

CITY OF SANTEE
 SANTEE FIREFIGHTERS' ASSOCIATION SALARY SCHEDULE
 EFFECTIVE JUNE 25, 2020

<u>Classification</u>		A	B	C	D	E
Fire Captain / PM Base salary	Hourly	32.70	34.33	36.05	37.85	39.74
	Annual	95,216.79	99,978.70	104,977.32	110,225.42	115,737.33
 <i>Educational Incentive</i>						
Fire Captain / PM 31-45 units = 1.5% over base	Hourly	33.19	34.85	36.59	38.42	40.34
	Annual	96,644.84	101,478.39	106,552.08	111,878.96	117,473.43
Fire Captain / PM 46 units and over = 3.0% over base	Hourly	33.68	35.36	37.13	38.99	40.94
	Annual	98,073.19	102,978.06	108,126.82	113,531.89	119,209.19
Fire Captain / PM A.A. Degree = 4.5% over base	Hourly	34.17	35.88	37.67	39.56	41.53
	Annual	99,501.55	104,477.45	109,701.23	115,185.43	120,945.25
Fire Captain / PM Bachelor Degree = 6% over base	Hourly	34.66	36.39	38.21	40.12	42.13
	Annual	100,929.59	105,977.11	111,275.99	116,838.98	122,681.66

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 EFFECTIVE JUNE 25, 2020

<u>Classification</u>		A	B	C	D	E
Fire Captain Base salary	Hourly	31.29	32.85	34.50	36.22	38.03
	Annual	91,116.41	95,673.08	100,456.48	105,478.78	110,752.73
 <i>Educational Incentive</i>						
Fire Captain 31-45 units = 1.5% over base	Hourly	31.76	33.35	35.01	36.77	38.60
	Annual	92,483.11	97,107.98	101,963.64	107,060.99	112,414.06
Fire Captain 46 units and over = 3.0% over base	Hourly	32.23	33.84	35.53	37.31	39.17
	Annual	93,850.11	98,543.17	103,470.18	108,642.91	114,075.39
Fire Captain A.A. Degree = 4.5% over base	Hourly	32.70	34.33	36.05	37.85	39.74
	Annual	95,216.79	99,978.39	104,977.02	110,225.42	115,736.72
Fire Captain Bachelor Degree = 6% over base	Hourly	33.17	34.83	36.57	38.40	40.32
	Annual	96,583.49	101,413.30	106,484.17	111,807.35	117,398.03

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 EFFECTIVE JUNE 25, 2020

<u>Classification</u>		A	B	C	D	E
Fire Engineer/PM Base salary	Hourly	28.05	29.43	30.87	32.45	33.98
	Annual	81,682.83	85,691.66	89,900.17	94,486.50	98,961.72
 <i>Educational Incentive</i>						
Fire Engineer / PM 31-45 units = 1.5% over base	Hourly	28.47	29.87	31.34	32.93	34.49
	Annual	82,908.29	86,976.90	91,248.35	95,903.86	100,446.02
Fire Engineer / PM 46 units and over = 3.0% over base	Hourly	28.89	30.31	31.80	33.42	35.00
	Annual	84,133.46	88,262.47	92,597.14	97,320.87	101,930.38
Fire Engineer / PM A.A. Degree = 4.5% over base	Hourly	29.31	30.75	32.26	33.91	35.51
	Annual	85,358.60	89,547.71	93,945.61	98,738.21	103,415.01
Fire Engineer / PM Bachelor Degree = 6% over base	Hourly	29.73	31.19	32.72	34.39	36.02
	Annual	86,584.06	90,833.28	95,294.08	100,155.57	104,899.36

CITY OF SANTEE
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 EFFECTIVE JUNE 25, 2020

<u>Classification</u>		A	B	C	D	E
Fire Engineer Base salary	Hourly	26.71	28.02	29.40	30.90	32.36
	Annual	77,776.57	81,592.90	85,600.75	89,967.77	94,229.46
 <i>Educational Incentive</i>						
Fire Engineer 31-45 units = 1.5% over base	Hourly	27.11	28.44	29.84	31.36	32.84
	Annual	78,943.32	82,816.93	86,884.91	91,317.31	95,642.85
Fire Engineer 46 units and over = 3.0% over base	Hourly	27.51	28.86	30.28	31.82	33.33
	Annual	80,110.04	84,040.67	88,168.76	92,666.87	97,056.59
Fire Engineer A.A. Degree = 4.5% over base	Hourly	27.91	29.28	30.72	32.29	33.82
	Annual	81,276.46	85,264.70	89,452.90	94,016.42	98,469.99
Fire Engineer Bachelor Degree = 6% over base	Hourly	28.31	29.70	31.16	32.75	34.30
	Annual	82,443.49	86,488.42	90,736.74	95,365.98	99,883.39

CITY OF SANTEE
 SANTEE FIREFIGHTERS' ASSOCIATION SALARY SCHEDULE
 EFFECTIVE JUNE 25, 2020

<u>Classification</u>		A	B	C	D	E	F	G	H
Firefighter Paramedic	Hourly	24.04	25.03	26.06	27.13	28.73	29.89	31.10	32.36
Base salary	Annual	70,001.61	72,877.31	75,872.62	78,990.65	83,665.69	87,045.62	90,562.33	94,229.46

Educational Incentive (after completing 3 1/2 years of employment)

		G	H
Firefighter Paramedic		31.57	32.84
31-45 units = 1.5% over base		91,920.60	95,642.85
Firefighter Paramedic		32.03	33.33
46 units and over = 3.0% over base		93,278.90	97,056.59
Firefighter Paramedic		32.50	33.82
A.A. Degree = 4.5% over base		94,637.79	98,469.99
Firefighter Paramedic		32.97	34.30
Bachelor Degree = 6% over base		95,996.07	99,883.39

CITY OF SANTEE
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 EFFECTIVE JUNE 25, 2020

<u>Classification</u>		A	B	C	D	E	F	G	H
Firefighter	Hourly	20.40	21.42	22.39	23.61	24.79	26.03	27.33	28.70
Base salary	Annual	59,397.00	62,365.52	65,207.29	68,758.87	72,197.07	75,807.24	79,596.75	83,577.53
Educational Incentive (after completing 3 1/2 years of employment)								G	H
Firefighter								27.74	29.13
31-45 units = 1.5% over base								80,790.88	84,831.15
Firefighter								28.15	29.56
46 units and over = 3.0% over base								81,984.73	86,084.78
Firefighter								28.56	29.99
A.A. Degree = 4.5% over base								83,178.84	87,338.72
Firefighter								28.97	30.42
Bachelor Degree = 6% over base								84,372.67	88,592.03

CITY OF SANTEE
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE JUNE 25, 2020

Range	Classification		A	B	C	D	E
29	Account Clerk	Hourly	22.39	23.51	24.69	25.92	27.22
		Annual	46,578.96	48,907.97	51,353.43	53,921.31	56,617.17
35	Administrative Secretary	Hourly	25.97	27.27	28.63	30.06	31.57
		Annual	54,017.54	56,718.36	59,554.33	62,532.33	65,658.85
	Assistant City Clerk	Hourly		31.22	to	44.60	
		Annual		64,941.99	to	92,774.28	
	Assistant to the City Manager	Hourly		59.76	to	80.67	
		Annual		124,294.06	to	167,797.16	
50	Assistant Engineer	Hourly	37.61	39.49	41.47	43.54	45.72
		Annual	78,233.43	82,145.34	86,252.81	90,565.16	95,093.63
58	Associate Civil Engineer / Associate Traffic Engineer	Hourly	45.83	48.12	50.52	53.05	55.70
		Annual	95,319.71	100,086.12	105,090.71	110,345.08	115,862.58
49	Associate Planner	Hourly	36.69	38.53	40.46	42.48	44.60
		Annual	76,325.45	80,141.75	84,148.92	88,356.65	92,774.28
	City Clerk	Hourly		45.72	to	64.02	
		Annual		95,102.62	to	133,167.11	
	City Manager (Single Rate)	Hourly		111.01	to	111.01	
		Annual		230,896.75	to	230,896.75	
26	Code Compliance Assistant	Hourly	20.79	21.83	22.93	24.07	25.28
		Annual	43,253.14	45,415.87	47,686.64	50,071.08	52,574.47
44	Code Compliance Officer	Hourly	32.43	34.05	35.76	37.55	39.42
		Annual	67,460.65	70,833.49	74,375.44	78,093.94	81,998.67

CITY OF SANTEE
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE JUNE 25, 2020

Range	Classification		A	B	C	D	E
46	Confidential Accountant	Hourly	34.07	35.78	37.57	39.45	41.42
		Annual	70,875.85	74,419.64	78,140.65	82,047.55	86,150.04
46	Confidential Payroll Specialist	Hourly	34.07	35.78	37.57	39.45	41.42
		Annual	70,875.85	74,419.64	78,140.65	82,047.55	86,150.04
46	Confidential Secretary to City Manager/Council	Hourly	34.07	35.78	37.57	39.45	41.42
		Annual	70,875.85	74,419.64	78,140.65	82,047.55	86,150.04
	Crossing Guards ^ (Single Rate)	Hourly			13.50		
	Deputy Fire Chief	Hourly		60.16	to	82.31	
		Annual		125,123.46	to	171,199.17	
35	Development Services Technician	Hourly	25.97	27.27	28.63	30.06	31.57
		Annual	54,017.54	56,718.36	59,554.33	62,532.33	65,658.85
	Director of Community Services	Hourly		65.48	to	87.31	
		Annual		136,203.33	to	181,611.69	
	Director of Development Services	Hourly		64.79	to	87.35	
		Annual		134,769.56	to	181,687.40	
	Director of Finance / City Treasurer	Hourly		68.46	to	92.11	
		Annual		142,390.73	to	191,588.79	
	Director of Fire & Life Safety (Fire Chief)	Hourly		71.95	to	93.92	
		Annual		149,662.06	to	195,352.50	

CITY OF SANTEE
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE JUNE 25, 2020

Range	Classification		A	B	C	D	E
	Director of Human Resources	Hourly		63.93	to	86.31	
		Annual		132,980.94	to	179,524.48	
	Economic Development Manager	Hourly		40.26	to	54.35	
		Annual		83,741.61	to	113,051.91	
44	Engineering Inspector	Hourly	32.43	34.05	35.76	37.55	39.42
		Annual	67,460.65	70,833.49	74,375.44	78,093.94	81,998.67
39	Equipment Mechanic	Hourly	28.67	30.10	31.60	33.18	34.84
		Annual	59,625.35	62,606.74	65,737.01	69,023.92	72,474.92
35	Equipment Operator	Hourly	25.97	27.27	28.63	30.06	31.57
		Annual	54,017.54	56,718.36	59,554.33	62,532.33	65,658.85
38	Facilities Maintenance Supervisor	Hourly	27.97	29.37	30.83	32.38	33.99
		Annual	58,171.08	61,079.62	64,133.56	67,340.45	70,707.38
25	Facilities Maintenance Technician	Hourly	20.29	21.30	22.37	23.49	24.66
		Annual	42,198.09	44,307.87	46,523.53	48,849.44	51,291.79
	Finance Manager	Hourly		50.55	to	68.24	
		Annual		105,137.78	to	141,936.08	
	Fire Battalion Chief (2920 hours)	Hourly		38.33	to	51.97	
		Annual		111,935.13	to	151,744.15	

CITY OF SANTEE
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE JUNE 25, 2020

Range	Classification		A	B	C	D	E
	Fire Division Chief	Hourly		56.49	to	76.26	
		Annual		117,508.25	to	158,614.89	
44	Fire Inspector ^	Hourly	32.43	34.05	35.76	37.55	39.42
		Annual	67,460.65	70,833.49	74,375.44	78,093.94	81,998.67
	Fire Marshal	Hourly		50.55	to	68.24	
		Annual		105,137.78	to	141,936.08	
	Graduate Intern ^	Hourly		13.00	to	18.60	
38	Human Resources Technician	Hourly	27.97	29.37	30.83	32.38	33.99
		Annual	58,171.08	61,079.62	64,133.56	67,340.45	70,707.38
53	Information Technology Analyst	Hourly	40.50	42.53	44.66	46.89	49.23
		Annual	84,248.89	88,461.29	92,884.82	97,528.83	102,405.45
	Information Technology Manager	Hourly		45.95	to	62.04	
		Annual		95,579.80	to	129,032.87	
29	Landscape and Irrigation Maintenance Worker	Hourly	22.39	23.51	24.69	25.92	27.22
		Annual	46,578.96	48,907.97	51,353.43	53,921.31	56,617.17
48	Lead Equipment Mechanic	Hourly	35.80	37.59	39.47	41.44	43.52
		Annual	74,463.87	78,187.05	82,096.15	86,201.10	90,511.28

CITY OF SANTEE
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE JUNE 25, 2020

Range	Classification		A	B	C	D	E
29	Maintenance Worker	Hourly	22.39	23.51	24.69	25.92	27.22
		Annual	46,578.96	48,907.97	51,353.43	53,921.31	56,617.17
46	Management Analyst	Hourly	34.07	35.78	37.57	39.45	41.42
		Annual	70,875.85	74,419.64	78,140.65	82,047.55	86,150.04
	Marketing Coordinator	Hourly		31.22	to	44.60	
		Annual		64,941.99	to	92,774.28	
	Office Assistant ^	Hourly		13.00	to	17.76	
		Annual					
48	Parks & Landscape Supervisor	Hourly	35.80	37.59	39.47	41.44	43.52
		Annual	74,463.87	78,187.05	82,096.15	86,201.10	90,511.28
	Principal Civil Engineer	Hourly		56.79	to	76.92	
		Annual		118,130.83	to	159,999.97	
	Principal Planner	Hourly		45.01	to	60.76	
		Annual		93,615.60	to	126,383.04	
	Principal Traffic Engineer	Hourly		56.79	to	76.92	
		Annual		118,130.83	to	159,999.97	
38	Procurement Specialist	Hourly	27.97	29.37	30.83	32.38	33.99
		Annual	58,171.08	61,079.62	64,133.56	67,340.45	70,707.38
	Public Services Manager	Hourly		43.70	to	59.01	
		Annual		90,904.16	to	122,749.36	

CITY OF SANTEE
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE JUNE 25, 2020

Range	Classification		A	B	C	D	E
43	Public Works Supervisor	Hourly	31.64	33.22	34.89	36.63	38.46
		Annual	65,815.18	69,105.82	72,561.19	76,189.38	79,998.50
	Recreation Aide ^	Hourly		13.00	to	15.59	
28	Recreation Coordinator	Hourly	21.85	22.94	24.09	25.29	26.56
		Annual	45,442.95	47,715.28	50,100.97	52,605.94	55,236.38
	Recreation Leader ^	Hourly		14.00	to	17.00	
	Recreation Services Manager	Hourly		43.70	to	59.01	
		Annual		90,904.16	to	122,749.36	
	Recreation Supervisor	Hourly		31.22	to	44.60	
		Annual		64,941.99	to	92,774.28	
36	Senior Account Clerk	Hourly	26.62	27.95	29.35	30.82	32.36
		Annual	55,368.09	58,136.51	61,043.49	64,095.60	67,300.60
	Senior Civil Engineer / Senior Traffic Engineer	Hourly		49.78	to	67.70	
		Annual		103,551.37	to	140,809.94	
	Senior Human Resources Analyst	Hourly		41.24	to	55.68	
		Annual		85,784.09	to	115,809.28	
	Senior Management Analyst	Hourly		39.28	to	53.03	
		Annual		81,699.14	to	110,294.54	

CITY OF SANTEE
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE JUNE 25, 2020

Range	Classification		A	B	C	D	E
	Senior Planner	Hourly		39.14	to	52.84	
		Annual		81,404.26	to	109,898.44	
	Special Events Supervisor	Hourly		31.22	to	44.60	
		Annual		64,941.99	to	92,774.28	
	Storm Water Program Assistant^	Hourly		27.76	to	33.74	
50	Storm Water Program Manager	Hourly	37.61	39.49	41.47	43.54	45.72
		Annual	78,233.43	82,145.34	86,252.81	90,565.16	95,093.63
	Student Intern ^	Hourly		13.00	to	17.00	
	Technical Professional Expert ^	Hourly		50.00	to	160.00	

^Part-time, temporary status

CITY OF SANTEE
 MAYOR AND CITY COUNCIL MEMBERS SALARY SCHEDULE
 EFFECTIVE AUGUST 22, 2019

<u>Range</u>	<u>Classification</u>		
	City Council Member	Monthly	1,728.40
		Annual	20,740.80
	Mayor	Monthly	2,912.89
		Annual	34,954.68