

**CITY OF HESPERIA
HESPERIA WATER DISTRICT
COMBINED COMPENSATION SCHEDULE
INCLUDES CITY OF HESPERIA, HESPERIA WATER DISTRICT AND HESPERIA HOUSING AUTHORITY**

**APPROVED AND ADOPTED: July 2, 2022, October 8, 2022, October 24, 2022
REVISED AND ADOPTED: July 18, 2023 Effective: June 18, 2023**

Non-Represented Full-Time Monthly Rates	Benefit Group	Range #	1	2	3	4	5	6	7	8	9	10	11
Accountant	GEN	33	5,349	5,456	5,565	5,676	5,790	5,906	6,024	6,145	6,268	6,393	6,521
Accounting Technician	GEN	31	4,851	4,948	5,047	5,148	5,251	5,356	5,463	5,572	5,683	5,797	5,913
Administrative Aide	GEN	27	3,990	4,070	4,151	4,234	4,319	4,405	4,493	4,583	4,675	4,769	4,864
Administrative Analyst	PRO/SUP	34	5,617	5,729	5,844	5,961	6,080	6,202	6,326	6,453	6,582	6,714	6,848
Administrative Secretary	GEN	30	4,620	4,712	4,806	4,902	5,000	5,100	5,202	5,306	5,412	5,520	5,630
Animal Services Specialist	PRO/SUP	34	5,617	5,729	5,844	5,961	6,080	6,202	6,326	6,453	6,582	6,714	6,848
Animal Services Supervisor	PRO/SUP	37	6,503	6,633	6,766	6,901	7,039	7,180	7,324	7,471	7,620	7,772	7,927
Assistant City Clerk	PRO/SUP	37	6,503	6,633	6,766	6,901	7,039	7,180	7,324	7,471	7,620	7,772	7,927
Assistant City Manager	AW SR. MGT	53	14,195	14,479	14,769	15,064	15,365	15,672	15,985	16,305	16,631	16,964	17,303
Assistant Engineer	PRO/SUP	38	6,828	6,965	7,104	7,246	7,391	7,539	7,690	7,844	8,001	8,161	8,324
Assistant Planner	PRO/SUP	35	5,898	6,016	6,136	6,259	6,384	6,512	6,642	6,775	6,911	7,049	7,190
Assitant to the City Manager	MGT	43	8,714	8,888	9,066	9,247	9,432	9,621	9,813	10,009	10,209	10,413	10,621
Associate Planner	PRO/SUP	38	6,828	6,965	7,104	7,246	7,391	7,539	7,690	7,844	8,001	8,161	8,324
Budget/Finance Specialist	GEN	33	5,349	5,456	5,565	5,676	5,790	5,906	6,024	6,145	6,268	6,393	6,521
Code Enforcement Supervisor	PRO/SUP	39	7,169	7,312	7,458	7,607	7,759	7,914	8,072	8,233	8,398	8,566	8,737
Community Development Supervisor	PRO/SUP	37	6,503	6,633	6,766	6,901	7,039	7,180	7,324	7,471	7,620	7,772	7,927
Community Relations Specialist	PRO/SUP	34	5,617	5,729	5,844	5,961	6,080	6,202	6,326	6,453	6,582	6,714	6,848
Construction Inspector	GEN	35	5,898	6,016	6,136	6,259	6,384	6,512	6,642	6,775	6,911	7,049	7,190
Customer Service Supervisor	PRO/SUP	37	6,503	6,633	6,766	6,901	7,039	7,180	7,324	7,471	7,620	7,772	7,927
Deputy City Clerk	GEN	28	4,190	4,274	4,360	4,447	4,536	4,627	4,720	4,814	4,910	5,008	5,108
Deputy Community Development Director	SR. MGT	45	9,608	9,800	9,996	10,196	10,400	10,608	10,820	11,036	11,257	11,482	11,712
Deputy Development Services Director	SR. MGT	45	9,608	9,800	9,996	10,196	10,400	10,608	10,820	11,036	11,257	11,482	11,712
Deputy Finance Director	SR. MGT	46	10,088	10,290	10,496	10,706	10,920	11,138	11,361	11,588	11,820	12,056	12,297
Deputy Human Resources/Risk Management Director	SR. MGT	45	9,608	9,800	9,996	10,196	10,400	10,608	10,820	11,036	11,257	11,482	11,712
Director of Administrative Services	AW SR. MGT	52	13,519	13,789	14,065	14,346	14,633	14,926	15,225	15,530	15,841	16,158	16,481
Director of Development Services	AW SR. MGT	52	13,519	13,789	14,065	14,346	14,633	14,926	15,225	15,530	15,841	16,158	16,481
Director of Government Services/ City Clerk	AW SR. MGT	50	12,262	12,507	12,757	13,012	13,272	13,537	13,808	14,084	14,366	14,653	14,946
Director of Public Works	AW SR. MGT	45	9,608	9,800	9,996	10,196	10,400	10,608	10,820	11,036	11,257	11,482	11,712
Economic Development Manager	MGT	44	9,150	9,333	9,520	9,710	9,904	10,102	10,304	10,510	10,720	10,934	11,153
Environmental Compliance Inspector	GEN	35	5,898	6,016	6,136	6,259	6,384	6,512	6,642	6,775	6,911	7,049	7,190
Facilities Supervisor	PRO/SUP	38	6,828	6,965	7,104	7,246	7,391	7,539	7,690	7,844	8,001	8,161	8,324
Field Services Supervisor	PRO/SUP	37	6,503	6,633	6,766	6,901	7,039	7,180	7,324	7,471	7,620	7,772	7,927
Finance Manager	MGT	40	7,528	7,679	7,833	7,990	8,150	8,313	8,479	8,649	8,822	8,998	9,178
Financial Analyst	PRO/SUP	35	5,898	6,016	6,136	6,259	6,384	6,512	6,642	6,775	6,911	7,049	7,190
Fleet/Warehouse Supervisor	PRO/SUP	37	6,503	6,633	6,766	6,901	7,039	7,180	7,324	7,471	7,620	7,772	7,927
Geographical Information Systems Manager	MGT	41	7,904	8,062	8,223	8,388	8,556	8,727	8,902	9,080	9,262	9,447	9,636
Geographical Information Systems Technician	GEN	32	5,094	5,196	5,300	5,406	5,514	5,624	5,737	5,852	5,969	6,088	6,210
Human Resources Analyst	PRO/SUP	37	6,503	6,633	6,766	6,901	7,039	7,180	7,324	7,471	7,620	7,772	7,927
Information Systems Manager	MGT	44	9,150	9,333	9,520	9,710	9,904	10,102	10,304	10,510	10,720	10,934	11,153
Information Systems Specialist	MGT	37	6,503	6,633	6,766	6,901	7,039	7,180	7,324	7,471	7,620	7,772	7,927
Information Systems Technician	GEN	32	5,094	5,196	5,300	5,406	5,514	5,624	5,737	5,852	5,969	6,088	6,210
Maintenance Crew Supervisor	PRO/SUP	38	6,828	6,965	7,104	7,246	7,391	7,539	7,690	7,844	8,001	8,161	8,324
Management Analyst	PRO/SUP	37	6,503	6,633	6,766	6,901	7,039	7,180	7,324	7,471	7,620	7,772	7,927
Office Assistant	GEN	26	3,800	3,876	3,954	4,033	4,114	4,196	4,280	4,366	4,453	4,542	4,633
Personnel Technician	GEN	32	5,094	5,196	5,300	5,406	5,514	5,624	5,737	5,852	5,969	6,088	6,210
Plans Examiner	PRO/SUP	37	6,503	6,633	6,766	6,901	7,039	7,180	7,324	7,471	7,620	7,772	7,927
Project Construction Manager	MGT	43	8,714	8,888	9,066	9,247	9,432	9,621	9,813	10,009	10,209	10,413	10,621
Public Works Inspector	GEN	35	5,898	6,016	6,136	6,259	6,384	6,512	6,642	6,775	6,911	7,049	7,190
Public Works Inspection Supervisor	PRO/SUP	39	7,169	7,312	7,458	7,607	7,759	7,914	8,072	8,233	8,398	8,566	8,737
Public Works Supervisor	MGT	40	7,528	7,679	7,833	7,990	8,150	8,313	8,479	8,649	8,822	8,998	9,178
Public Relations Analyst	PRO/SUP	39	7,169	7,312	7,458	7,607	7,759	7,914	8,072	8,233	8,398	8,566	8,737
Risk Manager	MGT	40	7,528	7,679	7,833	7,990	8,150	8,313	8,479	8,649	8,822	8,998	9,178
Secretary to the City Manager and City Council	PRO/SUP	35	5,898	6,016	6,136	6,259	6,384	6,512	6,642	6,775	6,911	7,049	7,190
Senior Accountant	MGT	38	6,828	6,965	7,104	7,246	7,391	7,539	7,690	7,844	8,001	8,161	8,324
Senior Code Enforcement Officer	GEN	35	5,898	6,016	6,136	6,259	6,384	6,512	6,642	6,775	6,911	7,049	7,190
Senior Community Development Technician	GEN	32	5,094	5,196	5,300	5,406	5,514	5,624	5,737	5,852	5,969	6,088	6,210
Senior Management Analyst	MGT	40	7,528	7,679	7,833	7,990	8,150	8,313	8,479	8,649	8,822	8,998	9,178
Senior Office Assistant	GEN	28	4,190	4,274	4,360	4,447	4,536	4,627	4,720	4,814	4,910	5,008	5,108
Senior Office Specialist	GEN	28	4,190	4,274	4,360	4,447	4,536	4,627	4,720	4,814	4,910	5,008	5,108
Senior Planner	MGT	41	7,904	8,062	8,223	8,388	8,556	8,727	8,902	9,080	9,262	9,447	9,636
Senior Project Manager	MGT	43	8,714	8,888	9,066	9,247	9,432	9,621	9,813	10,009	10,209	10,413	10,621

City Manager

Contract*

Annually: \$240,000; Monthly: \$20,000

*Employment Agreement approved by City Council October 4, 2022 to be effective June 18, 2023

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Teamsters, Local 1932, Full -Time Monthly Rates	Benefit Group	Range #	A	B	C	D	E						
Animal Care Technician	TEAMSTERS	8	3,676	3,860	4,053	4,256	4,469						
Animal Control Officer	TEAMSTERS	12	4,469	4,693	4,928	5,174	5,433						
Building Inspector	TEAMSTERS	18	5,990	6,290	6,605	6,935	7,282						
Code Enforcement Officer	TEAMSTERS	17	5,705	5,990	6,290	6,605	6,935						
Community Development Technician	TEAMSTERS	12	4,469	4,693	4,928	5,174	5,433						
Custodian	TEAMSTERS	8	3,676	3,860	4,053	4,256	4,469						
Customer Service Representative	TEAMSTERS	10	4,053	4,256	4,469	4,693	4,928						
Equipment Operator	TEAMSTERS	12.5	4,580	4,809	5,050	5,303	5,568						
Equipment Operator/Water	TEAMSTERS	13	4,693	4,928	5,174	5,433	5,705						
Facilities Maintenance Technician	TEAMSTERS	12	4,469	4,693	4,928	5,174	5,433						
Maintenance Worker	TEAMSTERS	10	4,053	4,256	4,469	4,693	4,928						
Maintenance Worker/Water	TEAMSTERS	10.5	4,154	4,362	4,580	4,809	5,050						
Meter Reader	TEAMSTERS	10	4,053	4,256	4,469	4,693	4,928						
Pump Operator	TEAMSTERS	12.5	4,580	4,809	5,050	5,303	5,568						
Senior Account Clerk	TEAMSTERS	12	4,469	4,693	4,928	5,174	5,433						
Senior Animal Control Officer	TEAMSTERS	14	4,928	5,174	5,433	5,705	5,990						
Senior Custodian	TEAMSTERS	10	4,053	4,256	4,469	4,693	4,928						
Senior Maintenance Worker	TEAMSTERS	13	4,693	4,928	5,174	5,433	5,705						
Senior Maintenance Worker/Water	TEAMSTERS	13.5	4,809	5,050	5,303	5,568	5,846						
Senior Pump Maintenance Worker	TEAMSTERS	14.5	5,050	5,303	5,568	5,846	6,138						
Senior Pump Operator	TEAMSTERS	14.5	5,050	5,303	5,568	5,846	6,138						
Senior Warehouse Technician	TEAMSTERS	12	4,469	4,693	4,928	5,174	5,433						
Traffic Signal Technician	TEAMSTERS	14	4,928	5,174	5,433	5,705	5,990						
Utility Line Locator	TEAMSTERS	10	4,053	4,256	4,469	4,693	4,928						
Water Quality Specialist	TEAMSTERS	14.5	5,050	5,303	5,568	5,846	6,138						
Water Quality Technician	TEAMSTERS	12.5	4,580	4,809	5,050	5,303	5,568						
Non-Represented Part-Time Hourly Rates	Benefit Group	Range #	1	2	3	4	5	6	7	8	9	10	11
Administrative Intern - Part-Time	PART-TIME		15.00										
Animal Care Technician - Part-Time	PART-TIME	8	20.59	21.61	22.69	23.83	25.02						
Custodian- Part-Time	PART-TIME	8	20.59	21.61	22.69	23.83	25.02						
Customer Service Representative - Part-Time	PART-TIME	10	22.69	23.83	25.02	26.27	27.59						
Facilities Electrician - Part-Time	PART-TIME	35	34.03	34.71	35.40	36.11	36.83	37.57	38.32	39.09	39.87	40.67	41.48
Maintenance Worker - Part-Time	PART-TIME	10	22.69	23.83	25.02	26.27	27.59						
Office Assistant - Part-Time	PART-TIME	26	21.92	22.36	22.81	23.27	23.74	24.21	24.69	25.19	25.69	26.20	26.73
Receptionist - Part-Time	PART-TIME	6	18.67	19.60	20.59	21.61	22.69						
Principal Planner - Part-Time Retired Annuitant	RETIRED	44	52.79	53.84	54.92	56.02	57.14	58.28	59.45	60.64	61.85	63.08	64.34

GEN = General
PRO/SUP = Professional/Supervisory
MGT = Management
TEAMSTERS = Teamsters Local 1932
RETIRED = Retired Annuitant
SR. MGT = Senior Management
AW SR. MGT = At-Will Senior Management