

**RESOLUTION 2025-08**

**A RESOLUTION OF THE HEBER PUBLIC  
UTILITY DISTRICT ESTABLISHING A  
COMPENSATION PLAN FOR EMPLOYEES  
FOR FISCAL YEAR 2025-2026**

**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 2024-07 adopted June 20, 2024.

**PASSED, APPROVED AND ADOPTED** this 21st day of August 2025, by the following vote:

**AYES:**

**NOES:**

**ABTAIN:**

**ABSENT:**

**ATTEST:**

By: \_\_\_\_\_  
Jacob Bermudez,  
Clerk of the Board

By: \_\_\_\_\_  
Helen Diaz-Molina,  
Board President

**APPROVED AS TO FORM:**

By: \_\_\_\_\_  
Steve Walker,  
General Counsel

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FOR FISCAL YEAR 2025-2026**

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 21<sup>st</sup> of August 2025.

By: \_\_\_\_\_  
Jacob Bermudez,  
Clerk of the Board

# HEBER PUBLIC UTILITY DISTRICT REPORT TO BOARD OF DIRECTORS

**MEETING DATE:** August 18, 2025

**FROM:** Madeline Dessert, General Manager

**SUBJECT:** Approve Salary Schedules for FY 2025-26 via Resolution Number 2025-08.

**ISSUE:**

Shall the Board of Directors approve the salary schedule for FY 2025-2026 via Resolution 2025-08.

**GENERAL MANAGER RECOMMENDATION:**

It is recommended that the Board approve the salary schedule for FY 2025-2026 via Resolution 2025-08.

**FISCAL IMPACT:**

This action will ratify the salaries for all employees according to the Memorandum of Understanding between the District and the NRTA bargaining unit and unrepresented staff. The salaries in this Resolution were included in the budget presented for approval on June 12, 2025.

**DISCUSSION:**

The Salary Schedule that is presented for your approval, list all HPUD job titles, including the part time recreation center coordinator. The NRTA agreement details a 3% annual increase for the represented staff. NRTA represented staff that completed an anniversary with the District also received a 3% step increase. It has been common practice for the unrepresented staff to receive the same annual increase as the NRTA represented staff. The attached salary schedule includes said 3% annual increase for unrepresented staff (GM not included). 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 2025-26 Salary Schedule via adoption of Resolution 2025-08.

**ALTERNATIVE:**

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

Respectfully Submitted,

Madeline Dessert  
General Manager

Attachment: Resolution 2025-08 and Exhibit A Salary Schedule for FY 2025-2026

**HEBER PUBLIC UTILITY DISTRICT**

**NRTA BARGAINING UNIT**

SALARY SCHEDULE EFFECTIVE JULY 1st 2024

Position	Salary Period	7/1/2025			7/1/2026		
		Step 1	Step 2	Step 3	Step 1	Step 2	Step 3
Lead Operator	Monthly	6,365	6,556	6,752	6,492	6,687	6888
	Annual	76,379	78,670	81,030	77,906	80,243	82651
	Hourly Rate	36.720	37.822	38.957	37.455	38.578	39.736
W / WW Operator II	Monthly	5,772	5,945	6,123	5,887	6,064	6246
	Annual	69,262	71,340	73,480	70,647	72,767	74950
	Hourly Rate	33.299	34.298	35.327	33.965	34.984	36.034
W / WW Operator I	Monthly	5,321	5,480	5,645	5,427	5,590	5758
	Annual	63,848	65,764	67,736	65,125	67,079	69091
	Hourly Rate	30.696	31.617	32.566	31.310	32.249	33.217
W / WW - OIT	Monthly	4,776	4,920		4,872	5,018	
	Annual	57,315	59,034		58,461	60,215	
	Hourly Rate	27.555	28.382		28.106	28.949	
Parks Maintenance Lead	Monthly	4,640	4,779	4,923	4,733	4,875	5021
	Annual	55,681	57,351	59,072	56,795	58,498	60253
	Hourly Rate	26.770	27.573	28.400	27.305	28.124	28.968
Parks Maintenance	Monthly	3,774	3,887	4,004	3,849	3,965	4084
	Annual	45,284	46,643	48,042	46,190	47,576	49003
	Hourly Rate	21.771	22.425	23.097	22.207	22.873	23.559

**HEBER PUBLIC UTILITY DISTRICT**

**Non represented employees**

Position	Salary Period	FY 2025-26	FY 2026-27
Finance Manager	Monthly	6,628	6,761
	Annual	79,537	81,128
	Hourly	38.239	39.004
Chief Operator	Monthly	8,243	8,408
	Annual	98,913	100,892
	Hourly	47.554	48.506
Grants Manager	Monthly	6,309	6,435
	Annual	75,705	77,219
	Hourly	36.397	37.125
Bookkeeper	Monthly	\$3,986.67 - \$5,242.00	\$4,066.40 - \$5,346.00
	Annual	\$47,840 - \$62,898	\$48,796.80 - \$64,156
	Hourly	\$23.00 - \$30.24	\$23.46 - \$30.844
Senior Account Clerk	Monthly	5,242	5,346
	Annual	62,898	64,156
	Hourly	30.240	30.844

**HEBER PUBLIC UTILITY DISTRICT**

**Temporary Part-Time Employees**

Position	Hourly	FY 2025-26	FY 2026-27
Recreation Center Coordinator Part Time	Hourly Rate	20.00	20.000