

**HEBER PUBLIC UTILITY DISTRICT**  
**REPORT TO BOARD OF DIRECTORS**

**MEETING DATE:** July 11, 2016

**FROM:** Laura Fischer, General Manager

**SUBJECT:** Adopt Resolution 2016-10 to approve Memorandum of Understanding MOU between the District and Natural Resources Technical Association NRTA

**ISSUE:** Shall The Board Adopt Resolution 2016-10 approving the MOU between the District and Natural Resources Technical Association Employees?

**GENERAL MANAGER'S RECOMMENDATION:**

Adopt Resolution 2016-10 approving the MOU between the District and NRTA Employees.

**FISCAL IMPACT:**

The 4% salary increase afforded in this MOU has been included in the adopted FY 2016-17 District operating budget.

**DISCUSSION:**

As directed by the HPUD Board of Directors, staff has met and consulted in good faith regarding the terms and conditions of employment addressed in the MOU. The NRTA employees have agreed to modify the existing MOU concerning certain terms and conditions of employment and staff has presented these changes to the Board of Directors during Closed Session tonight and at prior meetings.

**CONCLUSION:**

It is in the best interest of the District to adopt Resolution 2016-10 approving the MOU between the HPUD and Natural Resources Technical Association Employees to ensure all employees working under this Agreement receive equal and fair benefits.

Respectfully Submitted,

Laura Fischer, General Manager

Attachment: Resolutions 2016-10  
Modified Memorandum of Understanding between HPUD and NRTA Employees

**RESOLUTION NO. 2016-10**

**A RESOLUTION OF THE HEBER PUBLIC  
UTILITY DISTRICT ESTABLISHING TERMS AND  
CONDITIONS OF EMPLOYMENT WITH  
NATURAL RESOURCES TECHNICAL  
ASSOCIATION**

**WHEREAS**, the Heber Public Utility District (hereinafter "Heber Public Utility District") and representative of the employees represented by the recognized Natural Resources Technical Association (hereinafter "Employees") have met and consulted in good faith concerning the terms and conditions of employment addressed by this resolution; and

**WHEREAS**, the Heber Public Utility District and the Employees have agreed to modify the existing Memorandum of Understanding concerning certain terms and conditions of employment; and

**WHEREAS**, the Heber Public Utility District desires to provide reasonable compensation and terms and conditions for employees, weighting the fiscal constraints imposed upon the District to adopt this resolution.

**NOW, THEREFORE THE HEBER PUBLIC UTILITY DISTRICT RESOLVES:**

1. Agreement. The Agreement between the Heber Public Utility District and the Natural Resources Technical Association (a copy of which is attached to this Resolution and on file in the Office of the Clerk of the Board), is hereby adopted.
2. Effective Dates. Except as provided by the agreement, the terms and conditions of employment as provided by this resolution and the agreement are effective July 1, 2016. This resolution shall remain in full force and effect through June 30, 2019, or until a successor resolution is adopted by the Heber Public Utility District.


**PASSED, APPROVED AND ADOPTED** this 11<sup>th</sup> day of July 2016, by the following vote:

AYES: P. Tabarez, Jr., S. Escobedo, M. Nolasco, Jr.


NOES:

ABSTAIN:

ABSENT: D. Garcia-Ruiz, T. Sandoval

By   
Tony Sandoval,  
President of the Board

ATTEST:

By   
Raquel Carrillo,  
Clerk of the Board of Directors