

**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 Resolution 2025-17 is hereby superseded to the extent it adopted the prior salary schedule.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 18<sup>th</sup> day of June, 2026, by the following vote:

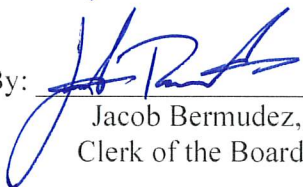
**AYES:** *Tabarez, Matus, Sandoval, Diaz-Molina, Curry*


**NOES:**

**ABSTAIN:**

**ABSENT:**

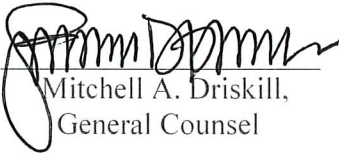
**ATTEST:**

By:   
Jacob Bermudez,  
Clerk of the Board

By:   
Pompeyo Tabarez,  
Board President

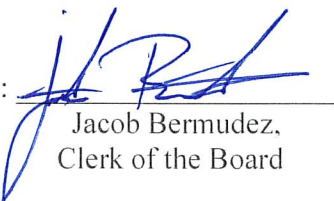
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**APPROVED AS TO FORM:**

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 18<sup>th</sup> 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
	Annual	62,898	66,043
	Hourly	30.240	31.751

**Temporary Part-Time Employees**

Position	Hourly	FY 2025-26	FY 2026-27
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Recreation Center Coordinator Part Time	Hourly Rate	20.00	\$17.00- \$25.00
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