

ATTACHMENT 4
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 7, 2018
REVISED AND ADOPTED: July 17, 2018 Effective: July 7, 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	4,896	4,994	5,094	5,196	5,300	5,406	5,514	5,624	5,737	5,852	5,969
Accounting Technician	GEN	31	4,441	4,530	4,621	4,713	4,807	4,903	5,001	5,101	5,203	5,307	5,413
Administrative Aide	GEN	27	3,653	3,726	3,801	3,877	3,955	4,034	4,115	4,197	4,281	4,367	4,454
Administrative Analyst	PRO/SUP	34	5,141	5,244	5,349	5,456	5,565	5,676	5,790	5,906	6,024	6,145	6,268
Administrative Secretary	GEN	30	4,229	4,314	4,400	4,488	4,578	4,670	4,763	4,858	4,955	5,054	5,155
Animal Services Manager	MGT	41	7,235	7,380	7,528	7,679	7,833	7,990	8,150	8,313	8,479	8,649	8,822
Assistant City Clerk	PRO/SUP	35	5,398	5,506	5,616	5,728	5,843	5,960	6,079	6,201	6,325	6,452	6,581
Assistant City Manager	AW SR. MGT	52	12,376	12,624	12,877	13,135	13,398	13,666	13,939	14,218	14,502	14,792	15,088
Assistant Engineer	PRO/SUP	38	6,249	6,374	6,502	6,632	6,765	6,900	7,038	7,179	7,323	7,470	7,619
Assistant to the City Manager	AW SR. MGT	45	8,795	8,971	9,150	9,333	9,520	9,710	9,904	10,102	10,304	10,510	10,720
Associate Planner	PRO/SUP	38	6,249	6,374	6,502	6,632	6,765	6,900	7,038	7,179	7,323	7,470	7,619
Budget/Finance Specialist	GEN	33	4,896	4,994	5,094	5,196	5,300	5,406	5,514	5,624	5,737	5,852	5,969
Building Official	MGT	43	7,977	8,137	8,300	8,466	8,635	8,808	8,984	9,164	9,347	9,534	9,725
City Clerk	AW SR. MGT	45	8,795	8,971	9,150	9,333	9,520	9,710	9,904	10,102	10,304	10,510	10,720
Code Enforcement Supervisor	PRO/SUP	36	5,668	5,781	5,897	6,015	6,135	6,258	6,383	6,511	6,641	6,774	6,910
Community Development Supervisor	PRO/SUP	38	6,249	6,374	6,502	6,632	6,765	6,900	7,038	7,179	7,323	7,470	7,619
Construction Inspection Supervisor	PRO/SUP	39	6,562	6,693	6,827	6,964	7,103	7,245	7,390	7,538	7,689	7,843	8,000
Construction Inspector	GEN	34	5,141	5,244	5,349	5,456	5,565	5,676	5,790	5,906	6,024	6,145	6,268
Customer Service Supervisor	PRO/SUP	36	5,668	5,781	5,897	6,015	6,135	6,258	6,383	6,511	6,641	6,774	6,910
Deputy City Clerk	GEN	28	3,836	3,913	3,991	4,071	4,152	4,235	4,320	4,406	4,494	4,584	4,676
Deputy Finance Director	SR. MGT	46	9,235	9,420	9,608	9,800	9,996	10,196	10,400	10,608	10,820	11,036	11,257
Director of Development Services	AW SR. MGT	51	11,787	12,023	12,264	12,509	12,759	13,014	13,274	13,540	13,811	14,087	14,369
Director of Finance	AW SR. MGT	50	11,226	11,451	11,680	11,914	12,152	12,395	12,643	12,896	13,154	13,417	13,685
Economic Development Manager	AW SR. MGT	44	8,376	8,544	8,715	8,889	9,067	9,248	9,433	9,622	9,814	10,010	10,210
Environmental Programs Coordinator	PRO/SUP	34	5,141	5,244	5,349	5,456	5,565	5,676	5,790	5,906	6,024	6,145	6,268
Executive Secretary	GEN	33	4,896	4,994	5,094	5,196	5,300	5,406	5,514	5,624	5,737	5,852	5,969
Facilities Supervisor	PRO/SUP	36	5,668	5,781	5,897	6,015	6,135	6,258	6,383	6,511	6,641	6,774	6,910
Financial Analyst	PRO/SUP	35	5,398	5,506	5,616	5,728	5,843	5,960	6,079	6,201	6,325	6,452	6,581
Geographical Information Systems Manager	MGT	41	7,235	7,380	7,528	7,679	7,833	7,990	8,150	8,313	8,479	8,649	8,822
Geographical Information Systems Technician	GEN	31	4,441	4,530	4,621	4,713	4,807	4,903	5,001	5,101	5,203	5,307	5,413
Human Resources Manager	MGT	43	7,977	8,137	8,300	8,466	8,635	8,808	8,984	9,164	9,347	9,534	9,725
Human Resources Specialist	PRO/SUP	35	5,398	5,506	5,616	5,728	5,843	5,960	6,079	6,201	6,325	6,452	6,581
Information Systems Manager	MGT	43	7,977	8,137	8,300	8,466	8,635	8,808	8,984	9,164	9,347	9,534	9,725
Information Systems Specialist	MGT	37	5,951	6,070	6,191	6,315	6,441	6,570	6,701	6,835	6,972	7,111	7,253
Information Systems Technician	GEN	31	4,441	4,530	4,621	4,713	4,807	4,903	5,001	5,101	5,203	5,307	5,413
Maintenance Crew Supervisor	GEN	36	5,668	5,781	5,897	6,015	6,135	6,258	6,383	6,511	6,641	6,774	6,910
Management Analyst	PRO/SUP	37	5,951	6,070	6,191	6,315	6,441	6,570	6,701	6,835	6,972	7,111	7,253
Office Assistant	GEN	26	3,479	3,549	3,620	3,692	3,766	3,841	3,918	3,996	4,076	4,158	4,241
Personnel Technician	GEN	32	4,663	4,756	4,851	4,948	5,047	5,148	5,251	5,356	5,463	5,572	5,683
Plans Examiner	PRO/SUP	37	5,951	6,070	6,191	6,315	6,441	6,570	6,701	6,835	6,972	7,111	7,253
Principal Planner	MGT	44	8,376	8,544	8,715	8,889	9,067	9,248	9,433	9,622	9,814	10,010	10,210
Project Construction Manager	MGT	43	7,977	8,137	8,300	8,466	8,635	8,808	8,984	9,164	9,347	9,534	9,725
Public Works Manager	MGT	43	7,977	8,137	8,300	8,466	8,635	8,808	8,984	9,164	9,347	9,534	9,725
Public Works Supervisor/Water	PRO/SUP	40	6,890	7,028	7,169	7,312	7,458	7,607	7,759	7,914	8,072	8,233	8,398
Secretary to the City Manager and City Council	PRO/SUP	35	5,398	5,506	5,616	5,728	5,843	5,960	6,079	6,201	6,325	6,452	6,581
Senior Accountant	MGT	38	6,249	6,374	6,502	6,632	6,765	6,900	7,038	7,179	7,323	7,470	7,619
Senior Code Enforcement Officer	GEN	34	5,141	5,244	5,349	5,456	5,565	5,676	5,790	5,906	6,024	6,145	6,268
Senior Community Development Technician	GEN	32	4,663	4,756	4,851	4,948	5,047	5,148	5,251	5,356	5,463	5,572	5,683
Senior Economic Development Specialist	PRO/SUP	38	6,249	6,374	6,502	6,632	6,765	6,900	7,038	7,179	7,323	7,470	7,619
Senior Financial Analyst	MGT	40	6,890	7,028	7,169	7,312	7,458	7,607	7,759	7,914	8,072	8,233	8,398
Senior Management Analyst	MGT	40	6,890	7,028	7,169	7,312	7,458	7,607	7,759	7,914	8,072	8,233	8,398
Senior Office Assistant	GEN	28	3,836	3,913	3,991	4,071	4,152	4,235	4,320	4,406	4,494	4,584	4,676
Senior Office Specialist	GEN	28	3,836	3,913	3,991	4,071	4,152	4,235	4,320	4,406	4,494	4,584	4,676
Senior Planner	MGT	41	7,235	7,380	7,528	7,679	7,833	7,990	8,150	8,313	8,479	8,649	8,822

City Manager Contract* Annually: \$236,900; Monthly: \$19,742

*Employment Agreement approved by City Council February 20, 2018.

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Teamsters, Local 1932, Full -Time Monthly Rates	Benefit Group	Range #	A	B	C	D	E
Animal Care Technician	TEAMSTERS	8	3,266	3,429	3,601	3,781	3,970
Animal Control Officer	TEAMSTERS	12	3,970	4,169	4,378	4,597	4,827
Building Inspector	TEAMSTERS	17	5,068	5,321	5,587	5,866	6,159
Code Enforcement Officer	TEAMSTERS	16	4,827	5,068	5,321	5,587	5,866
Community Development Technician	TEAMSTERS	12	3,970	4,169	4,378	4,597	4,827
Custodian	TEAMSTERS	8	3,266	3,429	3,601	3,781	3,970
Customer Service Representative	TEAMSTERS	10	3,601	3,781	3,970	4,169	4,378
Engineering Technician	TEAMSTERS	12	3,970	4,169	4,378	4,597	4,827
Equipment Operator	TEAMSTERS	12	3,970	4,169	4,378	4,597	4,827
Equipment Operator/Water	TEAMSTERS	12.5	4,070	4,274	4,488	4,712	4,948
Maintenance Worker	TEAMSTERS	10	3,601	3,781	3,970	4,169	4,378
Maintenance Worker/Water	TEAMSTERS	10.5	3,691	3,876	4,070	4,274	4,488
Meter Reader	TEAMSTERS	10	3,601	3,781	3,970	4,169	4,378
Pump Operator	TEAMSTERS	12	3,970	4,169	4,378	4,597	4,827
Senior Account Clerk	TEAMSTERS	12	3,970	4,169	4,378	4,597	4,827
Senior Animal Care Technician	TEAMSTERS	10	3,601	3,781	3,970	4,169	4,378
Senior Animal Control Officer	TEAMSTERS	14	4,378	4,597	4,827	5,068	5,321
Senior Custodian	TEAMSTERS	10	3,601	3,781	3,970	4,169	4,378
Senior Customer Service Representative	TEAMSTERS	12	3,970	4,169	4,378	4,597	4,827
Senior Maintenance Worker	TEAMSTERS	13	4,169	4,378	4,597	4,827	5,068
Senior Maintenance Worker/Water	TEAMSTERS	13.5	4,274	4,488	4,712	4,948	5,195
Senior Pump Maintenance Worker	TEAMSTERS	14	4,378	4,597	4,827	5,068	5,321
Senior Pump Operator	TEAMSTERS	14	4,378	4,597	4,827	5,068	5,321
Senior Warehouse Technician	TEAMSTERS	12	3,970	4,169	4,378	4,597	4,827
Utility Line Locator	TEAMSTERS	10	3,601	3,781	3,970	4,169	4,378
Warehouse Technician	TEAMSTERS	10	3,601	3,781	3,970	4,169	4,378
Water Quality Specialist	TEAMSTERS	14	4,378	4,597	4,827	5,068	5,321
Water Quality Technician	TEAMSTERS	12	3,970	4,169	4,378	4,597	4,827

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		12.00	13.00	14.00	15.00							
Administrative Aide - Part-Time	PART-TIME	27	21.08	21.50	21.93	22.37	22.82	23.27	23.74	24.21	24.70	25.19	25.70
Administrative Analyst - Part-Time	PART-TIME	34	29.66	30.25	30.86	31.48	32.11	32.75	33.40	34.07	34.75	35.45	36.16
Animal Care Technician - Part-Time	PART-TIME	8	18.84	19.78	20.78	21.81	22.90						
Building Inspector - Part-Time	PART-TIME	17	29.24	30.70	32.23	33.84	35.53						
Custodian - Part-Time	PART-TIME	8	18.84	19.78	20.78	21.81	22.90						
Customer Service Representative - Part-Time	PART-TIME	10	20.78	21.81	22.90	24.05	25.26						
Facilities Electrician - Part-Time	PART-TIME	35	31.14	31.77	32.40	33.05	33.71	34.39	35.07	35.78	36.49	37.22	37.97
Facilities Maintenance Technician - Part-Time	PART-TIME	32	26.90	27.44	27.99	28.55	29.12	29.70	30.29	30.90	31.52	32.15	32.79
Maintenance Worker - Part-Time	PART-TIME	10	20.78	21.81	22.90	24.05	25.26						
Office Assistant - Part-Time	PART-TIME	26	20.07	20.48	20.89	21.3	21.73	22.16	22.6	23.05	23.52	23.99	24.47
Receptionist - Part-Time	PART-TIME	6	17.09	17.94	18.84	19.78	20.78						

GEN = General

PRO/SUP = Professional/Supervisory

MGT = Management

TEAMSTERS = Teamsters Local 1932

SR. MGT = Senior Management

AW SR. MGT = At-Will Senior Management