

**CITY OF HESPERIA
HESPERIA WATER DISTRICT**

Attachment 4d

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

**APPROVED AND ADOPTED: July 3, 2021
REVISED AND ADOPTED: August 3, 2021 Effective: July 3, 2021**

Non-Represented Full-Time Monthly Rates	Benefit Group	Range #	1	2	3	4	5	6	7	8	9	10	11
Accountant	GEN	33	5,119	5,221	5,325	5,432	5,541	5,652	5,765	5,880	5,998	6,118	6,240
Accounting Technician	GEN	31	4,643	4,736	4,831	4,928	5,027	5,128	5,231	5,336	5,443	5,552	5,663
Administrative Aide	GEN	27	3,819	3,895	3,973	4,053	4,134	4,217	4,301	4,387	4,475	4,565	4,656
Administrative Analyst	PRO/SUP	34	5,375	5,483	5,593	5,705	5,819	5,935	6,054	6,175	6,299	6,425	6,554
Administrative Secretary	GEN	30	4,422	4,510	4,600	4,692	4,786	4,882	4,980	5,080	5,182	5,286	5,392
Animal Services Coordinator	GEN	30	4,422	4,510	4,600	4,692	4,786	4,882	4,980	5,080	5,182	5,286	5,392
Animal Services Manager	MGT	41	7,563	7,714	7,868	8,025	8,186	8,350	8,517	8,687	8,861	9,038	9,219
Assistant City Clerk	PRO/SUP	35	5,644	5,757	5,872	5,989	6,109	6,231	6,356	6,483	6,613	6,745	6,880
Assistant City Manager	AW SR. MGT	53	13,584	13,856	14,133	14,416	14,704	14,998	15,298	15,604	15,916	16,234	16,559
Assistant Engineer	PRO/SUP	38	6,533	6,664	6,797	6,933	7,072	7,213	7,357	7,504	7,654	7,807	7,963
Associate Planner	PRO/SUP	38	6,533	6,664	6,797	6,933	7,072	7,213	7,357	7,504	7,654	7,807	7,963
Budget/Finance Specialist	GEN	33	5,119	5,221	5,325	5,432	5,541	5,652	5,765	5,880	5,998	6,118	6,240
Code Enforcement Supervisor	PRO/SUP	37	6,222	6,346	6,473	6,603	6,735	6,870	7,007	7,147	7,290	7,436	7,585
Community Development Coordinator	PRO/SUP	34	5,375	5,483	5,593	5,705	5,819	5,935	6,054	6,175	6,299	6,425	6,554
Community Relations Specialist	PRO/SUP	34	5,375	5,483	5,593	5,705	5,819	5,935	6,054	6,175	6,299	6,425	6,554
Construction Inspection Supervisor	PRO/SUP	39	6,860	6,997	7,137	7,280	7,426	7,575	7,727	7,882	8,040	8,201	8,365
Construction Inspector	GEN	35	5,644	5,757	5,872	5,989	6,109	6,231	6,356	6,483	6,613	6,745	6,880
Customer Service Supervisor	PRO/SUP	36	5,926	6,045	6,166	6,289	6,415	6,543	6,674	6,808	6,944	7,083	7,225
Deputy City Clerk	GEN	28	4,010	4,090	4,172	4,255	4,340	4,427	4,516	4,606	4,698	4,792	4,888
Deputy Community Development Director	SR. MGT	45	9,193	9,377	9,565	9,756	9,951	10,150	10,353	10,560	10,771	10,986	11,206
Deputy Finance Director	SR. MGT	46	9,653	9,846	10,043	10,244	10,449	10,658	10,871	11,088	11,310	11,536	11,767
Deputy Human Resources/Risk Management Director	SR. MGT	45	9,193	9,377	9,565	9,756	9,951	10,150	10,353	10,560	10,771	10,986	11,206
Director of Administrative Services	AW SR. MGT	52	12,937	13,196	13,460	13,729	14,004	14,284	14,570	14,861	15,158	15,461	15,770
Director of Government Services/ City Clerk	AW SR. MGT	50	11,734	11,969	12,208	12,452	12,701	12,955	13,214	13,478	13,748	14,023	14,304
Director of Public Works	AW SR. MGT	45	9,193	9,377	9,565	9,756	9,951	10,150	10,353	10,560	10,771	10,986	11,206
Environmental Compliance Inspector	GEN	35	5,644	5,757	5,872	5,989	6,109	6,231	6,356	6,483	6,613	6,745	6,880
Facilities Supervisor	PRO/SUP	36	5,926	6,045	6,166	6,289	6,415	6,543	6,674	6,808	6,944	7,083	7,225
Financial Analyst	PRO/SUP	35	5,644	5,757	5,872	5,989	6,109	6,231	6,356	6,483	6,613	6,745	6,880
Fleet/Warehouse Supervisor	PRO/SUP	36	5,926	6,045	6,166	6,289	6,415	6,543	6,674	6,808	6,944	7,083	7,225
Geographical Information Systems Manager	MGT	41	7,563	7,714	7,868	8,025	8,186	8,350	8,517	8,687	8,861	9,038	9,219
Geographical Information Systems Technician	GEN	32	4,875	4,973	5,073	5,175	5,279	5,385	5,493	5,603	5,715	5,829	5,946
Human Resources Analyst	PRO/SUP	37	6,222	6,346	6,473	6,603	6,735	6,870	7,007	7,147	7,290	7,436	7,585
Information Systems Manager	MGT	44	8,755	8,930	9,109	9,291	9,477	9,667	9,860	10,057	10,258	10,463	10,672
Information Systems Specialist	MGT	37	6,222	6,346	6,473	6,603	6,735	6,870	7,007	7,147	7,290	7,436	7,585
Information Systems Technician	GEN	32	4,875	4,973	5,073	5,175	5,279	5,385	5,493	5,603	5,715	5,829	5,946
Maintenance Crew Supervisor	PRO/SUP	37	6,222	6,346	6,473	6,603	6,735	6,870	7,007	7,147	7,290	7,436	7,585
Management Analyst	PRO/SUP	37	6,222	6,346	6,473	6,603	6,735	6,870	7,007	7,147	7,290	7,436	7,585
Office Assistant	GEN	26	3,637	3,710	3,784	3,860	3,937	4,016	4,096	4,178	4,262	4,347	4,434
Personnel Technician	GEN	32	4,875	4,973	5,073	5,175	5,279	5,385	5,493	5,603	5,715	5,829	5,946
Plans Examiner	PRO/SUP	37	6,222	6,346	6,473	6,603	6,735	6,870	7,007	7,147	7,290	7,436	7,585
Principal Planner	MGT	44	8,755	8,930	9,109	9,291	9,477	9,667	9,860	10,057	10,258	10,463	10,672
Project Construction Manager	MGT	43	8,338	8,505	8,675	8,849	9,026	9,207	9,391	9,579	9,771	9,966	10,165
Public Works Supervisor	MGT	40	7,203	7,347	7,494	7,644	7,797	7,953	8,112	8,274	8,440	8,609	8,781
Risk Manager	MGT	40	7,203	7,347	7,494	7,644	7,797	7,953	8,112	8,274	8,440	8,609	8,781
Secretary to the City Manager and City Council	PRO/SUP	35	5,644	5,757	5,872	5,989	6,109	6,231	6,356	6,483	6,613	6,745	6,880
Senior Accountant	MGT	38	6,533	6,664	6,797	6,933	7,072	7,213	7,357	7,504	7,654	7,807	7,963
Senior Code Enforcement Officer	GEN	35	5,644	5,757	5,872	5,989	6,109	6,231	6,356	6,483	6,613	6,745	6,880
Senior Community Development Technician	GEN	32	4,875	4,973	5,073	5,175	5,279	5,385	5,493	5,603	5,715	5,829	5,946
Senior Development Specialist	MGT	40	7,203	7,347	7,494	7,644	7,797	7,953	8,112	8,274	8,440	8,609	8,781
Senior Engineering Technician	GEN	35	5,644	5,757	5,872	5,989	6,109	6,231	6,356	6,483	6,613	6,745	6,880
Senior Management Analyst	MGT	40	7,203	7,347	7,494	7,644	7,797	7,953	8,112	8,274	8,440	8,609	8,781
Senior Office Assistant	GEN	28	4,010	4,090	4,172	4,255	4,340	4,427	4,516	4,606	4,698	4,792	4,888
Senior Planner	MGT	41	7,563	7,714	7,868	8,025	8,186	8,350	8,517	8,687	8,861	9,038	9,219

City Manager

Contract*

Annually: \$247,679; Monthly: \$20,640

*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: July 3, 2021
REVISED AND ADOPTED: August 3, 2021 Effective: July 3, 2021**

Teamsters, Local 1932, Full -Time Monthly Rates	Benefit Group	Range #	A	B	C	D	E
Animal Care Technician	TEAMSTERS	8	3,519	3,695	3,880	4,074	4,278
Animal Control Officer	TEAMSTERS	12	4,278	4,492	4,717	4,953	5,201
Building Inspector	TEAMSTERS	18	5,734	6,021	6,322	6,638	6,970
Code Enforcement Officer	TEAMSTERS	17	5,461	5,734	6,021	6,322	6,638
Community Development Technician	TEAMSTERS	12	4,278	4,492	4,717	4,953	5,201
Custodian	TEAMSTERS	8	3,519	3,695	3,880	4,074	4,278
Customer Service Representative	TEAMSTERS	10	3,880	4,074	4,278	4,492	4,717
Engineering Technician	TEAMSTERS	13.5	4,604	4,834	5,076	5,330	5,597
Equipment Operator	TEAMSTERS	12.5	4,385	4,604	4,834	5,076	5,330
Equipment Operator/Water	TEAMSTERS	13	4,492	4,717	4,953	5,201	5,461
Maintenance Worker	TEAMSTERS	10	3,880	4,074	4,278	4,492	4,717
Maintenance Worker/Water	TEAMSTERS	10.5	3,977	4,176	4,385	4,604	4,834
Meter Reader	TEAMSTERS	10	3,880	4,074	4,278	4,492	4,717
Pump Operator	TEAMSTERS	12.5	4,385	4,604	4,834	5,076	5,330
Senior Account Clerk	TEAMSTERS	12	4,278	4,492	4,717	4,953	5,201
Senior Animal Control Officer	TEAMSTERS	14	4,717	4,953	5,201	5,461	5,734
Senior Custodian	TEAMSTERS	10	3,880	4,074	4,278	4,492	4,717
Senior Customer Service Representative	TEAMSTERS	12	4,278	4,492	4,717	4,953	5,201
Senior Maintenance Worker	TEAMSTERS	13	4,492	4,717	4,953	5,201	5,461
Senior Maintenance Worker/Water	TEAMSTERS	13.5	4,604	4,834	5,076	5,330	5,597
Senior Pump Maintenance Worker	TEAMSTERS	14.5	4,834	5,076	5,330	5,597	5,877
Senior Pump Operator	TEAMSTERS	14.5	4,834	5,076	5,330	5,597	5,877
Senior Warehouse Technician	TEAMSTERS	12	4,278	4,492	4,717	4,953	5,201
Utility Line Locator	TEAMSTERS	10	3,880	4,074	4,278	4,492	4,717
Water Quality Specialist	TEAMSTERS	14.5	4,834	5,076	5,330	5,597	5,877
Water Quality Technician	TEAMSTERS	12.5	4,385	4,604	4,834	5,076	5,330

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		14.00	15.00									
Administrative Analyst - Part-Time	PART-TIME	34	31.01	31.63	32.27	32.91	33.57	34.24	34.93	35.63	36.34	37.07	37.81
Animal Care Technician - Part-Time	PART-TIME	8	19.71	20.69	21.73	22.81	23.95						
Customer Service Representative - Part-Time	PART-TIME	10	21.73	22.81	23.95	25.15	26.41						
Facilities Electrician - Part-Time	PART-TIME	35	32.56	33.21	33.88	34.55	35.24	35.95	36.67	37.40	38.15	38.91	39.69
Maintenance Worker - Part-Time	PART-TIME	10	21.73	22.81	23.95	25.15	26.41						
Office Assistant - Part-Time	PART-TIME	26	20.98	21.40	21.83	22.27	22.71	23.17	23.63	24.10	24.59	25.08	25.58
Plans Examiner - Part-Time	PART-TIME	37	35.90	36.61	37.34	38.09	38.86	39.64	40.43	41.23	42.06	42.90	43.76
Receptionist - Part-Time	PART-TIME	6	17.87	18.77	19.71	20.69	21.73						

GEN = General

PRO/SUP = Professional/Supervisory

MGT = Management

TEAMSTERS = Teamsters Local 1932

SR. MGT = Senior Management

AW SR. MGT = At-Will Senior Management