

ATTACHMENT 3
CITY OF HESPERIA
HESPERIA WATER DISTRICT

COMBINED COMPENSATION SCHEDULE

INCLUDES CITY OF HESPERIA, HESPERIA WATER DISTRICT, COMMUNITY DEVELOPMENT COMMISSION AND HESPERIA HOUSING AUTHORITY

APPROVED AND ADOPTED: July 5, 2016, April 18, 2017, July 6, 2017 , July 8, 2017

REVISED AND ADOPTED: July 17, 2018; Effective: December 9, 2018

<i>Non-Represented Full-Time Monthly Rates</i>	<i>Benefit Group</i>	<i>Range #</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>	<i>8</i>	<i>9</i>	<i>10</i>	<i>11</i>
Accountant	GEN	33	4,752	4,847	4,944	5,043	5,144	5,247	5,352	5,459	5,568	5,679	5,793
Acting Finance Director	SR. MGT	51	11,440	11,669	11,902	12,140	12,383	12,631	12,884	13,142	13,405	13,673	13,947
Accounting Technician	GEN	31	4,310	4,396	4,484	4,574	4,666	4,759	4,854	4,951	5,050	5,151	5,254
Administrative Analyst	PRO/SUP	34	4,990	5,090	5,192	5,296	5,402	5,510	5,620	5,732	5,847	5,964	6,083
Administrative Secretary	GEN	30	4,105	4,187	4,271	4,356	4,443	4,532	4,623	4,716	4,810	4,906	5,004
Animal Services Manager	MGT	41	7,022	7,162	7,305	7,451	7,600	7,752	7,907	8,065	8,226	8,391	8,559
Assistant City Clerk	PRO/SUP	35	5,240	5,345	5,452	5,561	5,672	5,785	5,901	6,019	6,139	6,262	6,387
Assistant City Manager	AW SR. MGT	52	12,012	12,252	12,497	12,747	13,002	13,262	13,527	13,798	14,074	14,356	14,643
Assistant City Manager/Management Services	AW SR. MGT	52	12,012	12,252	12,497	12,747	13,002	13,262	13,527	13,798	14,074	14,356	14,643
Assistant Engineer	PRO/SUP	38	6,066	6,187	6,311	6,437	6,566	6,697	6,831	6,968	7,107	7,249	7,394
Assistant to the City Manager	AW SR. MGT	45	8,536	8,707	8,881	9,059	9,240	9,425	9,614	9,806	10,002	10,202	10,406
Associate Planner	PRO/SUP	38	6,066	6,187	6,311	6,437	6,566	6,697	6,831	6,968	7,107	7,249	7,394
Budget/Finance Manager	MGT	43	7,743	7,898	8,056	8,217	8,381	8,549	8,720	8,894	9,072	9,253	9,438
Budget/Finance Specialist	GEN	33	4,752	4,847	4,944	5,043	5,144	5,247	5,352	5,459	5,568	5,679	5,793
Building and Safety Manager	MGT	43	7,743	7,898	8,056	8,217	8,381	8,549	8,720	8,894	9,072	9,253	9,438
City Clerk	AW SR. MGT	45	8,536	8,707	8,881	9,059	9,240	9,425	9,614	9,806	10,002	10,202	10,406
Code Enforcement Supervisor	PRO/SUP	36	5,502	5,612	5,724	5,839	5,956	6,075	6,197	6,321	6,447	6,576	6,708
Community Development Supervisor	PRO/SUP	38	6,066	6,187	6,311	6,437	6,566	6,697	6,831	6,968	7,107	7,249	7,394
Construction Inspection Supervisor	PRO/SUP	39	6,370	6,497	6,627	6,760	6,895	7,033	7,174	7,318	7,464	7,613	7,765
Construction Inspector	GEN	34	4,990	5,090	5,192	5,296	5,402	5,510	5,620	5,732	5,847	5,964	6,083
Customer Service Supervisor	PRO/SUP	36	5,502	5,612	5,724	5,839	5,956	6,075	6,197	6,321	6,447	6,576	6,708
Deputy City Clerk	GEN	28	3,723	3,798	3,874	3,952	4,031	4,112	4,194	4,278	4,364	4,451	4,540
Deputy Finance Director	SR. MGT	46	8,964	9,143	9,326	9,513	9,703	9,897	10,095	10,297	10,503	10,713	10,927
Director of Development Services	AW SR. MGT	51	11,440	11,669	11,902	12,140	12,383	12,631	12,884	13,142	13,405	13,673	13,947
Economic Development Manager	AW SR. MGT	44	8,130	8,293	8,459	8,628	8,801	8,977	9,157	9,340	9,527	9,718	9,912
Environmental Programs Coordinator	PRO/SUP	34	4,990	5,090	5,192	5,296	5,402	5,510	5,620	5,732	5,847	5,964	6,083
Executive Secretary	GEN	33	4,752	4,847	4,944	5,043	5,144	5,247	5,352	5,459	5,568	5,679	5,793
Facilities Supervisor	PRO/SUP	36	5,502	5,612	5,724	5,839	5,956	6,075	6,197	6,321	6,447	6,576	6,708
Financial Analyst	PRO/SUP	35	5,240	5,345	5,452	5,561	5,672	5,785	5,901	6,019	6,139	6,262	6,387
Geographical Information Systems Manager	MGT	41	7,022	7,162	7,305	7,451	7,600	7,752	7,907	8,065	8,226	8,391	8,559
Geographical Information Systems Technician	GEN	31	4,310	4,396	4,484	4,574	4,666	4,759	4,854	4,951	5,050	5,151	5,254
Human Resources Manager	MGT	43	7,743	7,898	8,056	8,217	8,381	8,549	8,720	8,894	9,072	9,253	9,438
Human Resources Specialist	PRO/SUP	35	5,240	5,345	5,452	5,561	5,672	5,785	5,901	6,019	6,139	6,262	6,387
Information Systems Manager	MGT	43	7,743	7,898	8,056	8,217	8,381	8,549	8,720	8,894	9,072	9,253	9,438
Information Systems Specialist	MGT	37	5,777	5,893	6,011	6,131	6,254	6,379	6,507	6,637	6,770	6,905	7,043
Information Systems Technician	GEN	31	4,310	4,396	4,484	4,574	4,666	4,759	4,854	4,951	5,050	5,151	5,254
Maintenance Crew Supervisor	GEN	36	5,502	5,612	5,724	5,839	5,956	6,075	6,197	6,321	6,447	6,576	6,708
Management Analyst	PRO/SUP	37	5,777	5,893	6,011	6,131	6,254	6,379	6,507	6,637	6,770	6,905	7,043
Office Assistant	GEN	26	3,377	3,445	3,514	3,584	3,656	3,729	3,804	3,880	3,958	4,037	4,118
Personnel Technician	GEN	32	4,526	4,617	4,709	4,803	4,899	4,997	5,097	5,199	5,303	5,409	5,517
Plans Examiner	PRO/SUP	37	5,777	5,893	6,011	6,131	6,254	6,379	6,507	6,637	6,770	6,905	7,043
Principal Planner	MGT	44	8,130	8,293	8,459	8,628	8,801	8,977	9,157	9,340	9,527	9,718	9,912
Project Construction Manager	MGT	43	7,743	7,898	8,056	8,217	8,381	8,549	8,720	8,894	9,072	9,253	9,438
Public Works Manager	MGT	43	7,743	7,898	8,056	8,217	8,381	8,549	8,720	8,894	9,072	9,253	9,438
Public Works Supervisor/Water	PRO/SUP	40	6,688	6,822	6,958	7,097	7,239	7,384	7,532	7,683	7,837	7,994	8,154
Secretary to the City Manager and City Council	PRO/SUP	35	5,240	5,345	5,452	5,561	5,672	5,785	5,901	6,019	6,139	6,262	6,387
Senior Accountant	MGT	38	6,066	6,187	6,311	6,437	6,566	6,697	6,831	6,968	7,107	7,249	7,394
Senior Code Enforcement Officer	GEN	34	4,990	5,090	5,192	5,296	5,402	5,510	5,620	5,732	5,847	5,964	6,083
Senior Community Development Technician	GEN	32	4,526	4,617	4,709	4,803	4,899	4,997	5,097	5,199	5,303	5,409	5,517
Senior Economic Development Specialist	PRO/SUP	38	6,066	6,187	6,311	6,437	6,566	6,697	6,831	6,968	7,107	7,249	7,394
Senior Financial Analyst	MGT	40	6,688	6,822	6,958	7,097	7,239	7,384	7,532	7,683	7,837	7,994	8,154
Senior Management Analyst	MGT	40	6,688	6,822	6,958	7,097	7,239	7,384	7,532	7,683	7,837	7,994	8,154
Senior Office Assistant	GEN	28	3,723	3,798	3,874	3,952	4,031	4,112	4,194	4,278	4,364	4,451	4,540
Senior Office Specialist	GEN	28	3,723	3,798	3,874	3,952	4,031	4,112	4,194	4,278	4,364	4,451	4,540
Senior Planner	MGT	41	7,022	7,162	7,305	7,451	7,600	7,752	7,907	8,065	8,226	8,391	8,559

City Manager Contract* Annually: \$199,906; Monthly: \$16,659

*Employment Agreement approved by City Council December 15, 2015.

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APPROVED AND ADOPTED: July 5, 2016, April 18, 2017, July 6, 2017 , July 8, 2017

REVISED AND ADOPTED: July 17, 2018; Effective: December 9, 2018

<i>Teamsters, Local 1932, Full -Time Monthly Rate: Benefit Group</i>	<i>Range #</i>	<i>A</i>	<i>B</i>	<i>C</i>	<i>D</i>	<i>E</i>
Animal Care Technician	TEAMSTERS 8	3,172	3,331	3,498	3,673	3,857
Animal Control Officer	TEAMSTERS 12	3,857	4,050	4,253	4,466	4,689
Building Inspector	TEAMSTERS 17	4,924	5,170	5,429	5,701	5,986
Code Enforcement Officer	TEAMSTERS 16	4,689	4,924	5,170	5,429	5,701
Community Development Technician	TEAMSTERS 12	3,857	4,050	4,253	4,466	4,689
Custodian	TEAMSTERS 8	3,172	3,331	3,498	3,673	3,857
Customer Service Representative	TEAMSTERS 10	3,498	3,673	3,857	4,050	4,253
Engineering Technician	TEAMSTERS 12	3,857	4,050	4,253	4,466	4,689
Equipment Operator	TEAMSTERS 12	3,857	4,050	4,253	4,466	4,689
Equipment Operator/Water	TEAMSTERS 12.5	3,953	4,151	4,359	4,577	4,806
Maintenance Worker	TEAMSTERS 10	3,498	3,673	3,857	4,050	4,253
Maintenance Worker/Water	TEAMSTERS 10.5	3,586	3,765	3,953	4,151	4,359
Meter Reader	TEAMSTERS 10	3,498	3,673	3,857	4,050	4,253
Pump Operator	TEAMSTERS 12	3,857	4,050	4,253	4,466	4,689
Senior Account Clerk	TEAMSTERS 12	3,857	4,050	4,253	4,466	4,689
Senior Animal Control Officer	TEAMSTERS 14	4,253	4,466	4,689	4,924	5,170
Senior Custodian	TEAMSTERS 10	3,498	3,673	3,857	4,050	4,253
Senior Customer Service Representative	TEAMSTERS 12	3,857	4,050	4,253	4,466	4,689
Senior Maintenance Worker	TEAMSTERS 13	4,050	4,253	4,466	4,689	4,924
Senior Maintenance Worker/Water	TEAMSTERS 13.5	4,151	4,359	4,577	4,806	5,046
Senior Pump Maintenance Worker	TEAMSTERS 14	4,253	4,466	4,689	4,924	5,170
Senior Pump Operator	TEAMSTERS 14	4,253	4,466	4,689	4,924	5,170
Senior Warehouse Technician	TEAMSTERS 12	3,857	4,050	4,253	4,466	4,689
Utility Line Locator	TEAMSTERS 10	3,498	3,673	3,857	4,050	4,253
Warehouse Technician	TEAMSTERS 10	3,498	3,673	3,857	4,050	4,253
Water Conservation Specialist	TEAMSTERS 14	4,253	4,466	4,689	4,924	5,170
Water Quality Technician	TEAMSTERS 12	3,857	4,050	4,253	4,466	4,689

<i>Non-Represented Part-Time Hourly Rates</i>	<i>Benefit Group</i>	<i>Range #</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>	<i>8</i>	<i>9</i>	<i>10</i>	<i>11</i>
Administrative Intern - Part-Time	PART-TIME		12.00	13.00	14.00	15.00							
Administrative Aide - Part-Time	PART-TIME 27		20.46	20.87	21.28	21.71	22.14	22.59	23.04	23.50	23.97	24.45	24.94
Administrative Analyst - Part-Time	PART-TIME 34		28.79	29.37	29.95	30.55	31.17	31.79	32.42	33.07	33.73	34.41	35.09
Animal Care Technician - Part-Time	PART-TIME 8		18.30	19.22	20.18	21.19	22.25						
Building Inspector - Part-Time	PART-TIME 17		28.41	29.83	31.32	32.89	34.54						
Custodian - Part-Time	PART-TIME 8		18.30	19.22	20.18	21.19	22.25						
Customer Service Representative - Part-Time	PART-TIME 10		20.18	21.19	22.25	23.37	24.54						
Facilities Electrician - Part-Time	PART-TIME 35		30.23	30.84	31.45	32.08	32.72	33.38	34.04	34.73	35.42	36.13	36.85
Facilities Maintenance Technician - Part-Time	PART-TIME 32		26.11	26.64	27.17	27.71	28.26	28.83	29.41	29.99	30.59	31.21	31.83
Maintenance Worker - Part-Time	PART-TIME 10		20.18	21.19	22.25	23.37	24.54						
Office Assistant - Part-Time	PART-TIME 26		19.48	19.88	20.27	20.68	21.09	21.51	21.95	22.39	22.84	23.29	23.76
Receptionist - Part-Time	PART-TIME 6		16.60	17.43	18.30	19.22	20.18						

GEN = General

PRO/SUP = Professional/Supervisory

MGT = Management

TEAMSTERS = Teamsters Local 1932

SR. MGT = Senior Management

AW SR. MGT = At-Will Senior Management