

# HEBER PUBLIC UTILITY DISTRICT REPORT TO BOARD OF DIRECTORS

**MEETING DATE:** June 16, 2022

**FROM:** Laura Fischer, General Manager

**SUBJECT:** Approve Salary Schedules for FY 2022-23 via Resolution Number 2022-05.

**ISSUE:**

Shall the Board of Directors approve the salary schedules for FY 2022-23 via Resolution 2022-05.

**GENERAL MANAGER RECOMMENDATION:**

It is recommended that the Board approve the salary schedules for FY 2022-23 via Resolution 2022-05.

**FISCAL IMPACT:**

This action will ratify the salaries for all employees according to the modified Memorandum of Understanding between the District and the NRTA bargaining unit. The salaries in this Resolution are included in the budget presented for approval on June 16, 2022.

**DISCUSSION:**

The Salary Schedule that is presented for your approval, list all HPUD job titles, including the part time parks position and recreation center coordinator. There is no change to part-time employees' hourly rate. 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. In order to meet state and CalPERS requirements the HPUD must have an approved Salary Schedule. Staff recommend approval of the FY 2022-23 Salary Schedule via adoption of Resolution 2022-05.

**ALTERNATIVE:**

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

Respectfully Submitted,

Laura Fischer,  
General Manager

Attachment: Resolution 2022-05 and Exhibit A Salary Schedule for FY 2022-23

**RESOLUTION NO. 2022-05**

**A RESOLUTION OF THE HEBER PUBLIC UTILITY DISTRICT ESTABLISHING A COMPENSATION PLAN FOR EMPLOYEES FOR FISCAL YEAR 2022-23**

**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 2022-3 adopted March 3, 2022

**PASSED, APPROVED AND ADOPTED** this 16<sup>th</sup> day of June 2022, by the following vote:

AYES:  
NOES:  
ABSTAIN:  
ABSENT:

By: \_\_\_\_\_  
Kaine Garcia, President of the Board

ATTEST:

By: \_\_\_\_\_  
Moises Cardenas,  
Secretary 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 2022  
Resolution 2022-05 - Adopted June 16, 2022**

| Position                          | Salary Period | 1-Jul-22 |        |
|-----------------------------------|---------------|----------|--------|
|                                   |               | Step 1   | Step 2 |
| Lead Operator                     | Monthly       | 5,495    | 5,770  |
|                                   | Annual        | 65,941   | 69,238 |
|                                   | Hourly Rate   | 31.702   | 33.288 |
| W / WW Operator II                | Monthly       | 4,983    | 5,232  |
|                                   | Annual        | 59,799   | 62,787 |
|                                   | Hourly Rate   | 28.749   | 30.186 |
| W / WW - OIT                      | Monthly       | 4,330    | 4,546  |
|                                   | Annual        | 51,957   | 54,554 |
|                                   | Hourly Rate   | 24.980   | 26.228 |
| Parks Maintenance II<br>New Title | Monthly       | 3,927    | 4,124  |
|                                   | Annual        | 47,129   | 49,485 |
|                                   | Hourly Rate   | 22.658   | 23.791 |

**HEBER PUBLIC UTILITY DISTRICT  
Non represented employees**

| Position             | Salary Period | FY 2022-23 |
|----------------------|---------------|------------|
| General Manager      | Monthly       | 9,255      |
|                      | Annual        | 111,062    |
|                      | Hourly        | 53.395     |
| Finance Manager      | Monthly       | 6,383      |
|                      | Annual        | 76,591     |
|                      | Hourly        | 36.823     |
| Chief Operator       | Monthly       | 6,913      |
|                      | Annual        | 82,956     |
|                      | Hourly        | 39.883     |
| Office Manager       | Monthly       | 6,008      |
|                      | Annual        | 72,100     |
|                      | Hourly        | 34.664     |
| Bookkeeper           | Monthly       | 4,751      |
|                      | Annual        | 57,018     |
|                      | Hourly        | 27.412     |
| Senior Account Clerk | Monthly       | 4,751      |
|                      | Annual        | 57,018     |
|                      | Hourly        | 27.412     |

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

| Position                                      | Hourly      | FY 2022-23 |
|---|-------------|------------|
| Recreation Center<br>Coordinator<br>Part Time | Hourly Rate | 20.00      |
| Maintenance<br>Part Time                      | Hourly Rate | 16.00      |