric)	143
Induction Stoves (Gas to Electric)	56
Induction Hot Plates for Renters	86
Total energy efficiency bundles and electrification measures <sup>6</sup>	2,026

### ***Transportation Electrification***

Our goal is to have our vehicle electrification programs reduce transportation GHG emissions by 1,000,000 MT in 2030, the equivalent of electrifying 288,000 vehicles (see Table 2 for progress on this goal). In 2024, we expanded our residential and commercial transportation electrification programs to support the adoption of transportation electrification throughout our service territory, with particular attention to under-resourced communities.

The residential Drive Electric program continued to promote the adoption of plug-in EV's through a variety of program offerings. Below are some metrics related to the residential Drive Electric program in 2024:

- EV Rate Credit - Approximately 54% of residential EV households, equivalent to 29,589 customers, participated in the EV rate credit (midnight to 6 AM EV charging discount).<sup>7</sup>
- Ride & Drive - Six EV Ride & Drive events were held across our territory, attracting 745 unique participants, including 173 from SMUD employee events.
- Charge@Home - 4,098 residential customers received incentives for EV chargers, installations/circuits, and/or circuit sharing devices through the Charge@Home program.
- EV Advisor - This program offered personalized one-on-one EV advice and support to 7,185 customers. Approximately 75% of inquiries were related to incentive information, while 18% were questions about charging.
- Clean Cars for All - We continued integral support of the Clean Cars for All program in partnership with Sacramento Metropolitan Air Quality Management District (SMAQMD). This program provides up to \$9,500 toward a new or used PHEV for income-qualified residents living in areas impacted by higher levels of pollution. We installed 27 EV chargers for income-qualified residents through Clean Cars for All.
- Income-Qualified Installations - We installed 189 EV supply equipment (EVSE) in addition to the chargers installed through Clean Cars for All, and 304 EV circuits, for income-qualified customers to prepare these homes for the future addition of an EV.

The Commercial EV Program updates for 2024 include:

- Commercial Installations - Total Commercial EV program incentives in 2024 included the installation of 611 level II EV chargers and 67 DC fast chargers. Level II chargers comprised of 591 installed through the Commercial EV program and 20 from the California Electric Vehicle

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<sup>6</sup> This includes all measures implemented for income-qualified customers throughout the year, including the electrification work for income-qualified customers highlighted in the previous rows (panel upgrades, heat pumps, induction stoves and hot plates), as well as installation of weatherization, LED light bulbs, bug screens, attic insulations, EV circuits, EVSE equipment, etc. This total also includes all neighborhood and business district electrification measures reported in Section 3E.

<sup>7</sup> SAP Installation Fact 5090 Rates report, and EPRI Vehicles in Operation report.

Infrastructure Project (CALeVIP) for publicly available charging. A total of 97 handles were installed at 10 individual equity projects serving under-resourced customers located in a disadvantaged community such as Mutual Housing and the Sacramento Food Bank.

- **eFuel Services** - The eFuel Advisor program delivered 44 customized reports to assist commercial fleet customers in developing fleet electrification plans, which included site analysis, charger recommendations, and cost estimates. The program anticipates further growth in 2025, supported by the CEC's REACH 1.0 grant in partnership with Mutual Housing.
- **FAST Grant** - Design commenced at three strategic locations in Sacramento including Sacramento International Airport (SMF), Sacramento Valley Station, California State University Sacramento for the CEC's FAST (Fast and Available Charging for All Californians) grant. This effort to deploy DC fast chargers will increase access to EV charging for ride-share drivers, food delivery drivers, rental car fleets, shared mobility services, nearby residents, long-distance travelers and the general public. The grant also funds a new EV App initiative aimed at increasing charging affordability for ride share drivers and income eligible multifamily residents.

### Zero Carbon Resource Progress and Development

Our project development pipeline for utility-scale zero carbon technology projects is shown in Table 4. The table includes completed, under development, and planned procurement activities since adoption of the ZCP in 2021.

**Table 4: Project Development Pipeline**

Project Name	Resource Type	Projected Online Year	Status (as of December 2025)	Size (MW)	Equivalent Homes Powered	Potential Emissions Avoided (thousand MT/year)
Completed ZCP Projects - As of End of 2024						
Hedge	Local Battery	2022	Online	4	800 (peak)	0
NTUA (Drew)	Regional Solar PV	2022	Online	100	34,600	121
Calpine Geysers	Geothermal	2023	Online	100	97,300	342
Solano 4 (Solano 1 Repower)	Wind	2024	Online	86	25,800	90
Completed Subtotal	Generation			286	158,500	553
	Storage			4		
Planned ZCP Projects – As of End of 2024						
Sloughhouse	Local Solar PV	2025	Online	50	15,400	54
CPP Retool (Turndown)	Thermal Retrofit	2025	Online	n/a	n/a	100
Hatchet Ridge	Regional Wind	2025	PPA Signed	101	30,500	107
Country Acres	Local Solar PV	2027	PPA Signed, Under Construction	344	70,800	248
	Local Battery			172	34,400 (peak)	0
SunZia	Wind	2027	PPA Signed, Under Construction	150	54,200	190
S2PVI (Terragen)	Regional Solar PV	2027	PPA Signed	46	13,000	46
Dry Creek	Local Battery	2027	PPA Signed	160	32,000 (peak)	0
Grace	Regional Solar PV	2027	PPA Signed	70	16,300	57
Sutter CCS	CCS	2029	Under Evaluation	315	221,500	919
Calpine Geysers II	Geothermal	2028	PPA Signed	25	46,200	162
		2030		25		
Solano 2 Repower	Wind	TBD	Under Evaluation	94	36,400	128
Oveja Ranch	Local Solar PV	TBD	Under Evaluation	75	21,100	74

	Local Battery			38	7,600 (peak)	0
Curry Creek	Local Solar PV	TBD	Under Evaluation	156	49,100	172
	Local Battery			78	15,600	0
Coyote Creek	Local Solar PV	Delayed	PPA Signed	200	55,200	194
	Local Battery			100	20,000 (peak)	0
Planned Subtotal	Generation			1,626	739,000	2,451
	Storage			548		
Grand Total	Generation			1,912	897,800	3,004
	Storage			552		

Looking forward, we continue to explore various options to procure or develop additional renewable and zero carbon resources, including local solar and storage. Potential projects are thoroughly screened based on cost, projected online date, environmental and cultural impacts, and feasibility to ensure projects meet our specific requirements. We are actively discovering and pursuing new project opportunities in support of our 2030 zero carbon goal.

### ***Emerging Clean Energy Technologies and Grants***

In 2024, we continued to pursue and win grants for research efforts, clean energy installations, and customer focused GHG reduction projects as part of our ZCP. Below are projects we pursued in 2024. More information on our research and development work can be found in the 2024 SD-10 Report.

- **Multifamily EV Charging Community:** In December 2024, SMUD formalized a contract with the CEC for our awarded Reliable, Equitable, and Accessible Charging for Multi-family Housing (MFH) grant (GFO-22-614). Through our established MFH program, SMUD will deploy 300 Level 2 charging ports and 200 Level 1 charging ports to serve MFH units. These chargers will primarily be installed at MFH properties, with some also located at publicly accessible retail sites adjacent to MFH properties. At least 90% of these chargers will serve CalEnviroScreen 4.0 (CES4) priority populations and income-qualified residents.
- **California Energy Reliability and Resilience Investment (CERRI) award:** This project was awarded \$25.5 million in December 2024 and aims to install at least 230 network protectors along with more than 250,000 to 400,000 circuit feet (CF) of underground jacketed cabling. The purpose is to upgrade necessary protector and cabling sites to reduce the potential for grid failures due to flood, fire, and other external triggers. Contracting with the DOE and California Energy Commission (CEC) is anticipated to be complete by Q1 2026, with work scheduled to begin in Spring 2026. The expected period of performance is from 2026 to 2031.
- **Charging and Fueling Infrastructure (CFI) award:** In 2024, SMUD was awarded a \$11.3 million grant from the Federal Department of Transportation for the Charging and Fueling Infrastructure program. The project was designed to install over 90 Level 1 and Level 2 ports in strategic locations between Downtown Sacramento and Elk Grove. Per the application, more than 50% of sites were located in disadvantaged communities with a focus on retail and transit corridors. However, a presidential Executive Order in January 2025 effectively cancelled the grant. SMUD does not anticipate receiving funds or activating this project at this time.
- **Meadowview Neighborhood Electrification award:** The Federal Department of Energy (DOE) awarded SMUD a Congressionally Designated Spending (CDS) grant for energy efficiency and weatherization upgrades to 300 homes. The total CDS award of \$3 million was allocated on behalf of Congresswoman Doris Matsui. SMUD completed contracting with the DOE in September 2024, and the period of performance started in October 2024 with completion in September 2025. The project has since been completed and served a total of 350 homes-surpassing its original 300 homes goal.

## ***Local and Regional Benefits and Under-resourced Communities***

At SMUD, our community is at the heart of all we do. We are working with and listening to our customers to develop programs that support livable and resilient communities regardless of where they are on their journey to zero carbon. In 2024, this work included:

- Building Electrification and Energy Efficiency. Continued expansion of efforts to provide no-cost energy retrofit installations to income-qualified residential customers, focusing on both gas-to-electric conversions and electric-to-electric upgrades. Notable income-qualified project highlights are found in Table 3.
- Transportation Electrification. SMUD's EV programs provided low cost or free EV charging infrastructure for income-qualified customers along with expertise in home charging solutions. EV measures related to income-qualified customers are reported in the Transportation Electrification section above.
- Flexible Demand Programs. Participation in SMUD's portfolio of flexible demand programs can sometimes require costly technologies, such as a smart thermostat, EVs, or solar and battery storage systems. Despite these barriers, we continued to explore more inclusive approaches for our load flexibility programs. For instance, Peak Conserve Program offers free installation of AC load control devices to ensure all customers can take part in our load flexibility offerings.
- Customer-side Solar and Storage. In 2024, SMUD installed 31 solar PV systems for income-qualified customers, 19 of which included battery storage, enabling customers to participate in our virtual power plant program.
- Shine Awards. The Shine Awards program invests in local nonprofit partners that execute inclusive and equitable projects through collaborations and partnerships supporting our historically under-resourced communities. In 2024, 84 organizations submitted applications and 29 projects totaling \$563,719 were awarded in 2024. Projects included clean energy and STEM education projects, native habitat improvement work, career education including expanded access to workforce development trainings and exposure to careers in trades, construction, and environmental work, and electric equipment upgrades for nonprofits.
- Low-Moderate Income Strategy. In 2024, custom research was done to better understand the "missing middle"—customers who are low-to-moderate income, do not qualify for Energy Assistance Program Rate (EAPR), and may be resource-constrained. A greater understanding of their unique challenges, experiences, and electrical needs are now informing and being integrated into SMUD programs, processes, and offerings.
- Sustainable Communities Resource Priorities Map. Our Sustainable Communities Resource Priorities Map continues to receive annual updates to the underlying data. It is a key resource, helping guide resource allocation toward reducing growing economic disparity in Sacramento County and ensuring the benefits of our ZCP are shared equitably among all communities.
- Workforce Development. Our 2024 Regional Workforce Development programs recruited and trained individuals from Sustainable Communities target neighborhoods to work in areas directly impacting our region's ability to meet our 2030 zero carbon goals. In 2024, we worked with partners to train our community in skills related to solar, battery, EV, and electrification technologies and supported graduates with employment services such as connecting with employers, resume writing help, and career coaching. Key work in 2024 included:
  - Worked to ensure that largescale infrastructure and grant projects have demonstrable community benefits, and realized benefits in several SMUD projects, creating equitable pathways to the employment opportunities.
  - Continued to support the Electrician Trainee program with NCCT, which trained 55 people and placed 26 people in jobs leading to careers as electricians. The focus of the program is to help put more diverse apprentices in the IBEW pipeline.

- Partnered with Cosumnes River College to continue to support a Construction Electrification course that provides enrollees with a stipend to complete 36 hours of lecture and 54 hours of hands-on learning. The focus of the course is on understanding the importance of building electrification and how to install heat pumps, EV chargers, and other supporting electrical infrastructure. Upon graduation, students earn industry relevant certifications along with 3 course units that can be applied to a Construction Pre-Apprenticeship or Construction Management Credential. 64 individuals completed the class in 2024.
- Through our ongoing partnership with Grid Alternatives, 58 people received solar and electrification training, with 33 participants being placed into jobs.
- Salvation Army’s construction training program incorporated a technology component into its curriculum with the support of SMUD, providing participants with Chromebooks. This access to technology also enhanced the learning experience for students in the Oak Park After School Program. In addition to energy efficiency improvement projects at the Salvation Army’s Alhambra campus, the organization established an annual energy education program that aligns with SMUD’s zero carbon plan.
- In an innovative pilot partnership with the California Conservation Corps (CCC), SMUD brought Vestas Wind Corporation to Sacramento to provide in-classroom training to local corps members and then sent participants to our Solano Wind project to practice climbing wind towers. With that experience, two CCC graduates found employment with Vestas at SMUD’s wind facilities. The program is being expanded this year to target up to 10 positions at Vestas.

### ***Customer-side Solar and Storage***

Table 5 summarizes customer solar and storage installation data through 2024. By the end of 2024, SMUD had over 400 MW of cumulative customer solar and over 19 MW of cumulative customer storage.

**Table 5: 2024 Customer Solar PV and Storage Installations<sup>8</sup>**

	<b>Residential</b>		<b>Commercial</b>		<b>Totals</b>	
	Installed Systems	MW	Installed Systems	MW	Installed Systems	MW
Customer Solar PV	5,682	24.8	248	9.9	5,930	34.7
Customer Storage	460	4.2	6	5.0	466	9.2

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<sup>8</sup> This table includes net-energy metering (NEM), Solar Smart, virtual net-energy metering (VNEM), and Solar and Storage Rate installations.

RESOLUTION NO. \_\_\_\_\_

**BE IT RESOLVED BY THE BOARD OF DIRECTORS  
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

This Board accepts the monitoring report for **Strategic Direction SD-9, Resource Planning**, substantially in the form set forth in **Attachment \_\_** hereto and made a part hereof.





# BOARD AGENDA ITEM

## STAFFING SUMMARY SHEET

Committee Meeting &amp; Date

Policy – 12/10/25

Board Meeting Date

December 11, 2025

TO				TO			
1.	Steve Lins			6.			
2.	Farres Everly			7.			
3.	Brandy Bolden			8.			
4.	Suresh Kotha			9.	<b>Legal</b>		
5.				10.	<b>CEO &amp; General Manager</b>		
<b>Consent Calendar</b>		<input checked="" type="checkbox"/>	<b>Yes</b>	<b>No</b>		<i>If no, schedule a dry run presentation.</i>	
<b>Budgeted</b>		<input checked="" type="checkbox"/>	<b>Yes</b>	<b>No</b> <i>(If no, explain in Cost/Budgeted section.)</i>			
FROM (IPR) Dani Roberts				DEPARTMENT Government Affairs			
MAIL STOP B404		EXT. 6419		DATE SENT 11/18/25			

**NARRATIVE:**

**Requested Action:** Accept the monitoring report for **Strategic Direction SD-11, Public Power Business Model.**

**Summary:** The 2025 annual monitoring report provides the Board with a status report of legislation and regulations that impact SD-11, Public Power Business Model. This core value was established to support public power and preserve local decision making.

**Board Policy:** Strategic Direction SD-11, Public Power Business Model  
(Number & Title)

**Benefits:** Receive input and opportunity to make corrections, additions, or changes if necessary.

**Cost/Budgeted:** Costs contained in internal labor budget.

**Alternatives:** Provide to the Board via memo or written report through the Chief Executive Officer and General Manager.

**Affected Parties:** SMUD and Board of Directors

**Coordination:** Executive Office, Board Office, Government Affairs and Legal Department

**Presenter:** Steve Lins, Deputy General Counsel and Director of Government Affairs

**Additional Links:**

SUBJECT

**Monitoring Report – SD-11, Public Power Business Model**

ITEM NO. (FOR LEGAL USE ONLY)

**12**

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

# SACRAMENTO MUNICIPAL UTILITY DISTRICT

## OFFICE MEMORANDUM

**TO:** Board of Directors

**DATE:** November 20, 2025

**FROM:** Claire Rogers *CR 11/20/25*

**SUBJECT: Audit Report No. 28007877  
Board Monitoring Report; SD-11: Public Power Business  
Model**

Internal Audit Services (IAS) received the SD-11 *Public Power Business Model* 2025 Annual Board Monitoring Report and performed the following:

- Selected a sample of statements and assertions in the report for review.
- Compared sample to the corresponding supporting documentation to identify potential discrepancies.

All items sampled within the SD Report aligns with the supporting documentation provided at the time of review.

**CC:**

Paul Lau



# Board Monitoring Report 2025

## SD-11, Public Power Business Model

### 1. Background

Strategic Direction [11](#), Public Power Business Model states that:

Supporting and strengthening the public power business model is a core value. Local decision making and flexibility are essential to effective and responsible local governance. Community-owned utilities are primarily accountable to their customers, not stockholders. Community citizens have a direct voice in public power decisions.

Preservation of this business model is vital to ensure public power systems continue to provide innovative solutions tailored to best meet the needs of their customers and communities.

### 2. Executive Summary

#### **SMUD is in compliance with SD-11.**

The SD-11 monitoring report updates the Board on our efforts to insulate SMUD from issues that may impact our local governance and provide the Board with a final status report on 2025 issues impacting this strategic directive. SMUD's interests are advanced in the legislative and regulatory arenas to the greatest extent possible. For instance, SMUD meets with key federal and state officials, both elected and appointed, with the driving purpose of educating them on the impact of new and existing policy.

*State Legislative.* SMUD had several victories this year in the California Legislature that advanced the public power business model to ensure local decision making and flexibility. SMUD sponsored legislation critical to the advancement of carbon capture and storage technology by establishing state regulations for the safe transportation of carbon dioxide by pipeline [Assembly Bill (AB) 881, with the ultimate bill vehicle being Senate Bill (SB) 614]. We also supported the reauthorization of the Cap-and-Trade program (AB 1207), as well as legislation related to the West-Wide Governance Pathways Initiative for regional markets (Pathways Initiative), seeking to reform the California Independent System Operator Corporation (CAISO) functions and duties, and allowing for participation by electrical corporations (including investor-owned utilities) in a Regional Organization (AB 825). SMUD also opposed legislation to require individual load shifting targets with inappropriate effectiveness metrics to be developed by the California Energy Commission (CEC) (SB 541), which was ultimately vetoed by the Governor.

*State Regulatory.* SMUD secured unanimous approval of its Load Management Standard (LMS) compliance plan from the CEC at the August 13, 2025, CEC business meeting. SMUD's plan finds that, at this time, incorporating dynamic pricing into its rates and programs would neither be cost-effective nor a prudent investment for its customers, but SMUD will continue evaluating dynamic pricing mechanisms and update its analysis in 2028.

At the California Air Resource Board (CARB), SMUD has advocated for additional flexibility in the Advanced Clean Fleets regulation – which requires public fleets to transition all medium- and heavy-duty vehicles to be zero emission – in response to changed market conditions and implementation challenges. While the rulemaking remains ongoing, CARB is proposing additional flexibility measures, such as delaying the requirement for all vehicle purchases to be zero-emission until 2030.

SMUD additionally engaged extensively with the State Water Resources Control Board (SWRCB) on

the development of a statewide utility wildfire general order that focuses only on activities that pose a risk to water quality and does not sweep in unrelated routine maintenance activities. In response to advocacy from SMUD and other impacted utilities, SWRCB delayed its anticipated adoption of the order, and SMUD continues to meet with staff and Board members to explore alternatives.

Finally, SMUD engaged in numerous other proceedings before state agencies to advance the public power business model and SMUD's strategic objectives, protect jurisdictional limits, and monitor potential changes to industry standards.

*Federal.* In October 2025, the U.S. Department of Energy (DOE) terminated SMUD's \$50 million Grid Resilience and Innovation Partnership (GRIP) grant for the Connected Clean PowerCity (CCPC) project, effective October 10, 2025. SMUD is actively working to recover eligible grant reimbursements through that termination date (approximately \$32.9 million) and has submitted all required documentation to support those claims. On November 4, SMUD initiated informal dispute resolution proceedings with DOE, seeking full reinstatement of the grant. Depending on the DOE's final determination, SMUD is evaluating next steps, including a potential appeal to the Senior Procurement Executive and, if necessary, pursuing litigation through the U.S. Court of Federal Claims to protect SMUD's financial and contractual interests.

On the legislative front, SMUD collaborated with national coalitions and partners to protect key clean energy tax incentives during federal budget reconciliation negotiations, which was enacted into law, the One Big Beautiful Bill Act (OB3), on July 4, 2025. While OB3 accelerates the phase out of certain renewable energy credits to offset tax cuts, SMUD and other advocates successfully preserved key provisions for tax-exempt municipal bonds and elective payment of clean energy tax credits. Credits for carbon capture, geothermal, and standalone energy storage were also retained. Beyond the Budget Reconciliation measure, SMUD continues to monitor federal discussions on permitting reform, including proposals that could accelerate environmental reviews and limit legal challenges for federally reviewed projects.

SMUD also tracked legislation to reauthorize the Cybersecurity and Information Sharing Act, which expired on September 30 and supported the "Fix Our Forests Act," led in part by Sen. Alex Padilla, which promotes forest management and wildfire prevention efforts. In regulatory matters, SMUD engaged in discussions on implementing new OB3 tax credit rules and followed EPA actions regarding greenhouse gas regulation. SMUD also maintained engagement with the Federal Energy Regulatory Commission (FERC), monitoring developments around integrating large energy loads such as data centers and evaluating potential implications for public power utilities under the Federal Power Act.

*Community Choice Aggregators (CCA).* AB 117 (2002) created Community Choice Aggregation and authorized local governments to aggregate customer electric load and become the default power provider in the service territory of an incumbent investor-owned utility (IOU). SMUD responded by offering to provide operational services to CCAs.

Today, SMUD offers 11 comprehensive services to CCAs: contact center, billing, debt collections, customer relationship management systems, data management, market research, data analytics, custom reporting, customer programs, electrification concierge, and marketing services. SMUD supports nine CCAs: Valley Clean Energy (VCE), Ava Community Energy (formerly known as East Bay Community Energy), Silicon Valley Clean Energy (SVCE), Marin Clean Energy (MCE), Sonoma Clean Power (SCP), Central Coast Community Energy (3CE), Apple Valley Choice Energy,

Redwood Coast Energy Authority, and San Jose Clean Energy (SJCE). CCAs enable their customers to access many of the same public power benefits that SMUD and other publicly owned utilities (POUs) have provided millions of Californians. Our support of CCAs promotes public power. CCAs also have

aggressive carbon reduction goals similar to SMUD's. Our support of CCAs promotes carbon reduction regionally. SMUD is leveraging our decades of experience as a utility, staff expertise, and existing systems to provide skilled services to CCAs, generating new revenue and strengthening SMUD's ability to provide cost effective public power service to our customers. There are currently over 25 active CCAs in California, representing nearly half of the state, and additional ones emerging or investigating the feasibility of starting a new CCA. The potential for new CCA clients for SMUD is great.

*California Independent System Operator Corporation (CAISO) Markets and Pathways Initiative* SMUD continues to see significant benefits with its participation in the CAISO's Western Energy Imbalance Market (EIM) since joining in 2019 through the Balancing Authority of Northern California (BANC). SMUD and BANC, as well as other EIM participants, have supported the extension of the EIM real-time framework to the CAISO's day ahead market under the CAISO's Extended Day Ahead Market (EDAM) initiative. FERC approved the CAISO's EDAM tariff filing in 2024 and EDAM implementation activities have begun with EDAM launch planned for Spring of 2026. With FERC's 2025 approval of BANC's EDAM Implementation Agreement, SMUD plans to join EDAM with the other BANC participants beginning in Fall of 2027.

To support EDAM, and further development of a west-wide market, multiple state commissioners in the west, including California, issued a letter to the Western Interstate Energy Board in summer of 2023 calling for the creation of an independent entity that could serve as a means of delivering a market for western states. The Pathways Initiative was created, and a broad stakeholder committee proposed a multi- step process to create an independent governing body that would enable a path forward for a potential west-wide fully organized market (a Regional Transmission Organization, or RTO). An independent governing body is seen by many entities outside of California as critical to participating in EDAM and other future markets. Earlier in 2024, as the first step, the CAISO approved elevating the EIM/EDAM Governing Body joint authority with the CAISO Board to primary authority over EIM/EDAM market matters. The second step is creation of a non-profit entity and transfer of governance authority over EIM/EDAM markets from the CAISO to this new "Regional Organization." With the passage of AB 825 this year, which amends existing California law applicable to the CAISO market governance, this second step to establish a Regional Organization is underway. Step 3 is potential continued future expansion of regionalized functions and services offered by the Regional Organization. SMUD views EDAM, and the Pathways Initiative, as important steps forward in the evolution of Western energy markets and it aligns well with SMUD's 2030 Zero Carbon Plan goals.

As SMUD's Strategic Plan indicates, internal and external factors are driving our business and shaping our business model. Legislative and regulatory uncertainty continues to be a threat to the Public Power Business Model (SD-11). SMUD takes positions on legislation and regulations based on the Board's Strategic Direction.

### **3. Additional Supporting Information**

Local decision making and flexibility are essential to effective and responsible local governance. We continued to guard local decision-making and flexibility as we pursued innovative solutions that met the needs of our customers and our community. High priority 2025 issues were as follows:

- Meetings with state legislators to highlight SMUD's legislative priorities to advance the public power business model.
- Sponsoring legislation to allow the movement of carbon dioxide via pipeline.
- Securing amendments or opposing bills to remove applicability of onerous requirements to, or costly requirements for, SMUD (e.g., SB 541, AB 810, SB 593).
- Grants capture initiatives to support SMUD's 2030 Zero Carbon Plan, including the GRIP II

grant, the Recompete grant, and Matsui earmark.

- Advocating for support of our priorities in the federal appropriations process, which determines the level of funding available for high-priority grant programs authorized in the Infrastructure Investment and Jobs Act (IIJA) and the Inflation Reduction Act (IRA).
- Defending against proposals to reverse the direct pay provisions enacted in the IRA.
- Meetings with key CEC and CARB policymakers on activities and needs related to SMUD's 2030 Zero Carbon Plan, including transportation electrification, building electrification, and load flexibility, to advance the public power business model.
- Continued outreach to the CEC regarding SMUD's compliance approach to the Load Management Standards regulation.
- Advocating for greater compliance flexibility within the Advanced Clean Fleets regulation.
- Advocating for a balanced regulatory approach regarding the SWRCB's Draft Utility Wildfire General Order.

#### **4. Challenges:**

SMUD continues to face prescriptive legislative and regulatory mandates for carbon reduction, renewable energy, resource planning, operational practices, building and vehicle electrification, and load flexibility, in part because of the State's robust climate change goals and their potential interplay with pending federal regulations. With SMUD customers still struggling as energy costs continue to rise, it is particularly important to defend against mandates and protect flexibility in order to limit increased costs for SMUD.

Changes to Cap-and-Invest (formerly, Cap-and-Trade) are on the horizon. CARB is picking up its pre-rulemaking activities in late 2025 after pausing them during the program's legislative reauthorization. In addition to developing new program budgets and requirements for the 2030-2045 period, CARB staff has long signaled a need to reduce allowance allocations before 2030 and the potential for more prescriptive requirements regarding the disposition of allowance value – both of which could significantly impact SMUD.

While state policy is increasingly recognizing the importance of a diverse set of resources to reliably and affordably achieve electric sector decarbonization goals, uncertainty remains regarding the definition of "zero-carbon resources," particularly emerging technologies, for purposes of the state's long-term goals. This uncertainty and potential lag time in updating state policy and regulations may pose some challenges for SMUD, as a POU that is making early investments in emerging technologies to support decarbonization goals that are faster than those of the state. The CEC is expected to hold a workshop in late 2025 on modeling results for the 2025 SB 100 Joint Agency Report, which is evaluating the tradeoffs of various scenarios – including one with no combustion of biogas, carbon capture, or hydrogen. CARB commenced activities in 2025 on the implementation of the carbon capture and sequestration program required by Senate Bill 905, but significant additional work will be needed within this proceeding and other regulations – like Cap-and-Invest and the Mandatory Reporting Regulation – to fully account for the emissions reductions benefits from resources like CCS. SMUD will continue to advocate for policies that recognize the renewable and zero-carbon resources needed to decarbonize our grid.

SMUD will continue to advocate for the advancement of policies that encourage beneficial transportation and building electrification, along with consideration of utility needs for accelerating the enabling infrastructure, and load flexibility. Transportation electrification has been a priority for the Newsom Administration, but affordability concerns, federal challenges to California's authority, and technological readiness in the heavier vehicle space are posing headwinds. In 2025, the Legislature enacted a moratorium that prevents updates to new building energy codes for residential construction,

and CARB has gone back to the drawing board on its rulemaking timeline and regulatory concepts for a zero-emission space and water heating standard. Load flexibility has the potential to deliver significant savings for SMUD and its customers, but overly prescriptive approaches that do not adequately consider customer experience or specific utilities' needs can erode that potential.

Additionally, SMUD continues to monitor California Public Utilities Commission (CPUC) proceedings that may attempt to assert jurisdiction over POU's (e.g., pole and conduits database, demand flexibility through dynamic rates, discharge permitting for electric utility maintenance tasks, resiliency activities, and General Orders).

## **5. Recommendation**

It is recommended that the Board accept the Monitoring Report for SD-11.

## **Appendices**

### **State Legislation that Impacted SD-11**

#### **AB 881/SB 614 – Carbon Pipeline**

This year, SMUD sponsored a bill, AB 881, critical to the advancement of carbon capture and storage technology by establishing state regulations for the safe transportation of carbon dioxide by pipeline. A companion bill in the Senate, SB 614, had the same objective.

*Status:* SB 614 signed by Governor

*SMUD Position:* Sponsor

*Staff Comment:* To facilitate the development of carbon capture, utilization, and storage (CCUS), the California Legislature passed SB 905 (Caballero) in 2022. SB 905 included a provision prohibiting the transport of carbon dioxide via pipeline until the federal government updated existing safety standards. We now know it could take years to pass a federal pipeline standard, if at all. This would not only put the technology at risk but is jeopardizing hundreds of millions in federal funding for our project.

AB 881 will ensure that carbon capture and storage projects can proceed in a manner that is protective of public health and safety while also preserving existing jobs and creating new jobs. This technology will help advance not only SMUD's zero carbon goals, but the state's climate goals, as well. AB 881 had a companion bill in the Senate, SB 614, with language that mirrored the language in AB 881. Ultimately, SB 614 became the vehicle that passed and was signed into law by the Governor. This is an incredible victory for our project with the Sutter Energy Center.

#### **SB 540/AB 825: Pathways Initiative**

One of the highest priority bills for SMUD at the Legislature this year was a bill related to the West-Wide Governance Pathways Initiative for regional markets, seeking to reform the California Independent System Operator (CAISO) functions and duties and allowing for participation by electrical corporations (including investor-owned utilities) in a Regional Organization.

*Status:* AB 825 signed by Governor

*SMUD Position:* Support



*Staff Comment:* SMUD strongly supported SB 540, the original bill vehicle, as it was introduced, jointly with the California Municipal Utilities Association (CMUA), Northern California Power Agency (NCPA), and Balancing Authority of Northern California (BANC). SMUD believes the Extended Day-Ahead Market (EDAM) and the Pathways Initiative are important steps forward in the evolution of Western energy markets. EDAM enables improved intermittent resource integration by allowing participants to decommit less efficient resources in the day ahead timeframe, as opposed to only in the shorter real time window. The Pathways Initiative is critical for both reliability and affordability.

Unfortunately, soon after the bill was introduced, “poison pill” amendments were inserted into the bill in both the Senate Judiciary and Senate Appropriations Committees. These amendments would have given elected officials from California, in the form of an oversight council, the ability to unilaterally pull California utilities from this new market without a deliberative process. This oversight council language was deemed a non-starter by other Western states that would also look to participate in this Western market. These amendments forced us, along with almost every other energy stakeholder, to change position from support to oppose, although our position was nuanced. We opposed the bill in print, but we strongly supported passing a workable Pathways Initiative. We worked closely with other energy stakeholders to urge the Assembly and Senate leadership to agree to remove the amendments. We also worked closely with our delegation members, especially Senators Ashby and Cabaldon in the Senate, who were extremely helpful and supportive of SMUD’s position.

During the summer recess, the Governor’s office publicly supported our position of passing a “workable” SB 540 — meaning passing the bill without those poison pill amendments. As with many of the big bills this session, negotiations on the fate of SB 540 came down to the last minute. During overnight negotiations, the Senate agreed to remove the amendments and shift the bill language into a new vehicle, AB 825 by Assemblymember Petrie-Norris. Ultimately, AB 825 was very similar to the initial language in SB 540 and was broadly embraced by SMUD and other energy stakeholders.

### **SB 254/AB 825 – Energy Affordability**

The original versions of SB 254 and AB 825 were broad energy affordability measures, seeking to find a way for the state to help build, own, operate, and finance new transmission lines, among other things. Both bills were narrowed after the summer recess. Once AB 825 became the legislative vehicle for the Pathways Initiative (see above), SB 254 became the primary “energy affordability” bill.

*Status:* Signed by the Governor

*SMUD Position:* Watch

*Staff Comment:* SB 254 makes various changes related to investor-owned utilities (IOUs) and authorizes the state to do public financing and have ownership of electric transmission infrastructure. Important for us, the final version of SB 254 allowed for new flexibility on when POUs are required to submit their wildfire mitigation plans and required the California Earthquake Authority (which administers the IOU wildfire fund) to conduct a study of the current wildfire liability system for electric utilities and provide recommendations on potential changes to the system. One problematic provision in AB 825, which would have required a task force to review all utility demand side programs, was thankfully not included in SB 254.

### **AB 1207 – Cap-and-Trade Reauthorization**

AB 1207 reauthorizes Cap-and-Trade (renamed to Cap-and-Invest) until 2045. Fortunately, the bill

doesn't make any changes to the POU allocation amount or the "POU option" which allows us to use our allowances for compliance with the program. The bill does provide the California Air Resources Board (CARB) with the ability ("where appropriate") to transition "support" for gas corporations to electric utilities (including SMUD); electric utilities, in turn, would use that additional value to provide a credit to ratepayers. We'll see through the regulatory process how the potential transfer of allowances (or allowance value) from gas corporations to electric utilities will occur.

*Status:* Signed by the Governor

*SMUD Position:* Support

*Staff Comment:* At the beginning of the year, there was much speculation that the Legislature would attempt to reauthorize Cap-and-Trade. In anticipation of this, SMUD staff held a series of meetings with our legislative delegation and other relevant legislators to share our priorities for a Cap-and-Trade reauthorization – namely, retaining POU allowances as well as the "POU option." We had another round of meetings in late Spring to reiterate the importance of this program and the impacts POU customers would face should the allowance allocation amount be reduced or eliminated.

The two houses struggled to reach a deal, and it looked like Cap-and-Trade reauthorization was not going to happen this year. However, at the end of session, there was a flurry of last-minute negotiations among the Assembly, Senate, and Governor's office to reauthorize the Cap-and-Trade (now Cap-and-Invest) program until 2045. SMUD and other POUs supported the deal, as included in AB 1207, as it retained the POU option and did not make any proposals to reduce our allocation amount.

Overall, POUs fared well in the final legislation; however, some additional work needs to be done to implement the program, as CARB is now tasked with developing regulations to implement the newly reauthorized Cap-and-Invest program.

## **SB 840 – Greenhouse Gas Reduction Fund Spending Plan**

As part of the Cap-and-Invest extension negotiation, a key sticking point for many legislators was how the Cap-and-Invest auction revenues (through the Greenhouse Gas Reduction Fund, or GGRF) would be spent. Up until now, there have been a handful of "continuous appropriations" that automatically allocate approximate 60% of the fund to High-Speed Rail (HSR), transit capital projects, affordable housing near transit, and clean drinking water. This bill creates a new "waterfall" arrangement where a defined amount is still given to HSR and several other priorities off the top, but a \$1 billion check is also given off the top for the Legislature to spend as desired each year. Following those, percentages of the remaining funding are then allocated to priorities such as affordable housing near transit, community air quality, and healthy forests and fire protection.

*Status:* Signed by the Governor

*SMUD Position:* Supported the overall Cap-and-Invest bill package

*Staff Comment:* From the beginning of the session, it was clear that there were some members and stakeholders who cared primarily about how the GGRF was spent, while there were others, like SMUD, who were focused primarily on the program mechanics and protecting allowance allocations. SMUD remained focused on the programmatic issues, which proved successful. SMUD also believes that we will be well positioned to advocate for funding in the annual budget discussions, as we have done historically.

## **SB 541 – Load Management Targets**

SB 541 required the CEC to allocate load-shifting targets to retail electricity suppliers, like SMUD, and standardize measurement methods and determine the value of demand reduction by time and location.

*Status:* Vetoed by Governor

*SMUD Position:* Oppose

*Staff Comment:* SMUD opposed this bill due to the over-reach on our programs and rates. SMUD knows our resource needs, programs, and customers much better than the CEC. SMUD strongly pushed back against this bill and worked closely with CMUA to oppose it. We requested a veto from the Governor, and he ultimately vetoed the legislation.

## **SB 707 – Brown Act**

SB 707 places numerous additional requirements on local agencies including special districts, especially a few dozen of the largest special districts in the state, like SMUD, in addition to making numerous substantive and procedural changes. New requirements would include the translation of agendas, the facilitation of outreach to and inclusion of underrepresented groups, and the expansion of agenda posting requirements. The bill also incorporates other provisions from other Brown Act bills, including those related to subsidiary bodies and multijurisdictional bodies.

*Status:* Signed by Governor

*SMUD Position:* Watch

*Staff Comment:* SMUD worked through our trade association, the California Special Districts Association, on this bill, initially in an oppose unless amended position and ultimately moving to neutral with language that limited the bill's applicability to only larger special districts.

## **SB 858 – Local Government Omnibus**

Current law, under the Municipal Utility District Act (MUD Act), allows the board of directors of a MUD to fill a vacancy on the board through appointment under specified circumstances until the next district general election that is scheduled 90 or more days after the effective date of the vacancy. SB 858 provides that a person appointed to fill a vacancy holds office until the person elected has been qualified and takes office.

*Status:* Signed by Governor

*SMUD Position:* Watch

*Staff Comment:* East Bay MUD was able to resolve a discrepancy that exists in the MUD Act through this legislation. Absent this legislation, there is a gap between when the appointed person's term ends and the elected person's term begins. In other words, since the person appointed to fill a vacancy only serves until the date of the election, but the person that wins the seat in the election does not take office until the election is certified, there is a gap in representation.

## **SB 283 – Battery Storage Facilities**

SB 283 sets minimum safety standards and zoning requirements for all new battery storage facilities.

*Status:* Signed by Governor

*SMUD Position:* Watch

*Staff Comment:* In response to a January fire at a battery storage facility in Moss Landing, both Assemblymember Dawn Addis and Senator John Laird introduced legislation related to battery storage facilities. AB 303 was an attempt to ban the permitting of any battery storage systems. Senator Laird's SB 283 was a more moderate approach and was the more viable proposal on the topic. SMUD will have to follow safety protocols for any battery storage facilities.

## **AB 810 – Domain Names**

AB 810 adds special districts, joint powers authorities (JPAs), and other political subdivisions to the list of local agencies required to use “.gov” or “.ca.gov” domain names for internet websites and email addresses accessible to the public.

*Status:* Two-year bill

*SMUD Position:* SMUD worked through CSDA in opposition to this bill.

*Staff Comment:* The impact would have been widespread, costly, and potentially have impacts to our cybersecurity efforts. CSDA successfully advocated to get special districts removed from the bill, but we anticipate a similar effort to resurface.

## **SB 237 – Gas Affordability/LCFS**

SB 237 contains provisions to safely increase in-state oil production, while seeking to mitigate rising fuel costs. Importantly for SMUD, a prior version of the bill would have required CARB to amend the Low Carbon Fuel Standard program to reduce the maximum allowable credit price to be the average statewide credit price in effect on January 1, 2025, and would prohibit that amount from increasing annually more than the consumer price index.

*Status:* Signed by the Governor

*SMUD Position:* Watch

*Staff Comment:* SMUD joined a very large coalition of stakeholders who quickly acted to express the importance of the Low Carbon Fuel Standard program for our state's clean energy future. Ultimately, the LCFS provision was removed from the bill.

## **SB 445 – Transit Projects**

While SB 445 remained a spot bill through the first house, Senator Wiener ultimately amended the bill in a manner that would have allowed third-party entities, such as transit agencies, to move utility infrastructure if the utility did not respond to them within a certain amount of time. This had numerous safety, reliability and affordability issues. The bill got immediate pushback from several stakeholders, including POUs, and after multiple rounds of amendments, was finally narrowed to focus specifically on

projects located in the High Speed Rail project right-of-way, before becoming a two-year bill.

*Status:* Two-year bill

*SMUD Position:* Watch; worked through CMUA

*Staff Comment:* While significantly narrowed, the bill set a dangerous precedent in interfering with our ability to manage our assets. SMUD anticipates this bill will return next year.

## **State Regulation that Impacted SD-11**

### ***Load Management Standard (LMS) Regulation***

Amendments adopted in 2023 to the Load Management Standard (LMS) regulations require large California utilities, like SMUD, to develop marginal cost-based rates that change at least hourly for each customer class that is determined to materially reduce peak load, among other requirements. These amendments are intended to form the foundation of a statewide system utilizing automation to provide real-time demand flexibility on the grid. During the rulemaking process, SMUD advocated for an alternative compliance pathway that recognizes the role of utility programs and enables POU governing boards to weigh in early, via a compliance plan, on the cost-effectiveness of dynamic pricing and whether to propose it in rates or programs based on certain factors.

SMUD adopted its LMS Compliance Plan and submitted it for CEC approval in November 2023. Thereafter, CEC staff indicated that they did not believe that SMUD's Compliance Plan met the requirements of the LMS regulations, and the CEC's Executive Director issued a Deficiency Notice (Notice) that required SMUD to incorporate rates or programs with dynamic price signals or update the analysis provided in the Compliance Plan. While SMUD maintains that its original plan satisfied the regulatory requirements, SMUD revised and strengthened its analysis in response to the CEC feedback. SMUD's revised compliance plan was submitted to the CEC in December 2024. SMUD's plan finds that, at this time, incorporating dynamic pricing into its rates and programs would neither be cost-effective nor a prudent investment for its customers. However, SMUD plans to continue to evaluate dynamic pricing mechanisms.

Status: In August 2025, the CEC unanimously approved SMUD's LMS compliance plan. As part of the approval, SMUD will provide an updated evaluation of dynamic pricing during the triennial review of its compliance plan.

### ***Advanced Clean Fleets***

CARB unanimously adopted the Advanced Clean Fleets (ACF) regulation in April 2023. As originally adopted, the regulation required three market segments – large commercial fleets, public fleets, and drayage trucks – to transition their medium- and heavy-duty vehicles to zero-emission through either an annual purchase requirement or an optional fleet average requirement. The regulation includes multiple, but very narrow, exemptions from these requirements. For large commercial fleets and drayage trucks, CARB had sought a preemption waiver from the US EPA to enforce the rule, and CARB withdrew its waiver request in December 2024. CARB is now proposing to repeal those portions of the rule, an action which also provides a path to settle litigation. The rule remains effective for public fleets, like SMUD.

CARB initiated a rulemaking in August 2025 to repeal the privately owned and drayage fleet provisions and to narrowly incorporate statutory changes to public fleets' "daily usage" exemption. Leading up to and during the formal rulemaking process, SMUD and public power partners have advocated to

broaden the rulemaking to provide greater flexibility to public fleets in response to changing market conditions and implementation challenges. At the September 2025 CARB Board hearing, CARB staff proposed several additional flexibility measures – including delaying the 100 percent ZEV purchase requirement until 2030 and removing some exemption access barriers, particularly for the mutual aid exemption – which the Board directed staff to implement. While Board members were reluctant to direct broader changes given this rulemaking’s timeline and the desire to send a market signal, the Board directed staff to return with an update and opportunity for Board guidance on future changes, and several Board members expressed concern about affordability.

Status: CARB is working to develop 15-day changes to release for public comment in late 2025 or early 2026. The final rulemaking package must be submitted to the Office of Administrative Law no later than August 31, 2026.

### ***Draft Utility Wildfire General Order***

In June 2024, the State Water Resources Control Board (SWRCB) issued the *Draft Utility Wildfire and Similar Operations and Maintenance Activities Clean Water Act Section 401 Water Quality Certification and Waste Discharge Requirements General Order and Associated CEQA EIR* (Utility GO). The Utility GO covers eleven “project activities”, regardless of whether the activity is performed for wildfire mitigation, and the covered activities include regular maintenance activities like pole replacements, vegetation management, among others. Utilities performing these “project activities” within specific distances from “waters of the state” (WOTS) or in areas with specific slope and soil characteristics would be required to comply with the Utility GO requirements. SMUD staff have estimated at least 1,500 covered projects annually – chiefly vegetation management and pole replacements – many of which are unlikely to impact water quality, but the requirements could add significant costs and delays to SMUD’s work.

SMUD and an informal joint utility group have advocated for changes that would refocus the scope of the Utility GO on activities that pose a tangible risk to water quality and ensure that any project conditions or reporting requirements balance the need for oversight with operational needs. In April 2025, SMUD submitted comments detailing the impact of the Utility GO and providing specific recommendations. Throughout the summer and fall, SMUD has continued to meet with SWRCB staff and coordinate with partner utilities.

Status: SWRCB staff is working on potential revisions to the Utility GO and expects to present a final order to its board for approval in early 2026.

### ***Carbon Capture and Sequestration Program Implementation***

Senate Bill (SB) 905 (2022) requires CARB to establish a carbon capture, removal, utilization, and storage program; adopt protocols to support additional CCS and carbon dioxide removal approaches; adopt financial risk management and monitoring requirements for project operators; develop a voluntary unified permit application; and establish a public database and public reporting requirements. Importantly for SMUD, the protocols that CARB develops are expected to be the basis for recognizing emissions reductions from CCS in the Mandatory Reporting Regulation, Cap-and-Invest, and Power Source Disclosure regulations, among others.

Implementation of SB 905 has been delayed, in part due to staffing limitations at CARB. At a February 2025 overview workshop, SMUD presented the opportunities that CCS provides for its portfolio and highlighted the need for regulatory certainty across state programs and policies. In August 2025, CARB issued an information solicitation with detailed questions on program implementation. SMUD filed comments recommending that CARB prioritize developing protocols, project requirements, and

program integration for CCS applications that are commercially ready and have planned in-state deployments, like CCS retrofits of natural gas power plants.

Status: CARB is reviewing stakeholder feedback on program implementation.

### ***Corporate Greenhouse Gas Reporting and Climate Related Financial Risk Disclosure***

CARB is currently developing two corporate disclosure programs authorized by the Legislature in 2023: the California Corporate Greenhouse Gas (GHG) Reporting program (SB 253) and the Climate Related Financial Risk Disclosure program (SB 261). The GHG reporting program requires “business entities” that do business in California and have annual revenues exceeding \$1 billion to annually disclose their scope 1, 2, and 3 emissions. Business entities with annual revenues of \$500M are required to report climate-related financial risk reports every two years.

In December 2024, CARB indicated it was considering broadly interpreting “business entities” to include governmental entities. SMUD worked with its trade association to clarify this definition, and in August 2025, CARB agreed that governmental entities are not covered by these programs. While SMUD is not required to comply with these programs, information from SMUD may be needed to enable reporting for its customers that are subject to scope 1, 2, and 3 emissions disclosure requirements.

Status: CARB anticipates presenting a formal rulemaking package to its Board in early 2026.

### ***Power Source Disclosure Amendments***

SB 1158 (Becker) tasked the CEC with implementing new hourly GHG reporting requirements for retail suppliers of electricity, including SMUD. Under the new law, starting on January 1, 2028, retail suppliers will be required to report (1) sources of electricity used to serve hourly loss-adjusted retail load, (2) GHG emissions associated with each source, (3) annual total and average GHG emissions intensity, (4) annual avoided GHG emissions.

In 2024, CEC initiated a formal rulemaking to implement the requirements of SB 1158 and to update requirements for the annual Power Source Disclosure program and Power Content Label. SMUD engaged throughout the informal and formal rulemaking processes, both individually and through its trade association. In February 2025, CEC adopted proposed amendments that included many of the changes requested by SMUD, including a new category on the Power Content Label for emerging technologies, which could include technologies like CCS and green hydrogen.

Status: The Office of Administrative Law approved the CEC’s regulations in June 2025.

### **Delta Water and Hydro Impacts**

Two substantial Delta planning processes could potentially affect energy available for SMUD’s purchase from the Central Valley Project (CVP) and flows within the Upper American River Project (UARP) watershed: the Bay–Delta Water Quality Control Plan (Bay–Delta Plan), and the Delta Tunnel Project (successor to the Delta Conveyance Project, California WaterFix Project, which was in turn successor to the Bay Delta Conservation Plan).

Phase 2 of the Bay–Delta Plan is ongoing and could potentially affect SMUD by increasing the volume of water required for outflow into the Bay (Phase 3 would, if carried out, implement Phase 2 through modifications to water rights). A substantial change in Delta outflow and tributary flow requirements could, among other things, have a major impact on the timing of hydroelectric energy generation and even reduce generation overall in some year type scenarios. The State Water Resources Control Board (SWRCB) staff released a draft of one of the Phase 2 documents identifying an environmental need for

significantly more outflows (in short, 35 to 75% of all water is allegedly needed for outflow with staff recommending 45 to 65%).

Governor Newsom requested the SWRCB explore negotiation of voluntary agreements with water purveyors in lieu of imposing a strict plan. Work on the voluntary agreements process has been picking up speed and is now known as the Healthy Rivers and Landscapes Program. If adopted by its numerous sponsors and the SWRCB, the program would initiate aquatic habitat restoration and release of flows to support a healthier Delta ecosystem,

Approved in December 2023, the Delta Tunnel Project would involve the Department of Water Resources (DWR) building one new intake and a tunnel to complement the historical diversion of water through the Delta channels for the State Water Project (SWP). It had been expected the Project would involve the CVP as well, though that does not appear to be the case and the U.S. Bureau of Reclamation has not been participating, suggesting no CVP power would be used for the project. This is important because if provided by the CVP, power for the estimated 10-year construction effort and long-term operations would come out of supplies otherwise sold to public power contractors, the single largest share of which goes to SMUD under an existing long-term contract (which will be succeeded by a new contract). Using the tunnels would be part of an effort to maintain or even increase Delta watershed exports to Southern and Central California. Proponents have claimed the project would help reduce the historical impacts of the South of Delta pumps on special status fish species, though modeling by Northern California interests of the prior project suggests the reduced impacts have not been proven and in fact the opposite could be true.

In the meantime, the Delta Tunnel Project faces numerous legal challenges.

- (1) Numerous entities are in a legal battle over the project's compliance with the California Environmental Quality Act (CEQA). Most recently, on October 17, 2025, the Third District Court of Appeal lifted the trial court's preliminary injunction against DWR, allowing DWR to conduct preliminary geotechnical work for the project.
- (2) In January 2024, in another lawsuit the Court held that DWR lacked the authority to fund the project using revenue bonds. This ruling is on appeal. In the meantime, the project is using a mix of public and private funding.
- (3) DWR still needs to modify its water rights with the State Water Resources Control Board, which is typically a lengthy, contentious process that would predictably trigger another lawsuit.
- (4) Solano County (and possibly others) plan to file a lawsuit challenging the determination that the project is consistent with the Delta Plan.

Another setback is that this fall, Governor Newsom's proposal to have the Legislature streamline permitting for the project failed.

Staff Comment: SMUD is working closely with a coalition of water interests to evaluate the impacts of the Bay-Delta Plan and the Delta Tunnel Project to understand the implications for power generation and SMUD's water rights and hopefully to agree upon a voluntary agreement process as a substitute for a regulated process. SMUD is also working with DWR on how to serve the Project with power.

### **Federal Legislation that Impacted SD-11**

#### ***H.R. 4776 (Westerman): The "Standardizing Permitting and Expediting Economic Development Act" (SPEED Act)***

The SPEED Act would narrow the definition of "major federal action," to expand categorical exclusions to reduce the need for duplicative analyses for projects, limit litigation only to parties that participate in public comment opportunities, and impose strict timelines on legal challenges for projects requiring



federal review. The bill has a Democratic primary cosponsor, but during a Natural Resources Committee hearing received significant criticism from Democratic Committee members. The SPEED Act has been endorsed by APPA. SMUD Federal Affairs will continue to monitor this legislation.

### ***Tax Policy***

As a municipal utility, SMUD relies on municipal bonds and utilizes all available financing mechanisms to decrease the financing costs of infrastructure investments and projects. Therefore, SMUD has continued to advocate for maintaining the longstanding tax exemption for municipal bond interest as well as preserving the ability of municipal utilities to access elective payment of energy tax credits as authorized under the Inflation Reduction Act (IRA).

The 2017 Tax Cuts and Jobs Act (TCJA) preserved the general exemption for municipal bonds, but removed it for advance refunding bonds, which are used to effectively refinance an original bond. SMUD has worked individually and through coalitions to restore the exemption for advance refunding bonds. Bipartisan bills in both the House and Senate that would restore advanced refunding are expected to be proposed, however such legislation is unlikely to be passed as a stand-alone bill.

The 2022 IRA included a provision that allows tax-exempt entities to receive refundable elective payments of various energy tax credits, making them directly available to public power utilities for the first time. SMUD has worked individually and through coalitions like the American Public Power Association (APPA) and Large Public Power Council (LPPC) to preserve the energy incentives and the ability of municipal utilities to elect elective payment of various energy tax credits.

The Budget Reconciliation bill, the “One Big Beautiful Bill Act” (OB3), which was enacted in July 2025, dramatically accelerated the phase out of credits for wind and solar projects, but preserved the IRA provision that allows tax-exempt entities to receive elective payments of energy tax credits. The 45Q credit for carbon capture was maintained, as was the credit for non-intermittent clean power sources like geothermal and stand-alone energy storage. SMUD has worked individually and through coalitions like the American Public Power Association (APPA), Large Public Power Council (LPPC), and the Business Council for Sustainable Energy (BCSE) to preserve the ability of municipal utilities to elect elective payment of various energy tax credits and maintain the tax exemption for municipal bonds. The ability to restore advance refunding was not considered as part of OB3. Most recently, the “American Energy Independence and Affordability Act” (H.R. 5862) was introduced to reinstate renewable energy tax credits that were rescinded in OB3. This legislation is not expected to advance in the current Congress.

### ***H.R. 471 (Rep. Westerman)/Se.1462 (Sen. Curtis): the Fix Our Forests Act***

In January, the House passed H.R. 471, the “Fix Our Forests Act,” with bipartisan support. The bill would expedite forest management activities on federal land, including several provisions to allow local governments and special districts to participate in assessing firehedges, provide a categorical exclusion for vegetation management in utility rights-of-way, and automatically approve utility vegetation management plans 120 days after submittal. A Senate version of the bill was introduced by Sen. John Curtis (R-UT), with Sen. Alex Padilla (D-CA)’s support as an original cosponsor. S. 1462 was advanced in the Senate Agriculture Committee by a broad bipartisan vote of 18-5, although some Democratic supporters indicated that a few provisions – including providing adequate funding for programs included in the bill – may need additional negotiation prior to consideration by the full Senate.

### ***CISA Reauthorization***

The Cybersecurity Information Sharing Act (CISA), which sets up policies and procedures for the voluntary sharing of cybersecurity threat information between and among the federal government and private entities (the definition of which includes public power utilities) and provides limited liability and

antitrust protection for these activities, expired on Sept. 30, 2025. Legislation to provide a clean reauthorization of CISA has been introduced in both the House, the “Widespread Information Management for the Welfare of Infrastructure and Government Act” (H.R. 5079) and Senate, the “Protecting America from Cyber Threats Act” (S. 2983). Most recently, a provision in the House Continuing Resolution (CR) to extend government funding, was included to provide a short-term extension of CISA. While reauthorization of CISA has bipartisan support, Senate Homeland Security Chairman Rand Paul (R-KY) is opposing a clean, long-term reauthorization. SMUD Federal Affairs will continue to monitor legislation and provisions in must-pass bills to reauthorize CISA.

### ***Pole Attachments***

Municipal utilities are exempt from federal regulation of pole attachments under Section 224 of the Federal Communications Act. However, the Federal Communications Commission (FCC) has taken steps in recent years that impact public power pole attachments. In September 2018 the FCC issued a declaratory order and ruling reinterpreting other sections of the law to impose fee limits and timelines on pole attachment applications. In March 2022, the FCC approved a Further Notice of Proposed Rulemaking (FNPRM) on the allocation of pole replacement costs and the resolution of pole attachment disputes. In Sept. 2025, the FCC adopted a Notice of Inquiry (NOI) on wireline infrastructure deployment and a Notice of Proposed Rulemaking (NRPM) on wireless infrastructure deployment, which will likely impact pole attachment agreements. SMUD has expressed concerns to its delegation about this federal intrusion, noting that it has developed pole attachment agreements with telecom carriers. Rep. Anna Eshoo (D- CA) introduced legislation in January 2019 to nullify the 2018 FCC order, and Senator Dianne Feinstein (D-CA) sponsored similar legislation in the Senate in June 2019. The bills have failed to gain bipartisan support or traction in either chamber, and they have not been reintroduced in subsequent congressional sessions.

### ***Appropriations***

As has been customary for many years, Congressional appropriators failed to pass yearly funding bills before the end of the fiscal year (Sept.30). Unlike most years, however, Democrats and Republicans were unable to reach a compromise on a Continuing Resolution (CR) to extend the previous year’s funding levels, resulting in a 43-day government shutdown. On November 10, the Senate voted 60-40 to approve a three-bill FY 2026 minibus package (including Military Construction-Veterans Affairs, Agriculture and Legislative Branch appropriations) and extend funding for the remainder of the government through January 30, 2026. The House approved the Senate-passed funding deal on November 12, reopening the federal government. Appropriators are continuing negotiations for full-year funding for the remaining nine FY 2026 spending bills before the new CR deadline expires.

### ***Spent Nuclear Fuel Removal***

Unable to make progress on removing spent nuclear fuel to interim storage facilities, congressional attention has turned to reprocessing and decommissioning. The House Fiscal Year 26 Energy & Water Appropriations bill prohibits funds from being used to site a private interim storage facility, and the Senate has not yet released bill language. Meanwhile, Rep. Mike Lawler (R-NY) introduced a bill to provide additional oversight over how utilities use their decommissioning trust funds, the “Reactor Expenditure Accountability and Compliance Transparency Act.” Additionally, Rep. Mike Levin (D-CA) introduced legislation in 2024 to create a new government agency tasked with the disposition of used nuclear fuel, the “Nuclear Waste Administration Act.” This legislation is expected to be reintroduced, however it is not expected to advance in the current Congress.

## **Federal Regulatory Issues that Impacted SD-11**

### ***DOE/FERC Advance Notice of Proposed Rulemaking***

On Oct. 23, Energy Secretary Chris Wright sent FERC an Advance Notice of Proposed Rulemaking (ANOPR) proposing to expand FERC authority to large loads interconnecting directly to the interstate transmission system. If adopted, the rule would give data centers a pathway to bypass local utilities and access the grid directly, regardless of whether there is sufficient local power to support its operations. The proposal would, however, prioritize faster hookups for “hybrid facilities” (co-location where the data center builds its own power resources) and flexibility (through demand response, curtailment, switching to a battery, or activating a virtual power plant). SMUD will continue to monitor this issue, including through the Large Public Power Council.

### ***CAISO Markets and Pathways Initiative***

SMUD has a direct interest in finding long-term solutions to the challenges posed by the integration of intermittent resources, such as wind and solar. One solution has been the development of an EIM operated by the CAISO, and another solution is the CAISO’s EDAM. In general, the EIM is a sub-hourly energy platform that automatically clears and dispatches the lowest cost electricity available to serve demand on a real-time basis, with EDAM providing similar functionality but with a day-ahead resource and scheduling commitment.

SMUD has successfully participated in the EIM, through BANC as the BA, since go-live on April 3, 2019, which has provided reliability, operational flexibility, and financial benefits. Given the success of EIM, which now covers a significant footprint in the west, the CAISO, with the support of SMUD, BANC, and other EIM participants, has developed an extension of the EIM real time framework to the CAISO’s day ahead market, referred to as the EDAM. Like EIM, EDAM would broaden the access to regional resources for the reliable integration of renewable generation and better optimization of resources, only over a longer (day ahead) time horizon, and participation is voluntary. After a few years of negotiations, discussions, and stakeholder meetings, the CAISO Board of Governors and Western Energy Imbalance Market Governing Body jointly approved the EDAM framework in February of 2023. On August 22, 2023, the CAISO filed an EDAM tariff amendment with FERC, to which SMUD filed supportive comments. FERC ultimately approved the proposal on June 11, 2024. The CAISO began EDAM implementation activities in 2024 with EDAM launch scheduled for Spring 2026 with PacifiCorp and Portland General Electric as the first participants. SMUD, along with the other BANC participants, plans to join EDAM beginning in Fall 2027, in addition to Los Angeles Department of Water & Power (LADWP), Turlock Irrigation District (TID), and Public Service Company of New Mexico (PNM). Other EIM entities have also informed the CAISO of their interest in joining EDAM in 2028. Like EIM, EDAM remains a voluntary market, allowing SMUD the added flexibility to time its participation and pivoting later, should better options arise in the future.

Some parties outside of California have stated that a day-ahead market decision, such as participation in EDAM and market services beyond EDAM, hinges on the potential for representative, independent governance. In response, multiple western state commissioners, including California, issued a letter to the Western Interstate Energy Board in summer of 2023 calling for the creation of an independent entity that could serve as a means of delivering a market for western states. The West-Wide Governance Pathways Initiative (Pathways Initiative) was created and a stakeholder committee was formed to develop a governance proposal. Following an inclusive and broad set of stakeholder meetings and comment periods throughout 2024, the committee proposed a multi-step process to create an independent governing body that would enable a path forward for a potential west-wide fully organized market (a Regional Transmission Organization, or RTO). Earlier in 2024, as the first step, the CAISO approved elevating the EIM/EDAM Governing Body joint authority with the CAISO Board to primary

authority over EIM/EDAM market matters, which took effect in 2025. The second step is creation of a non-profit entity and transfer of governance authority over EIM/EDAM markets from the CAISO to this new "Regional Organization." The CAISO would retain authority over its other functions such as balancing authority responsibilities, resource adequacy, transmission planning, and reliability coordination. The market governance transition would occur after FERC approval of a CAISO tariff filing. With the passage of AB 825 this year in the California Legislature, step 2 is now underway. Step 3 is a longer-term process that envisions future expansion of regionalized functions and services offered by the Regional Organization.

SMUD believes EDAM and the Pathways Initiative are important steps forward in the evolution of Western energy markets. EDAM enables improved intermittent resource integration by allowing participants to decommit less efficient resources in the day ahead timeframe, as opposed to only in the shorter real time window. The Pathways Initiative is aimed at solving a critical independent governance gating issue for broader participation in EDAM and other future market offerings. As we have seen with EIM's gradual expansion, which now covers 80% of the load in the west, broader and more diverse participation throughout the west unlocks more reliability, operational flexibility, and financial benefits through regional diversity. Thus, EDAM and the Pathways Initiative align well with SMUD's 2030 Zero Carbon Plan goals.

### ***Implementing OB3 Energy Tax Credits Provisions***

The Department of the Treasury and Internal Revenue Service (IRS) have been jointly issuing guidance to implement changes to clean energy tax provisions in the One Big Beautiful Bill Act (OB3). In August 2025, Treasury and the IRS released guidance on "beginning of construction" rules for wind and solar projects claiming tax credits, pursuant to the July 7 Executive Order directing strict enforcement of the phaseout codified in OB3. The new guidance significantly restricts eligibility by eliminating the existing 5% safe harbor for wind and solar projects that begin construction after Sept. 2, 2025. SMUD is awaiting guidance on new foreign entities of concern (FEOC) restrictions on supply chains and infrastructure material imposed in OB3. Treasury and IRS are working to issue guidance on domestic content requirements, which preclude entities from accessing elective pay after 2025, making it a crucial element of the process. SMUD is awaiting final guidance on post-2025 domestic content requirements. These guidance documents can have significant and material impacts on the value of the credits, particularly with respect to the elective pay provisions that allow public power systems to directly avail themselves of the credits.

RESOLUTION NO. \_\_\_\_\_

**BE IT RESOLVED BY THE BOARD OF DIRECTORS  
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

This Board accepts the monitoring report for **Strategic Direction SD-11, Public Power Business Model**, substantially in the form set forth in **Attachment \_\_** hereto and made a part hereof.



SSS No. ZCES 25-005

# BOARD AGENDA ITEM

## STAFFING SUMMARY SHEET

Committee Meeting & Date Policy – 12/10/25
Board Meeting Date December 11, 2025

TO				TO							
1.	James Frasher			6.	Suresh Kotha						
2.	Lora Anguay			7.							
3.	Scott Martin			8.							
4.	Farres Everly			9.	Legal						
5.	Brandy Bolden			10.	CEO & General Manager						
Consent Calendar		X	Yes	No If no, schedule a dry run presentation.		Budgeted		X	Yes	No (If no, explain in Cost/Budgeted section.)	
FROM (IPR) Kristy McKeen				DEPARTMENT Grant Administration				MAIL STOP A210		EXT. 4844	
DATE SENT 11/14/25											

**NARRATIVE:**

**Requested Action:** Approve and ratify the submittal of SMUD’s grant application to the California Department of Fish and Wildlife (CDFW) for the Sport Fish Restoration Act Boating Access: Rancho Seco Lake Invasive Mussel Prevention Grant and authorize the Chief Executive Officer and General Manager, or his designee, to negotiate and execute in the name of Sacramento Municipal Utility District (SMUD) a grant recipient contract with CDFW as well as all grant documents, including, but not limited to, applications, amendments and requests for payment, necessary to facilitate grant participation.

**Summary:** SMUD submitted a grant application to CDFW for the Sport Fish Restoration Act Boating Access: Rancho Seco Lake Invasive Mussel Prevention Grant (State designation Q2596910 and Federal designation F25AF01215-00) on May 23, 2025, and was selected on August 5, 2025, to receive \$91,161.

The grant provides funding for the installation of a single boat-washing machine plus foundation to prevent the potential spread of Golden Mussels to Rancho Seco Lake. The grant recipient contract must be executed by January 29, 2027. Acceptance of funds via a SMUD Board Resolution is a requirement of the granting agency.

**Board Policy:** Strategic Direction SD-4, Reliability; Strategic Direction SD-7, Environmental Leadership  
(Number & Title)

**Benefits:** The purpose of this project is to install a specialty boat washing machine at Rancho Seco Lake as a preventative measure to slow or halt progression of the invasive Golden Mussels. This species has proven to be uniquely damaging to water-based infrastructure and could impact SMUD facilities. The funds from this grant will be used to install crucial equipment to help stop the spread.

**Cost/Budgeted:** CDFW Grant funds are \$91,161; SMUD match cost share is not required.

**Alternatives:** Do not accept the grant and purchase materials with SMUD funding.

**Affected Parties:** Power Generation, Accounting and Grant Administration

**Coordination:** Accounting, Grant Administration, Power Generation, and Legal

**Presenter:** James Frasher, Director, Research & Development, Grants & Partnerships

**Additional Links:**

SUBJECT	California Department of Fish & Wildlife (CDFW) Invasive Mussel Prevention Grant Application Authorization and Acceptance	ITEM NO. (FOR LEGAL USE ONLY) <b>13</b>
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ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

**RESOLUTION NO. \_\_\_\_\_**

**WHEREAS**, this Board has adopted energy reliability and environmental leadership policies; and

**WHEREAS**, the **Sacramento Municipal Utility District (SMUD)** Board of Directors is responsible for overseeing and guiding the policies and operations of **SMUD** in accordance with its mission to provide reliable, sustainable, and affordable electric service; and

**WHEREAS**, on May 23, 2025, **SMUD** submitted a grant application to **California Department of Fish and Wildlife (CDFW) Sport Fish Restoration Act Boating Access: Rancho Seco Lake Invasive Mussel Prevention Grant (State designation Q2596910 and Federal designation F25AF0121500) (CDFW Grant)**; and

**WHEREAS**, the CDFW Grant provides funding for the installation of a single boat-washing machine plus foundation to prevent the potential spread of the invasive Golden Mussels; and

**WHEREAS**, SMUD was selected on August 5, 2025, to receive a \$91,161 grant award for the **Rancho Seco Lake - Invasive Mussel Prevention Project**; and

**WHEREAS**, **CDFW** requires a copy of an authorizing Board resolution for acceptance of the **CDFW Grant**; and

**WHEREAS**, the funds acquired from the **CDFW Grant** will enable SMUD to reduce the impacts of the invasive Golden Mussel; **NOW, THEREFORE**,



**BE IT RESOLVED BY THE BOARD OF DIRECTORS  
OF THE SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

**Section 1.** This Board approves and ratifies the submittal of the SMUD's application to the **California Department of Fish and Wildlife (CDFW) Sport Fish Restoration Act Boating Access: Rancho Seco Lake Invasive Mussel Prevention Grant (State designation Q2596910 and Federal designation F25AF01215-00) (CDFW Grant)** for a maximum of \$91,161.

**Section 2.** The Chief Executive Officer and General Manager, or his designee, is authorized to execute in the name of Sacramento Municipal Utility District all grant documents, including, but not limited to, applications, agreements, amendments, and requests for payment necessary to secure grant funds and implement the **CDFW Grant** to fund the **Rancho Seco Lake - Invasive Mussel Prevention Project** to be completed by January 29, 2027.

**Section 3.** The authorizations of the Chief Executive Officer and General Manager, or his designee, under Section 2. above are effective for three years (3) from the date of adoption of this resolution.



SSS No. CFO 25-016	<h1 style="margin: 0;">BOARD AGENDA ITEM</h1> <h2 style="margin: 0;">STAFFING SUMMARY SHEET</h2>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="padding: 2px 5px;">Committee Meeting &amp; Date</td> <td style="padding: 2px 5px;">Finance &amp; Audit – 11/18/25</td> </tr> <tr> <td style="padding: 2px 5px;">Board Meeting Date</td> <td style="padding: 2px 5px;">December 11, 2025</td> </tr> <tr> <td colspan="2" style="height: 30px; background-color: #cccccc;"></td> </tr> </table>	Committee Meeting & Date	Finance & Audit – 11/18/25	Board Meeting Date	December 11, 2025		
Committee Meeting & Date	Finance & Audit – 11/18/25							
Board Meeting Date	December 11, 2025							

TO				TO				
1.	Scott Martin	6.						
2.	Jose Bodipo-Memba	7.						
3.	Lora Anguay	8.						
4.		9.	Legal					
5.		10.	CEO & General Manager					
<b>Consent Calendar</b>		<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<i>If no, schedule a dry run presentation.</i>		<b>Budgeted</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<i>If no, explain in Cost/Budgeted section.)</i>	
FROM (IPR) Michelle Kirby			DEPARTMENT Enterprise Strategy and Planning			MAIL STOP B356	EXT. 6526	DATE SENT 10/29/25

**NARRATIVE:**

**Requested Action:** Approve the following:

- 2026 SMUD Budget Resolution
- 2026 Debt Resolution
- Pay Schedule and Special Compensation Items

**Summary: 2026 Budget Resolution**

The 2026 Proposed SMUD Budget Resolution is comprised of Operations and Maintenance budget of \$1,434.5 million, Debt Service budget of \$216.3 million, and Capital budget of \$671.6 million. The proposed 2026 Budget Resolution limits spending to \$2,322.4 million (total of prior amounts), plus 10% contingency, plus the commodity contingency and adjustments for Hydro Generation Adjustment transfers or revenue, Western Area Power Administration (WAPA) energy delivery shortfall, and higher retail sales. Additionally, SMUD participates in regulatory programs such as Low Carbon Fuel Standard (LCFS) and Cap-and-Invest (formerly known as Cap-and-Trade). When SMUD collects revenues through these program’s sales, it is required to apply the proceeds toward specific expenses that support the program’s goals. Should actual sales proceeds exceed the budgeted amount for these programs, the budgeted amount may be increased to match the sales proceeds without the prior specific approval of this Board. The proposed resolution also limits authorized permanent full-time positions to 2,295 plus 5 percent.

**Public Good Charge**

The Public Goods Charge shall be adjusted to \$104 million, which exceeds the minimum of 2.85% of 1994 revenues. Public good expenses are \$72.8 million, and the rate subsidy is \$31.2 million. The percentage allocation for the public goods charge expenditures shall apply to low-income assistance, energy efficiency, research and development, and new renewable generation.

**2026 Debt Resolution**

The 2026 Proposed Debt Resolution contains the official Declaration of Intent to Issue Debt to create \$400 million of additional bonding authority to reimburse for qualifying capital expenditures. The resolution also contains the Official Intent to reimburse for 2026, 2025 and 2024 capital expenditures from bond proceeds, which is required to maintain tax-exempt financing capability.

**Pay Schedule and Special Compensation Items**

Approve/Adopt SMUD’s pay schedule and special compensation pursuant to California Code of Regulations (CCR).

**Board Policy:** The 2026 SMUD Budget funds programs and initiatives that contribute to meeting Board strategic directives.

*(Number & Title)*

Governance Process GP-3, Board Job Description, subsection (f) provides that the Board will adopt SMUD’s budget on an annual basis.

**Benefits:** Approval of the 2026 SMUD Budget meets the requirements of the MUD Act and will authorize spending within the limits prescribed.

**Cost/Budgeted:** Approval of the 2026 SMUD Budget Resolution will authorize spending within the limits prescribed.

**Alternatives:** Approval of a budget for SMUD is required before January 1, 2026, otherwise, SMUD will not have the authority to make purchases or pay employees.

**Affected Parties:** SMUD

**Coordination:** Budget Office, Treasury, Accounting, People Services & Strategies, Legal

**Presenter:** Scott Martin, Chief Financial Officer

**Additional Links:**

SUBJECT

**2026 Proposed SMUD Budget**

ITEM NO. (FOR LEGAL USE ONLY)

**14a**

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

**RESOLUTION NO. \_\_\_\_\_**

**WHEREAS**, the proposed 2026 Budget is expected to result in a positive net income for 2026; **NOW THEREFORE**,

**BE IT RESOLVED BY THE BOARD OF DIRECTORS  
OF SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

**Section 1.** This resolution may be referred to as the 2026 Budget Resolution.

**Section 2.** (a) There is hereby appropriated from the General Fund sufficient monies for the payment of demands against SMUD which relate to obligations incurred for the purposes and within the amount specified for such purposes in the following projection of SMUD's program for the period January 1, 2026, through December 31, 2026.

Operations and maintenance:

Commodity - purchased power, fuel, and wheeling	\$592,500,000
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Public Goods	72,821,981
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Customer, energy delivery, zero carbon, workforce diversity & enterprise partnerships, information technology, corporate services & Rancho Seco	769,164,806
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Sub-Total	\$1,434,486,787
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Debt Service	216,304,879
Capital and reserve	671,569,501

<b>TOTAL</b>	<b>\$2,322,361,168</b>
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(b) The Commodity line-item budget is based on assumptions of average rainfall and temperatures during 2026. SMUD has in place a Hydro Generation Adjustment (SMUD HGA) mechanism whereby, based on the actual rainfall amounts between April 1, 2025, and March 31, 2026 in comparison to the budget assumptions, SMUD may transfer funds to or from the Hydro Rate Stabilization Fund and, once pre-established limits are met, increase or decrease customer rates accordingly. The Commodity line-item budget will be increased or reduced based on the actual transfer and/or change in customer revenues from the SMUD HGA adjustment.

(c) SMUD has budgeted to receive energy in 2026 under its contract with the Western Area Power Administration (WAPA). SMUD has in place a WAPA Hydro Generation Adjustment (WAPA HGA) mechanism whereby, based on the actual delivery from WAPA between April 1, 2025, and March 31, 2026 in comparison to the budget assumptions, SMUD may transfer funds to or from the WAPA Rate Stabilization Fund and, once pre-established limits are met, increase or decrease customer rates accordingly. This energy primarily is generated at Central Valley Project hydroelectric plants, and the actual quantity of energy received will be dependent on rainfall, carryover water storage and operation of the WAPA system to meet contractual water deliveries. Because WAPA generation facilities are spread over a wide area, insurance is not practical for offsetting variations of energy deliveries due to weather. One purpose of the WAPA Rate Stabilization Fund is to mitigate such variations. The

Commodity line-item budget will be increased or reduced based on the actual transfer and/or change in customer revenues from the WAPA HGA.

Budgeted energy purchases necessary to meet customer energy sales requirements (10,819 GWh) are based on average weather conditions and expected customer growth in 2026. Should actual weather conditions or growth levels cause SMUD retail sales and related energy requirements to be higher, the Commodity line-item budget will be increased by the NP15 power price per megawatt-hour of additional retail energy sales to offset the cost of these sales.

(e) SMUD participates in regulatory programs such as Low Carbon Fuel Standard (LCFS) and cap-and-invest. Under these programs, SMUD has the option to monetize the credits and allowances applicable to these programs through sales transactions. When SMUD collects revenues through these sales, it is required to apply the proceeds toward specific expenses that support the program goals. An additional purpose of the Rate Stabilization Funds is to mitigate fluctuations from regulatory programs. The Accountant is hereby authorized to transfer funds to or from the Rate Stabilization Funds to match LCFS and Cap-and-Trade revenues with expenses. The budgeted amounts will be increased or decreased accordingly.

(f) For purposes of Section 11891.6 of the Municipal Utility District Act, there shall be deemed added to each line item, in section 2a, a 10 percent contingency. Demands against SMUD which relate to obligations incurred for each line item and are within such line item amount plus the 10

percent contingency may be paid without prior specific approval of this Board, provided the total of such payments during 2026 may not exceed the total budget amount plus this 10% contingency, plus the commodity contingency and adjustments for weather hedge contracts, higher retail sales and Rate Stabilization transfers as set forth in paragraphs (b), (c), (d), (e) and (f) above.

**Section 3.** Demands against SMUD may be paid without the prior specific approval of this Board if they relate to obligations incurred for the purposes and within the amounts specified in Section 2, provided such demands are approved by the CEO & General Manager or someone to whom he has delegated such approval authority. It is the purpose and intent of this paragraph to delegate to the CEO & General Manager authority to make purchases, to negotiate and execute contracts, and expend funds in any manner necessary or appropriate to the administration of the business affairs of SMUD, all within the amounts and for the purposes set forth above, and subject to the provisions of existing law and of all the duly passed resolutions of this Board, including the Board-approved delegations of authority.

**Section 4.** At monthly intervals, the Treasurer shall transfer from the General Fund appropriate amounts into each of the various funds established to service SMUD's general obligation indebtedness, its Electric System Revenue Bond indebtedness, and its Electric Revenue Bond indebtedness in approximately equal installments as set forth in the tabulations on file with the Accountant. Investment authority, for all funds, is delegated to the Treasurer for a one-year period in accordance with California Code Section 53607.



**Section 5.** The number of permanent full-time employees during 2026 shall not exceed 2,295 employees plus a five percent contingency without further authorization of this Board.

**Section 6.** The Public Goods Charge shall be adjusted for expenditures of \$104 million, which exceeds the minimum of 2.85% of 1994 revenues. The percentage allocation for the public goods charge expenditures shall apply to low-income assistance, energy efficiency, research and development, and new renewable generation.

**Section 7.** The CEO & General Manager, or his designee, is authorized to make future changes to the **Budget** that, in his prudent judgment: (a) further the primary purpose of the **Budget**; (b) are intended to provide a net benefit to SMUD; and (c) do not exceed the authorized **Budget** amounts and applicable contingencies.



SSS No. CFO 25-016	<h1 style="text-align: center;">BOARD AGENDA ITEM</h1> <h2 style="text-align: center;">STAFFING SUMMARY SHEET</h2>	Committee Meeting & Date Finance & Audit – 11/18/25
		Board Meeting Date December 11, 2025

TO				TO			
1.	Scott Martin			6.			
2.	Jose Bodipo-Memba			7.			
3.	Lora Anguay			8.			
4.				9.	Legal		
5.				10.	CEO & General Manager		
Consent Calendar				Budgeted			
Yes X No If no, schedule a dry run presentation.				Yes			
FROM (IPR) Michelle Kirby				DEPARTMENT Enterprise Strategy and Planning		MAIL STOP B356	EXT. 6526
						DATE SENT 10/29/25	

NARRATIVE:

Requested Action:

Approve the following:

- 2026 SMUD Budget Resolution
- 2026 Debt Resolution
- Pay Schedule and Special Compensation Items

Summary:

2026 Budget Resolution

The 2026 Proposed SMUD Budget Resolution is comprised of Operations and Maintenance budget of \$1,434.5 million, Debt Service budget of \$216.3 million, and Capital budget of \$671.6 million. The proposed 2026 Budget Resolution limits spending to \$2,322.4 million (total of prior amounts), plus 10% contingency, plus the commodity contingency and adjustments for Hydro Generation Adjustment transfers or revenue, Western Area Power Administration (WAPA) energy delivery shortfall, and higher retail sales. Additionally, SMUD participates in regulatory programs such as Low Carbon Fuel Standard (LCFS) and Cap-and-Invest (formerly known as Cap-and-Trade). When SMUD collects revenues through these program’s sales, it is required to apply the proceeds toward specific expenses that support the program’s goals. Should actual sales proceeds exceed the budgeted amount for these programs, the budgeted amount may be increased to match the sales proceeds without the prior specific approval of this Board. The proposed resolution also limits authorized permanent full-time positions to 2,295 plus 5 percent.

Public Good Charge

The Public Goods Charge shall be adjusted to \$104 million, which exceeds the minimum of 2.85% of 1994 revenues. Public good expenses are \$72.8 million, and the rate subsidy is \$31.2 million. The percentage allocation for the public goods charge expenditures shall apply to low-income assistance, energy efficiency, research and development, and new renewable generation.

2026 Debt Resolution

The 2026 Proposed Debt Resolution contains the official Declaration of Intent to Issue Debt to create \$400 million of additional bonding authority to reimburse for qualifying capital expenditures. The resolution also contains the Official Intent to reimburse for 2026, 2025 and 2024 capital expenditures from bond proceeds, which is required to maintain tax-exempt financing capability.

Pay Schedule and Special Compensation Items

Approve/Adopt SMUD’s pay schedule and special compensation pursuant to California Code of Regulations (CCR).

Board Policy:

(Number & Title)

The 2026 SMUD Budget funds programs and initiatives that contribute to meeting Board strategic directives.

Governance Process GP-3, Board Job Description, subsection (f) provides that the Board will adopt SMUD’s budget on an annual basis.

**Benefits:** Approval of the 2026 SMUD Budget meets the requirements of the MUD Act and will authorize spending within the limits prescribed.

**Cost/Budgeted:** Approval of the 2026 SMUD Budget Resolution will authorize spending within the limits prescribed.

**Alternatives:** Approval of a budget for SMUD is required before January 1, 2026, otherwise, SMUD will not have the authority to make purchases or pay employees.

**Affected Parties:** SMUD

**Coordination:** Budget Office, Treasury, Accounting, People Services & Strategies, Legal

**Presenter:** Scott Martin, Chief Financial Officer

**Additional Links:**

SUBJECT

**2026 Proposed SMUD Budget**

ITEM NO. (FOR LEGAL USE ONLY)

**14b**

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

**RESOLUTION NO. \_\_\_\_\_**

Supplemental Resolution (Supplemental )  
to Resolutions No. 6457, 8107, 83-7-26 )  
as amended by Resolution No. 87-10-22, )  
No. 92-12-29, No. 93-12-19, No. 94-12-16, )  
No. 95-12-10, No. 96-12-07, No. 97-12-18, )  
No. 98-11-12, No. 99-12-10, No. 00-12-11, )  
No. 01-12-02, No. 02-11-04, No. 03-12-14, )  
No. 04-12-11, No. 05-12-13, No. 06-12-08, )  
No. 07-12-08, No. 08-12-05, No. 09-12-08, )  
No. 10-12-03, No. 11-12-08, No. 12-12-06, )  
No. 13-12-09, No. 14-12-13, No. 15-12-08, )  
No. 16-12-14, No. 17-12-13, No. 18-12-12, )  
No. 19-11-05, No. 20-12-14, No. 21-12-11, )  
No. 22-12-06, No. 23-12-10, and 24-12-07 )  
declaring the intention of the Board of Directors )  
of the Sacramento Municipal Utility District to )  
Authorize the issuance of additional )  
Revenue Bonds )  
\_\_\_\_\_ )

**WHEREAS**, Sacramento Municipal Utility District ("SMUD") on  
July 23, 1970, May 2, 1974, and July 21, 1983, by the adoption by its Board of  
Directors of Resolutions No. 6457, 8107, and 83-7-26, as amended by  
Resolution No. 87-10-22 adopted October 1, 1987; Resolutions No. 92-2-11,  
No. 92-12-29, No. 93-12-19, No. 94-12-16, No. 95-12-10, No. 96-12-07,  
No. 97-12-18, No. 98-11-12, No. 99-12-10, No. 00-12-11, No. 01-12-02,  
No. 02-11-04, No. 03-12-14, No. 04-12-11, No. 05-12-13, No. 06-12-08,  
No. 07-12-08, No. 08-12-05, No. 09-12-08, No. 10-12-03, No. 11-12-08,  
No. 12-12-06, No. 13-12-09, No. 14-12-13, No.15-12-08, No.17-12-13,  
No. 18-12-12, 19-11-05, 20-12-14, 21-12-11, 22-12-06, 23-12-14, 24-12-07  
adopted by the Board of Directors on February 6, 1992, December 17, 1992,  
December 16, 1993, December 15, 1994, December 14, 1995, December 19,

1996, December 17, 1997, November 30, 1998, December 2, 1999, December 7, 2000, December 6, 2001, November 7, 2002, December 4, 2003, December 2, 2004, December 1, 2005, December 7, 2006, December 6, 2007, December 4, 2008, December 3, 2009, December 3, 2010, December 1, 2011, December 6, 2012, December 5, 2013, December 4, 2014, December 3, 2015, December 1, 2016, December 21, 2017, December 20, 2018, November 21, 2019, December 10, 2020, December 9, 2021, December 8, 2022, December 14, 2023, and December 12, 2024, respectively (collectively, the “Prior Resolutions”), found and determined that it was necessary to raise funds by the issuance of revenue bonds in the maximum principal amount of \$9,455,000,000 pursuant to Sections 12850, et seq., of the California Public Utilities Code (the “Act”); and

**WHEREAS**, in order to provide reliable electric service to its customers, it is necessary for SMUD to make certain capital improvements and other capital expenditures to its system, which capital improvements and other capital expenditures are designed to have useful lives of up to 40 years, or more; and

**WHEREAS**, to fairly apportion the costs of such capital improvements and other capital expenditures among SMUD’s customers who will receive the benefits of such improvements, SMUD has determined to authorize the financing of such improvements and expenditures with bonds of SMUD; and

**WHEREAS**, to provide bond financing for such improvements and expenditures, it now appears necessary to increase the authorized issue of revenue bonds that may be issued by SMUD pursuant to the Act; and

**WHEREAS**, the Board of Directors of SMUD desires to inform its customers and the public of its plans for financing capital improvements and other capital expenditures to its system by specifying certain items for which the proceeds of said revenue bonds are to be used, which uses shall not include daily maintenance and operations costs; **NOW, THEREFORE**,

**BE IT RESOLVED BY THE BOARD OF DIRECTORS  
OF SACRAMENTO MUNICIPAL UTILITY DISTRICT:**

**Section 1.** The Board of Directors of SMUD declares its intention to authorize the issuance of additional revenue bonds or Clean Renewable Energy Bonds for the purpose of financing, in whole or in part, the costs of the capital items identified in SMUD's 2026 capital budget, 2024 and 2025 capital expenditures not previously financed, the prepayment of purchased power or natural gas and the purchase of natural gas reserves, pipelines or storage facilities, for all of which SMUD is authorized by law to issue such bonds. SMUD has paid or reasonably expects to pay certain expenditures (the "Reimbursement Expenditures") in connection with such capital items prior to the issuance of such bonds, and hereby officially declares its intent to use certain proceeds of such bonds to reimburse the Reimbursement Expenditures. The declarations contained in this section are made solely for purposes of establishing compliance with Section 1.150-2 of the U. S. Treasury Regulations, and do not bind SMUD to make any expenditure, incur any indebtedness or proceed with the above-mentioned capital expenditures.

**Section 2.** The maximum principal amount of the additional revenue bonds proposed to be issued under this supplemental resolution is

\$400,000,000. Such maximum principal amount is in addition to the \$9,455,000,000 principal amount of revenue bonds authorized pursuant to the Prior Resolutions. Such additional bonds may be issued in series from time to time, and it shall not be necessary that all of the bonds proposed to be issued be issued at any one time.

Proceeds from the issuance of these bonds will be used to finance capital improvements identified in SMUD's 2026 capital budget, 2024 and 2025 capital expenditures not previously financed, capital expenditures for the prepayment of purchased power or natural gas and the purchase of natural gas reserves, pipelines, or storage facilities. The declarations in this section are made solely to establish compliance with Section 12852 of the California Public Utilities Code, and do not bind SMUD to make any expenditure, incur any indebtedness or proceed with the above-mentioned capital expenditures.

**Section 3.** The maximum term of any of such bonds is 40 years. In the event the maximum authorized amount under a series of bonds is divided into two or more series, the said maximum term shall be calculated in each case from the date of each divided series of bonds.

**Section 4.** The maximum rate of interest to be payable upon such bonds shall not exceed the interest rate per annum equal to the greater of fifteen percent (15 percent) per annum or the yield of United States Treasury bonds having a remaining term equal, as nearly as practicable, to the final maturity of such bonds, as determined by SMUD as of the date of sale of such



bonds, plus three percent (3 percent). The maximum discount with respect to such bonds shall not exceed ten percent (10 percent).

**Section 5.** This resolution shall take effect immediately, subject only to the right of referendum provided in Article 6a of Chapter 6 of Division 6 of the California Public Utilities Code (beginning at Section 12850 thereof).

**Section 6.** The Secretary of SMUD is hereby directed to publish a copy of this resolution once a week for two successive weeks in a newspaper of general circulation published within SMUD's boundaries. At any time within 60 days after the date of the second such publication, a referendum petition signed by voters in number equal to at least three percent (3 percent) of the total vote cast, as defined in Section 11507 of the California Public Utilities Code, demanding the submission of this resolution to a vote of the voters of SMUD for their assent to the issuance of the proposed bonds, may be filed with the Secretary of SMUD. Upon presentation to the Secretary of SMUD of such a referendary petition, this resolution shall not be of effect unless and until it has been assented to by the voters.



SSS No. LEG 2025-0115

# BOARD AGENDA ITEM

## STAFFING SUMMARY SHEET

Committee Meeting &amp; Date

N/A

Board Meeting Date

December 11, 2025

TO				TO							
1.	Jose Bodipo-Memba			6.							
2.				7.							
3.				8.							
4.				9.	Legal						
5.				10.	CEO & General Manager						
<b>Consent Calendar</b>		<input type="checkbox"/>	<b>Yes</b>	<input checked="" type="checkbox"/>	<b>No</b> <i>If no, schedule a dry run presentation.</i>		<b>Budgeted</b>	<input checked="" type="checkbox"/>	<b>Yes</b>	<b>No</b> <i>(If no, explain in Cost/Budgeted section.)</i>	
FROM (IPR) Laura Lewis				DEPARTMENT Executive Office				MAIL STOP B308	EXT. 6123	DATE SENT 11/19/25	
<b>NARRATIVE:</b>											
<b>Requested Action:</b>		Discuss possible merit increase to the Chief Executive Officer and General Manager's base salary and/or performance bonus, pursuant to the Chief Executive Officer and General Manager's employment contract.									
<b>Summary:</b>		The Chief Executive Officer and General Manager's employment contract provides that the Board of Directors may authorize a merit increase and/or performance bonus, if deemed appropriate, based upon his annual evaluation and review. Any recommendation is typically made to the full Board by the Board President. The Board may adopt any such increase in compensation only in open session and following a discussion.									
<b>Board Policy:</b> <i>(Number &amp; Title)</i>		Governance Process GP-1, Purpose of Board – d) Make certain operational decisions as designated by law and e) ...evaluate...the CEO.									
<b>Benefits:</b>		Allows the Board to discuss the Chief Executive Officer and General Manager's compensation based upon his annual performance.									
<b>Cost/Budgeted:</b>		Contained in budget for internal labor.									
<b>Alternatives:</b>		Take no action.									
<b>Affected Parties:</b>		Chief Executive Officer and General Manager									
<b>Coordination:</b>		Board of Directors, Legal, and People Services & Strategies									
<b>Presenter:</b>		President Fishman									
<b>Additional Links:</b>											
SUBJECT <b>Compensation – Chief Executive Officer and General Manager</b>								ITEM NO. <i>(FOR LEGAL USE ONLY)</i> <b>15</b>			

ITEMS SUBMITTED AFTER DEADLINE WILL BE POSTPONED UNTIL NEXT MEETING.

**RESOLUTION TO BE DRAFTED  
BASED UPON BOARD DISCUSSION**