

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 16, 2019, March 3, 2020
REVISED AND ADOPTED: March 3, 2020 Effective: February 19, 2020

Non-Represented Full-Time Monthly Rates	Benefit Group	Range #	1	2	3	4	5	6	7	8	9	10	11
Accountant	GEN	33	5,018	5,118	5,220	5,324	5,431	5,540	5,651	5,764	5,879	5,997	6,117
Accounting Technician	GEN	31	4,551	4,642	4,735	4,830	4,927	5,026	5,127	5,230	5,335	5,442	5,551
Administrative Aide	GEN	27	3,744	3,819	3,895	3,973	4,053	4,134	4,217	4,301	4,387	4,475	4,565
Administrative Analyst	PRO/SUP	34	5,269	5,374	5,482	5,592	5,704	5,818	5,934	6,053	6,174	6,298	6,424
Administrative Secretary	GEN	30	4,334	4,421	4,509	4,599	4,691	4,785	4,881	4,979	5,079	5,181	5,285
Animal Services Coordinator	GEN	30	4,334	4,421	4,509	4,599	4,691	4,785	4,881	4,979	5,079	5,181	5,285
Animal Services Manager	MGT	41	7,415	7,563	7,714	7,868	8,025	8,186	8,350	8,517	8,687	8,861	9,038
Assistant City Clerk	PRO/SUP	35	5,533	5,644	5,757	5,872	5,989	6,109	6,231	6,356	6,483	6,613	6,745
Assistant City Manager	AW SR. MGT	52	12,683	12,937	13,196	13,460	13,729	14,004	14,284	14,570	14,861	15,158	15,461
Assistant Engineer	PRO/SUP	38	6,406	6,534	6,665	6,798	6,934	7,073	7,215	7,359	7,506	7,656	7,809
Assistant to the City Manager	AW SR. MGT	45	9,013	9,193	9,377	9,565	9,756	9,951	10,150	10,353	10,560	10,771	10,986
Associate Planner	PRO/SUP	38	6,406	6,534	6,665	6,798	6,934	7,073	7,215	7,359	7,506	7,656	7,809
Budget/Finance Specialist	GEN	33	5,018	5,118	5,220	5,324	5,431	5,540	5,651	5,764	5,879	5,997	6,117
Building Official	MGT	43	8,175	8,339	8,506	8,676	8,850	9,027	9,208	9,392	9,580	9,772	9,967
City Clerk	AW SR. MGT	45	9,013	9,193	9,377	9,565	9,756	9,951	10,150	10,353	10,560	10,771	10,986
Code Enforcement Supervisor	PRO/SUP	36	5,810	5,926	6,045	6,166	6,289	6,415	6,543	6,674	6,808	6,944	7,083
Community Development Supervisor	PRO/SUP	38	6,406	6,534	6,665	6,798	6,934	7,073	7,215	7,359	7,506	7,656	7,809
Community Relations Specialist	PRO/SUP	34	5,269	5,374	5,482	5,592	5,704	5,818	5,934	6,053	6,174	6,298	6,424
Construction Inspection Supervisor	PRO/SUP	39	6,726	6,861	6,998	7,138	7,281	7,427	7,576	7,728	7,883	8,041	8,202
Construction Inspector	GEN	34	5,269	5,374	5,482	5,592	5,704	5,818	5,934	6,053	6,174	6,298	6,424
Customer Service Supervisor	PRO/SUP	36	5,810	5,926	6,045	6,166	6,289	6,415	6,543	6,674	6,808	6,944	7,083
Deputy City Clerk	GEN	28	3,931	4,010	4,090	4,172	4,255	4,340	4,427	4,516	4,606	4,698	4,792
Deputy City Manager	AW SR. MGT	45	9,013	9,193	9,377	9,565	9,756	9,951	10,150	10,353	10,560	10,771	10,986
Deputy Finance Director	SR. MGT	46	9,464	9,653	9,846	10,043	10,244	10,449	10,658	10,871	11,088	11,310	11,536
Director of Finance	AW SR. MGT	50	11,504	11,734	11,969	12,208	12,452	12,701	12,955	13,214	13,478	13,748	14,023
Director of Government Services/ City Clerk	AW SR. MGT	45	9,013	9,193	9,377	9,565	9,756	9,951	10,150	10,353	10,560	10,771	10,986
Economic Development Manager	AW SR. MGT	44	8,584	8,756	8,931	9,110	9,292	9,478	9,668	9,861	10,058	10,259	10,464
Executive Secretary	GEN	33	5,018	5,118	5,220	5,324	5,431	5,540	5,651	5,764	5,879	5,997	6,117
Facilities Supervisor	PRO/SUP	36	5,810	5,926	6,045	6,166	6,289	6,415	6,543	6,674	6,808	6,944	7,083
Financial Analyst	PRO/SUP	35	5,533	5,644	5,757	5,872	5,989	6,109	6,231	6,356	6,483	6,613	6,745
Fleet/Warehouse Supervisor	PRO/SUP	36	5,810	5,926	6,045	6,166	6,289	6,415	6,543	6,674	6,808	6,944	7,083
Geographical Information Systems Manager	MGT	41	7,415	7,563	7,714	7,868	8,025	8,186	8,350	8,517	8,687	8,861	9,038
Geographical Information Systems Technician	GEN	31	4,551	4,642	4,735	4,830	4,927	5,026	5,127	5,230	5,335	5,442	5,551
Human Resources Manager	MGT	43	8,175	8,339	8,506	8,676	8,850	9,027	9,208	9,392	9,580	9,772	9,967
Human Resources Specialist	PRO/SUP	35	5,533	5,644	5,757	5,872	5,989	6,109	6,231	6,356	6,483	6,613	6,745
Information Systems Manager	MGT	43	8,175	8,339	8,506	8,676	8,850	9,027	9,208	9,392	9,580	9,772	9,967
Information Systems Specialist	MGT	37	6,101	6,223	6,348	6,475	6,605	6,737	6,872	7,009	7,149	7,292	7,438
Maintenance Crew Supervisor	GEN	36	5,810	5,926	6,045	6,166	6,289	6,415	6,543	6,674	6,808	6,944	7,083
Management Analyst	PRO/SUP	37	6,101	6,223	6,348	6,475	6,605	6,737	6,872	7,009	7,149	7,292	7,438
Office Assistant	GEN	26	3,566	3,637	3,710	3,784	3,860	3,937	4,016	4,096	4,178	4,262	4,347
Personnel Technician	GEN	32	4,779	4,875	4,973	5,073	5,175	5,279	5,385	5,493	5,603	5,715	5,829
Plans Examiner	PRO/SUP	37	6,101	6,223	6,348	6,475	6,605	6,737	6,872	7,009	7,149	7,292	7,438
Principal Planner	MGT	44	8,584	8,756	8,931	9,110	9,292	9,478	9,668	9,861	10,058	10,259	10,464
Project Construction Manager	MGT	43	8,175	8,339	8,506	8,676	8,850	9,027	9,208	9,392	9,580	9,772	9,967
Public Works Manager	AW SR. MGT	44	8,584	8,756	8,931	9,110	9,292	9,478	9,668	9,861	10,058	10,259	10,464
Public Works Superintendent	MGT	42	7,786	7,942	8,101	8,263	8,428	8,597	8,769	8,944	9,123	9,306	9,492
Public Works Supervisor/Water	PRO/SUP	40	7,062	7,203	7,347	7,494	7,644	7,797	7,953	8,112	8,274	8,440	8,609
Secretary to the City Manager and City Council	PRO/SUP	35	5,533	5,644	5,757	5,872	5,989	6,109	6,231	6,356	6,483	6,613	6,745
Senior Accountant	MGT	38	6,406	6,534	6,665	6,798	6,934	7,073	7,215	7,359	7,506	7,656	7,809
Senior Code Enforcement Officer	GEN	34	5,269	5,374	5,482	5,592	5,704	5,818	5,934	6,053	6,174	6,298	6,424
Senior Community Development Technician	GEN	32	4,779	4,875	4,973	5,073	5,175	5,279	5,385	5,493	5,603	5,715	5,829
Senior Financial Analyst	MGT	40	7,062	7,203	7,347	7,494	7,644	7,797	7,953	8,112	8,274	8,440	8,609
Senior Management Analyst	MGT	40	7,062	7,203	7,347	7,494	7,644	7,797	7,953	8,112	8,274	8,440	8,609
Senior Office Assistant	GEN	28	3,931	4,010	4,090	4,172	4,255	4,340	4,427	4,516	4,606	4,698	4,792
Senior Office Specialist	GEN	28	3,931	4,010	4,090	4,172	4,255	4,340	4,427	4,516	4,606	4,698	4,792
Senior Planner	MGT	41	7,415	7,563	7,714	7,868	8,025	8,186	8,350	8,517	8,687	8,861	9,038

City Manager Contract* Annually: \$242,823; Monthly: \$20,235

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

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HESPERIA WATER DISTRICT**

COMBINED COMPENSATION SCHEDULE

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

**APPROVED AND ADOPTED: July 16, 2019, March 3, 2020
REVISED AND ADOPTED: March 3, 2020 Effective: February 19, 2020**

Teamsters, Local 1932, Full -Time Monthly Rates	Benefit Group	Range #	A	B	C	D	E
Animal Care Technician	TEAMSTERS	8	3,349	3,517	3,693	3,878	4,072
Animal Control Officer	TEAMSTERS	12	4,072	4,276	4,490	4,715	4,951
Building Inspector	TEAMSTERS	17	5,199	5,459	5,732	6,019	6,320
Code Enforcement Officer	TEAMSTERS	16	4,951	5,199	5,459	5,732	6,019
Community Development Technician	TEAMSTERS	12	4,072	4,276	4,490	4,715	4,951
Custodian	TEAMSTERS	8	3,349	3,517	3,693	3,878	4,072
Customer Service Representative	TEAMSTERS	10	3,693	3,878	4,072	4,276	4,490
Engineering Technician	TEAMSTERS	12	4,072	4,276	4,490	4,715	4,951
Equipment Operator	TEAMSTERS	12	4,072	4,276	4,490	4,715	4,951
Equipment Operator/Water	TEAMSTERS	12.5	4,173	4,382	4,601	4,831	5,073
Facilities Maintenance Technician	TEAMSTERS	12	4,072	4,276	4,490	4,715	4,951
Maintenance Worker	TEAMSTERS	10	3,693	3,878	4,072	4,276	4,490
Maintenance Worker/Water	TEAMSTERS	10.5	3,785	3,974	4,173	4,382	4,601
Meter Reader	TEAMSTERS	10	3,693	3,878	4,072	4,276	4,490
Pump Operator	TEAMSTERS	12	4,072	4,276	4,490	4,715	4,951
Senior Account Clerk	TEAMSTERS	12	4,072	4,276	4,490	4,715	4,951
Senior Animal Care Technician	TEAMSTERS	10	3,693	3,878	4,072	4,276	4,490
Senior Animal Control Officer	TEAMSTERS	14	4,490	4,715	4,951	5,199	5,459
Senior Custodian	TEAMSTERS	10	3,693	3,878	4,072	4,276	4,490
Senior Customer Service Representative	TEAMSTERS	12	4,072	4,276	4,490	4,715	4,951
Senior Maintenance Worker	TEAMSTERS	13	4,276	4,490	4,715	4,951	5,199
Senior Maintenance Worker/Water	TEAMSTERS	13.5	4,382	4,601	4,831	5,073	5,327
Senior Pump Maintenance Worker	TEAMSTERS	14	4,490	4,715	4,951	5,199	5,459
Senior Pump Operator	TEAMSTERS	14	4,490	4,715	4,951	5,199	5,459
Senior Warehouse Technician	TEAMSTERS	12	4,072	4,276	4,490	4,715	4,951
Utility Line Locator	TEAMSTERS	10	3,693	3,878	4,072	4,276	4,490
Warehouse Technician	TEAMSTERS	10	3,693	3,878	4,072	4,276	4,490
Water Quality Specialist	TEAMSTERS	14	4,490	4,715	4,951	5,199	5,459

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		13.00	14.00	15.00								
Administrative Aide - Part-Time	PART-TIME	27	21.60	22.03	22.47	22.92	23.38	23.85	24.33	24.81	25.31	25.82	26.34
Administrative Analyst - Part-Time	PART-TIME	34	30.40	31.00	31.63	32.26	32.91	33.57	34.24	34.92	35.62	36.34	37.06
Animal Care Technician - Part-Time	PART-TIME	8	19.32	20.29	21.31	22.37	23.49						
Building Inspector - Part-Time	PART-TIME	17	29.99	31.49	33.07	34.73	36.46						
Custodian - Part-Time	PART-TIME	8	19.32	20.29	21.31	22.37	23.49						
Customer Service Representative - Part-Time	PART-TIME	10	21.31	22.37	23.49	24.67	25.90						
Facilities Electrician - Part-Time	PART-TIME	35	31.92	32.56	33.21	33.88	34.55	35.24	35.95	36.67	37.40	38.15	38.91
Facilities Maintenance Technician – Part-Time (before 02/18/20)	PART-TIME	32	27.57	28.13	28.69	29.27	29.86	30.46	31.07	31.69	32.33	32.97	33.63
Information Systems Technician - Part-Time	PART-TIME	31	26.26	26.78	27.32	27.87	28.43	29.00	29.58	30.17	30.78	31.40	32.03
Maintenance Worker - Part-Time	PART-TIME	10	21.31	22.37	23.49	24.67	25.90						
Office Assistant - Part-Time	PART-TIME	26	20.57	20.98	21.40	21.83	22.27	22.71	23.17	23.63	24.10	24.59	25.08
Plans Examiner - Part-Time	PART-TIME	37	35.20	35.90	36.62	37.36	38.11	38.87	39.65	40.44	41.24	42.07	42.91
Receptionist - Part-Time	PART-TIME	6	17.52	18.40	19.32	20.29	21.31						

GEN = General

PRO/SUP = Professional/Supervisory

MGT = Management

TEAMSTERS = Teamsters Local 1932

SR. MGT = Senior Management

AW SR. MGT = At-Will Senior Management