

RESOLUTION NO. 2024-08

**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 is hereby adopted. This salary schedule represents the following increase:
 - I. FY 2024-25 increase salary 5%
 - II. FY 2025-26 increase salary 3%
 - III. FY 2026-27 increase salary 2%
2. Bonus of \$1,500 This one-time payment is offered only in June 2024 a not to be considered part of the employees’ salary.
3. Pursuant to Article 20 – Duration of Agreement. This Agreement will remain in effect from July 1, 2024 and including June 30, 2028 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 1 Recognition and Status of Agreement Section 1. A): the position of Parks Lead has been added to listed employees
5. Modification to Article 5 – Safety Show Allowance: Section 6. B Safety Show Allowance will be increased from \$220 to \$300 per fiscal year
6. Modification to Article 8. Incentive Pay – Employees may take test during regularly schedules paid working hours with approval from the Chief Operator
7. Modification to Article 8. Incentive Pay Education Incentive Program A. 2. It shall be the employee’s responsibility to submit reimbursement form provided by General Manager and supporting documentation for consideration under this program.
8. The addition of Appendix D: Tuition Reimbursement Form
- 9.

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10. HPUD has an opener for wages, salaries and benefits for every year after the first year of this agreement, which HPUD may exercise in its sole discretion.
11. 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.
12. 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.
13. Except as provided by the agreement, the terms and conditions of employment as provided by this resolution and the agreement are effective July 1, 2024. This resolution shall remain in full force and effect through June 30, 2028, or until a successor resolution is adopted by the Heber Public Utility District.

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

AYES: Matus, Diaz-Molina, Garcia, Tabarez, Sandoval

NOES:

ATTEST:

By: 

Jacob Bermudez,
Clerk of the Board

By: 

Delfino Matus,
Board President

APPROVE AS TO FORM:

By: 

Steve Walker,
District Counsel

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STATE OF CALIFORNIA
COUNTY OF IMPERIAL
HEBER PUBLIC UTILITY DISTRICT

I, Jacob Bermudez, Secretary to the Clerk of the Board of the Heber Public Utility District, County of Imperial, State of California, DO HEREBY CERTIFY that the foregoing resolution was dully passed, approved and adopted by the Board of Directors of the Heber Public Utility District at its regularly scheduled meeting held on the 20th of June 2024.

By: 

Jacob Bermudez,
Clerk of the Board