

HEBER PUBLIC UTILITY DISTRICT REPORT TO BOARD OF DIRECTORS

MEETING DATE: June 20, 2024

FROM: Madeline Dessert, General Manager

SUBJECT: Approve Salary Schedule for FY 2024-25 Resolution Number 2024-07.

ISSUE:

Shall the Board of Directors approve the salary schedule for FY 2024-25 via Resolution 2024-07?

GENERAL MANAGER RECOMMENDATION:

It is recommended that the Board approve the salary schedule for FY 2024-25 via Resolution 2024-07.

FISCAL IMPACT: NONE

This action will ratify the changes in the salaries for all employees, including changes to the 2024-25 MOU with the Natural Resources and Technical Association, and the unrepresented staff including Chief Operator, Finance Manager, Senior Account Clerk, and Bookkeeper.

BACKGROUND:

Earlier at this evenings BOD meeting, the HPUD Board of Directors approved a four year Memorandum of Understanding with the Natural Resources and Technical Association.

DISCUSSION:

The Salary Schedule that is presented for your approval, lists all HPUD job titles. Approving the salaries in one document meets the State Finance Department requirements as well as CalPERS. This salary schedule will be posted on our website.

CONCLUSION:

The salary schedule reflects the true and accurate salaries of all employees both represented by the Natural Resources Technical Association and unrepresented employees. Staff recommend approval of the FY 2024-25 Salary Schedule.

ALTERNATIVE:

- 1) Do not approve the salary schedules as presented.
- 2) Provide alternative direction to staff.

Respectfully Submitted,

Madeline Dessert
General Manager

Attachment: Resolution 2024-07 and Salary Schedule for FY 2024-25

RESOLUTION NO. 2024-07

A RESOLUTION OF THE HEBER PUBLIC UTILITY DISTRICT ESTABLISHING A COMPENSATION PLAN FOR EMPLOYEES FOR FISCAL YEAR 2024-25

WHEREAS, the Heber Public Utility District is required by Government Code to prescribe the time and method of paying salaries and wages of officers and employees; and

WHEREAS, the Heber Public Utility District has determined that it is necessary for the efficient operation and management of the District to establish a comprehensive wage and salary schedule and to fix the rates of compensation to be paid to employees of the District; and

NOW, THEREFORE THE HEBER PUBLIC UTILITY DISTRICT RESOLVES:

1. The attached Salary Schedule (Exhibit A) Attached to this Resolution is hereby adopted.
2. This Resolution modifies and replaces Resolution 2024-1 adopted April 18, 2024

PASSED, APPROVED AND ADOPTED this 20th day of June 2024, by the following vote:

AYES:
NOES:
ABSTAIN:
ABSENT:

By: _____
Delfino Matus, President of the Board

ATTEST:

By: _____
Jacob Bermudez
Clerk of the Board of Directors

APPROVED AS TO FORM:

By: _____
Steve Walker, District Counsel

**HEBER PUBLIC UTILITY DISTRICT
NRTA BARGAINING UNIT**

SALARY SCHEDULE EFFECTIVE July 1st, 2024
Resolution 2024-07 - Adopted June 20, 2024

Position	Salary Period	1-Jul-24	
		Step 1	Step 2
Lead Operator	Monthly	6,179	6,365
	Annual	74,154	76,379
	Hourly Rate	35.651	36.72
W / WW Operator I	Monthly	5,166	5,321
	Annual	61,988	63,848
	Hourly Rate	29.802	30.696
W / WW Operator II	Monthly	5,604	5,772
	Annual	67,245	69,262
	Hourly Rate	32.329	33.299
W / WW - OIT	Monthly	4,637	4,776
	Annual	55,645	57,315
	Hourly Rate	26.753	27.555
Parks Lead	Monthly	4,505	4,640
	Annual	54,059	55,681
	Hourly Rate	25.99	26.77
Parks Maintenance	Monthly	3,664	3,774
	Annual	43,965	45,284
	Hourly Rate	21.137	21.771

**HEBER PUBLIC UTILITY DISTRICT
Non represented employees**

Position	Salary Period	FY 2024-25
General Manager	Monthly	9,250
	Annual	111,000
	Hourly	53.365
Finance Manager	Monthly	6,129
	Annual	73,543
	Hourly	35.357
Chief Operator	Monthly	8,003
	Annual	96,032
	Hourly	46.169
Grants Manager	Monthly	5,833
	Annual	70,000
	Hourly	33.654
Bookkeeper	Monthly	5,089
	Annual	61,066
	Hourly	29.359
Senior Account Clerk	Monthly	5,089
	Annual	61,066
	Hourly	29.359

**HEBER PUBLIC UTILITY DISTRICT
Temporary Part-Time Employees**

Position	Hourly	FY 2024-25
Recreation Center Coordinator Part Time	Hourly Rate	20.00