

City of Hesperia STAFF REPORT



DATE: June 16, 2026

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/IT Director

SUBJECT: Non-Represented Employees' Compensation and Benefit Plan

RECOMMENDED ACTION

It is recommended that the City Council, the Board of Directors of the Hesperia Housing Authority, and the Board of Directors of the Hesperia Water District, adopt Joint Resolution No. 2026-29, HHA 2026-04, and HWD 2026-10, modifying the Non-Represented Employees' Compensation and Benefit Plan.

BACKGROUND

On June 4, 2024, the City Council adopted the following Joint Resolution No 2024-25, Resolution HHA 2024-04, and Resolution HWD 2024-08, which established the Non-Represented Employees' Compensation and Benefit Plan (Non-Rep Plan). The Non-Rep Plan establishes salaries, benefits and other related policies for employees not represented by an employee labor relations organization and may be modified in its entirety or by section.

Additionally, City Council amended Section 9 of the Non-Rep Plan on November 18, 2025, by adopting Joint Resolution No. 2025-45, HHA 2025-06, and HWD 2025-14.

ISSUES/ANALYSIS

Included with this staff report is the completed updated Non-Represented Employees' Compensation and Benefit Plan, which prescribes the salaries, benefits, and other related policies for the employees of the City not represented by an employee labor relations organization and commonly called Non-Represented Employees.

CITY GOAL SUPPORTED BY THIS ITEM

Organizational Health- Foster a high-performing organization that provides opportunities for professional growth.

FISCAL IMPACT

The monetary implications of the Non-Represented Employees' Compensation and Benefit Plan are reflected in the adopted FY 2026-27 Budget presented to the City Council on June 2, 2026.

ALTERNATIVE(S)

1. Provide alternative direction to staff

ATTACHMENT(S)

1. Joint Resolution No. 2026-29, HHA 2026-04, HWD 2026-10
2. Non-Represented Employees' Compensation and Benefit Plan