

City of Hesperia

STAFF REPORT



DATE: July 15, 2025

TO: Mayor and Council Members
Chair and Board Members, Hesperia Housing Authority
Chair and Board Members, Hesperia Water District

FROM: Rachel Molina, City Manager

BY: Casey Brooksher, Assistant City Manager
Rita Perez, Deputy Human Resources/Risk Management Director
Josette McLane, Human Resources Specialist

SUBJECT: Revised Combined Compensation Schedules

RECOMMENDED ACTION

It is recommended that the City Council and Board of Directors of the Hesperia Housing Authority (HHA) and Hesperia Water District (HWD) adopt Joint Resolution No. 2025-24, HHA 2025-04, HWD 2025-06 approving the City's Fiscal Year (FY) 2025-26 Revised Combined Compensation Schedule.

BACKGROUND

The California Public Employees' Retirement System (CalPERS) requires that the City Council, Commissions, and Board of Directors (City Council) approve and adopt a Combined Compensation Schedule whenever there are changes to salaries. This requirement is needed in order for an employee to receive service credit for a salary. All recognized salaries must be listed on an approved and adopted Compensation Schedule.

The most recent approved and adopted Combined Compensation Schedule occurred on November 19, 2024, with the adoption of Joint Resolution No. 2024-55, HHA 2024-06 and HWD 2024-17.

ISSUES/ANALYSIS

On June 3, 2025, the City Council adopted the FY 2025-26 Operating Budget, which included a 2.7% cost-of-living adjustment (COLA) to salaries, adding and restructuring of classifications for more effective management of City operations.

FISCAL IMPACT

There is no fiscal impact to adopting the Combined Compensation Schedules as this is an information schedule required by CalPERS. These increases will be included in the revised adopted budget.

CITY GOAL SUPPORTED BY THIS ITEM

Financial Health – Maintain a balanced budget and adequate reserved.

ALTERNATIVE(S)

1. Provide alternative direction to staff.

ATTACHMENT(S)

1. Joint Resolution 2025-24, HWD 2025-06, and HHA 2025-04
2. Combined Compensation Schedule Revised and Effective July 14, 2025