

HEBER PUBLIC UTILITY DISTRICT REPORT TO BOARD OF DIRECTORS

MEETING DATE: November 18, 2021

FROM: Laura Fischer, General Manager

SUBJECT: Approve Salary Schedules for FY 2021-22 via Resolution Number 2021-16.

ISSUE:

Shall the Board of Directors approve the salary schedules for FY 2021-22 via Resolution 2021-16.

GENERAL MANAGER RECOMMENDATION:

It is recommended that the Board approve the salary schedules for FY 2021-22 via Resolution 2021-16.

FISCAL IMPACT:

This action will ratify the salaries for all employees after the approval of the modified Memorandum of Understanding between the District and the NRTA bargaining unit. This MOU modified the salary for the employees and the new salary schedule reflects these changes. This Resolution reflects changes to the salary for the unrepresented staff including Chief Operator, Finance Manager, Senior Account Clerk, and Bookkeeper.

DISCUSSION:

If prior action was approved to Modify the MOU between the HPUD and the NRTA, this will result in a salary increase for employees for Fiscal Year 2021-22. A new salary schedule must be prepared and approved.

The Salary Schedule that is presented for your approval, list all HPUD job titles, including the new part time parks position and recreation center coordinator. Also, the new Water & Sewer temporary part-time employee position. There is no change to part-time employees' hourly rate. 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.

CONCLUSION:

The salary schedule reflects the true and accurate salaries of all employees both represented by the Natural Resources Technical Association and unrepresented employees. In order to meet state and CalPERS requirements the HPUD must have an approved Salary Schedule. Staff recommend approval of the Modified FY 2021-22 Salary Schedule via adoption of Resolution 2021-16.

ALTERNATIVE:

- 1) Do not approve the salary schedules as presented.
- 2) Provide alternative direction to staff.

Respectfully Submitted,

Laura Fischer,
General Manager

Attachment: Resolution 2021-06 and Exhibit A Salary Schedule for FY 2021-22

**HEBER PUBLIC UTILITY DISTRICT
NRTA BARGAINING UNIT
SALARY SCHEDULE EFFECTIVE July 1st 2021**

Resolution 2021-06 - Adopted July 15, 2021 -
Modified via Resolution 2021-16 on November 18, 2021

Position	Salary Period	1-Jul-21	
		Step 1	Step 2
Lead Operator	Monthly	5,335	5,602
	Annual	64,020	67,221
	Hourly Rate	30.779	32.318
W / WW Operator II	Monthly	4,838	5,080
	Annual	58,056	60,959
	Hourly Rate	27.912	29.307
W / WW - OIT	Monthly	4,204	4,414
	Annual	50,444	52,968
	Hourly Rate	24.252	25.465
Parks Maintenance II New Title	Monthly	3,813	4,004
	Annual	45,756	48,044
	Hourly Rate	21.998	23.098

**HEBER PUBLIC UTILITY DISTRICT
Full Time Employees**

Position	Salary Period	1-Jul-21
General Manager	Monthly	8,414
	Annual	100,965
	Hourly	48.541
Finance Manager	Monthly	6,197
	Annual	74,360
	Hourly	35.750
Chief Operator	Monthly	6,712
	Annual	80,540
	Hourly	38.721
Bookkeeper	Monthly	4,338
	Annual	52,053
	Hourly	25.026
Senior Account Clerk	Monthly	4,338
	Annual	52,053
	Hourly	25.026

**HEBER PUBLIC UTILITY DISTRICT
Temporary Part-Time Employees**

Position	Hourly	FY 2020-21
Recreation Center Coordinator Part Time	Hourly Rate	20.00
Maintenance Part Time	Hourly Rate	16.00