

**CITY OF HESPERIA
HESPERIA WATER DISTRICT**

Attachment 8

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

**APPROVED AND ADOPTED: July 18, 2023, September 19, 2023, April 16, 2023
REVISED: November 18, 2025 Effective: January 1, 2024**

Non-Represented Full-Time Monthly Rates	Benefit Group	Range #	1	2	3	4	5	6	7	8	9	10	11
Accountant	GEN	33	5,670	5,783	5,899	6,017	6,137	6,260	6,385	6,513	6,643	6,776	6,912
Accounting Technician	GEN	31	5,143	5,246	5,351	5,458	5,567	5,678	5,792	5,908	6,026	6,147	6,270
Administrative Aide	GEN	27	4,231	4,316	4,402	4,490	4,580	4,672	4,765	4,860	4,957	5,056	5,157
Administrative Analyst	PRO/SUP	34	5,954	6,073	6,195	6,319	6,445	6,574	6,706	6,840	6,977	7,117	7,259
Administrative Secretary	GEN	30	4,898	4,996	5,096	5,198	5,302	5,408	5,516	5,626	5,739	5,854	5,971
Animal Services Specialist	PRO/SUP	34	5,954	6,073	6,195	6,319	6,445	6,574	6,706	6,840	6,977	7,117	7,259
Animal Services Supervisor	PRO/SUP	37	6,893	7,031	7,172	7,315	7,461	7,610	7,762	7,917	8,075	8,237	8,402
Assistant City Clerk	PRO/SUP	37	6,893	7,031	7,172	7,315	7,461	7,610	7,762	7,917	8,075	8,237	8,402
Assistant City Manager	AW SR. MGT	53	15,050	15,351	15,658	15,971	16,290	16,616	16,948	17,287	17,633	17,986	18,346
Assistant Engineer	PRO/SUP	38	7,238	7,383	7,531	7,682	7,836	7,993	8,153	8,316	8,482	8,652	8,825
Assistant Planner	PRO/SUP	35	6,252	6,377	6,505	6,635	6,768	6,903	7,041	7,182	7,326	7,473	7,623
Assistant Project Manager	PRO/SUP	38	7,238	7,383	7,531	7,682	7,836	7,993	8,153	8,316	8,482	8,652	8,825
Assistant to the City Manager	MGT	43	9,238	9,423	9,612	9,804	10,000	10,200	10,404	10,612	10,824	11,041	11,262
Associate Engineer	PRO/SUP	40	7,980	8,140	8,303	8,469	8,638	8,811	8,987	9,167	9,350	9,537	9,728
Associate Planner	PRO/SUP	38	7,238	7,383	7,531	7,682	7,836	7,993	8,153	8,316	8,482	8,652	8,825
Budget/Finance Specialist	GEN	33	5,670	5,783	5,899	6,017	6,137	6,260	6,385	6,513	6,643	6,776	6,912
Building Official	MGT	43	9,238	9,423	9,612	9,804	10,000	10,200	10,404	10,612	10,824	11,041	11,262
Building Official Y-Rate	Y-Rate												12,417
Code Compliance Manager	MGT	44	9,700	9,894	10,092	10,294	10,500	10,710	10,924	11,143	11,366	11,593	11,825
Code Enforcement Supervisor	PRO/SUP	39	7,600	7,752	7,907	8,065	8,226	8,391	8,559	8,730	8,905	9,083	9,265
Community Development Supervisor	PRO/SUP	37	6,893	7,031	7,172	7,315	7,461	7,610	7,762	7,917	8,075	8,237	8,402
Customer Service Supervisor	PRO/SUP	37	6,893	7,031	7,172	7,315	7,461	7,610	7,762	7,917	8,075	8,237	8,402
Deputy City Clerk	GEN	28	4,443	4,532	4,623	4,716	4,810	4,906	5,004	5,104	5,206	5,310	5,416
Deputy City Engineer	AW SR. MGT	48	11,791	12,027	12,268	12,513	12,763	13,018	13,278	13,544	13,815	14,091	14,373
Deputy City Manager/ City Clerk	AW SR. MGT	52	14,333	14,620	14,912	15,210	15,514	15,824	16,141	16,464	16,793	17,129	17,472
Deputy Community Development Director	SR. MGT	45	10,185	10,389	10,597	10,809	11,025	11,246	11,471	11,700	11,934	12,173	12,417
Deputy Development Services Director	SR. MGT	45	10,185	10,389	10,597	10,809	11,025	11,246	11,471	11,700	11,934	12,173	12,417
Deputy Finance Director	SR. MGT	46	10,694	10,908	11,126	11,349	11,576	11,808	12,044	12,285	12,531	12,782	13,038
Deputy Human Resources/Risk Management Director	SR. MGT	45	10,185	10,389	10,597	10,809	11,025	11,246	11,471	11,700	11,934	12,173	12,417
Director of Development Services	AW SR. MGT	52	14,333	14,620	14,912	15,210	15,514	15,824	16,141	16,464	16,793	17,129	17,472
Director of Public Works	AW SR. MGT	52	14,333	14,620	14,912	15,210	15,514	15,824	16,141	16,464	16,793	17,129	17,472
Economic Development Manager	MGT	44	9,700	9,894	10,092	10,294	10,500	10,710	10,924	11,143	11,366	11,593	11,825
Engineering Specialist	GEN	32	5,400	5,508	5,618	5,730	5,845	5,962	6,081	6,203	6,327	6,454	6,583
Facilities Supervisor	PRO/SUP	38	7,238	7,383	7,531	7,682	7,836	7,993	8,153	8,316	8,482	8,652	8,825
Field Services Supervisor	GEN	36	6,565	6,696	6,830	6,967	7,106	7,248	7,393	7,541	7,692	7,846	8,003
Finance Manager	MGT	40	7,980	8,140	8,303	8,469	8,638	8,811	8,987	9,167	9,350	9,537	9,728
Financial Analyst	PRO/SUP	35	6,252	6,377	6,505	6,635	6,768	6,903	7,041	7,182	7,326	7,473	7,623
Fleet/Warehouse Supervisor	PRO/SUP	37	6,893	7,031	7,172	7,315	7,461	7,610	7,762	7,917	8,075	8,237	8,402
Geographical Information Systems Manager	MGT	41	8,379	8,547	8,718	8,892	9,070	9,251	9,436	9,625	9,818	10,014	10,214
Geographical Information Systems Technician	GEN	32	5,400	5,508	5,618	5,730	5,845	5,962	6,081	6,203	6,327	6,454	6,583
Human Resources Analyst	PRO/SUP	37	6,893	7,031	7,172	7,315	7,461	7,610	7,762	7,917	8,075	8,237	8,402
Human Resources Specialist	PRO/SUP	35	6,252	6,377	6,505	6,635	6,768	6,903	7,041	7,182	7,326	7,473	7,623
Information Systems Manager	MGT	44	9,700	9,894	10,092	10,294	10,500	10,710	10,924	11,143	11,366	11,593	11,825
Information Systems Specialist	MGT	37	6,893	7,031	7,172	7,315	7,461	7,610	7,762	7,917	8,075	8,237	8,402
Information Systems Technician	GEN	32	5,400	5,508	5,618	5,730	5,845	5,962	6,081	6,203	6,327	6,454	6,583
Maintenance Crew Supervisor	PRO/SUP	38	7,238	7,383	7,531	7,682	7,836	7,993	8,153	8,316	8,482	8,652	8,825
Management Analyst	PRO/SUP	37	6,893	7,031	7,172	7,315	7,461	7,610	7,762	7,917	8,075	8,237	8,402
Office Assistant	GEN	26	4,029	4,110	4,192	4,276	4,362	4,449	4,538	4,629	4,722	4,816	4,912
Personnel Technician	GEN	32	5,400	5,508	5,618	5,730	5,845	5,962	6,081	6,203	6,327	6,454	6,583
Planning Specialist	GEN	32	5,400	5,508	5,618	5,730	5,845	5,962	6,081	6,203	6,327	6,454	6,583
Plans Examiner	PRO/SUP	37	6,893	7,031	7,172	7,315	7,461	7,610	7,762	7,917	8,075	8,237	8,402
Principal Planner	MGT	44	9,700	9,894	10,092	10,294	10,500	10,710	10,924	11,143	11,366	11,593	11,825
Project Manager	MGT	40	7,980	8,140	8,303	8,469	8,638	8,811	8,987	9,167	9,350	9,537	9,728
Public Relations Analyst	PRO/SUP	39	7,600	7,752	7,907	8,065	8,226	8,391	8,559	8,730	8,905	9,083	9,265
Public Works Inspection Supervisor	PRO/SUP	39	7,600	7,752	7,907	8,065	8,226	8,391	8,559	8,730	8,905	9,083	9,265
Public Works Inspector	GEN	35	6,252	6,377	6,505	6,635	6,768	6,903	7,041	7,182	7,326	7,473	7,623
Public Works Supervisor	MGT	40	7,980	8,140	8,303	8,469	8,638	8,811	8,987	9,167	9,350	9,537	9,728
Risk Manager	MGT	40	7,980	8,140	8,303	8,469	8,638	8,811	8,987	9,167	9,350	9,537	9,728

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REVISED: November 18, 2025 Effective: January 1, 2024

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	6,252	6,377	6,505	6,635	6,768	6,903	7,041	7,182	7,326	7,473	7,623
Senior Accountant	MGT	38	7,238	7,383	7,531	7,682	7,836	7,993	8,153	8,316	8,482	8,652	8,825
Senior Code Enforcement Officer	GEN	35	6,252	6,377	6,505	6,635	6,768	6,903	7,041	7,182	7,326	7,473	7,623
Senior Community Development Technician	GEN	32	5,400	5,508	5,618	5,730	5,845	5,962	6,081	6,203	6,327	6,454	6,583
Senior Office Assistant	GEN	28	4,443	4,532	4,623	4,716	4,810	4,906	5,004	5,104	5,206	5,310	5,416
Senior Office Specialist	GEN	28	4,443	4,532	4,623	4,716	4,810	4,906	5,004	5,104	5,206	5,310	5,416
Senior Planner	MGT	41	8,379	8,547	8,718	8,892	9,070	9,251	9,436	9,625	9,818	10,014	10,214
Senior Project Manager	MGT	43	9,238	9,423	9,612	9,804	10,000	10,200	10,404	10,612	10,824	11,041	11,262
Streets Operations Manager	MGT	44	9,700	9,894	10,092	10,294	10,500	10,710	10,924	11,143	11,366	11,593	11,825
Water Operations Manager	MGT	44	9,700	9,894	10,092	10,294	10,500	10,710	10,924	11,143	11,366	11,593	11,825

City Manager Contract* Annually: \$254,400; Monthly: \$21,200

*Employment Agreement approved by City Council October 4, 2022 to be effective June 18, 2023

Teamsters, Local 1932, Full -Time Monthly Rates	Benefit Group	Range #	A	B	C	D	E
Animal Care Technician	TEAMSTERS	10	4,296	4,511	4,737	4,974	5,223
Animal Control Officer	TEAMSTERS	13	4,974	5,223	5,484	5,758	6,046
Animal Services Assistant	TEAMSTERS	8	3,896	4,091	4,296	4,511	4,737
Animal Services Representative	TEAMSTERS	10	4,296	4,511	4,737	4,974	5,223
Building Inspector	TEAMSTERS	18	6,348	6,665	6,998	7,348	7,715
Code Enforcement Officer	TEAMSTERS	17	6,046	6,348	6,665	6,998	7,348
Community Development Technician	TEAMSTERS	12	4,737	4,974	5,223	5,484	5,758
Custodian	TEAMSTERS	8	3,896	4,091	4,296	4,511	4,737
Customer Service Assistant	TEAMSTERS	8	3,896	4,091	4,296	4,511	4,737
Customer Service Representative	TEAMSTERS	10	4,296	4,511	4,737	4,974	5,223
Equipment Operator	TEAMSTERS	12.5	4,854	5,097	5,352	5,620	5,901
Equipment Operator/Water	TEAMSTERS	13	4,974	5,223	5,484	5,758	6,046
Facilities Maintenance Technician	TEAMSTERS	12	4,737	4,974	5,223	5,484	5,758
Maintenance Worker	TEAMSTERS	10	4,296	4,511	4,737	4,974	5,223
Maintenance Worker/Water	TEAMSTERS	10.5	4,403	4,623	4,854	5,097	5,352
Meter Reader	TEAMSTERS	10	4,296	4,511	4,737	4,974	5,223
Pump Operator	TEAMSTERS	12.5	4,854	5,097	5,352	5,620	5,901
Registered Veterinary Technician	TEAMSTERS	14	5,223	5,484	5,758	6,046	6,348
Senior Account Clerk	TEAMSTERS	12	4,737	4,974	5,223	5,484	5,758
Senior Animal Care Technician	TEAMSTERS	12	4,737	4,974	5,223	5,484	5,758
Senior Animal Control Officer	TEAMSTERS	14	5,223	5,484	5,758	6,046	6,348
Senior Animal Services Representative	TEAMSTERS	12	4,974	5,223	5,484	5,758	6,046
Senior Custodian	TEAMSTERS	10	4,296	4,511	4,737	4,974	5,223
Senior Customer Service Representative	TEAMSTERS	12	4,737	4,974	5,223	5,484	5,758
Senior Maintenance Worker	TEAMSTERS	13	4,974	5,223	5,484	5,758	6,046
Senior Maintenance Worker/Water	TEAMSTERS	13.5	5,097	5,352	5,620	5,901	6,196
Senior Pump Maintenance Worker	TEAMSTERS	14.5	5,352	5,620	5,901	6,196	6,506
Senior Pump Operator	TEAMSTERS	14.5	5,352	5,620	5,901	6,196	6,506
Senior Warehouse Technician	TEAMSTERS	12	4,737	4,974	5,223	5,484	5,758
Traffic Signal Technician	TEAMSTERS	14	5,223	5,484	5,758	6,046	6,348
Utility Line Locator	TEAMSTERS	10	4,296	4,511	4,737	4,974	5,223
Volunteer/Outreach Coordinator	TEAMSTERS	12	4,737	4,974	5,223	5,484	5,758
Water Quality Specialist	TEAMSTERS	14.5	5,352	5,620	5,901	6,196	6,506
Water Quality Technician	TEAMSTERS	12.5	4,854	5,097	5,352	5,620	5,901

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Non-Represented Part-Time Hourly Rates	Benefit Group	Range #	1	2	3	4	5	6	7	8	9	10	11
Administrative Intern - Part-Time	PART-TIME		16.00										
Animal Care Technician - Part-Time	PART-TIME	10	24.06	25.26	26.53	27.85	29.24						
Animal Services Representative - Part-Time	PART-TIME	10	24.06	25.26	26.53	27.85	29.24						
Custodian- Part-Time	PART-TIME	8	21.82	22.91	24.06	25.26	26.53						
Customer Service Assistant - Part-Time	PART-TIME	8	21.82	22.91	24.06	25.26	26.53						
Customer Service Representative - Part-Time	PART-TIME	10	24.06	25.26	26.53	27.85	29.24						
Information Systems Technician - Part-Time	PART-TIME	32	31.15	31.78	32.41	33.06	33.72	34.40	35.08	35.79	36.50	37.24	37.98
Maintenance Worker - Part-Time	PART-TIME	10	24.06	25.26	26.53	27.85	29.24						
Office Assistant - Part-Time	PART-TIME	26	23.24	23.71	24.19	24.67	25.17	25.67	26.18	26.71	27.24	27.79	28.34
Receptionist - Part-Time	PART-TIME	6	19.79	20.78	21.82	22.91	24.06						
Senior Warehouse Technician - Part-Time	PART-TIME	12	26.53	27.85	29.24	30.71	32.24						
Director of Public Works - Part-Time Retired Annuitant	RETIRED	52	82.69	84.35	86.03	87.75	89.50	91.29	93.12	94.99	96.88	98.82	100.80
Principal Planner - Part-Time Retired Annuitant	RETIRED	44	55.96	57.08	58.22	59.39	60.58	61.79	63.02	64.29	65.57	66.88	68.22

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