

**CITY OF HESPERIA**  
**HESPERIA WATER DISTRICT**  
**COMBINED COMPENSATION SCHEDULE**  
**INCLUDES CITY OF HESPERIA, HESPERIA WATER DISTRICT AND HESPERIA HOUSING AUTHORITY**  
**APPROVED AND ADOPTED: July 15, 2025, October 7, 2025**  
**REVISED: October 7, 2025 Effective: July 14, 2025**

| <b>Non-Represented Full Time Monthly Rates</b>         | <b>Benefit Group</b> | <b>Range #</b> | <b>1</b> | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b> | <b>6</b> | <b>7</b> | <b>8</b> | <b>9</b> | <b>10</b> | <b>11</b> |
|--------------------------------------------------------|----------------------|----------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|
| Accountant                                             | GEN                  | 33             | 6,056    | 6,177    | 6,301    | 6,427    | 6,556    | 6,687    | 6,821    | 6,957    | 7,096    | 7,238     | 7,383     |
| Accounting Technician                                  | GEN                  | 31             | 5,493    | 5,603    | 5,715    | 5,829    | 5,946    | 6,065    | 6,186    | 6,310    | 6,436    | 6,565     | 6,696     |
| Administrative Aide                                    | GEN                  | 27             | 4,519    | 4,609    | 4,701    | 4,795    | 4,891    | 4,989    | 5,089    | 5,191    | 5,295    | 5,401     | 5,509     |
| Administrative Analyst                                 | PRO/SUP              | 34             | 6,359    | 6,486    | 6,616    | 6,748    | 6,883    | 7,021    | 7,161    | 7,304    | 7,450    | 7,599     | 7,751     |
| Administrative Secretary                               | GEN                  | 30             | 5,232    | 5,337    | 5,444    | 5,553    | 5,664    | 5,777    | 5,893    | 6,011    | 6,131    | 6,254     | 6,379     |
| Animal Services Specialist                             | PRO/SUP              | 34             | 6,359    | 6,486    | 6,616    | 6,748    | 6,883    | 7,021    | 7,161    | 7,304    | 7,450    | 7,599     | 7,751     |
| Animal Services Supervisor                             | PRO/SUP              | 37             | 7,363    | 7,510    | 7,660    | 7,813    | 7,969    | 8,128    | 8,291    | 8,457    | 8,626    | 8,799     | 8,975     |
| Assistant City Clerk                                   | PRO/SUP              | 37             | 7,363    | 7,510    | 7,660    | 7,813    | 7,969    | 8,128    | 8,291    | 8,457    | 8,626    | 8,799     | 8,975     |
| Assistant City Manager                                 | AW SR. MGT           | 53             | 16,075   | 16,397   | 16,725   | 17,060   | 17,401   | 17,749   | 18,104   | 18,466   | 18,835   | 19,212    | 19,596    |
| Assistant Engineer                                     | PRO/SUP              | 38             | 7,731    | 7,886    | 8,044    | 8,205    | 8,369    | 8,536    | 8,707    | 8,881    | 9,059    | 9,240     | 9,425     |
| Assistant Planner                                      | PRO/SUP              | 35             | 6,678    | 6,812    | 6,948    | 7,087    | 7,229    | 7,374    | 7,522    | 7,672    | 7,825    | 7,982     | 8,142     |
| Assistant Project Manager                              | PRO/SUP              | 38             | 7,731    | 7,886    | 8,044    | 8,205    | 8,369    | 8,536    | 8,707    | 8,881    | 9,059    | 9,240     | 9,425     |
| Assistant to the City Manager                          | MGT                  | 43             | 9,867    | 10,064   | 10,265   | 10,470   | 10,679   | 10,893   | 11,111   | 11,333   | 11,560   | 11,791    | 12,027    |
| Associate Engineer                                     | PRO/SUP              | 40             | 8,523    | 8,694    | 8,868    | 9,045    | 9,226    | 9,411    | 9,599    | 9,791    | 9,987    | 10,187    | 10,391    |
| Associate Planner                                      | PRO/SUP              | 38             | 7,731    | 7,886    | 8,044    | 8,205    | 8,369    | 8,536    | 8,707    | 8,881    | 9,059    | 9,240     | 9,425     |
| Budget/Finance Specialist                              | GEN                  | 33             | 6,056    | 6,177    | 6,301    | 6,427    | 6,556    | 6,687    | 6,821    | 6,957    | 7,096    | 7,238     | 7,383     |
| Building Official                                      | MGT                  | 43             | 9,867    | 10,064   | 10,265   | 10,470   | 10,679   | 10,893   | 11,111   | 11,333   | 11,560   | 11,791    | 12,027    |
| City Clerk Specialist                                  | GEN                  | 32             | 5,768    | 5,883    | 6,001    | 6,121    | 6,243    | 6,368    | 6,495    | 6,625    | 6,758    | 6,893     | 7,031     |
| Code Enforcement Supervisor                            | PRO/SUP              | 39             | 8,117    | 8,279    | 8,445    | 8,614    | 8,786    | 8,962    | 9,141    | 9,324    | 9,511    | 9,701     | 9,895     |
| Community Development Manager                          | MGT                  | 40             | 8,523    | 8,694    | 8,868    | 9,045    | 9,226    | 9,411    | 9,599    | 9,791    | 9,987    | 10,187    | 10,391    |
| Community Development Supervisor                       | PRO/SUP              | 37             | 7,363    | 7,510    | 7,660    | 7,813    | 7,969    | 8,128    | 8,291    | 8,457    | 8,626    | 8,799     | 8,975     |
| Community Program Manager                              | MGT                  | 40             | 8,523    | 8,694    | 8,868    | 9,045    | 9,226    | 9,411    | 9,599    | 9,791    | 9,987    | 10,187    | 10,391    |
| Customer Service Supervisor                            | PRO/SUP              | 37             | 7,363    | 7,510    | 7,660    | 7,813    | 7,969    | 8,128    | 8,291    | 8,457    | 8,626    | 8,799     | 8,975     |
| Deputy City Engineer                                   | AW SR. MGT           | 48             | 12,594   | 12,846   | 13,103   | 13,365   | 13,632   | 13,905   | 14,183   | 14,467   | 14,756   | 15,051    | 15,352    |
| Deputy City Manager/City Clerk                         | AW SR. MGT           | 52             | 15,308   | 15,614   | 15,926   | 16,245   | 16,570   | 16,901   | 17,239   | 17,584   | 17,936   | 18,295    | 18,661    |
| Deputy Community Development Director                  | SR. MGT              | 45             | 10,878   | 11,096   | 11,318   | 11,544   | 11,775   | 12,011   | 12,251   | 12,496   | 12,746   | 13,001    | 13,261    |
| Deputy Development Services Director                   | SR. MGT              | 45             | 10,878   | 11,096   | 11,318   | 11,544   | 11,775   | 12,011   | 12,251   | 12,496   | 12,746   | 13,001    | 13,261    |
| Deputy Finance Director                                | SR. MGT              | 46             | 11,422   | 11,650   | 11,883   | 12,121   | 12,363   | 12,610   | 12,862   | 13,119   | 13,381   | 13,649    | 13,922    |
| Deputy Human Resources/Information Technology Director | AW SR. MGT           | 47             | 11,993   | 12,233   | 12,478   | 12,728   | 12,983   | 13,243   | 13,508   | 13,778   | 14,054   | 14,335    | 14,622    |
| Deputy Human Resources/Risk Management Director        | SR. MGT              | 45             | 10,878   | 11,096   | 11,318   | 11,544   | 11,775   | 12,011   | 12,251   | 12,496   | 12,746   | 13,001    | 13,261    |
| Director of Development Services                       | AW SR. MGT           | 52             | 15,308   | 15,614   | 15,926   | 16,245   | 16,570   | 16,901   | 17,239   | 17,584   | 17,936   | 18,295    | 18,661    |
| Director of Public Works                               | AW SR. MGT           | 52             | 15,308   | 15,614   | 15,926   | 16,245   | 16,570   | 16,901   | 17,239   | 17,584   | 17,936   | 18,295    | 18,661    |
| Economic Development Supervisor                        | PRO/SUP              | 39             | 8,117    | 8,279    | 8,445    | 8,614    | 8,786    | 8,962    | 9,141    | 9,324    | 9,510    | 9,701     | 9,895     |
| Engineering Specialist                                 | GEN                  | 32             | 5,768    | 5,883    | 6,001    | 6,121    | 6,243    | 6,368    | 6,495    | 6,625    | 6,758    | 6,893     | 7,031     |
| Facilities Supervisor                                  | PRO/SUP              | 38             | 7,731    | 7,886    | 8,044    | 8,205    | 8,369    | 8,536    | 8,707    | 8,881    | 9,059    | 9,240     | 9,425     |
| Field Services Supervisor                              | GEN                  | 36             | 7,012    | 7,152    | 7,295    | 7,441    | 7,590    | 7,742    | 7,897    | 8,055    | 8,216    | 8,380     | 8,548     |
| Finance Manager                                        | MGT                  | 40             | 8,523    | 8,694    | 8,868    | 9,045    | 9,226    | 9,411    | 9,599    | 9,791    | 9,987    | 10,187    | 10,391    |
| Financial Analyst                                      | PRO/SUP              | 35             | 6,678    | 6,812    | 6,948    | 7,087    | 7,229    | 7,374    | 7,522    | 7,672    | 7,825    | 7,982     | 8,142     |
| Fleet Warehouse Supervisor                             | PRO/SUP              | 37             | 7,363    | 7,510    | 7,660    | 7,813    | 7,969    | 8,128    | 8,291    | 8,457    | 8,626    | 8,799     | 8,975     |
| Geographical Information Systems Specialist            | PRO/SUP              | 38             | 7,731    | 7,886    | 8,044    | 8,205    | 8,369    | 8,536    | 8,707    | 8,881    | 9,059    | 9,240     | 9,425     |
| Geographical Information Systems Technician            | GEN                  | 32             | 5,768    | 5,883    | 6,001    | 6,121    | 6,243    | 6,368    | 6,495    | 6,625    | 6,758    | 6,893     | 7,031     |
| Human Resources Program Manager                        | MGT                  | 40             | 8,523    | 8,694    | 8,868    | 9,045    | 9,226    | 9,411    | 9,599    | 9,791    | 9,987    | 10,187    | 10,391    |
| Human Resources Specialist                             | PRO/SUP              | 35             | 6,678    | 6,812    | 6,948    | 7,087    | 7,229    | 7,374    | 7,522    | 7,672    | 7,825    | 7,982     | 8,142     |
| Information Systems Specialist                         | MGT                  | 37             | 7,363    | 7,510    | 7,660    | 7,813    | 7,969    | 8,128    | 8,291    | 8,457    | 8,626    | 8,799     | 8,975     |
| Information Systems Technician                         | GEN                  | 32             | 5,768    | 5,883    | 6,001    | 6,121    | 6,243    | 6,368    | 6,495    | 6,625    | 6,758    | 6,893     | 7,031     |
| Land Development Supervisor                            | PRO/SUP              | 39             | 8,117    | 8,279    | 8,445    | 8,614    | 8,786    | 8,962    | 9,141    | 9,324    | 9,511    | 9,701     | 9,895     |
| Licensed Veterinarian                                  | AW SR. MGT           | 46             | 11,422   | 11,650   | 11,883   | 12,121   | 12,363   | 12,610   | 12,862   | 13,119   | 13,381   | 13,649    | 13,922    |
| Maintenance Crew Supervisor                            | PRO/SUP              | 38             | 7,731    | 7,886    | 8,044    | 8,205    | 8,369    | 8,536    | 8,707    | 8,881    | 9,059    | 9,240     | 9,425     |
| Management Analyst                                     | PRO/SUP              | 37             | 7,363    | 7,510    | 7,660    | 7,813    | 7,969    | 8,128    | 8,291    | 8,457    | 8,626    | 8,799     | 8,975     |
| Office Assistant                                       | GEN                  | 26             | 4,303    | 4,389    | 4,477    | 4,567    | 4,658    | 4,751    | 4,846    | 4,943    | 5,042    | 5,143     | 5,246     |
| Personnel Technician                                   | GEN                  | 32             | 5,768    | 5,883    | 6,001    | 6,121    | 6,243    | 6,368    | 6,495    | 6,625    | 6,758    | 6,893     | 7,031     |
| Planning Specialist                                    | GEN                  | 32             | 5,768    | 5,883    | 6,001    | 6,121    | 6,243    | 6,368    | 6,495    | 6,625    | 6,758    | 6,893     | 7,031     |
| Plans Examiner                                         | PRO/SUP              | 37             | 7,363    | 7,510    | 7,660    | 7,813    | 7,969    | 8,128    | 8,291    | 8,457    | 8,626    | 8,799     | 8,975     |
| Principal Planner                                      | MGT                  | 44             | 10,360   | 10,567   | 10,778   | 10,994   | 11,214   | 11,438   | 11,667   | 11,900   | 12,138   | 12,381    | 12,629    |
| Project Manager                                        | MGT                  | 40             | 8,523    | 8,694    | 8,868    | 9,045    | 9,226    | 9,411    | 9,599    | 9,791    | 9,987    | 10,187    | 10,391    |
| Public Relations Analyst                               | PRO/SUP              | 39             | 8,117    | 8,279    | 8,445    | 8,614    | 8,786    | 8,962    | 9,141    | 9,324    | 9,510    | 9,701     | 9,895     |
| Public Works Inspection Supervisor                     | PRO/SUP              | 39             | 8,117    | 8,279    | 8,445    | 8,614    | 8,786    | 8,962    | 9,141    | 9,324    | 9,511    | 9,701     | 9,895     |
| Public Works Inspector                                 | GEN                  | 35             | 6,678    | 6,812    | 6,948    | 7,087    | 7,229    | 7,374    | 7,522    | 7,672    | 7,825    | 7,982     | 8,142     |
| Public Works Supervisor                                | PRO/SUP              | 40             | 8,523    | 8,694    | 8,868    | 9,045    | 9,226    | 9,411    | 9,599    | 9,791    | 9,987    | 10,187    | 10,391    |
| Risk Management Supervisor                             | PRO/SUP              | 37             | 7,363    | 7,510    | 7,660    | 7,813    | 7,969    | 8,128    | 8,291    | 8,457    | 8,626    | 8,799     | 8,975     |
| Secretary to the City Manager and City Council         | PRO/SUP              | 35             | 6,678    | 6,812    | 6,948    | 7,087    | 7,229    | 7,374    | 7,522    | 7,672    | 7,825    | 7,982     | 8,142     |
| Senior Accountant                                      | MGT                  | 38             | 7,731    | 7,886    | 8,044    | 8,205    | 8,369    | 8,536    | 8,707    | 8,881    | 9,059    | 9,240     | 9,425     |
| Senior Code Enforcement Officer                        | GEN                  | 35             | 6,678    | 6,812    | 6,948    | 7,087    | 7,229    | 7,374    | 7,522    | 7,672    | 7,825    | 7,982     | 8,142     |
| Senior Community Development Technician                | GEN                  | 32             | 5,768    | 5,883    | 6,001    | 6,121    | 6,243    | 6,368    | 6,495    | 6,625    | 6,758    | 6,893     | 7,031     |
| Senior Information Systems Specialist                  | MGT                  | 41             | 8,949    | 9,128    | 9,311    | 9,497    | 9,687    | 9,881    | 10,079   | 10,281   | 10,487   | 10,697    | 10,911    |
| Senior Office Assistant                                | GEN                  | 28             | 4,746    | 4,841    | 4,938    | 5,037    | 5,138    | 5,241    | 5,346    | 5,453    | 5,562    | 5,673     | 5,787     |
| Senior Office Specialist                               | GEN                  | 28             | 4,746    | 4,841    | 4,938    | 5,037    | 5,138    | 5,241    | 5,346    | 5,453    | 5,562    | 5,673     | 5,787     |
| Senior Planner                                         | MGT                  | 41             | 8,949    | 9,128    | 9,311    | 9,497    | 9,687    | 9,881    | 10,079   | 10,281   | 10,487   | 10,697    | 10,911    |
| Senior Project Manager                                 | MGT                  | 43             | 9,867    | 10,064   | 10,265   | 10,470   | 10,679   | 10,893   | 11,111   | 11,333   | 11,560   | 11,791    | 12,027    |
| Streets Operations Manager                             | MGT                  | 44             | 10,360   | 10,567   | 10,778   | 10,994   | 11,214   | 11,438   | 11,667   | 11,900   | 12,138   | 12,381    | 12,629    |
| Water Operations Manager                               | MGT                  | 44             | 10,360   | 10,567   | 10,778   | 10,994   | 11,214   | 11,438   | 11,667   | 11,900   | 12,138   | 12,381    | 12,629    |

City Manager Contract\*  
\*Employment Agreement approved by City Council July to be effective July 1,2023

Annually : \$271,720; Monthly \$22,643

**CITY OF HESPERIA**  
**HESPERIA WATER DISTRICT**  
**COMBINED COMPENSATION SCHEDULE**  
**INCLUDES CITY OF HESPERIA, HESPERIA WATER DISTRICT AND HESPERIA HOUSING AUTHORITY**  
**APPROVED AND ADOPTED: July 15, 2025, October 7, 2025**  
**REVISED: October 7, 2025 Effective: July 14, 2025**

**Teamsters, Local 1932, Full- Time Monthly Rates**

|                                        | <u>Benefit Group</u> | <u>Range #</u> | <u>A</u> | <u>B</u> | <u>C</u> | <u>D</u> | <u>E</u> |
|----------------------------------------|----------------------|----------------|----------|----------|----------|----------|----------|
| Animal Care Technician                 | TEAMSTERS            | 10             | 4,588    | 4,817    | 5,058    | 5,311    | 5,577    |
| Animal Control Officer                 | TEAMSTERS            | 13             | 5,311    | 5,577    | 5,856    | 6,149    | 6,457    |
| Animal Services Assistant              | TEAMSTERS            | 8              | 4,161    | 4,369    | 4,588    | 4,817    | 5,058    |
| Animal Services Representative         | TEAMSTERS            | 10             | 4,588    | 4,817    | 5,058    | 5,311    | 5,577    |
| Building Inspector                     | TEAMSTERS            | 18             | 6,780    | 7,119    | 7,475    | 7,849    | 8,242    |
| Code Enforcement Officer               | TEAMSTERS            | 17             | 6,457    | 6,780    | 7,119    | 7,475    | 7,849    |
| Community Development Technician       | TEAMSTERS            | 12             | 5,058    | 5,311    | 5,577    | 5,856    | 6,149    |
| Custodian                              | TEAMSTERS            | 8              | 4,161    | 4,369    | 4,588    | 4,817    | 5,058    |
| Customer Service Assistant             | TEAMSTERS            | 8              | 4,161    | 4,369    | 4,588    | 4,817    | 5,058    |
| Customer Service Representative        | TEAMSTERS            | 10             | 4,588    | 4,817    | 5,058    | 5,311    | 5,577    |
| Equipment Operator                     | TEAMSTERS            | 12.5           | 5,185    | 5,444    | 5,716    | 6,002    | 6,302    |
| Equipment Operator/Water*              | TEAMSTERS            | 13             | 5,311    | 5,577    | 5,856    | 6,149    | 6,457    |
| Facilities Maintenance Specialist      | TEAMSTERS            | 14             | 5,577    | 5,856    | 6,149    | 6,457    | 6,780    |
| Facilities Maintenance Technician      | TEAMSTERS            | 12             | 5,058    | 5,311    | 5,577    | 5,856    | 6,149    |
| Maintenance Worker                     | TEAMSTERS            | 10             | 4,588    | 4,817    | 5,058    | 5,311    | 5,577    |
| Maintenance Worker/Water*              | TEAMSTERS            | 10.5           | 4,703    | 4,938    | 5,185    | 5,444    | 5,716    |
| Meter Reader                           | TEAMSTERS            | 10             | 4,588    | 4,817    | 5,058    | 5,311    | 5,577    |
| Pump Maintenance Worker                | TEAMSTERS            | 12             | 5,058    | 5,311    | 5,577    | 5,856    | 6,149    |
| Pump Operator                          | TEAMSTERS            | 12.5           | 5,185    | 5,444    | 5,716    | 6,002    | 6,302    |
| Receptionist                           | TEAMSTERS            | 6              | 3,774    | 3,963    | 4,161    | 4,369    | 4,588    |
| Registered Veterinary Technician       | TEAMSTERS            | 14             | 5,577    | 5,856    | 6,149    | 6,457    | 6,780    |
| Senior Account Clerk                   | TEAMSTERS            | 12             | 5,058    | 5,311    | 5,577    | 5,856    | 6,149    |
| Senior Animal Care Technician          | TEAMSTERS            | 12             | 5,058    | 5,311    | 5,577    | 5,856    | 6,149    |
| Senior Animal Services Representative  | TEAMSTERS            | 12             | 5,058    | 5,311    | 5,577    | 5,856    | 6,149    |
| Senior Custodian                       | TEAMSTERS            | 10             | 4,588    | 4,817    | 5,058    | 5,311    | 5,577    |
| Senior Customer Service Representative | TEAMSTERS            | 12             | 5,058    | 5,311    | 5,577    | 5,856    | 6,149    |
| Senior Maintenance Worker              | TEAMSTERS            | 13             | 5,311    | 5,577    | 5,856    | 6,149    | 6,457    |
| Senior Maintenance Worker/Water*       | TEAMSTERS            | 13.5           | 5,444    | 5,716    | 6,002    | 6,302    | 6,617    |
| Senior Pump Maintenance Worker         | TEAMSTERS            | 14.5           | 5,716    | 6,002    | 6,302    | 6,617    | 6,948    |
| Senior Pump Operator                   | TEAMSTERS            | 14.5           | 5,716    | 6,002    | 6,302    | 6,617    | 6,948    |
| Senior Warehouse Technician            | TEAMSTERS            | 12             | 5,058    | 5,311    | 5,577    | 5,856    | 6,149    |
| Traffic Signal Technician              | TEAMSTERS            | 14             | 5,577    | 5,856    | 6,149    | 6,457    | 6,780    |
| Utility Line Locator                   | TEAMSTERS            | 10             | 4,588    | 4,817    | 5,058    | 5,311    | 5,577    |
| Volunteer/Outreach Coordinator         | TEAMSTERS            | 12             | 5,058    | 5,311    | 5,577    | 5,856    | 6,149    |
| Warehouse Technician                   | TEAMSTERS            | 10             | 4,588    | 4,817    | 5,058    | 5,311    | 5,577    |
| Water Quality Specialist               | TEAMSTERS            | 14.5           | 5,716    | 6,002    | 6,302    | 6,617    | 6,948    |
| Water Quality Technician               | TEAMSTERS            | 12.5           | 5,185    | 5,444    | 5,716    | 6,002    | 6,302    |

**Non-Represented Part-Time Hourly Rates**

|                                        | <u>Range #</u> | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u> | <u>8</u> | <u>9</u> | <u>10</u> | <u>11</u> |
|----------------------------------------|----------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|
| Administrative Intern-PT               | PART-TIME      | 16.50    | 17.00    | 17.50    | 18.00    | 18.50    | 19.00    | 19.50    | 20.00    | 20.50    |           |           |
| Animal Care Technician-PT              | PART-TIME      | 10       | 25.69    | 26.98    | 28.33    | 29.75    | 31.24    |          |          |          |           |           |
| Animal Licensing/Canvassing Officer-PT | PART-TIME      | 11       | 26.98    | 28.33    | 29.75    | 31.24    | 32.80    |          |          |          |           |           |
| Animal Services Representative-PT      | PART-TIME      | 10       | 25.69    | 26.98    | 28.33    | 29.75    | 31.24    |          |          |          |           |           |
| Custodian-PT                           | PART-TIME      | 8        | 23.30    | 24.47    | 25.69    | 26.98    | 28.33    |          |          |          |           |           |
| Customer Service Assistant- PT         | PART-TIME      | 8        | 23.30    | 24.47    | 25.69    | 26.98    | 28.33    |          |          |          |           |           |
| Customer Service Representative-PT     | PART-TIME      | 10       | 25.69    | 26.98    | 28.33    | 29.75    | 31.24    |          |          |          |           |           |
| Information Systems Tech.-PT           | PART-TIME      | 32       | 33.28    | 33.94    | 34.62    | 35.31    | 36.02    | 36.74    | 37.47    | 38.22    | 38.99     | 39.77     |
| Maintenance Worker-PT                  | PART-TIME      | 10       | 25.69    | 26.98    | 28.33    | 29.75    | 31.24    |          |          |          |           |           |
| Office Assistant-PT                    | PART-TIME      | 26       | 24.83    | 25.32    | 25.83    | 26.35    | 26.87    | 27.41    | 27.96    | 28.52    | 29.09     | 29.67     |
| Receptionist-PT                        | PART-TIME      | 6        | 21.13    | 22.18    | 23.29    | 24.46    | 25.68    |          |          |          |           |           |
| Registered Veterinary Technician-PT    | PART-TIME      | 14       | 31.24    | 32.80    | 34.44    | 36.16    | 37.97    |          |          |          |           |           |

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