

HEBER PUBLIC UTILITY DISTRICT

REPORT TO BOARD OF DIRECTORS

MEETING DATE: December 19, 2019

FROM: Laura Fischer, General Manager

SUBJECT: Approve Amendment to the Memorandum of Understanding with the Natural Resource Technical Association to Include Changes to the Operator In-Training Salary Schedule.

ISSUE: Shall the Board Approve the Amendment to the Memorandum of Understanding with the Natural Resource Technical Association to Include Changes to the Operator In-Training Salary Schedule?

FISCAL IMPACT:

Changes to the Salary Schedule includes an increase in the Operator In-Training salary according to the table below.

| Position | Salary Period | 1-Jul-19 | |
|---|---------------|----------|--------|
| | | Step 1 | Step 2 |
| 2019 - CURRENT W / WW - OIT | Monthly | 3,640 | 3,822 |
| | Annual | 43,680 | 45,864 |
| | Hourly Rate | 21.000 | 22.050 |
| | | | |
| 2019 - MODIFIED 12/19/19 W / WW - OIT | Monthly | 4,042 | 4,244 |
| | Annual | 48,504 | 50,930 |
| | Hourly Rate | 23.319 | 24.485 |

Increase in hourly rate: \$2.32

Increase in monthly salary: \$402.04

Increase in annual salary: \$4,824.

DISCUSSION:

The Amendment to the NRTA MOU reflects the increase in salary to ensure that the District is able to fill the position in the current competitive market.

ALTERNATIVES:

- 1) Do not approve the Amendment to NRTA MOU as presented, and provide alternative changes.
- 2) Provide alternate direction to staff.

Respectfully Submitted,

Laura Fischer, General Manager

**HEBER PUBLIC UTILITY DISTRICT
NRTA BARGAINING UNIT**

SALARY SCHEDULE EFFECTIVE July 1st 2019

Resolution 2019-08 - Adopted September 19, 2019 - **MODIFIED 12/19/19**

| Position | Salary Period | 1-Jul-19 | |
|---|---------------|----------|--------|
| | | Step 1 | Step 2 |
| Lead Operator | Monthly | 5,130 | 5,386 |
| | Annual | 61,558 | 64,634 |
| | Hourly Rate | 29.595 | 31.074 |
| W / WW Operator II | Monthly | 4,652 | 4,885 |
| | Annual | 55,823 | 58,614 |
| | Hourly Rate | 26.838 | 28.180 |
| PRIOR TO 2019 W / WW - OIT | Monthly | 4,344 | 4,561 |
| | Annual | 52,131 | 54,737 |
| | Hourly Rate | 25.063 | 26.316 |
| 2019 (MODIFIED 12/19/19) W / WW - OIT | Monthly | 4,042 | 4,244 |
| | Annual | 48,504 | 50,929 |
| | Hourly Rate | 23.319 | 24.485 |
| Parks Maintenance | Monthly | 3,666 | 3,850 |
| | Annual | 43,996 | 46,195 |
| | Hourly Rate | 21.152 | 22.209 |