Minutes of Regular Meeting
of
The Natomas Basin Conservancy

December 3, 2025

Offices of the Natomas Basin Conservancy
(Meeting was held in person and via Zoom)
3:30 p.m.
Notice of meeting posted on Conservancy website.

Regular Meeting of the Board of Directors

Board Members Present: Melinda Bradbury, Chandra Chilmakuri (remote video attendance), Matthew DiGiacomo, Patrick Huber, Gabrielle Katanic, Doug Libby, Sean Minard, and Ethan Valburg (remote video attendance).

Board Members Absent: Michael Johnston.

Staff Present: John Roberts, Kimberli Burns, Jenny Farnsworth, and Spencer Rees, IT consultant.

Legal Counsel Present: Ethan Walsh.

Guests Present: Matthew Aijala, Neal Hay, Cheryle Hodge, Nate Jakobs, Allison Shaffer, Harvey Tran, and Dylan Wood.

1. Call to Order. Chilmakuri called the regular meeting to order at 3:37 p.m., noting a quorum was present. Walsh advised that roll call must be taken for voting purposes when quorum consists of in-person and remote attendance. The Board meeting start time was advanced due to the Conservancy's annual holiday reception to thank contractors and vendors held after the Board meeting.

2. Public Comments. Chilmakuri called for public comments. None were heard.

Consent Calendar

All items listed under the Consent Calendar, including minutes, are considered and acted upon by one Motion. Any Board member may request an item be removed for separate consideration.

Request: Approval of the Consent Calendar in one motion, including the following item: #3, Approval of the minutes.

Action: Moved/Seconded: Libby/Minard

Yes: Melinda Bradbury, Chandra Chilmakuri, Matthew DiGiacomo, Patrick Huber, Gabrielle Katanic, Doug Libby, Sean Minard, and Ethan Valburg.

3. Approval of the minutes. Action: Passed **Resolution No. RS 25.12.01.** October 1, 2025 Board of Directors Regular Meeting minutes were presented to the Board.

Action Items

4. 2026 NBHCP Finance Model and 2026 budget. The proposed 2026 Conservancy budget was presented to the Board for approval. A draft of the 2026 Conservancy budget was

shared with the Board at the October 1, 2025 Board of Directors meeting for review and discussion.

The Conservancy's proposed 2026 budget was integrated with the NBHCP Finance Model, so that the document submitted for action is one document. The consolidation of the two documents was introduced in 2007 with the intention of reducing the chance of differing budget numbers and because of the consistency it afforded.

The matter of reserves for property taxes had been a substantial issue for the NBHCP Finance Model calculation over the last several years. This year, the Conservancy made the following assumptions with respect to the Williamson Act's impact on Conservancy-held property:

- The State of California's Williamson Act subventions to counties remains unfunded or largely unfunded in this and future State budgets.
- No changes were made to the Conservancy Williamson Act contracts in Sutter County.
- Sutter County will not permit newly acquired properties to be enrolled in Williamson Act contracts.
- Sutter County's Williamson Act contracts are reduced by 10 percent.
- In 2025, the Sacramento County Board of Supervisors approved Williamson Act contracts on the Conservancy's Anne Rudin Preserve and the Elsie tract.
- The Conservancy assumed the Anne Rudin Preserve and Elsie tract at 50% of their 2024/2025 assessed rate due to anticipated Williamson Act contracts on them during the year.

The proposed HCP fee is substantially influenced by land prices. The recommended fee, as proposed by Conservancy staff, was supported by work done by Bender Rosenthal, Inc. (BRI), updated for 2026. BRI estimated the range for mitigation land acquisition in 2026 at $25,000 to $30,000 per acre. The NBHCP Finance Model presented assumes mitigation land acquisition at $27,500.

The price estimate for future-acquired mitigation land was based on an assumption contained in the NBHCP Finance Model. The NBHCP requires that the Conservancy purchase mitigation land within 12 months of demand. There are no exceptions or extensions provided for. So, the Conservancy's estimate for mitigation land acquisition costs were based on a "looking forward" methodology.

The 2026 Conservancy Budget and NBHCP Finance Model were submitted for Board acceptance, as was a request to the City of Sacramento and the County of Sutter to adopt the Finance Model's indicated fee as follows:

- The NBHCP mitigation fee for 2026 was recommended to increase from $47,031 per developed acre in 2025 to $47,567 per developed acre.
- The NBHCP mitigation fee with land dedication for 2026 was recommended to increase from $33,281 per developed acre in 2025 to $33,817 per developed acre.

Request: The Board was asked to: 1.) approve the proposed 2026 Conservancy Budget; 2.) accept the 2026 NBHCP Finance Model recalculation, setting the NBHCP mitigation fee (full fee) at $47,567 per developed acre and the NBHCP mitigation fee with land dedication at $33,817; 3.) adopt a resolution to be submitted to the City of Sacramento requesting the above-

noted draft NBHCP fee adjustments; and 4.) adopt a resolution to be submitted to the County of Sutter requesting the above-noted draft NBHCP fee adjustments.

The Finance Committee Chair and members, Bradbury, DiGiacomo, and Huber all agreed with the assumptions presented and shared their support and acceptance of the 2026 Conservancy Budget and NBHCP Finance Model.

Action: Moved/Seconded: Bradbury/Katanic

Yes: Melinda Bradbury, Chandra Chilmakuri, Matthew DiGiacomo, Patrick Huber, Gabrielle Katanic, Doug Libby, Sean Minard and Ethan Valburg.

Passed: Resolution No. RS 25.12.02.

Discussion Items

5. City of Sacramento Report. Aijala advised the Sacramento City Council approved the land use entitlements for the Airport South Industrial Annexation project on 12/2/2025. The project will proceed to LAFCO early next year for annexation into the City.

6. Sutter County Report. Hay provided updates to the Sutter Pointe and Lakeside development projects.

7. Financial Report. Burns reviewed with the Board the unaudited financial statements for the period ending October 31, 2025, and other financial updates.

8. Barns construction update. Staff updated the Board on the Pedro #2 barn and Silva barn construction projects. A timelapse video of the Silva barn under construction was presented.

9. Managed marsh construction update. Staff updated the Board on the status of the Nestor and Bennett North marsh construction projects and presented current drone video coverage of both sites.

Executive Director's Report

10. Executive Director's Report. The Conservancy's Executive Director presented various matters for the Board members' general information.

A recess was held from 4:31 p.m. until 4:32 p.m.

Executive Session

11. Executive Session. Executive Session was held for real estate, litigation, personnel and labor negotiation matters pursuant to Government Codes 54956.8, 54956.9, 54957, and 54957.6 respectively from 4:32 p.m. until 5:30 p.m.

Regular Session

Chilmakuri reconvened Regular Session after the adjournment of the Executive Session.

12. Employment Agreement between the Conservancy and its Executive Director, and "Just and Reasonable" Determination. Legal counsel presented the Board with a draft employment agreement with the Executive Director for consideration. The agreement included a three-year term commencing immediately following the expiration of Executive Director's existing agreement on March 15, 2026. The new contract included an adjustment to the car allowance and an adjustment in compensation.

Request: Motion was made for the Board to approve the new draft employment agreement for the Executive Director as written by Legal Counsel.

Action: Moved/Seconded: Libby/Valburg

Yes: Melinda Bradbury, Chandra Chilmakuri, Matthew DiGiacomo, Patrick Huber, Gabrielle Katanic, Doug Libby, Sean Minard and Ethan Valburg.

Passed: Resolution No. RS 25.12.03.

Request: Motion was made for the Board to also approve a 10% salary increase from the Executive Director's current salary and found that the terms of compensation set forth in the draft employment agreement are "just and reasonable."

Action: Moved/Seconded: DiGiacomo/Libby

Yes: Melinda Bradbury, Chandra Chilmakuri, Matthew DiGiacomo, Patrick Huber, Gabrielle Katanic, Doug Libby, Sean Minard and Ethan Valburg.

Passed: Resolution No. RS 25.12.04.

Adjournment

13. Adjournment. Chilmakuri made a motion to adjourn the Regular Meeting of the Board of Directors.

Request: Meeting adjournment at 5:40 p.m.

Action: Moved/Seconded: DiGiacomo/Huber

Yes: Melinda Bradbury, Chandra Chilmakuri, Matthew DiGiacomo, Patrick Huber, Gabrielle Katanic, Doug Libby, Sean Minard and Ethan Valburg.

Passed: Resolution No. RS 25.12.05.

Attest:

Gabrielle Katanic 3-3-26

Gabrielle Katanic, Secretary *Date*