

HEBER PUBLIC UTILITY DISTRICT REPORT TO BOARD OF DIRECTORS

MEETING DATE: June 18, 2026

FROM: Madeline Dessert, General Manager

SUBJECT: Approve Salary Schedules for FY 2026/2027 via Resolution Number 2026-07.

BACKGROUND:

The Board of Directors approved the hourly rate for part-time employees on May 21, 2026. The Salary Schedule that is presented for your approval lists all HPUD job titles, including the part time recreational coordinator.

It is the recommendation of the General Manager that the Board approved a 5% percent increase for non-represented employees for Fiscal Year 2026/2027. This increase reflects the 2% merit increase and a 3% step increase the Natural Resources Technical Association (NRTA) employees receive annually. 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.

The salary schedule reflects the true and accurate salaries of all employees both represented by the NRTA 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 2026/2027 Salary Schedule via adoption of Resolution 2026-07.

FISCAL IMPACT:

Non Represented Employees

Position	Salary Period	FY 2025-26	FY 2026-27	Proposed 5% FY 2026-27
Finance Manager	Monthly	6,628	6,761	6,960
	Annual	79,537	81,128	83,514
	Hourly	38.239	39.004	40.151
Chief Operator	Monthly	8,243	8,408	8,655
	Annual	98,913	100,891	103,859
	Hourly	47.554	48.505	49.932
Grants Manager	Monthly	6,309	6,435	6,624
	Annual	75,705	77,219	79,490

	Hourly	36.397	37.125	38.216
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Bookkeeper	Monthly	4,160	4,243	4,368
	Annual	49,920	50,918	52,416
	Hourly	24.000	24.480	25.200

Senior Account Clerk	Monthly	5,242	5,347	5,504
	Annual	62,898	64,156	66,043
	Hourly	30.240	30.844	31.751

**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	\$17.00-\$25.00
* Approved at the May 21, 2026 BOD Meeting			

RECOMMENDED ACTION:

- 1) Approve and Adopt Resolution Number 2026-07 Adopting the FY 2026/27 Salary Schedule
- 2) Do Not Approve and Adopt Resolution Number 2026-07 Adopting the FY 2026/27 Salary Schedule
- 3) Provide Direction to Staff.

Respectfully Submitted,

Madeline Dessert
General Manager

Attachment: Resolution 2026-07 and Exhibit A: Salary Schedule

RESOLUTION NO. 2026-09
A RESOLUTION OF THE BOARD OF DIRECTORS
OF THE HEBER PUBLIC UTILITY DISTRICT ADOPTING
A NEW SALARY SCHEDULE TO REPLACE THE SALARY
SCHEDULE APPROVED IN RESOLUTION 2025-17

WHEREAS, the Heber Public Utility District (“District”) maintains a salary schedule for all authorized District positions, which is reviewed and updated from time to time; and

WHEREAS, the Board of Directors previously adopted Resolution 2025-17, establishing the District’s salary schedule; and

WHEREAS, the Board of Directors now desires to adopt a revised salary schedule to replace the schedule approved under Resolution 2025-17, in order to maintain equitable compensation and ensure compliance with applicable state and federal requirements;

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Heber Public Utility District as follows:

Adoption of Salary Schedule. The Board of Directors hereby adopts the new salary schedule, attached hereto as Exhibit A, which shall replace the salary schedule adopted under Resolution 2025-17.

Superseding Prior Resolution. Resolution 2025-17 is hereby superseded to the extent it adopted the prior salary schedule.

Effective Date. This Resolution shall become effective immediately upon its adoption.

PASSED, APPROVED, AND ADOPTED at a regular meeting of the Board of Directors of the Heber Public Utility District on this 18th day of June, 2026, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

ATTEST:

By: _____
Jacob Bermudez,
Clerk of the Board

By: _____
Pompeyo Tabarez,
Board President

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APPROVED AS TO FORM:

By: _____
Mitchell A. Driskill,
General Counsel

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 18th of June 2026.

By: _____
Jacob Bermudez,
Clerk of the Board

Exhibit A Salary Schedule

HEBER PUBLIC UTILITY DISTRICT
 NRTA BARGAINING UNIT
 SALARY SCHEDULE EFFECTIVE JULY 1st 2026

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	36.72	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	31.31	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	26.77	27.573	28.4	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

Non Represented Employees

Position	Salary Period	FY 2025-26	FY 2026-27
Finance Manager	Monthly	6,628	6,960
	Annual	79,537	83,514
	Hourly	38.239	40.151

Chief Operator	Monthly	8,243	8,655
	Annual	98,913	103,859
	Hourly	47.554	49.932

Grants Manager	Monthly	6,309	6,624
	Annual	75,705	79,490
	Hourly	36.397	38.216

Bookkeeper	Monthly	4,160	4,368
	Annual	49,920	52,416
	Hourly	24.000	25.200

Senior Account Clerk	Monthly	5,242	5,504
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Temporary Part-Time Employees

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