The attached materials were presented to the Executive Committee at its November 2, 2026 meeting in connection with Item 6 on its agenda re: CEO Search: Candidate Profile and Salary Range

Entity	Location	CEO	Base Salary	Total Compensation	Load (GwH)	Employees	Customer accounts
CCAs (by Load)							
Clean Power Alliance	Los Angeles	Theodore Bardacke	$ 494,540	$ 658,258	10,444	97	1,069,327
San Diego Community Power	San Diego	Karin Burns (former)	$ 505,270	$ 561,797	7,949	93	235,619
AVA Community Energy	Oakland	Howard Chang	$ 467,915	$ 782,067	7,318	108	748,600
MCE	San Rafael	Dawn Weisz (former)	$ 585,892	$ 644,482	6,077	104	601,163
Central Coast Community Energy	Monterey	Rob Shaw	$ 502,061	$ 550,947	5,463	48	514,937
Silicon Valley Clean Energy	Sunnyvale	Monica Padilla	$ 450,000	$ 494,442	3,894	62	283,983
Westlight	Redwood City	Shawn Marshall	$ 440,300	$ 526,830	3,405	68	314,174
Orange County Power Authority	Irvine	Joe Mosca	$ 421,379	$ 488,772	2,155	22	180,367
Sonoma Clean Power	Santa Rosa	Geof Syphers	$ 531,794	$ 584,973	2,086	51	235,619
Pinoeer Community Energy	Rocklin	Don Eckert	$ 355,225	$ 398,230	1,819	24	175,875
Valley Clean Energy (VCE)	Davis	Mitch Sears	$ 307,500	$ 338,250	673	7	61,966
Other Entities							
Northern California Power Agency	Roseville	Randy Howard	$ 529,792	$ 600,916	n/a	160	n/a
Silicon Valley Power	Santa Clara	Nico Procos	$ 390,000	-	4,414	235	62,247
Modesto Irrigation District	Modesto	Jimi Netniss	$ 356,351	$ 509,815	4,500	476	134,563
So. Cal. Public Power Authority	Glendora	Daniel Garcia	$ 376,500	-	n/a	18	n/a
Sacramento Municipal Utility District	Sacramento	Lora Anguay	$ 825,000	-	10,505	2,481	682,221
		Top 5 CCA Median	$ 502,061	$ 644,482	$ 7,318	97	601,163
		Median Excl. MCE	$ 498,301	$ 610,028	$ 7,634	95	631,769