

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

**APPROVED AND ADOPTED: July 16, 2024
REVISED: July 1, 2024 Effective: July 1, 2024**

<i>Non-Represented Full-Time Monthly Rates</i>	<i>Benefit Group</i>	<i>Range #</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>	<i>8</i>	<i>9</i>	<i>10</i>	<i>11</i>
Accountant	GEN	33	5,897	6,015	6,135	6,258	6,383	6,511	6,641	6,774	6,910	7,048	7,189
Accounting Technician	GEN	31	5,349	5,456	5,565	5,676	5,790	5,906	6,024	6,145	6,268	6,393	6,521
Administrative Aide	GEN	27	4,400	4,488	4,578	4,670	4,763	4,858	4,955	5,054	5,155	5,258	5,363
Administrative Analyst	PRO/SUP	34	6,192	6,316	6,442	6,571	6,702	6,836	6,973	7,113	7,255	7,400	7,548
Administrative Secretary	GEN	30	5,094	5,196	5,300	5,406	5,514	5,624	5,737	5,852	5,969	6,088	6,210
Animal Services Specialist	PRO/SUP	34	6,192	6,316	6,442	6,571	6,702	6,836	6,973	7,113	7,255	7,400	7,548
Animal Services Supervisor	PRO/SUP	37	7,169	7,312	7,458	7,607	7,759	7,914	8,072	8,233	8,398	8,566	8,737
Assistant City Clerk	PRO/SUP	37	7,169	7,312	7,458	7,607	7,759	7,914	8,072	8,233	8,398	8,566	8,737
Assistant City Manager	AW SR. MGT	53	15,652	15,965	16,284	16,610	16,942	17,281	17,627	17,980	18,340	18,707	19,081
Assistant Engineer	PRO/SUP	38	7,528	7,679	7,833	7,990	8,150	8,313	8,479	8,649	8,822	8,998	9,178
Assistant Planner	PRO/SUP	35	6,502	6,632	6,765	6,900	7,038	7,179	7,323	7,470	7,619	7,771	7,926
Assistant Project Manager	PRO/SUP	38	7,528	7,679	7,833	7,990	8,150	8,313	8,479	8,649	8,822	8,998	9,178
Assistant to the City Manager	MGT	43	9,608	9,800	9,996	10,196	10,400	10,608	10,820	11,036	11,257	11,482	11,712
Associate Engineer	PRO/SUP	40	8,299	8,465	8,634	8,807	8,983	9,163	9,346	9,533	9,724	9,919	10,117
Associate Planner	PRO/SUP	38	7,528	7,679	7,833	7,990	8,150	8,313	8,479	8,649	8,822	8,998	9,178
Budget/Finance Specialist	GEN	33	5,897	6,015	6,135	6,258	6,383	6,511	6,641	6,774	6,910	7,048	7,189
Building Official	MGT	43	9,608	9,800	9,996	10,196	10,400	10,608	10,820	11,036	11,257	11,482	11,712
Code Compliance Manager	MGT	44	10,088	10,290	10,496	10,706	10,920	11,138	11,361	11,588	11,820	12,056	12,297
Code Enforcement Supervisor	PRO/SUP	39	7,904	8,062	8,223	8,388	8,556	8,727	8,902	9,080	9,262	9,447	9,636
Community Development Supervisor	PRO/SUP	37	7,169	7,312	7,458	7,607	7,759	7,914	8,072	8,233	8,398	8,566	8,737
Customer Service Supervisor	PRO/SUP	37	7,169	7,312	7,458	7,607	7,759	7,914	8,072	8,233	8,398	8,566	8,737
Deputy City Clerk	GEN	28	4,621	4,713	4,807	4,903	5,001	5,101	5,203	5,307	5,413	5,521	5,631
Deputy City Engineer	AW SR. MGT	48	12,263	12,508	12,758	13,013	13,273	13,539	13,810	14,086	14,368	14,655	14,948
Deputy City Manager/ City Clerk	AW SR. MGT	52	14,906	15,204	15,508	15,818	16,134	16,457	16,786	17,122	17,464	17,813	18,169
Deputy Community Development Director	SR. MGT	45	10,592	10,804	11,020	11,240	11,465	11,694	11,928	12,167	12,410	12,658	12,911
Deputy Development Services Director	SR. MGT	45	10,592	10,804	11,020	11,240	11,465	11,694	11,928	12,167	12,410	12,658	12,911
Deputy Finance Director	SR. MGT	46	11,122	11,344	11,571	11,802	12,038	12,279	12,525	12,776	13,032	13,293	13,559
Deputy Human Resources/Risk Management Director	SR. MGT	45	10,592	10,804	11,020	11,240	11,465	11,694	11,928	12,167	12,410	12,658	12,911
Director of Development Services	AW SR. MGT	52	14,906	15,204	15,508	15,818	16,134	16,457	16,786	17,122	17,464	17,813	18,169
Director of Public Works	AW SR. MGT	52	14,906	15,204	15,508	15,818	16,134	16,457	16,786	17,122	17,464	17,813	18,169
Economic Development Manager	MGT	44	10,088	10,290	10,496	10,706	10,920	11,138	11,361	11,588	11,820	12,056	12,297
Engineering Specialist	GEN	32	5,616	5,728	5,843	5,960	6,079	6,201	6,325	6,452	6,581	6,713	6,847
Facilities Supervisor	PRO/SUP	38	7,528	7,679	7,833	7,990	8,150	8,313	8,479	8,649	8,822	8,998	9,178
Field Services Supervisor	GEN	36	6,828	6,965	7,104	7,246	7,391	7,539	7,690	7,844	8,001	8,161	8,324
Finance Manager	MGT	40	8,299	8,465	8,634	8,807	8,983	9,163	9,346	9,533	9,724	9,919	10,117
Financial Analyst	PRO/SUP	35	6,502	6,632	6,765	6,900	7,038	7,179	7,323	7,470	7,619	7,771	7,926
Fleet/Warehouse Supervisor	PRO/SUP	37	7,169	7,312	7,458	7,607	7,759	7,914	8,072	8,233	8,398	8,566	8,737
Geographical Information Systems Manager	MGT	41	8,714	8,888	9,066	9,247	9,432	9,621	9,813	10,009	10,209	10,413	10,621
Geographical Information Systems Technician	GEN	32	5,616	5,728	5,843	5,960	6,079	6,201	6,325	6,452	6,581	6,713	6,847
Human Resources Specialist	PRO/SUP	35	6,502	6,632	6,765	6,900	7,038	7,179	7,323	7,470	7,619	7,771	7,926
Human Resources Supervisor	PRO/SUP	37	7,169	7,312	7,458	7,607	7,759	7,914	8,072	8,233	8,398	8,566	8,737
Information Systems Manager	MGT	44	10,088	10,290	10,496	10,706	10,920	11,138	11,361	11,588	11,820	12,056	12,297
Information Systems Specialist	MGT	37	7,169	7,312	7,458	7,607	7,759	7,914	8,072	8,233	8,398	8,566	8,737
Information Systems Technician	GEN	32	5,616	5,728	5,843	5,960	6,079	6,201	6,325	6,452	6,581	6,713	6,847
Licensed Veterinarian	AW SR. MGT	46	11,122	11,344	11,571	11,802	12,038	12,279	12,525	12,776	13,032	13,293	13,559
Maintenance Crew Supervisor	PRO/SUP	38	7,528	7,679	7,833	7,990	8,150	8,313	8,479	8,649	8,822	8,998	9,178
Management Analyst	PRO/SUP	37	7,169	7,312	7,458	7,607	7,759	7,914	8,072	8,233	8,398	8,566	8,737
Office Assistant	GEN	26	4,190	4,274	4,360	4,447	4,536	4,627	4,720	4,814	4,910	5,008	5,108
Personnel Technician	GEN	32	5,616	5,728	5,843	5,960	6,079	6,201	6,325	6,452	6,581	6,713	6,847
Planning Specialist	GEN	32	5,616	5,728	5,843	5,960	6,079	6,201	6,325	6,452	6,581	6,713	6,847
Plans Examiner	PRO/SUP	37	7,169	7,312	7,458	7,607	7,759	7,914	8,072	8,233	8,398	8,566	8,737
Principal Planner	MGT	44	10,088	10,290	10,496	10,706	10,920	11,138	11,361	11,588	11,820	12,056	12,297
Project Manager	MGT	40	8,299	8,465	8,634	8,807	8,983	9,163	9,346	9,533	9,724	9,919	10,117
Public Relations Analyst	PRO/SUP	39	7,904	8,062	8,223	8,388	8,556	8,727	8,902	9,080	9,262	9,447	9,636
Public Works Inspection Supervisor	PRO/SUP	39	7,904	8,062	8,223	8,388	8,556	8,727	8,902	9,080	9,262	9,447	9,636
Public Works Inspector	GEN	35	6,502	6,632	6,765	6,900	7,038	7,179	7,323	7,470	7,619	7,771	7,926
Public Works Supervisor	MGT	40	8,299	8,465	8,634	8,807	8,983	9,163	9,346	9,533	9,724	9,919	10,117

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Non-Represented Full-Time Monthly Rates	Benefit Group	Range #	1	2	3	4	5	6	7	8	9	10	11
Secretary to the City Manager and City Council	PRO/SUP	35	6,502	6,632	6,765	6,900	7,038	7,179	7,323	7,470	7,619	7,771	7,926
Senior Accountant	MGT	38	7,528	7,679	7,833	7,990	8,150	8,313	8,479	8,649	8,822	8,998	9,178
Senior Code Enforcement Officer	GEN	35	6,502	6,632	6,765	6,900	7,038	7,179	7,323	7,470	7,619	7,771	7,926
Senior Community Development Technician	GEN	32	5,616	5,728	5,843	5,960	6,079	6,201	6,325	6,452	6,581	6,713	6,847
Senior Office Assistant	GEN	28	4,621	4,713	4,807	4,903	5,001	5,101	5,203	5,307	5,413	5,521	5,631
Senior Office Specialist	GEN	28	4,621	4,713	4,807	4,903	5,001	5,101	5,203	5,307	5,413	5,521	5,631
Senior Planner	MGT	41	8,714	8,888	9,066	9,247	9,432	9,621	9,813	10,009	10,209	10,413	10,621
Senior Project Manager	MGT	43	9,608	9,800	9,996	10,196	10,400	10,608	10,820	11,036	11,257	11,482	11,712
Streets Operations Manager	MGT	44	10,088	10,290	10,496	10,706	10,920	11,138	11,361	11,588	11,820	12,056	12,297
Water Operations Manager	MGT	44	10,088	10,290	10,496	10,706	10,920	11,138	11,361	11,588	11,820	12,056	12,297

City Manager Contract* Annually: \$264,576; Monthly: \$22,048
 *Employment Agreement approved by City Council July 16, 2024 to be effective July 1, 2024

Teamsters, Local 1932, Full -Time Monthly Rates	Benefit Group	Range #	A	B	C	D	E
Animal Care Technician	TEAMSTERS	10	4,468	4,691	4,926	5,172	5,431
Animal Control Officer	TEAMSTERS	13	5,172	5,431	5,703	5,988	6,287
Animal Services Assistant	TEAMSTERS	8	4,052	4,255	4,468	4,691	4,926
Animal Services Representative	TEAMSTERS	10	4,468	4,691	4,926	5,172	5,431
Building Inspector	TEAMSTERS	18	6,601	6,931	7,278	7,642	8,024
Code Enforcement Officer	TEAMSTERS	17	6,287	6,601	6,931	7,278	7,642
Community Development Technician	TEAMSTERS	12	4,926	5,172	5,431	5,703	5,988
Custodian	TEAMSTERS	8	4,052	4,255	4,468	4,691	4,926
Customer Service Assistant	TEAMSTERS	8	4,052	4,255	4,468	4,691	4,926
Customer Service Representative	TEAMSTERS	10	4,468	4,691	4,926	5,172	5,431
Equipment Operator	TEAMSTERS	12.5	5,050	5,303	5,568	5,846	6,138
Equipment Operator/Water	TEAMSTERS	13	5,172	5,431	5,703	5,988	6,287
Facilities Maintenance Specialist	TEAMSTERS	14	5,431	5,703	5,988	6,287	6,601
Facilities Maintenance Technician	TEAMSTERS	12	4,926	5,172	5,431	5,703	5,988
Maintenance Worker	TEAMSTERS	10	4,468	4,691	4,926	5,172	5,431
Maintenance Worker/Water	TEAMSTERS	10.5	4,580	4,809	5,050	5,303	5,568
Meter Reader	TEAMSTERS	10	4,468	4,691	4,926	5,172	5,431
Pump Maintenance Worker	TEAMSTERS	12	4,926	5,172	5,431	5,703	5,988
Pump Operator	TEAMSTERS	12.5	5,050	5,303	5,568	5,846	6,138
Receptionist	TEAMSTERS	6	3,675	3,859	4,052	4,255	4,468
Registered Veterinary Technician	TEAMSTERS	14	5,431	5,703	5,988	6,287	6,601
Senior Account Clerk	TEAMSTERS	12	4,926	5,172	5,431	5,703	5,988
Senior Animal Care Technician	TEAMSTERS	12	4,926	5,172	5,431	5,703	5,988
Senior Animal Services Representative	TEAMSTERS	12	4,926	5,172	5,431	5,703	5,988
Senior Custodian	TEAMSTERS	10	4,468	4,691	4,926	5,172	5,431
Senior Customer Service Representative	TEAMSTERS	12	4,926	5,172	5,431	5,703	5,988
Senior Maintenance Worker	TEAMSTERS	13	5,172	5,431	5,703	5,988	6,287
Senior Maintenance Worker/Water	TEAMSTERS	13.5	5,303	5,568	5,846	6,138	6,445
Senior Pump Maintenance Worker	TEAMSTERS	14.5	5,568	5,846	6,138	6,445	6,767
Senior Pump Operator	TEAMSTERS	14.5	5,568	5,846	6,138	6,445	6,767
Senior Warehouse Technician	TEAMSTERS	12	4,926	5,172	5,431	5,703	5,988
Traffic Signal Technician	TEAMSTERS	14	5,431	5,703	5,988	6,287	6,601
Utility Line Locator	TEAMSTERS	10	4,468	4,691	4,926	5,172	5,431
Volunteer/Outreach Coordinator	TEAMSTERS	12	4,926	5,172	5,431	5,703	5,988
Warehouse Technician	TEAMSTERS	10	4,468	4,691	4,926	5,172	5,431
Water Quality Specialist	TEAMSTERS	14.5	5,568	5,846	6,138	6,445	6,767
Water Quality Technician	TEAMSTERS	12.5	5,050	5,303	5,568	5,846	6,138

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<i>Non-Represented Part-Time Hourly Rates</i>	<i>Benefit Group</i>	<i>Range #</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>	<i>8</i>	<i>9</i>	<i>10</i>	<i>11</i>
Administrative Intern - Part-Time	PART-TIME		16.00										
Animal Care Technician - Part-Time	PART-TIME	10	25.01	26.26	27.58	28.96	30.40						
Animal Services Representative - Part-Time	PART-TIME	10	25.01	26.26	27.58	28.96	30.40						
Custodian- Part-Time	PART-TIME	8	22.69	23.83	25.02	26.27	27.59						
Customer Service Assistant - Part-Time	PART-TIME	8	22.69	23.83	25.02	26.27	27.59						
Customer Service Representative - Part-Time	PART-TIME	10	25.01	26.26	27.58	28.96	30.40						
Information Systems Technician - Part-Time	PART-TIME	32	32.40	33.05	33.71	34.39	35.07	35.78	36.49	37.22	37.97	38.73	39.50
Maintenance Worker - Part-Time	PART-TIME	10	25.01	26.26	27.58	28.96	30.40						
Office Assistant - Part-Time	PART-TIME	26	24.17	24.66	25.15	25.66	26.17	26.69	27.23	27.77	28.33	28.89	29.47
Receptionist - Part-Time	PART-TIME	6	20.58	21.61	22.69	23.82	25.02						

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