

HEBER PUBLIC UTILITY DISTRICT

REPORT TO BOARD OF DIRECTORS

MEETING DATE: December 19, 2019

FROM: Laura Fischer, General Manager

SUBJECT: Ratify Amendment to Employment Contract with General Manager.

ISSUE: Shall the Board Ratify the Amendment to Employment Contract with General Manager?

FISCAL IMPACT:

Increase in salary equals \$4,808 annually.

Increase in unfunded compensated time off equals 40 hours annually.

DISCUSSION:

The Amendment to the Employment Contract with the General Manager increases the salary by 5% and the personal time off by 40 hours.

ALTERNATIVES:

- 1) Do not approve the Amendment to Employment Contract with the General Manager.
- 2) Provide alternate direction to staff.

Respectfully Submitted,

Laura Fischer, General Manager

Attachment: Amendment to Employment Contract

AMENDMENT TO EMPLOYMENT AGREEMENT

This Agreement is made between the Heber Public Utility District, a public entity, (herein "HPUD") and Laura Fischer, (herein "Fischer"), an individual, and modifies that Agreement for employment and service as General Manager of Heber Public utility District entered into on or about November 15, 2012. The Amendment is as follows:

- 5. Personal Time Off – Fischer shall be entitled to 400 hours of personal time off (PTO). PTO shall accrue at the rate of 15.39 hours per pay period, starting on July 1, 2019.

- 10. Compensation – Annual salary will be increased by five percent (5%) on July 1, 2019. Beginning annual salary according to Amended Employment Agreement dated as of July 2014 was \$90,646.50. The annual salary starting July 1, 2019 will be \$100,966.17.

This amendment is effective July 1, 2019. In all other respects, the original agreement remains in full force and effect.

Heber Public Utility District

By: _____
Pompeyo Tabarez, Jr., President

Date: _____

By: _____
Laura Fischer, General Manager

Date: _____