



REGULAR BOARD MEETING AGENDA

5:30 PM Wednesday, February 25th, 2026
UPUD Maintenance Building | 988 Sheep Ranch Rd, Murphys, CA 95247

OUR MISSION

Union Public Utility District is dedicated to protecting, enhancing, and developing our water resources to the highest beneficial use for our customers, while maintaining cost-conscious, reliable service and providing gainful employment through responsible management.

The Board Chambers are open to the public

In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the Administration Office at 209-728-3651. Notification in advance of the meeting will enable UPUD to make reasonable arrangements to ensure accessibility to this meeting. Any documents that are made available to the Board before or at the meeting, not privileged or otherwise protected from disclosure, and related to agenda items, will be made available at UPUD for review by the public.

ORDER OF BUSINESS

CALL TO ORDER/THE PLEDGE OF ALLEGIANCE

1. **ROLL CALL**
2. **APPROVAL OF AGENDA**
3. **PUBLIC COMMENT:**

(LIMIT 5 MINUTES PER PERSON) Members of the public may address the Board on items not agendized. The public is encouraged to contact the General Manager or Board of Directors for consideration of items to be placed on the agenda. No action will be taken by the Board unless an item is agendized.

4. **CONSENT AGENDA**

Consent agenda items are expected to be routine and non-controversial. They will be acted upon by the Board at a time, without discussion. Any board member, staff member or interested party may request

removal of an item from the consent agenda for later discussion.

- a. Approval of Minutes:
 - o January 28, 2026 – Regular Board Meeting
- b. Expenditures – January 2026
- c. Fund Balance Report – January 2026
- d. Balance Sheet & Income Statement – January 2026
- e. YTD Budget to Actuals – January 2026
- f. Legal Fees Year-to-Date Review

5. NEW BUSINESS

- a. Adopt Resolution 2026-002 Setting the New Regular Meeting Day and/or time of the Union Public Utility District Board of Directors
(Jessica Self, General Manager)
- b. Discussion and Possible Direction: State and Federal Affairs Legislative Updates
(Jessica Self, General Manager)
- c. Presentation of Union Public Utility District 2025 Year in Review
(Jessica Self, General Manager & Joe Darby, Operations Manager)

6. UPDATES

Discussion and Potential Direction Regarding Utica Water & Power Authority

7. REPORTS

- a. Operations Manager
- b. General Manager
- c. Board

8. CLOSED SESSION:

- a. CONFERENCE WITH LEGAL COUNSEL - EXISTING LITIGATION (Gov. Code § 54956.9(d)(1)) Name of case: Michael Hatfield v. Union Public Utility District, Case No. 23CV46786
- b. Pursuant to Government Code § 54957(b)(1): Public Employee Annual Performance Evaluation

Title: General Manager

- c. Pursuant to Government Code § 54957.6: Conference with Labor Negotiators
Agency designated representative: Board President Rasmussen
Unrepresented employee: General Manager

9. RETURN TO OPEN SESSION:

- a. Report on Closed Session
- b. Adopt resolution No. 2026-003 approving amendment to General Manager Employment Agreement and revised salary schedules pertaining to the General Manager position

10. NEXT BOARD MEETINGS & EVENTS

- March 25, 2026 at 5:30 pm
- April 22, 2026 at 5:30 pm
- May 27, 2026 at 5:30 pm

11. ADJOURNMENT

PROCEDURAL NOTICES

LEVINE ACT PUBLIC PARTY/APPLICANT DISCLOSURE OBLIGATIONS: Applicants, parties, and their agents who have made campaign contributions totaling more than \$250 (aggregated) to a Board Member over the past 12 months must publicly disclose that fact for the official record of that agenda item. Disclosures must include the amount of the campaign contribution aggregated, and the name(s) of the campaign contributor(s) and Board member(s). The disclosure may be made either in writing to the Clerk prior to the agenda item consideration, or by verbal disclosure at the time of the agenda item consideration. The foregoing statements do not constitute legal advice, nor a recitation of all legal requirements and obligations of parties/applicants and their agents. Parties and agents are urged to consult with their own legal counsel regarding the requirements of the law.



MINUTES

UNION PUBLIC UTILITY DISTRICT REGULAR BOARD MEETING

JANUARY 28, 2026

Directors Present: Greg Rasmussen, President
Tom Quincy, Secretary
Ralph Chick, Treasurer
Eric Bottomley, Director

Directors Absent: Bruce Tallakson, Vice-President

Staff Present: Jessica Self, General Manager
Joe Darby, Operations Manager
Jenna Mayo, Executive Admin Coordinator
Kelsey McCormick, Customer Service Representative

Others Present: Chloe Graham, Best, Best & Krieger LLP
Public at Large

ORDER OF BUSINESS

CALL TO ORDER/THE PLEDGE OF ALLEGIANCE

1. ROLL CALL

Director Rasmussen called the Regular Board Meeting to order at 5:35 PM and led the Pledge of Allegiance.

2. APPROVAL OF AGENDA

Motion: Director Bottomley
Second: Director Chick
Ayes: Directors Rasmussen, Quincy, Chick, and Bottomley
Nays: None
Absent: Director Tallakson
Abstained: None

3. PUBLIC COMMENT:

No Public Comment

4. CONSENT AGENDA:

- a. Approval of Minutes:
 - o December 18, 2025 – Special Board Meeting
- b. Expenditures – December 2025
- c. Fund Balance Report – December 2025
- d. Balance Sheet & Income Statement – December 2025
- e. YTD Budget to Actuals – December 2025
- f. Legal Fees Year-to-Date Review

Motion: Director Quincy
Second: Director Bottomley
Ayes: Directors Rasmussen, Quincy, Chick, and Bottomley
Nays: None
Absent: Director Tallakson
Abstained: None

MINUTE ENTRY. MOTION TO APPROVE THE CONSENT AGENDA AS PRESENTED.

5. NEW BUSINESS

- a. Discussion and Possible Action: Board of Directors Position Updates
Greg Rasmussen, Board President

It was noted that the Board, Committee & Organization Appointments sheet incorrectly reflected the Utica Water & Power Authority alternate. The record was clarified to confirm that Director Tom Quincy serves as the UWPA alternate.

President Rasmussen announced the Board and committee assignments for 2026.

- b. Discussion and Possible Action: Budget Adjustment FY 2025-2026 RES 2026-001
Jessica Self, General Manager

Motion: Director Quincy
Second: Director Bottomley
Ayes: Directors Rasmussen, Quincy, Chick, and Bottomley
Nays: None
Absent: Director Tallakson
Abstained: None

RESO NO.2026-001. APPROVING MODIFICATIONS TO THE FY26 BUDGET, AS PRESENTED.

6. UPDATES

Discussion and Potential Direction Regarding Utica Water & Power Authority

Director Bottomley reported that UWPA's new General Manager, Erik Holt, had a successful first week. He noted that Mr. Holt is well organized, has met with all UWPA employees, and that recent meetings went well. Director Bottomley also stated that UWPA is current on FERC matters.

He further reported that new board chairs were assigned for the upcoming two-year term and that he and Director Tallakson were appointed to serve on the Board. Director Tallakson was also appointed to the Budget Committee. Director Bottomley noted that the General Manager was pleased with Director Tallakson's appointment given his accounting background.

7. REPORTS

a. Operations Manager

The Operation's Manager's report was presented to the Board by Operations Manager, Joe Darby.

b. General Manager

The General Manager's report was presented to the Board by General Manager, Jessica Self.

c. Board

Director Bottomley encouraged Board members to stop by the office to view the remodeling progress, noting that it is looking very good.

Director Rasmussen thanked everyone and expressed his enthusiasm for moving forward into the new year.

8. CLOSED SESSION:

Prior to recessing to Closed Session, Michael Hatfield addressed the Board regarding Item 8(b), Conference with Legal Counsel – Existing Litigation (Michael Hatfield v. Union Public Utility District, Case No. 23CV46786). Mr. Hatfield suggested that the parties meet without legal counsel.

The Board recessed to Closed Session at 6:25 p.m.

a. CONFERENCE WITH LABOR NEGOTIATORS (Gov. Code § 54957.6)
Agency Designated Representative: Board President
Unrepresented employee: General Manager

b. CONFERENCE WITH LEGAL COUNSEL - EXISTING LITIGATION (Gov. Code §

54956.9(d)(1))

Name of case: Michael Hatfield v. Union Public Utility District, Case No. 23CV46786

9. **RETURN TO OPEN SESSION:** The meeting returned to open session at 7:10 PM

a. Report on Closed Session

10. **REPORTABLE ACTION FROM CLOSED SESSION:** There was no reportable action.

11. **NEXT BOARD MEETINGS & EVENTS**

- February 25, 2026 at 5:30 pm
- March 25, 2026 at 5:30 pm
- April 22, 2026 at 5:30 pm

12. **ADJOURNMENT**

The meeting adjourned at 7:11 PM

Respectfully Submitted:

ATTEST:

Tom E. Quincy, Board Secretary

Jenna Mayo, Clerk to the Board

Agenda Item



DATE: February 25, 2026

TO: UPUD Board of Directors

FROM: Jessica Self, General Manager

SUBJECT: Adopt Resolution 2026-002 Setting the Regular Meeting Location, Day, and Time

RECOMMENDED ACTION:

Motion: _____ / _____ by Resolution 2026-002 Adopt Resolution 2026-002 establishing 399 Main Street, Murphys, California as the regular meeting location of the Board of Directors and setting the regular meeting day and time.

SUMMARY:

In January 2025, the Board adopted Resolution 2025-002 approving the relocation of regular Board meetings to the Maintenance Building located at 988 Sheep Ranch Road.

Renovations at the District's Administrative Office located at 399 Main Street are now nearing completion. As a result, the Board is considering returning regular meetings to the main office.

In addition, the Board will discuss the possibility of holding regular meetings during normal business hours to better align with operational needs and Board availability.

Pursuant to Government Code Section 54954 of the Ralph M. Brown Act, the Board must formally establish its regular meeting location, day, and time by resolution. Adoption of Resolution 2026-002 will:

- Establish 399 Main Street, Murphys, California as the official regular meeting location
- Set the regular meeting day and time
- Rescind Resolution 2025-002

The specific meeting day and time will be determined by Board motion during discussion and inserted into the resolution upon adoption.

FINANCIAL CONSIDERATIONS:

None.

Attachments: Resolution 2026-002 Setting the Regular Meeting Location, Day, and Time

UNION PUBLIC UTILITY DISTRICT

BOARD OF DIRECTORS

RESOLUTION 2026-002

SETTING THE REGULAR MEETING LOCATION, DAY, AND TIME

WHEREAS, the Union Public Utility District ("District") previously adopted Resolution 2025-002 approving the relocation of regular Board meetings to 988 Sheep Ranch Road, Murphys, California; and

WHEREAS, the Board now desires to return the regular meeting location to 399 Main Street, Murphys, California; and

WHEREAS; the Board further desires to establish the regular meeting day and time; and

WHEREAS; Government Code Section 54954 of the Ralph M. Brown Act requires the Board to establish its regular meeting schedule by formal action.

THEREFORE BE IT RESOLVED THAT,

1. The regular meeting location is hereby established as 399 Main Street, Murphys, California
2. Regular meetings shall be held on the _____ of each month.
3. Regular meetings shall begin at _____.
4. Resolution 2025-002 is hereby rescinded.
5. This resolution shall take effect immediately upon adoption.

PASSED, APPROVED, AND ADOPTED by the Board of Directors of the Union Public Utility District on this 25th day of February 2026, by the following vote

AYES:

NOES:

ABSENT:

ABSTAIN:

President
Union Public Utility District

I hereby certify that the within and foregoing is a full, true, and correct copy of the Resolution which was duly passed and adopted at a regular meeting of the Board of Directors of the Union Public Utility District on the 25th day of February 2026.

Jenna Mayo
Clerk to the Union Public Utility District Board

UPUD Salary Schedule DRAFT



Position	Pay Range	Step A Monthly	Step A Hourly	Step B Monthly	Step B Hourly	Step C Monthly	Step C Hourly	Step D Monthly	Step D Hourly	Step E Monthly	Step E Hourly
UPUD Salary Schedule (1/1/2023)											
Customer Service Representative I	12	\$3,861.87	\$22.28	\$4,054.96	\$23.39	\$4,257.71	\$24.56	\$4,470.59	\$25.79	\$4,694.12	\$27.08
Customer Service Representative II	14	\$4,267.47	\$24.62	\$4,480.84	\$25.85	\$4,704.88	\$27.14	\$4,940.13	\$28.50	\$5,187.13	\$29.93
Customer Service Representative III	22	\$4,952.13	\$28.57	\$5,199.74	\$30.00	\$5,459.73	\$31.50	\$5,732.71	\$33.07	\$6,019.35	\$34.73
Clerk to the Board & Administrative Analyst	18	\$4,524.00	\$26.10	\$4,750.20	\$27.41	\$4,987.71	\$28.78	\$5,237.10	\$30.21	\$5,498.95	\$31.72
Administrative Assistant	26	\$5,373.33	\$31.00	\$5,642.00	\$32.55	\$5,924.10	\$34.18	\$6,220.31	\$35.89	\$6,531.32	\$37.68
Water Distribution/Treatment Trainee	10	\$3,856.67	\$22.25	\$4,049.50	\$23.36	\$4,251.98	\$24.53	\$4,464.57	\$25.76	\$4,687.80	\$27.05
Water Distribution/Treatment Operator I	16	\$4,324.32	\$24.95	\$4,540.54	\$26.20	\$4,767.56	\$27.51	\$5,005.94	\$28.88	\$5,256.24	\$30.32
Water Distribution/Treatment Operator II	20	\$4,792.06	\$27.65	\$5,031.66	\$29.03	\$5,283.25	\$30.48	\$5,547.41	\$32.00	\$5,824.78	\$33.60
Water Distribution/Treatment Operator III	24	\$5,338.06	\$30.80	\$5,604.96	\$32.34	\$5,885.21	\$33.95	\$6,179.47	\$35.65	\$6,488.45	\$37.43
Chief Treatment Operator	28	\$5,914.13	\$34.12	\$6,209.84	\$35.83	\$6,520.33	\$37.62	\$6,846.35	\$39.50	\$7,188.67	\$41.47
Operations Manager	30	\$7,713.33	\$44.50	\$8,099.00	\$46.73	\$8,503.95	\$49.06	\$8,929.15	\$51.51	\$9,375.60	\$54.09
General Manager										\$12,083.00	\$69.71
UPUD Salary Schedule (7/1/2023) 3% COLA											
Customer Service Representative I	12	\$3,977.73	\$22.95	\$4,176.61	\$24.09	\$4,385.44	\$25.30	\$4,604.71	\$26.56	\$4,834.94	\$27.89
Customer Service Representative II	14	\$4,395.49	\$25.36	\$4,615.27	\$26.63	\$4,846.03	\$27.95	\$5,088.33	\$29.36	\$5,342.74	\$30.83
Customer Service Representative III	22	\$5,100.69	\$29.43	\$5,355.73	\$30.90	\$5,623.52	\$32.45	\$5,904.69	\$34.06	\$6,199.93	\$35.77
Clerk to the Board & Administrative Analyst	20	\$4,659.72	\$26.88	\$4,892.71	\$28.23	\$5,137.34	\$29.64	\$5,394.21	\$31.12	\$5,663.92	\$32.67
Administrative Assistant	26	\$5,534.53	\$31.93	\$5,811.26	\$33.53	\$6,101.82	\$35.21	\$6,406.92	\$36.97	\$6,727.26	\$38.81
Water Distribution/Treatment Trainee	10	\$3,972.37	\$22.92	\$4,170.99	\$24.06	\$4,379.54	\$25.27	\$4,598.51	\$26.53	\$4,828.43	\$27.86
Water Distribution/Treatment Operator I	16	\$4,454.05	\$25.70	\$4,676.76	\$26.99	\$4,910.59	\$28.34	\$5,156.12	\$29.75	\$5,413.93	\$31.23
Water Distribution/Treatment Operator II	20	\$4,935.82	\$28.48	\$5,182.61	\$29.90	\$5,441.75	\$31.39	\$5,713.83	\$32.96	\$5,999.52	\$34.61
Water Distribution/Treatment Operator III	24	\$5,498.20	\$31.72	\$5,773.11	\$33.31	\$6,061.77	\$34.97	\$6,364.85	\$36.72	\$6,683.10	\$38.55
Chief Treatment Operator	28	\$6,091.55	\$35.14	\$6,396.14	\$36.90	\$6,715.94	\$38.75	\$7,051.74	\$40.69	\$7,404.33	\$42.71
Operations Manager	30	\$7,944.73	\$45.84	\$8,341.97	\$48.13	\$8,759.07	\$50.53	\$9,197.02	\$53.06	\$9,656.87	\$55.71
General Manager										\$12,445.83	\$71.80
UPUD Salary Schedule (7/1/2024) 3% COLA											
Customer Service Representative I	12	\$4,097.06	\$23.64	\$4,301.91	\$24.81	\$4,517.00	\$26.06	\$4,742.85	\$27.36	\$4,979.99	\$28.73
Customer Service Representative II	14	\$4,527.36	\$26.12	\$4,753.72	\$27.42	\$4,991.41	\$28.79	\$5,240.98	\$30.24	\$5,503.03	\$31.75
Customer Service Representative III	22	\$5,253.71	\$30.31	\$5,516.40	\$31.83	\$5,792.23	\$33.42	\$6,081.83	\$35.08	\$6,385.93	\$36.85
Executive Administrative Coordinator	24	\$5,663.15	\$32.68	\$5,946.30	\$34.31	\$6,243.62	\$36.02	\$6,555.80	\$37.82	\$6,883.60	\$39.71
Water Distribution/Treatment Trainee	10	\$4,091.54	\$23.61	\$4,296.11	\$24.78	\$4,510.93	\$26.02	\$4,736.46	\$27.33	\$4,973.29	\$28.70
Water Distribution/Treatment Operator I	16	\$4,587.67	\$26.47	\$4,817.06	\$27.80	\$5,057.90	\$29.19	\$5,310.80	\$30.64	\$5,576.35	\$32.17
Water Distribution/Treatment Operator II	20	\$5,083.90	\$29.33	\$5,338.09	\$30.80	\$5,605.00	\$32.34	\$5,885.25	\$33.95	\$6,179.51	\$35.65
Water Distribution/Treatment Operator III	24	\$5,663.15	\$32.68	\$5,946.30	\$34.31	\$6,243.62	\$36.02	\$6,555.80	\$37.82	\$6,883.60	\$39.71
Chief Treatment Operator	28	\$6,274.30	\$36.20	\$6,588.02	\$38.01	\$6,917.42	\$39.91	\$7,263.29	\$41.91	\$7,626.46	\$44.00
Operations Manager (updated 10/23/24)	32	\$9,588.00	\$55.32	\$10,067.40	\$58.09	\$10,570.77	\$60.99	\$11,099.31	\$64.04	\$11,654.27	\$67.24
General Manager										\$12,819.21	\$73.96
UPUD Salary Schedule (7/1/2025) 3% COLA											
Customer Service Representative I	12	\$4,219.97	\$24.35	\$4,430.96	\$25.56	\$4,652.51	\$26.84	\$4,885.13	\$28.18	\$5,129.39	\$29.59
Customer Service Representative II	14	\$4,663.18	\$26.90	\$4,896.33	\$28.25	\$5,141.15	\$29.66	\$5,398.21	\$31.14	\$5,668.12	\$32.71
Customer Service Representative III	22	\$5,411.33	\$31.22	\$5,681.90	\$32.78	\$5,965.99	\$34.42	\$6,264.29	\$36.14	\$6,577.51	\$37.95
Executive Administrative Coordinator	24	\$5,833.04	\$33.66	\$6,124.69	\$35.34	\$6,430.93	\$37.10	\$6,752.47	\$38.96	\$7,090.10	\$40.90
Water Distribution/Treatment Trainee	10	\$4,214.29	\$24.31	\$4,425.00	\$25.53	\$4,646.25	\$26.80	\$4,878.56	\$28.15	\$5,122.49	\$29.56
Water Distribution/Treatment Operator I	16	\$4,725.30	\$27.26	\$4,961.57	\$28.63	\$5,209.64	\$30.06	\$5,470.13	\$31.56	\$5,743.64	\$33.13
Water Distribution/Treatment Operator II	20	\$5,236.41	\$30.21	\$5,498.23	\$31.72	\$5,773.15	\$33.31	\$6,061.80	\$34.97	\$6,364.89	\$36.72

Position	Pay Range	Step A Monthly	Step A Hourly	Step B Monthly	Step B Hourly	Step C Monthly	Step C Hourly	Step D Monthly	Step D Hourly	Step E Monthly	Step E Hourly
Water Distribution/Treatment Operator III	24	\$5,833.04	\$33.66	\$6,124.69	\$35.34	\$6,430.93	\$37.10	\$6,752.47	\$38.96	\$7,090.10	\$40.90
Chief Treatment Operator	28	\$6,462.53	\$37.28	\$6,785.66	\$39.15	\$7,124.94	\$41.11	\$7,481.19	\$43.16	\$7,855.25	\$45.32
Operations Manager	30	\$9,875.64	\$56.98	\$10,369.42	\$59.83	\$10,887.89	\$62.82	\$11,432.29	\$65.96	\$12,003.90	\$69.26
General Manager										\$13,203.79	\$76.17
UPUD Salary Schedule (2/25/2026)											
Customer Service Representative I	12	\$4,346.57	\$25.08	\$4,563.89	\$26.33	\$4,792.09	\$27.64	\$5,031.69	\$29.03	\$5,283.27	\$30.48
Customer Service Representative II	14	\$4,803.08	\$27.71	\$5,043.22	\$29.09	\$5,295.38	\$30.55	\$5,560.16	\$32.08	\$5,838.16	\$33.69
Customer Service Representative III	22	\$5,573.67	\$32.16	\$5,852.35	\$33.77	\$6,144.97	\$35.45	\$6,452.22	\$37.22	\$6,774.83	\$39.09
Executive Administrative Coordinator	24	\$6,008.03	\$34.67	\$6,308.43	\$36.40	\$6,623.86	\$38.21	\$6,955.05	\$40.12	\$7,302.81	\$42.13
Water Distribution/Treatment Trainee	10	\$4,340.72	\$25.04	\$4,557.75	\$26.29	\$4,785.64	\$27.61	\$5,024.91	\$28.99	\$5,276.16	\$30.45
Water Distribution/Treatment Operator I	16	\$4,867.06	\$28.08	\$5,110.42	\$29.49	\$5,365.93	\$30.96	\$5,634.23	\$32.50	\$5,915.94	\$34.13
Water Distribution/Treatment Operator II	20	\$5,393.51	\$31.12	\$5,663.18	\$32.67	\$5,946.34	\$34.31	\$6,243.66	\$36.02	\$6,555.84	\$37.82
Water Distribution/Treatment Operator III	24	\$6,008.03	\$34.67	\$6,308.43	\$36.40	\$6,623.86	\$38.21	\$6,955.05	\$40.12	\$7,302.81	\$42.13
Chief Treatment Operator	28	\$6,656.41	\$38.40	\$6,989.23	\$40.33	\$7,338.69	\$42.34	\$7,705.63	\$44.46	\$8,090.91	\$46.67
Operations Manager	30	\$9,875.64	\$56.98	\$10,369.42	\$59.83	\$10,887.89	\$62.82	\$11,432.29	\$65.96	\$12,003.90	\$69.26
General Manager (updated 2/25/2026)										\$14,166.67	\$81.73
UPUD Salary Schedule (7/1/2026) 3% COLA											
Customer Service Representative I	12	\$4,476.97	\$25.08	\$4,563.89	\$26.33	\$4,792.09	\$27.64	\$5,031.69	\$29.03	\$5,283.27	\$30.48
Customer Service Representative II	14	\$4,803.08	\$27.71	\$5,043.22	\$29.09	\$5,295.38	\$30.55	\$5,560.16	\$32.08	\$5,838.16	\$33.69
Customer Service Representative III	22	\$5,573.67	\$32.16	\$5,852.35	\$33.77	\$6,144.97	\$35.45	\$6,452.22	\$37.22	\$6,774.83	\$39.09
Executive Administrative Coordinator	24	\$6,008.03	\$34.67	\$6,308.43	\$36.40	\$6,623.86	\$38.21	\$6,955.05	\$40.12	\$7,302.81	\$42.13
Water Distribution/Treatment Trainee	10	\$4,340.72	\$25.04	\$4,557.75	\$26.29	\$4,785.64	\$27.61	\$5,024.91	\$28.99	\$5,276.16	\$30.45
Water Distribution/Treatment Operator I	16	\$4,867.06	\$28.08	\$5,110.42	\$29.49	\$5,365.93	\$30.96	\$5,634.23	\$32.50	\$5,915.94	\$34.13
Water Distribution/Treatment Operator II	20	\$5,393.51	\$31.12	\$5,663.18	\$32.67	\$5,946.34	\$34.31	\$6,243.66	\$36.02	\$6,555.84	\$37.82
Water Distribution/Treatment Operator III	24	\$6,008.03	\$34.67	\$6,308.43	\$36.40	\$6,623.86	\$38.21	\$6,955.05	\$40.12	\$7,302.81	\$42.13
Chief Treatment Operator	28	\$6,656.41	\$38.40	\$6,989.23	\$40.33	\$7,338.69	\$42.34	\$7,705.63	\$44.46	\$8,090.91	\$46.67
Operations Manager	30	\$10,171.91	\$58.69	\$10,680.50	\$61.62	\$11,214.53	\$64.70	\$11,775.26	\$67.94	\$12,364.02	\$71.34
General Manager										\$14,591.67	\$84.18
UPUD Salary Schedule (7/1/2027) 3% COLA											
Customer Service Representative I	12	\$4,611.27	\$25.83	\$4,700.81	\$27.12	\$4,935.85	\$28.47	\$5,182.64	\$29.90	\$5,441.77	\$31.39
Customer Service Representative II	14	\$4,947.17	\$28.54	\$5,194.52	\$29.97	\$5,454.25	\$31.46	\$5,726.96	\$33.04	\$6,013.31	\$34.70
Customer Service Representative III	22	\$5,740.88	\$33.12	\$6,027.92	\$34.78	\$6,329.32	\$36.52	\$6,645.78	\$38.34	\$6,978.08	\$40.26
Executive Administrative Coordinator	24	\$6,188.27	\$35.71	\$6,497.68	\$37.49	\$6,822.57	\$39.36	\$7,163.70	\$41.33	\$7,521.89	\$43.39
Water Distribution/Treatment Trainee	10	\$4,470.94	\$25.79	\$4,694.48	\$27.08	\$4,929.21	\$28.44	\$5,175.66	\$29.86	\$5,434.45	\$31.36
Water Distribution/Treatment Operator I	16	\$5,013.07	\$28.92	\$5,263.73	\$30.37	\$5,526.91	\$31.89	\$5,803.26	\$33.48	\$6,093.42	\$35.15
Water Distribution/Treatment Operator II	20	\$5,555.31	\$32.05	\$5,833.07	\$33.65	\$6,124.73	\$35.33	\$6,430.97	\$37.10	\$6,752.52	\$38.95
Water Distribution/Treatment Operator III	24	\$6,188.27	\$35.71	\$6,497.68	\$37.49	\$6,822.57	\$39.36	\$7,163.70	\$41.33	\$7,521.89	\$43.39
Chief Treatment Operator	28	\$6,856.10	\$39.55	\$7,198.91	\$41.54	\$7,558.85	\$43.61	\$7,936.80	\$45.79	\$8,333.64	\$48.08
Operations Manager	30	\$10,477.07	\$60.45	\$11,000.92	\$63.47	\$11,550.96	\$66.65	\$12,128.52	\$69.98	\$12,734.94	\$73.48
General Manager										\$15,029.42	\$86.71
Longevity Pay											
Years of continuous, full time service	10	15	20	25							
	2.5%	5.0%	7.5%	10%							

AMENDMENT NO. 3

TO UNION PUBLIC UTILITY DISTRICT EMPLOYMENT CONTRACT FOR GENERAL MANAGER

THIS AMENDMENT TO CONTRACT is made this March 20, 2025 by and between the Union Public Utility District by and through its Board of Directors (EMPLOYER), and Jessica Gerkenmeyer (EMPLOYEE), who agree as follows:

1. **Recitals.** This Amendment is made with reference to the following background recitals:
 - 1.1 The parties entered into the Employment Contract on January 18, 2023 for a term starting on February 13, 2023.
 - 1.2 The parties agree to further amend the Contract to increase the base annual salary of EMPLOYEE and provide for annual adjustments not to exceed the applicable Consumer Price Index.
2. **Amendment to Contract.** The parties amend the Employment Contract to repeal Sections 3.01 and 3.02, and replace it in its entirety, with the following terms:

Section 3.01 Annual Base Salary: EMPLOYER shall pay EMPLOYEE for services rendered by EMPLOYEE pursuant to this Contract an annual base salary of \$170,000.00, payable in installments at the current regular payroll schedule the District uses to pay all other employees. EMPLOYER, in its sole and absolute discretion, may adjust the annual base salary of EMPLOYEE at such times and to such extent as EMPLOYER may determine. In exercising its discretionary authority, EMPLOYER shall act fairly and in good faith with EMPLOYEE.

Section 3.02 Cost of Living Adjustment (COLA): EMPLOYER shall adjust EMPLOYEE'S annual base salary with a COLA at the same rate and effective date as EMPLOYER awards to other unrepresented Union Public Utility District employees (but in no case shall such COLA for EMPLOYEE exceed the average of the prior year's California Consumer Price Index ("CPI") as published by the Department of Industrial Relations for the San Francisco-Oakland-Hayward area).

3. No Effect on Other Provisions.

Except for this amendment to Section 3.01 and Section 3.02, the remaining provisions of the Employment Contract, as amended, are unaffected and remain in full force and effect.

ATTEST:

Union Public Utility District

CLERK TO THE BOARD

Greg Rasmussen
President, Board of Directors

EMPLOYEE

AGREED:

Jessica Gerkenmeyer