

City of Hesperia STAFF REPORT



DATE: June 16, 2026

TO: Mayor and Council Members
Board Members, Hesperia Water District

FROM: Rachel Molina, City Manager

BY: Casey Brooksher, Assistant City Manager
Rita Perez, Deputy Human Resources/IT Director

SUBJECT: Memorandum of Understanding between the City of Hesperia and the Teamsters Local 1932 for the period of February 1, 2026 through January 31, 2029

RECOMMENDED ACTION

It is recommended that the City Council and the Board of Directors of the Hesperia Water District adopt Joint Resolution No. 2026-30 and HWD 2026-11, modifying the Non-Represented Employees' Compensation and Benefit Plan.

BACKGROUND

The current Memorandum of Understanding (MOU) between the City of Hesperia and the Teamsters was effective from February 1, 2024, through January 31, 2026, and remained in effect until a successor MOU was negotiated.

On April 7, 2026, the City and the Teamsters began the meet-and-confer process in order to negotiate a successor MOU. In June 2026, the parties reached a tentative agreement on a successor MOU to cover a three (3) year period beginning February 1, 2026, through January 31, 2029.

ISSUES/ANALYSIS

Included with this staff report is the completed MOU, which prescribes the salaries, benefits, and other terms and conditions of employees of the City of Hesperia represented by the Teamsters Local 1932.

CITY GOAL SUPPORTED BY THIS ITEM

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

FISCAL IMPACT

The monetary implications included in the MOU 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. 2026-30 and HWD 2026-11
2. MOU Between the City of Hesperia and the Teamsters Local 1932