

RESOLUTION NO. 2021-15

A RESOLUTION OF THE HEBER PUBLIC UTILITY DISTRICT ESTABLISHING TERMS AND CONDITIONS OF EMPLOYMENT WITH NATURAL RESOURCES TECHNICAL ASSOCIATION

WHEREAS, the Heber Public Utility District (hereinafter “Heber Public Utility District”) and representative of the employees represented by the recognized Natural Resources Technical Association (hereinafter “Employees”) have met and consulted in good faith concerning the terms and conditions of employment addressed by this resolution; and

WHEREAS, the Heber Public Utility District and the Employees have agreed to modify the existing Memorandum of Understanding concerning certain terms and conditions of employment; and

WHEREAS, the Heber Public Utility District desires to provide reasonable compensation and terms and conditions for employees, weighting the fiscal constraints imposed upon the District to adopt this resolution.

NOW, THEREFORE THE HEBER PUBLIC UTILITY DISTRICT RESOLVES:

1. Modification to Appendix A - Salary and Wages.
 - a) The attached Salary Schedule (Exhibit A) is hereby adopted. This salary schedule represents the following increase:
 - a. FY 2021-22 increase salary 4%
 - b. FY 2022-23 increase salary 3%
 - c. FY 2023-24 increase salary 2%
2. Insurance Benefits.
 - a. The Heber Public Utility District and the Natural Resources Technical Association agree to change insurance carriers to realize a cost savings. The Heber Public Utility District will continue to pay 100% of medical benefits for employees and their families. The changes to insurance have been approved and implemented by the Heber Public Utility District and have an effective date of February 2022.
 - b. The Heber Public Utility District agrees to pay to the employees covered by the Natural Resources Technical Association a one-time payment of \$500 on February 1, 2022 to off set any additional out of pocket expenses associated with the change of insurance carriers.
 - c. The Heber Public Utility District agrees to pay to the employees covered by the Natural Resources Technical Association a one-time payment of \$250 on February 1, 2023 to offset any additional out of pocket expenses associated with the change of insurance carriers.

These one-time payments are offered only in February 2022 and February 2023 and are not to be considered part of the employees’ salary and does not guarantee future payments should any changes to insurance benefits cause an increase in employees’ contribution.

3. Pursuant to Article 20 – Duration of Agreement.

This Agreement will remain in effect from July 1, 2021 and including June 30, 2024 and from year to year thereafter, unless alteration or amendment is requested in writing within sixty (60) days prior to its expiration of the Agreement.

4. Modification to Article 8 – Holidays: Section 5. Additional Holidays. This section was modified and is included in the attached Memorandum of Understanding.
5. Exhibit “F” was modified to include the most recently adopted District Cell Phone User Agreement.
6. This resolution serves as a written amendment to the Memorandum of Understanding between HPUD and the NRTA, and modifies the terms and conditions set forth therein, as outlined herein. All other terms, rights, and obligations of the Memorandum of Understanding between the Heber Public Utility District and the Natural Resources Technical Association remain in full force and effect.
7. The Agreement between the Heber Public Utility District and the Natural Resources Technical Association (a copy of which is attached to this Resolution and on file in the Office of the Clerk of the Board), is hereby adopted.
8. Except as provided by the agreement, the terms and conditions of employment as provided by this resolution and the agreement are effective July 1, 2021. This resolution shall remain in full force and effect through June 30, 2024, or until a successor resolution is adopted by the Heber Public Utility District.

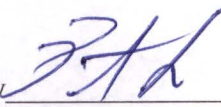
PASSED, APPROVED AND ADOPTED this 18th day of November, 2021, by the following vote:

AYES: Sandoval, K. Garcia, M. Cardenas, H. Diaz-Molina, P. Tabarez


NOES:

ABSTAIN:

ABSENT:

By 
Pompeyo Tabarez, Jr.,
President of the Board

ATTEST:

By 
Raquel Carrillo,
Clerk of the Board of Directors