

City of Hesperia STAFF REPORT



DATE: August 4, 2026

TO: Mayor and Council Members
Chair and Board Members, Hesperia Housing Authority
Chair and Board Members, Hesperia Water District

FROM: Rachel Molina, City Manager

BY: Casey Brooksher, Assistant City Manager
Rita Perez, Deputy Human Resources/Risk Management Director
Lazaro Ramirez, Human Resources Program Manager
Wendy Walker, Human Resources Specialist

SUBJECT: Revised Combined Compensation Schedules

RECOMMENDED ACTION

It is recommended that the City Council and Board of Directors of the Hesperia Housing Authority (HHA) and Hesperia Water District (HWD) adopt Joint Resolution No. 2026-33, HHA 2026-05, HWD 2026-12 approving the City's Fiscal Year (FY) 2026-27 Revised Combined Compensation Schedule.

BACKGROUND

The California Public Employees' Retirement System (CalPERS) requires that the City Council, Commissions, and Board of Directors (City Council) approve and adopt a Combined Compensation Schedule whenever there are changes to salaries. This requirement is needed in order for an employee to receive service credit for a salary. All recognized salaries must be listed on an approved and adopted Compensation Schedule.

The most recent approved and adopted Combined Compensation Schedule occurred on November 18, 2025, with the adoption of Joint Resolution No. 2025-39, HHA 2025-05, HWD 2025-10

ISSUES/ANALYSIS

On June 2, 2026, the City Council adopted the FY 2026-27 Operating Budget, which included the 3.3% cost of living adjustment (COLA) to salaries, adding and restructuring of classifications for more effective management of City operations.

FISCAL IMPACT

There is no fiscal impact to adopting the Combined Compensation Schedules, as this is an information schedule required by CalPERS. These increases were included in the adopted budget.

CITY GOAL SUPPORTED BY THIS ITEM

Financial Health – Maintain a balanced budget and adequate reserves.

ALTERNATIVE(S)

1. Provide alternative direction to staff.

ATTACHMENT(S)

1. Joint Resolution 2026-33, HHA 2026-05, HWD 2026-12
2. Combined Compensation Schedule Revised and Effective July 13, 2026