

**CITY OF HESPERIA
HESPERIA WATER DISTRICT**

Attachment 4c

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

**APPROVED AND ADOPTED: September 1, 2020, November 19, 2020, March 15, 2021
REVISED AND ADOPTED: August 3, 2021 Effective: July 1, 2021**

<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	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	53	13,317	13,583	13,855	14,132	14,415	14,703	14,997	15,297	15,603	15,915	16,233
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
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
Code Enforcement Supervisor	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
Community Development Coordinator	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
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	35	5,533	5,644	5,757	5,872	5,989	6,109	6,231	6,356	6,483	6,613	6,745
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 Community Development Director	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
Deputy Human Resources/Risk Management Director	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
Director of Administrative Services	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
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	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 Public Works	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
Environmental Compliance Inspector	GEN	35	5,533	5,644	5,757	5,872	5,989	6,109	6,231	6,356	6,483	6,613	6,745
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	32	4,779	4,875	4,973	5,073	5,175	5,279	5,385	5,493	5,603	5,715	5,829
Human Resources 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
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	44	8,584	8,756	8,931	9,110	9,292	9,478	9,668	9,861	10,058	10,259	10,464
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
Information Systems 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
Maintenance Crew Supervisor	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
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	MGT	40	7,062	7,203	7,347	7,494	7,644	7,797	7,953	8,112	8,274	8,440	8,609
Risk Manager	MGT	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	35	5,533	5,644	5,757	5,872	5,989	6,109	6,231	6,356	6,483	6,613	6,745
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 Development Specialist	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 Engineering Technician	GEN	35	5,533	5,644	5,757	5,872	5,989	6,109	6,231	6,356	6,483	6,613	6,745
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 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 June 2, 2020, and Resolution 2021-09

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

APPROVED AND ADOPTED: September 1, 2020, November 19, 2020, March 15, 2021
REVISED AND ADOPTED: August 3, 2021 Effective: July 1, 2021

<i>Teamsters, Local 1932, Full -Time Monthly Rat 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	3,448	3,620	3,801	3,991	4,191
Animal Control Officer	TEAMSTERS 12	4,191	4,401	4,621	4,852	5,095
Building Inspector	TEAMSTERS 17	5,350	5,618	5,899	6,194	6,504
Code Enforcement Officer	TEAMSTERS 16	5,095	5,350	5,618	5,899	6,194
Community Development Technician	TEAMSTERS 12	4,191	4,401	4,621	4,852	5,095
Custodian	TEAMSTERS 8	3,448	3,620	3,801	3,991	4,191
Customer Service Representative	TEAMSTERS 10	3,801	3,991	4,191	4,401	4,621
Engineering Technician	TEAMSTERS 12	4,191	4,401	4,621	4,852	5,095
Equipment Operator	TEAMSTERS 12	4,191	4,401	4,621	4,852	5,095
Equipment Operator/Water	TEAMSTERS 12.5	4,296	4,511	4,737	4,974	5,223
Maintenance Worker	TEAMSTERS 10	3,801	3,991	4,191	4,401	4,621
Maintenance Worker/Water	TEAMSTERS 10.5	3,896	4,091	4,296	4,511	4,737
Meter Reader	TEAMSTERS 10	3,801	3,991	4,191	4,401	4,621
Pump Operator	TEAMSTERS 12	4,191	4,401	4,621	4,852	5,095
Senior Account Clerk	TEAMSTERS 12	4,191	4,401	4,621	4,852	5,095
Senior Animal Control Officer	TEAMSTERS 14	4,621	4,852	5,095	5,350	5,618
Senior Custodian	TEAMSTERS 10	3,801	3,991	4,191	4,401	4,621
Senior Customer Service Representative	TEAMSTERS 12	4,191	4,401	4,621	4,852	5,095
Senior Maintenance Worker	TEAMSTERS 13	4,401	4,621	4,852	5,095	5,350
Senior Maintenance Worker/Water	TEAMSTERS 13.5	4,511	4,737	4,974	5,223	5,484
Senior Pump Maintenance Worker	TEAMSTERS 14	4,621	4,852	5,095	5,350	5,618
Senior Pump Operator	TEAMSTERS 14	4,621	4,852	5,095	5,350	5,618
Senior Warehouse Technician	TEAMSTERS 12	4,191	4,401	4,621	4,852	5,095
Utility Line Locator	TEAMSTERS 10	3,801	3,991	4,191	4,401	4,621
Water Quality Specialist	TEAMSTERS 14	4,621	4,852	5,095	5,350	5,618

<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		14.00	15.00									
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	
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