

**RESOLUTION NO. 2025-45
RESOLUTION NO. HHA 2025-06
RESOLUTION NO. HWD 2025-14**

**A JOINT RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HESPERIA,
THE BOARD OF DIRECTORS OF THE HESPERIA HOUSING AUTHORITY,
AND THE BOARD OF DIRECTORS OF THE HESPERIA WATER DISTRICT OF
CALIFORNIA, MODIFYING THE NON-REPRESENTED EMPLOYEES'
COMPENSATION AND BENEFIT PLAN**

WHEREAS, the City Council of the City of Hesperia establishes salaries, benefits and other related policies for employees not represented by an employee labor relations organization; and

WHEREAS, the City Council of the City of Hesperia recognizes that it competes in a marketplace to obtain qualified personnel to perform and provide municipal services, and that compensation and conditions of employment must be sufficiently attractive to recruit and retain qualified employees; and

WHEREAS, Joint Resolution No 2024-25, Resolution HHA 2024-04, and Resolution HWD 2024-08, Exhibit A established a Non-Represented Employees' Compensation and Benefits Plan which sections can be modified individually or in whole by subsequent Council action; and

WHEREAS, the City Council desires to amend Section 9 of the Non-Represented Employees' Compensation and Benefit Plan to increase the maximum monthly City health contribution from up to \$1,650 to up to \$1,750 per employee; and

WHEREAS, the additional funding necessary for this adjustment was previously budgeted and included in the adopted Fiscal Year 2025–26 Budget Resolution 2025-18, HHA 2025-03, and HWD 2025-04 approved by the City Council on June 3, 2025.

NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF HESPERIA, BOARD OF DIRECTORS OF THE HESPERIA HOUSING AUTHORITY AND BOARD OF DIRECTORS OF THE HESPERIA WATER DISTRICT AS FOLLOWS:

Section 1. That the recitals above are true and correct.

Section 2. That the City Council has reviewed and approves of the modified provision to Section 9 included in Exhibit A. - Non-Represented Employees' Compensation and Benefit Plan.

Section 3. That this resolution shall remain in full force and effect until modified or terminated by action of the City Council.

Section 4. That Exhibit A - Non-Represented Employees' Compensation and Benefit Plan sections may be modified individually or in whole by action of the City Council.

Section 5. That the City Clerk shall certify to the passage and adoption of this Resolution and enter it into the book of original resolutions.

ADOPTED AND APPROVED this 18th day of November 2025.

Allison Lee, Mayor

ATTEST:

Jessica Giber, Assistant City Clerk