Attachment 2

CITY OF HESPERIA
HESPERIA WATER DISTRICT
COMBINED COMPENSATION SCHEDULE
INCLUDES CITY OF HESPERIA, HESPERIA WATER DISTRICT AND HESPERIA HOUSING AUTHORITY
APPROVED AND ADOPTED: July 15, 2025
REVISED: July 14, 2025 Effective: July 14, 2025

Non-Represented Full Time Monthly Rates	Benefit Group	Range #	1	2	3	4	5	6	7	8	9	10	11
Accountant	GEN	33	6,056	6,177	6,301	6,427	6,556	6,687	6,821	6,957	7,096	7,238	7,383
Accounting Technician	GEN	31	5,493	5,603	5,715	5,829	5,946	6,065	6,186	6,310	6,436	6,565	6,696
Administrative Aide	GEN	27	4,519	4,609	4,701	4,795	4,891	4,989	5,089	5,191	5,295	5,401	5,509
Administrative Analyst	PRO/SUP	34	6,359	6,486	6,616	6,748	6,883	7,021	7,161	7,304	7,450	7,599	7,751
Administrative Secretary	GEN	30	5,232	5,337	5,444	5,553	5,664	5,777	5,893	6,011	6,131	6,254	6,379
Animal Services Specialist	PRO/SUP	34	6,359	6,486	6,616	6,748	6,883	7,021	7,161	7,304	7,450	7,599	7,751
Animal Services Supervisor	PRO/SUP	37	7,363	7,510	7,660	7,813	7,969	8,128	8,291	8,457	8,626	8,799	8,975
Assistant City Clerk	PRO/SUP	37	7,363	7,510	7,660	7,813	7,969	8,128	8,291	8,457	8,626	8,799	8,975
Assistant City Manager	AW SR. MGT	53	16,075	16,397	16,725	17,060	17,401	17,749	18,104	18,466	18,835	19,212	19,596
Assistant Engineer	PRO/SUP	38	7,731	7,886	8,044	8,205	8,369	8,536	8,707	8,881	9,059	9,240	9,425
Assistant Planner	PRO/SUP	35	6,678	6,812	6,948	7,087	7,229	7,374	7,522	7,672	7,825	7,982	8,142
Assistant Project Manager	PRO/SUP	38	7,731	7,886	8,044	8,205	8,369	8,536	8,707	8,881	9,059	9,240	9,425
Assistant to the City Manager	MGT	43	9,867	10,064	10,265	10,470	10,679	10,893	11,111	11,333	11,560	11,791	12,027
Associate Engineer	PRO/SUP	40	8,523	8,694	8,868	9,045	9,226	9,411	9,599	9,791	9,987	10,187	10,391
Associate Planner	PRO/SUP	38	7,731	7,886	8,044	8,205	8,369	8,536	8,707	8,881	9,059	9,240	9,425
Budget/Finance Specialist	GEN	33	6,056	6,177	6,301	6,427	6,556	6,687	6,821	6,957	7,096	7,238	7,383
Building Official	MGT	43	9,867	10,064	10,265	10,470	10,679	10,893	11,111	11,333	11,560	11,791	12,027
City Clerk Specialist	GEN	32	5,768	5,883	6,001	6,121	6,243	6,368	6,495	6,625	6,758	6,893	7,031
Code Enforcement Supervisor	PRO/SUP	39	8,117	8,279	8,445	8,614	8,786	8,962	9,141	9,324	9,511	9,701	9,895
Community Development Manager	MGT	40	8,523	8,694	8,868	9,045	9,226	9,411	9,599	9,791	9,987	10,187	10,391
Community Development Supervisor	PRO/SUP	37	7,363	7,510	7,660	7,813	7,969	8,128	8,291	8,457	8,626	8,799	8,975
Community Program Manager	MGT	40	8,523	8,694	8,868	9,045	9,226	9,411	9,599	9,791	9,987	10,187	10,391
Customer Service Supervisor	PRO/SUP	37	7,363	7,510	7,660	7,813	7,969	8,128	8,291	8,457	8,626	8,799	8,975
Deputy City Engineer	AW SR. MGT	48	12,594	12,846	13,103	13,365	13,632	13,905	14,183	14,467	14,756	15,051	15,352
Deputy City Manager/City Clerk	AW SR. MGT	52	15,308	15,614	15,926	16,245	16,570	16,901	17,239	17,584	17,936	18,295	18,661
Deputy Community Development Director	SR. MGT	45	10,878	11,096	11,318	11,544	11,775	12,011	12,251	12,496	12,746	13,001	13,261
Deputy Development Services Director	SR. MGT	45	10,878	11,096	11,318	11,544	11,775	12,011	12,251	12,496	12,746	13,001	13,261
Deputy Finance Director	SR. MGT	46	11,422	11,650	11,883	12,121	12,363	12,610	12,862	13,119	13,381	13,649	13,922
Deputy Human Resources/Information Technology Director	AW SR. MGT	47	11,993	12,233	12,478	12,728	12,983	13,243	13,508	13,778	14,054	14,335	14,622
Deputy Human Resources/Risk Management Director	SR. MGT	45	10,878	11,096	11,318	11,544	11,775	12,011	12,251	12,496	12,746	13,001	13,261
Director of Development Services	AW SR. MGT	52	15,308	15,614	15,926	16,245	16,570	16,901	17,239	17,584	17,936	18,295	18,661
Director of Public Works	AW SR. MGT	52	15,308	15,614	15,926	16,245	16,570	16,901	17,239	17,584	17,936	18,295	18,661
Economic Development Supervisor	PRO/SUP	39	8,117	8,279	8,445	8,614	8,786	8,962	9,141	9,324	9,510	9,701	9,895
Engineering Specialist	GEN	32	5,768	5,883	6,001	6,121	6,243	6,368	6,495	6,625	6,758	6,893	7,031
Facilities Supervisor	PRO/SUP	38	7,731	7,886	8,044	8,205	8,369	8,536	8,707	8,881	9,059	9,240	9,425
Field Services Supervisor	GEN	36	7,012	7,152	7,295	7,441	7,590	7,742	7,897	8,055	8,216	8,380	8,548
Finance Manager	MGT	40	8,523	8,694	8,868	9,045	9,226	9,411	9,599	9,791	9,987	10,187	10,391
Financial Analyst	PRO/SUP	35	6,678	6,812	6,948	7,087	7,229	7,374	7,522	7,672	7,825	7,982	8,142
Fleet Warehouse Supervisor	PRO/SUP	37	7,363	7,510	7,660	7,813	7,969	8,128	8,291	8,457	8,626	8,799	8,975
Geographical Information Systems Specialist	PRO/SUP	38	7,731	7,886	8,044	8,205	8,369	8,536	8,707	8,881	9,059	9,240	9,425
Geographical Information Systems Technician	GEN	32	5,768	5,883	6,001	6,121	6,243	6,368	6,495	6,625	6,758	6,893	7,031
Human Resources Program Manager	MGT	40	8,523	8,694	8,868	9,045	9,226	9,411	9,599	9,791	9,987	10,187	10,391
Human Resources Specialist	PRO/SUP	35	6,678	6,812	6,948	7,087	7,229	7,374	7,522	7,672	7,825	7,982	8,142
Information Systems Specialist	MGT	37	7,363	7,510	7,660	7,813	7,969	8,128	8,291	8,457	8,626	8,799	8,975
Information Systems Technician	GEN	32	5,768	5,883	6,001	6,121	6,243	6,368	6,495	6,625	6,758	6,893	7,031
Land Development Supervisor	PRO/SUP	39	8,117	8,279	8,445	8,614	8,786	8,962	9,141	9,324	9,511	9,701	9,895
Licensed Veterinarian	AW SR. MGT	46	11,422	11,650	11,883	12,121	12,363	12,610	12,862	13,119	13,381	13,649	13,922
Maintenance Crew Supervisor	PRO/SUP	38	7,731	7,886	8,044	8,205	8,369	8,536	8,707	8,881	9,059	9,240	9,425
Management Analyst	PRO/SUP	37	7,363	7,510	7,660	7,813	7,969	8,128	8,291	8,457	8,626	8,799	8,975
Office Assistant	GEN	26	4,303	4,389	4,477	4,567	4,658	4,751	4,846	4,943	5,042	5,143	5,246
Personnel Technician	GEN	32	5,768	5,883	6,001	6,121	6,243	6,368	6,495	6,625	6,758	6,893	7,031
Planning Specialist	GEN	32	5,768	5,883	6,001	6,121	6,243	6,368	6,495	6,625	6,758	6,893	7,031
Plans Examiner	PRO/SUP	37	7,363	7,510	7,660	7,813	7,969	8,128	8,291	8,457	8,626	8,799	8,975
Principal Planner	MGT	44	10,360	10,567	10,778	10,994	11,214	11,438	11,667	11,900	12,138	12,381	12,629
Project Manager	MGT	40	8,523	8,694	8,868	9,045	9,226	9,411	9,599	9,791	9,987	10,187	10,391
Public Relations Analyst	PRO/SUP	39	8,117	8,279	8,445	8,614	8,786	8,962	9,141	9,324	9,510	9,701	9,895
Public Works Inspection Supervisor	PRO/SUP	39	8,117	8,279	8,445	8,614	8,786	8,962	9,141	9,324	9,511	9,701	9,895
Public Works Inspector	GEN	35	6,678	6,812	6,948	7,087	7,229	7,374	7,522	7,672	7,825	7,982	8,142
Public Works Supervisor	PRO/SUP	40	8,523	8,694	8,868	9,045	9,226	9,411	9,599	9,791	9,987	10,187	10,391
Risk Management Supervisor	PRO/SUP	37	7,363	7,510	7,660	7,813	7,969	8,128	8,291	8,457	8,626	8,799	8,975
Secretary to the City Manager and City Council	PRO/SUP	35	6,678	6,812	6,948	7,087	7,229	7,374	7,522	7,672	7,825	7,982	8,142
Senior Accountant	MGT	38	7,731	7,886	8,044	8,205	8,369	8,536	8,707	8,881	9,059	9,240	9,425
Senior Code Enforcement Officer	GEN	35	6,678	6,812	6,948	7,087	7,229	7,374	7,522	7,672	7,825	7,982	8,142
Senior Community Development Technician	GEN	32	5,768	5,883	6,001	6,121	6,243	6,368	6,495	6,625	6,758	6,893	7,031
Senior Information Systems Specialist	MGT	41	8,949	9,128	9,311	9,497	9,687	9,881	10,079	10,281	10,487	10,697	10,911
Senior Office Assistant	GEN	28	4,746	4,841	4,938	5,037	5,138	5,241	5,346	5,453	5,562	5,673	5,787
Senior Office Specialist	GEN	28	4,746	4,841	4,938	5,037	5,138	5,241	5,346	5,453	5,562	5,673	5,787
Senior Planner	MGT	41	8,949	9,128	9,311	9,497	9,687	9,881	10,079	10,281	10,487	10,697	10,911
Senior Project Manager	MGT	43	9,867	10,064	10,265	10,470	10,679	10,893	11,111	11,333	11,560	11,791	12,027
Streets Operations Manager	MGT	44	10,360	10,567	10,778	10,994	11,214	11,438	11,667	11,900	12,138	12,381	12,629
Water Operations Manager	MGT	44	10,360	10,567	10,778	10,994	11,214	11,438	11,667	11,900	12,138	12,381	12,629

City Manager — Contract* — Annually : $271,720; Monthly $22,643

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

CITY OF HESPERIA
HESPERIA WATER DISTRICT
COMBINED COMPENSATION SCHEDULE
INCLUDES CITY OF HESPERIA, HESPERIA WATER DISTRICT AND HESPERIA HOUSING AUTHORITY
APPROVED AND ADOPTED: July 15, 2025
REVISED: July 14, 2025 Effective: July 14, 2025

Teamsters, Local 1932, Full- Time Monthly Rates	Benefit Group	Range #	A	B	C	D	E
Animal Care Technician	TEAMSTERS	10	4,588	4,817	5,058	5,311	5,577
Animal Control Officer	TEAMSTERS	13	5,311	5,577	5,856	6,149	6,457
Animal Services Assistant	TEAMSTERS	8	4,161	4,369	4,588	4,817	5,058
Animal Services Representative	TEAMSTERS	10	4,588	4,817	5,058	5,311	5,577
Building Inspector	TEAMSTERS	18	6,780	7,119	7,475	7,849	8,242
Code Enforcement Officer	TEAMSTERS	17	6,457	6,780	7,119	7,475	7,849
Community Development Technician	TEAMSTERS	12	5,058	5,311	5,577	5,856	6,149
Custodian	TEAMSTERS	8	4,161	4,369	4,588	4,817	5,058
Customer Service Assistant	TEAMSTERS	8	4,161	4,369	4,588	4,817	5,058
Customer Service Representative	TEAMSTERS	10	4,588	4,817	5,058	5,311	5,577
Equipment Operator	TEAMSTERS	12.5	5,185	5,444	5,716	6,002	6,302
Equipment Operator/Water*	TEAMSTERS	13	5,311	5,577	5,856	6,149	6,457
Facilities Maintenance Specialist	TEAMSTERS	14	5,577	5,856	6,149	6,457	6,780
Facilities Maintenance Technician	TEAMSTERS	12	5,058	5,311	5,577	5,856	6,149
Maintenance Worker	TEAMSTERS	10	4,588	4,817	5,058	5,311	5,577
Maintenance Worker/Water*	TEAMSTERS	10.5	4,703	4,938	5,185	5,444	5,716
Meter Reader	TEAMSTERS	10	4,588	4,817	5,058	5,311	5,577
Pump Maintenance Worker	TEAMSTERS	12	5,058	5,311	5,577	5,856	6,149
Pump Operator	TEAMSTERS	12.5	5,185	5,444	5,716	6,002	6,302
Receptionist	TEAMSTERS	6	3,774	3,963	4,161	4,369	4,588
Registered Veterinary Technician	TEAMSTERS	14	5,577	5,856	6,149	6,457	6,780
Senior Account Clerk	TEAMSTERS	12	5,058	5,311	5,577	5,856	6,149
Senior Animal Care Technician	TEAMSTERS	12	5,058	5,311	5,577	5,856	6,149
Senior Animal Services Representative	TEAMSTERS	12	5,058	5,311	5,577	5,856	6,149
Senior Custodian	TEAMSTERS	10	4,588	4,817	5,058	5,311	5,577
Senior Customer Service Representative	TEAMSTERS	12	5,058	5,311	5,577	5,856	6,149
Senior Maintenance Worker	TEAMSTERS	13	5,311	5,577	5,856	6,149	6,457
Senior Maintenance Worker/Water*	TEAMSTERS	13.5	5,444	5,716	6,002	6,302	6,617
Senior Pump Maintenance Worker	TEAMSTERS	14.5	5,716	6,002	6,302	6,617	6,948
Senior Pump Operator	TEAMSTERS	14.5	5,716	6,002	6,302	6,617	6,948
Senior Warehouse Technician	TEAMSTERS	12	5,058	5,311	5,577	5,856	6,149
Traffic Signal Technician	TEAMSTERS	14	5,577	5,856	6,149	6,457	6,780
Utility Line Locator	TEAMSTERS	10	4,588	4,817	5,058	5,311	5,577
Volunteer/Outreach Coordinator	TEAMSTERS	12	5,058	5,311	5,577	5,856	6,149
Warehouse Technician	TEAMSTERS	10	4,588	4,817	5,058	5,311	5,577
Water Quality Specialist	TEAMSTERS	14.5	5,716	6,002	6,302	6,617	6,948
Water Quality Technician	TEAMSTERS	12.5	5,185	5,444	5,716	6,002	6,302

Non-Represented Part-Time Hourly Rates		Range #	1	2	3	4	5	6	7	8	9	10	11
Administrative Intern-PT	PART-TIME		16.50	17.00	17.50	18.00	18.50	19.00	19.50	20.00	20.50		
Animal Care Technician-PT	PART-TIME	10	25.36	26.63	27.96	29.36	30.83						
Animal Licensing/Canvassing Officer-PT	PART-TIME	11	26.63	27.96	29.36	30.83	32.37						
Animal Services Representative-PT	PART-TIME	10	25.36	26.63	27.96	29.36	30.83						
Custodian-PT	PART-TIME	8	23.01	24.16	25.36	26.63	27.96						
Customer Service Assistant- PT	PART-TIME	8	23.01	24.16	25.36	26.63	27.96						
Customer Service Representative-PT	PART-TIME	10	25.36	26.63	27.96	29.36	30.83						
Information Systems Tech.-PT	PART-TIME	32	33.28	33.94	34.62	35.31	36.02	36.74	37.47	38.22	38.99	39.77	40.56
Maintenance Worker-PT	PART-TIME	10	25.36	26.63	27.96	29.36	30.83						
Office Assistant-PT	PART-TIME	26	24.83	25.32	25.83	26.35	26.87	27.41	27.96	28.52	29.09	29.67	30.27
Receptionist-PT	PART-TIME	6	20.87	21.91	23.01	24.16	25.36						
Registered Veterinary Technician-PT	PART-TIME	14	30.83	32.37	33.99	35.69	37.48						

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