

Fringe Benefits

- Prior Public Service—CalPERS Formula 2.7% @ 55 (Employee contributes 8% (employee cost) and 1% (cost sharing) of annual salary)
- CalPERS Pension Reform Formula 2% @ 62 (Employee contributes 6.25% (normal cost) of annual salary)
- IRS 125 Plan Flexible Spending Accounts
- Health Benefits – up to \$928 per month toward medical, dental and vision insurance
- City Paid
 - Employee Only Premium Dental Insurance
 - Employee Only Premium Vision Insurance
 - Life Insurance (One (1) times annual salary)
- Short Term and Long Term Disability Insurance participation required
- Vacation (80 hours accrued during first year)
- 11 holidays
- Sick leave (96 hours per year)
- Employee Assistance Program available
- Tuition Reimbursement Program (Up to \$3,000 a fiscal year available for eligible employees)
- 401 (a) Deferred Compensation Plan (1% of Salary — City paid)
- 457 (b) Deferred Compensation Program available
- 9/80 Work Schedule/Adjusted Workweek Schedule participation required
- The City **does not** participate in the Social Security program, except for the mandatory 1.45% Medicare Contribution

Adjusted Work Week Schedule

Management is authorized to change normal work schedules for new employees to include closed Fridays, Saturdays, and potentially Sundays to serve the customer service needs of the City and save overtime costs. Reasonable notice of two weeks must be provided unless the normal work schedule change is mutually agreed to by the supervisor and employee.

The Community Situated as the gateway to the High Desert, the City of Hesperia is located in beautiful Southern California with a rich history and exciting future. Located conveniently at the base of the San Bernardino Mountain Range, only 90 miles northeast of Los Angeles and 35 miles north of Ontario, the City of Hesperia is strategically located at the intersection of Highway 395 and Interstate 15 — a transportation corridor of national significance. Incorporated in 1988, Hesperia is one of the largest cities in California with a geographic area of approximately 75 miles and an adopted sphere of influence that encompasses an additional 36 mile region. With a rural atmosphere, hometown hospitality and more than 350 days of sunshine per year, it's no wonder more than 96,000 people have come to call Hesperia home. By maintaining a progressive and fiscally responsible approach, Hesperia is set to continue on a path of evolution and growth for many years to come.

City Government The City of Hesperia is a general law city with a council-manager form of government. Hesperia has a five member City Council who are elected through a by-district election system to staggered, four-year terms with full implementation beginning 2018. Council Members also serve as the governing board of both the Hesperia Water District and Hesperia Fire Protection District. As a diverse workforce consisting of 167 full-time employees, the City incorporates a wide range of departments and divisions including: City Manager (City Clerk and Information Technology), Management Services (Finance and Human Resources/Risk Management), Development Services (Building and Safety, Engineering, Planning, Animal Control, Code Enforcement), Public Works (Street Division and Water Division), and Economic Development. Additionally, the City of Hesperia contracts for both Police and Fire services through the County of San Bernardino.

SELECTION PROCESS: All interested applicants are required to submit an original City application. All applications will be screened and only those candidates who best match the needs of the City will be invited to compete further in the selection process. Based on the qualifications from this recruitment's applicant pool, the City will exercise its discretion to determine the weight of testing (100%, pass/fail or a conversion 40%-60%, etc.). Testing may include a written, interview, and/or assessment examination. Applicants will receive notification regarding recruitment status within three (3) weeks of final filing date.

ADA COMPLIANCE REASONABLE ACCOMMODATION FOR THE DISABLED

The City of Hesperia makes reasonable accommodation for the disabled, including an obligation to ensure that only the essential duties of the position are required to be performed. Individuals with disabilities requiring any accommodation, in order to participate in the testing process, must inform the Human Resources Division of the City of Hesperia in writing no later than the final filing date as stated on the job flyer. Also, those applicants needing such accommodations should document this request, including an explanation as to the type and extent of accommodations as well as documentation from a qualified authority of the requirements needed to participate in the selection process and/or perform the duties of the job for which they have applied.

IMMIGRATION LAW

All new employees hired by the City must present written proof of identity and entitlement to work in the United States by providing documentation in accordance with the Immigration Reform Act of 1986.

BACKGROUND CHECK

Prior to appointment, all candidates must successfully pass a confidential background investigation, which includes fingerprinting and medical examination.