

**CITY OF HESPERIA**  
**HESPERIA WATER DISTRICT**  
**COMBINED COMPENSATION SCHEDULE**  
**INCLUDES CITY OF HESPERIA, HESPERIA WATER DISTRICT AND HESPERIA HOUSING AUTHORITY**  
**APPROVED AND ADOPTED: August 4, 2026**  
**EFFECTIVE: July 13, 2026**

| <b>Non-Represented Full Time Monthly Rates</b>         | <b>Benefit Group</b> | <b>Range #</b> | <b>1</b> | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b> | <b>6</b> | <b>7</b> | <b>8</b> | <b>9</b> | <b>10</b> | <b>11</b> |
|--------------------------------------------------------|----------------------|----------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|
| Accountant                                             | GEN                  | 33             | 6,256    | 6,381    | 6,509    | 6,639    | 6,772    | 6,907    | 7,045    | 7,186    | 7,330    | 7,477     | 7,627     |
| Accounting Technician                                  | GEN                  | 31             | 5,674    | 5,788    | 5,904    | 6,022    | 6,142    | 6,265    | 6,390    | 6,518    | 6,648    | 6,781     | 6,917     |
| Administrative Aide                                    | GEN                  | 27             | 4,668    | 4,761    | 4,856    | 4,953    | 5,052    | 5,153    | 5,256    | 5,361    | 5,468    | 5,577     | 5,689     |
| Administrative Analyst                                 | PRO/SUP              | 34             | 6,569    | 6,700    | 6,834    | 6,971    | 7,110    | 7,252    | 7,397    | 7,545    | 7,696    | 7,850     | 8,007     |
| Administrative Secretary                               | GEN                  | 30             | 5,405    | 5,513    | 5,623    | 5,736    | 5,851    | 5,968    | 6,087    | 6,209    | 6,333    | 6,460     | 6,589     |
| Animal Services Specialist                             | PRO/SUP              | 34             | 6,569    | 6,700    | 6,834    | 6,971    | 7,110    | 7,252    | 7,397    | 7,545    | 7,696    | 7,850     | 8,007     |
| Animal Services Supervisor                             | PRO/SUP              | 37             | 7,606    | 7,758    | 7,913    | 8,071    | 8,232    | 8,397    | 8,565    | 8,736    | 8,911    | 9,089     | 9,271     |
| Assistant City Clerk                                   | PRO/SUP              | 37             | 7,606    | 7,758    | 7,913    | 8,071    | 8,232    | 8,397    | 8,565    | 8,736    | 8,911    | 9,089     | 9,271     |
| Assistant City Manager                                 | AW SR. MGT           | 53             | 16,605   | 16,937   | 17,276   | 17,622   | 17,974   | 18,334   | 18,701   | 19,075   | 19,457   | 19,846    | 20,243    |
| Assistant Engineer                                     | PRO/SUP              | 38             | 7,986    | 8,146    | 8,309    | 8,475    | 8,645    | 8,818    | 8,994    | 9,174    | 9,357    | 9,545     | 9,736     |
| Assistant Planner                                      | PRO/SUP              | 35             | 6,898    | 7,036    | 7,177    | 7,321    | 7,467    | 7,616    | 7,768    | 7,923    | 8,082    | 8,244     | 8,409     |
| Assistant Project Manager                              | PRO/SUP              | 38             | 7,986    | 8,146    | 8,309    | 8,475    | 8,645    | 8,818    | 8,994    | 9,174    | 9,358    | 9,545     | 9,736     |
| Assistant to the City Manager                          | MGT                  | 43             | 10,193   | 10,397   | 10,605   | 10,817   | 11,033   | 11,254   | 11,479   | 11,709   | 11,943   | 12,182    | 12,426    |
| Associate Engineer                                     | PRO/SUP              | 40             | 8,804    | 8,980    | 9,160    | 9,343    | 9,530    | 9,721    | 9,915    | 10,113   | 10,315   | 10,521    | 10,731    |
| Associate Planner                                      | PRO/SUP              | 38             | 7,986    | 8,146    | 8,309    | 8,475    | 8,645    | 8,818    | 8,994    | 9,174    | 9,358    | 9,545     | 9,736     |
| Budget/Finance Specialist                              | GEN                  | 33             | 6,256    | 6,381    | 6,509    | 6,639    | 6,772    | 6,907    | 7,045    | 7,186    | 7,330    | 7,477     | 7,627     |
| Building Official                                      | MGT                  | 43             | 10,193   | 10,397   | 10,605   | 10,817   | 11,033   | 11,254   | 11,479   | 11,709   | 11,943   | 12,182    | 12,426    |
| City Clerk Specialist                                  | GEN                  | 32             | 5,958    | 6,077    | 6,199    | 6,323    | 6,450    | 6,579    | 6,711    | 6,845    | 6,982    | 7,122     | 7,264     |
| Code Enforcement Supervisor                            | PRO/SUP              | 39             | 8,385    | 8,553    | 8,724    | 8,899    | 9,077    | 9,259    | 9,444    | 9,633    | 9,826    | 10,023    | 10,224    |
| Community Development Manager                          | MGT                  | 40             | 8,804    | 8,980    | 9,160    | 9,343    | 9,530    | 9,721    | 9,915    | 10,113   | 10,315   | 10,521    | 10,731    |
| Community Development Supervisor                       | PRO/SUP              | 37             | 7,606    | 7,758    | 7,913    | 8,071    | 8,232    | 8,397    | 8,565    | 8,736    | 8,911    | 9,089     | 9,271     |
| Community Program Manager                              | MGT                  | 40             | 8,804    | 8,980    | 9,160    | 9,343    | 9,530    | 9,721    | 9,915    | 10,113   | 10,315   | 10,521    | 10,731    |
| Customer Service Supervisor                            | PRO/SUP              | 37             | 7,606    | 7,758    | 7,913    | 8,071    | 8,232    | 8,397    | 8,565    | 8,736    | 8,911    | 9,089     | 9,271     |
| Deputy City Engineer                                   | AW SR. MGT           | 48             | 13,010   | 13,270   | 13,535   | 13,806   | 14,082   | 14,364   | 14,651   | 14,944   | 15,243   | 15,548    | 15,859    |
| Deputy City Manager/City Clerk                         | AW SR. MGT           | 52             | 15,813   | 16,129   | 16,452   | 16,781   | 17,117   | 17,459   | 17,808   | 18,164   | 18,527   | 18,898    | 19,276    |
| Deputy Community Development Director                  | SR. MGT              | 45             | 11,237   | 11,462   | 11,691   | 11,925   | 12,164   | 12,407   | 12,655   | 12,908   | 13,166   | 13,429    | 13,698    |
| Deputy Development Services Director                   | SR. MGT              | 45             | 11,237   | 11,462   | 11,691   | 11,925   | 12,164   | 12,407   | 12,655   | 12,908   | 13,166   | 13,429    | 13,698    |
| Deputy Finance Director                                | AW SR. MGT           | 46             | 11,799   | 12,035   | 12,276   | 12,522   | 12,772   | 13,027   | 13,288   | 13,554   | 13,825   | 14,102    | 14,384    |
| Deputy Human Resources/Information Technology Director | AW SR. MGT           | 47             | 12,389   | 12,637   | 12,890   | 13,148   | 13,411   | 13,679   | 13,953   | 14,232   | 14,517   | 14,807    | 15,103    |
| Director of Development Services                       | AW SR. MGT           | 52             | 15,813   | 16,129   | 16,452   | 16,781   | 17,117   | 17,459   | 17,808   | 18,164   | 18,527   | 18,898    | 19,276    |
| Director of Public Works                               | AW SR. MGT           | 52             | 15,813   | 16,129   | 16,452   | 16,781   | 17,117   | 17,459   | 17,808   | 18,164   | 18,527   | 18,898    | 19,276    |
| Economic Development Supervisor                        | PRO/SUP              | 39             | 8,385    | 8,553    | 8,724    | 8,899    | 9,077    | 9,259    | 9,444    | 9,633    | 9,826    | 10,023    | 10,224    |
| Engineering Specialist                                 | GEN                  | 32             | 5,958    | 6,077    | 6,199    | 6,323    | 6,450    | 6,579    | 6,711    | 6,845    | 6,982    | 7,122     | 7,264     |
| Facilities Supervisor                                  | PRO/SUP              | 38             | 7,986    | 8,146    | 8,309    | 8,475    | 8,645    | 8,818    | 8,994    | 9,174    | 9,358    | 9,545     | 9,736     |
| Field Services Supervisor                              | GEN                  | 36             | 7,243    | 7,388    | 7,536    | 7,687    | 7,841    | 7,998    | 8,158    | 8,321    | 8,487    | 8,657     | 8,830     |
| Fleet Warehouse Supervisor                             | PRO/SUP              | 37             | 7,606    | 7,758    | 7,913    | 8,071    | 8,232    | 8,397    | 8,565    | 8,736    | 8,911    | 9,089     | 9,271     |
| Geographical Information Systems Specialist            | PRO/SUP              | 38             | 7,986    | 8,146    | 8,309    | 8,475    | 8,645    | 8,818    | 8,994    | 9,174    | 9,358    | 9,545     | 9,736     |
| Geographical Information Systems Technician            | GEN                  | 32             | 5,958    | 6,077    | 6,199    | 6,323    | 6,450    | 6,579    | 6,711    | 6,845    | 6,982    | 7,122     | 7,264     |
| Human Resources Program Manager                        | MGT                  | 40             | 8,804    | 8,980    | 9,160    | 9,343    | 9,530    | 9,721    | 9,915    | 10,113   | 10,315   | 10,521    | 10,731    |
| Human Resources Specialist                             | PRO/SUP              | 35             | 6,898    | 7,036    | 7,177    | 7,321    | 7,467    | 7,616    | 7,768    | 7,923    | 8,082    | 8,244     | 8,409     |
| Information Systems Specialist                         | MGT                  | 37             | 7,606    | 7,758    | 7,913    | 8,071    | 8,232    | 8,397    | 8,565    | 8,736    | 8,911    | 9,089     | 9,271     |
| Information Systems Technician                         | GEN                  | 32             | 5,958    | 6,077    | 6,199    | 6,323    | 6,450    | 6,579    | 6,711    | 6,845    | 6,982    | 7,122     | 7,264     |
| Land Development Supervisor                            | PRO/SUP              | 39             | 8,385    | 8,553    | 8,724    | 8,899    | 9,077    | 9,259    | 9,444    | 9,633    | 9,826    | 10,023    | 10,224    |
| Licensed Veterinarian                                  | AW SR. MGT           | 46             | 11,799   | 12,035   | 12,276   | 12,522   | 12,772   | 13,027   | 13,288   | 13,554   | 13,825   | 14,102    | 14,384    |
| Maintenance Crew Supervisor                            | PRO/SUP              | 38             | 7,986    | 8,146    | 8,309    | 8,475    | 8,645    | 8,818    | 8,994    | 9,174    | 9,358    | 9,545     | 9,736     |
| Management Analyst                                     | PRO/SUP              | 37             | 7,606    | 7,758    | 7,913    | 8,071    | 8,232    | 8,397    | 8,565    | 8,736    | 8,911    | 9,089     | 9,271     |
| Office Assistant                                       | GEN                  | 26             | 4,445    | 4,534    | 4,625    | 4,718    | 4,812    | 4,908    | 5,006    | 5,106    | 5,208    | 5,312     | 5,418     |
| Personnel Technician                                   | GEN                  | 32             | 5,958    | 6,077    | 6,199    | 6,323    | 6,450    | 6,579    | 6,711    | 6,845    | 6,982    | 7,122     | 7,264     |
| Planning Specialist                                    | GEN                  | 32             | 5,958    | 6,077    | 6,199    | 6,323    | 6,450    | 6,579    | 6,711    | 6,845    | 6,982    | 7,122     | 7,264     |
| Plans Examiner                                         | PRO/SUP              | 37             | 7,606    | 7,758    | 7,913    | 8,071    | 8,232    | 8,397    | 8,565    | 8,736    | 8,911    | 9,089     | 9,271     |
| Principal Planner                                      | MGT                  | 44             | 10,702   | 10,916   | 11,134   | 11,357   | 11,584   | 11,816   | 12,052   | 12,293   | 12,539   | 12,790    | 13,046    |
| Project Manager                                        | MGT                  | 40             | 8,804    | 8,980    | 9,160    | 9,343    | 9,530    | 9,721    | 9,915    | 10,113   | 10,315   | 10,521    | 10,731    |
| Public Relations Analyst                               | PRO/SUP              | 39             | 8,385    | 8,553    | 8,724    | 8,898    | 9,077    | 9,259    | 9,444    | 9,633    | 9,826    | 10,023    | 10,223    |
| Public Works Inspector                                 | GEN                  | 35             | 6,898    | 7,036    | 7,177    | 7,321    | 7,467    | 7,616    | 7,768    | 7,923    | 8,082    | 8,244     | 8,409     |
| Public Works Supervisor                                | PRO/SUP              | 40             | 8,804    | 8,980    | 9,160    | 9,343    | 9,530    | 9,721    | 9,915    | 10,113   | 10,315   | 10,521    | 10,731    |
| Risk Management Supervisor                             | PRO/SUP              | 37             | 7,606    | 7,758    | 7,913    | 8,071    | 8,232    | 8,397    | 8,565    | 8,736    | 8,911    | 9,089     | 9,271     |
| Secretary to the City Manager and City Council         | PRO/SUP              | 35             | 6,898    | 7,036    | 7,177    | 7,321    | 7,467    | 7,616    | 7,768    | 7,923    | 8,082    | 8,244     | 8,409     |
| Senior Accountant                                      | MGT                  | 38             | 7,986    | 8,146    | 8,309    | 8,475    | 8,645    | 8,818    | 8,994    | 9,174    | 9,358    | 9,545     | 9,736     |
| Senior Code Enforcement Officer                        | GEN                  | 35             | 6,898    | 7,036    | 7,177    | 7,321    | 7,467    | 7,616    | 7,768    | 7,923    | 8,082    | 8,244     | 8,409     |
| Senior Community Development Technician                | GEN                  | 32             | 5,958    | 6,077    | 6,199    | 6,323    | 6,450    | 6,579    | 6,711    | 6,845    | 6,982    | 7,122     | 7,264     |
| Senior Information Systems Specialist                  | MGT                  | 41             | 9,244    | 9,429    | 9,618    | 9,810    | 10,006   | 10,206   | 10,410   | 10,618   | 10,830   | 11,047    | 11,268    |
| Senior Office Assistant                                | GEN                  | 28             | 4,903    | 5,001    | 5,101    | 5,203    | 5,307    | 5,413    | 5,521    | 5,631    | 5,744    | 5,859     | 5,976     |
| Senior Office Specialist                               | GEN                  | 28             | 4,903    | 5,001    | 5,101    | 5,203    | 5,307    | 5,413    | 5,521    | 5,631    | 5,744    | 5,859     | 5,976     |
| Senior Planner                                         | MGT                  | 41             | 9,244    | 9,429    | 9,618    | 9,810    | 10,006   | 10,206   | 10,410   | 10,618   | 10,830   | 11,047    | 11,268    |
| Senior Project Manager                                 | MGT                  | 43             | 10,193   | 10,397   | 10,605   | 10,817   | 11,033   | 11,254   | 11,479   | 11,709   | 11,943   | 12,182    | 12,426    |
| Streets Operations Manager                             | MGT                  | 44             | 10,702   | 10,916   | 11,134   | 11,357   | 11,584   | 11,816   | 12,052   | 12,293   | 12,539   | 12,790    | 13,046    |
| Water Operations Manager                               | MGT                  | 44             | 10,702   | 10,916   | 11,134   | 11,357   | 11,584   | 11,816   | 12,052   | 12,293   | 12,539   | 12,790    | 13,046    |

City Manager Contract\*  
 \*Employment Agreement approved by City Council July to be effective July 1, 2023

Annually : \$280,686; Monthly \$23,391

| <b>Teamsters, Local 1932, Full- Time Monthly Rates</b> | <b>Benefit Group</b> | <b>Range #</b> | <b>A</b> | <b>B</b> | <b>C</b> | <b>D</b> | <b>E</b> |
|--------------------------------------------------------|----------------------|----------------|----------|----------|----------|----------|----------|
| Animal Care Technician                                 | TEAMSTERS            | 10             | 4,740    | 4,977    | 5,226    | 5,487    | 5,761    |
| Animal Control Officer                                 | TEAMSTERS            | 13             | 5,487    | 5,761    | 6,049    | 6,352    | 6,670    |
| Animal Services Assistant                              | TEAMSTERS            | 8              | 4,299    | 4,514    | 4,740    | 4,977    | 5,226    |
| Animal Services Representative                         | TEAMSTERS            | 10             | 4,740    | 4,977    | 5,226    | 5,487    | 5,761    |
| Building Inspector                                     | TEAMSTERS            | 18             | 7,004    | 7,354    | 7,722    | 8,108    | 8,513    |
| Code Enforcement Officer                               | TEAMSTERS            | 17             | 6,670    | 7,004    | 7,354    | 7,722    | 8,108    |
| Community Development Technician                       | TEAMSTERS            | 12             | 5,226    | 5,487    | 5,761    | 6,049    | 6,352    |
| Custodian                                              | TEAMSTERS            | 8              | 4,299    | 4,514    | 4,740    | 4,977    | 5,226    |
| Customer Service Assistant                             | TEAMSTERS            | 8              | 4,299    | 4,514    | 4,740    | 4,977    | 5,226    |
| Customer Service Representative                        | TEAMSTERS            | 10             | 4,740    | 4,977    | 5,226    | 5,487    | 5,761    |
| Equipment Operator                                     | TEAMSTERS            | 12.5           | 5,357    | 5,625    | 5,906    | 6,201    | 6,511    |
| Equipment Operator/Water*                              | TEAMSTERS            | 13             | 5,487    | 5,761    | 6,049    | 6,352    | 6,670    |
| Facilities Maintenance Specialist                      | TEAMSTERS            | 14             | 5,761    | 6,049    | 6,352    | 6,670    | 7,004    |
| Facilities Maintenance Technician                      | TEAMSTERS            | 12             | 5,226    | 5,487    | 5,761    | 6,049    | 6,352    |
| Maintenance Worker                                     | TEAMSTERS            | 10             | 4,740    | 4,977    | 5,226    | 5,487    | 5,761    |
| Maintenance Worker/Water*                              | TEAMSTERS            | 10.5           | 4,859    | 5,102    | 5,357    | 5,625    | 5,906    |
| Pump Maintenance Worker                                | TEAMSTERS            | 12             | 5,226    | 5,487    | 5,761    | 6,049    | 6,352    |
| Pump Operator                                          | TEAMSTERS            | 12.5           | 5,357    | 5,625    | 5,906    | 6,201    | 6,511    |
| Receptionist                                           | TEAMSTERS            | 6              | 3,899    | 4,094    | 4,299    | 4,514    | 4,740    |
| Registered Veterinary Technician                       | TEAMSTERS            | 14             | 5,761    | 6,049    | 6,352    | 6,670    | 7,004    |
| Senior Account Clerk                                   | TEAMSTERS            | 12             | 5,226    | 5,487    | 5,761    | 6,049    | 6,352    |
| Senior Animal Services Representative                  | TEAMSTERS            | 12             | 5,226    | 5,487    | 5,761    | 6,049    | 6,352    |
| Senior Customer Service Representative                 | TEAMSTERS            | 12             | 5,226    | 5,487    | 5,761    | 6,049    | 6,352    |
| Senior Maintenance Worker                              | TEAMSTERS            | 13             | 5,487    | 5,761    | 6,049    | 6,352    | 6,670    |
| Senior Maintenance Worker/Water*                       | TEAMSTERS            | 13.5           | 5,625    | 5,906    | 6,201    | 6,511    | 6,837    |
| Senior Pump Maintenance Worker                         | TEAMSTERS            | 14.5           | 5,906    | 6,201    | 6,511    | 6,837    | 7,179    |
| Senior Pump Operator                                   | TEAMSTERS            | 14.5           | 5,906    | 6,201    | 6,511    | 6,837    | 7,179    |
| Senior Warehouse Technician                            | TEAMSTERS            | 12             | 5,226    | 5,487    | 5,761    | 6,049    | 6,352    |
| Traffic Signal Technician                              | TEAMSTERS            | 14             | 5,761    | 6,049    | 6,352    | 6,670    | 7,004    |
| Utility Line Locator                                   | TEAMSTERS            | 10             | 4,740    | 4,977    | 5,226    | 5,487    | 5,761    |
| Volunteer/Outreach Coordinator                         | TEAMSTERS            | 12             | 5,226    | 5,487    | 5,761    | 6,049    | 6,352    |
| Warehouse Technician                                   | TEAMSTERS            | 10             | 4,740    | 4,977    | 5,226    | 5,487    | 5,761    |
| Water Quality Specialist                               | TEAMSTERS            | 14.5           | 5,906    | 6,201    | 6,511    | 6,837    | 7,179    |
| Water Quality Technician                               | TEAMSTERS            | 12.5           | 5,357    | 5,625    | 5,906    | 6,201    | 6,511    |

| <b>Non-Represented Part-Time Hourly Rates</b> |           | <b><u>1</u></b> | <b><u>2</u></b> | <b><u>3</u></b> | <b><u>4</u></b> | <b><u>5</u></b> | <b><u>6</u></b> | <b><u>7</u></b> | <b><u>8</u></b> | <b><u>9</u></b> | <b><u>10</u></b> | <b><u>11</u></b> |
|-----------------------------------------------|-----------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|------------------|
| Administrative Intern-PT                      | PART-TIME | 17.00           | 17.50           | 18.00           | 18.50           | 19.00           | 19.50           | 20.00           | 20.50           | 21.00           |                  |                  |
| Animal Care Technician-PT                     | PART-TIME | 26.54           | 27.87           | 29.26           | 30.73           | 32.26           |                 |                 |                 |                 |                  |                  |
| Animal Services Representative-PT             | PART-TIME | 26.54           | 27.87           | 29.26           | 30.73           | 32.26           |                 |                 |                 |                 |                  |                  |
| Code Enforcement Officer-PT                   | PART-TIME | 37.35           | 39.22           | 41.18           | 43.24           | 45.40           |                 |                 |                 |                 |                  |                  |
| Custodian-PT                                  | PART-TIME | 24.07           | 25.28           | 26.54           | 27.87           | 29.26           |                 |                 |                 |                 |                  |                  |
| Customer Service Assistant- PT                | PART-TIME | 24.07           | 25.28           | 26.54           | 27.87           | 29.26           |                 |                 |                 |                 |                  |                  |
| Customer Service Representative-PT            | PART-TIME | 26.54           | 27.87           | 29.26           | 30.73           | 32.26           |                 |                 |                 |                 |                  |                  |
| Information Systems Tech.-PT                  | PART-TIME | 34.37           | 35.06           | 35.76           | 36.48           | 37.21           | 37.96           | 38.72           | 40.28           | 40.28           | 41.09            | 41.91            |
| Maintenance Worker-PT                         | PART-TIME | 26.54           | 27.87           | 29.26           | 30.73           | 32.26           |                 |                 |                 |                 |                  |                  |
| Office Assistant-PT                           | PART-TIME | 25.64           | 26.16           | 26.68           | 27.22           | 27.76           | 28.32           | 28.88           | 30.05           | 30.05           | 30.65            | 31.26            |
| Receptionist-PT                               | PART-TIME | 21.83           | 22.92           | 24.07           | 25.28           | 26.54           |                 |                 |                 |                 |                  |                  |
| Registered Veterinary Technician-PT           | PART-TIME | 32.26           | 33.88           | 35.57           | 37.35           | 39.22           |                 |                 |                 |                 |                  |                  |

GEN- General  
 PRO/SUP- Professional / Supervisory  
 MGT- Management  
 TEAMSTERS- Teamsters Local 1932  
 RETIRED: Retired Annuitant  
 SR. MGT- Senior Management  
 AW SR. MGT- At-Will Senior Management