

HEBER PUBLIC UTILITY DISTRICT

REPORT TO BOARD OF DIRECTORS

MEETING DATE: December 19, 2019

FROM: Laura Fischer, General Manager

SUBJECT: Approve Amendment to Heber Public Utility District Salary Schedule for FY 2019-20.

ISSUE: Shall the Board Approve the Amendment to the Salary Schedule for FY 2019-20?

FISCAL IMPACT:

Changes to the Salary Schedule includes an increase in the Operator In-Training, Finance Manager and General Manager salaries.

HEBER PUBLIC UTILITY DISTRICT			
NRTA BARGAINING UNIT			
<i>SALARY SCHEDULE EFFECTIVE July 1st 2019</i>			
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

HEBER PUBLIC UTILITY DISTRICT			
Non represented employees			
			Modified 12/19/19
Position	Salary Period	FY 2018-19	FY 2019-20
General Manager	Monthly	8,013	8,414
	Annual	96,158	100,966
	Hourly	46.230	48.542
Finance Manager	Monthly	6,405	6,860
	Annual	76,862	82,320
	Hourly	36.953	39.577
Chief Operator	Monthly	6,327	6,454
	Annual	75,924	77,443
	Hourly	36.502	37.232
Bookkeeper	Monthly	4,089	4,171
	Annual	49,069	50,051
	Hourly	23.591	24.063
Senior Account Clerk	Monthly	4,089	4,171
	Annual	49,069	50,051
	Hourly	23.591	24.063

DISCUSSION:

The Amendment to the Salary Schedule reflects the increase in salary approved in prior action on December 19, 2019.

ALTERNATIVES:

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

Respectfully Submitted,

Laura Fischer, General Manager