

TO: Mayor and Council Members
Marlene Best, City Manager
Shawn Hagerty, City Attorney

FROM: Annette Ortiz, CMC, City Clerk

DATE: August 22, 2023

SUBJ: **Updated Council Meeting Materials – August 23, 2023**

NEW BUSINESS:

- (9) Resolution Approving and Adopting the Santee Firefighters' Association (SFFA) 2023-2025 Memorandum of Understanding; and a Resolution Approving Amended Salary Schedules for SFFA Represented Fire Employees, General Employees, Management and Elected Officials to Reflect Salary Schedule Updates for FY 2023-2024 and Authorizing the Appropriation of \$966,830.00 to the Fiscal Year 2023-24 Adopted Operating Budget. (Human Resources – Freeman)**

Attached are the updated salary schedules that have been updated to include the Assistant Planner position.



CITY OF SANTEE
 SANTEE FIREFIGHTERS' ASSOCIATION SALARY SCHEDULE
 EFFECTIVE JULY 6, 2023

<u>Classification</u>		A	B	C	D	E
Fire Captain / PM Base salary	Hourly	35.72	37.51	39.39	41.36	43.42
	Annual	104,028.72	109,231.32	114,692.55	120,426.34	126,448.36
 <i>Educational Incentive</i>						
Fire Captain / PM 31-45 units = 1.5% over base	Hourly	36.26	38.07	39.98	41.98	44.07
	Annual	105,588.93	110,869.81	116,413.04	122,232.91	128,345.12
Fire Captain / PM 46 units and over = 3.0% over base	Hourly	36.80	38.64	40.57	42.60	44.73
	Annual	107,149.37	112,508.27	118,133.53	124,038.81	130,241.53
Fire Captain / PM A.A. Degree = 4.5% over base	Hourly	37.33	39.20	41.16	43.22	45.38
	Annual	108,710.01	114,146.42	119,853.65	125,845.38	132,138.25
Fire Captain / PM Bachelor Degree = 6% over base	Hourly	37.87	39.76	41.75	43.84	46.03
	Annual	110,270.21	115,784.87	121,574.14	127,651.97	134,035.37

CITY OF SANTEE
 SANTEE FIREFIGHTERS' ASSOCIATION SALARY SCHEDULE
 EFFECTIVE JULY 6, 2023

<u>Classification</u>		A	B	C	D	E
Fire Captain Base salary	Hourly	34.19	35.90	37.69	39.57	41.55
	Annual	99,548.87	104,527.25	109,753.33	115,240.41	121,002.45
 <i>Educational Incentive</i>						
Fire Captain 31-45 units = 1.5% over base	Hourly	34.70	36.43	38.26	40.17	42.18
	Annual	101,042.05	106,094.93	111,399.97	116,969.06	122,817.53
Fire Captain 46 units and over = 3.0% over base	Hourly	35.21	36.97	38.82	40.76	42.80
	Annual	102,535.57	107,662.95	113,045.93	118,697.37	124,632.61
Fire Captain A.A. Degree = 4.5% over base	Hourly	35.72	37.51	39.39	41.36	43.42
	Annual	104,028.72	109,230.99	114,692.23	120,426.34	126,447.69
Fire Captain Bachelor Degree = 6% over base	Hourly	36.24	38.05	39.95	41.95	44.05
	Annual	105,521.90	110,798.70	116,338.85	122,154.68	128,262.75

CITY OF SANTEE
 SANTEE FIREFIGHTERS' ASSOCIATION SALARY SCHEDULE
 EFFECTIVE JULY 6, 2023

<u>Classification</u>		A	B	C	D	E
Fire Engineer/PM Base salary	Hourly	30.65	32.15	33.73	35.45	37.13
	Annual	89,242.24	93,622.09	98,220.06	103,230.85	108,120.24
 <i>Educational Incentive</i>						
Fire Engineer / PM 31-45 units = 1.5% over base	Hourly	31.11	32.63	34.24	35.98	37.69
	Annual	90,581.12	95,026.26	99,693.03	104,779.39	109,741.90
Fire Engineer / PM 46 units and over = 3.0% over base	Hourly	31.57	33.11	34.74	36.51	38.24
	Annual	91,919.67	96,430.81	101,166.63	106,327.52	111,363.64
Fire Engineer / PM A.A. Degree = 4.5% over base	Hourly	32.03	33.60	35.25	37.05	38.80
	Annual	93,258.19	97,834.99	102,639.90	107,876.04	112,985.66
Fire Engineer / PM Bachelor Degree = 6% over base	Hourly	32.49	34.08	35.75	37.58	39.36
	Annual	94,597.10	99,239.54	104,113.16	109,424.57	114,607.38

CITY OF SANTEE
 SANTEE FIREFIGHTERS' ASSOCIATION SALARY SCHEDULE
 EFFECTIVE JULY 6, 2023

<u>Classification</u>		A	B	C	D	E
Fire Engineer Base salary	Hourly	29.18	30.61	32.12	33.75	35.35
	Annual	84,974.48	89,144.00	93,522.76	98,293.94	102,950.02
 <i>Educational Incentive</i>						
Fire Engineer 31-45 units = 1.5% over base	Hourly	29.62	31.07	32.60	34.26	35.88
	Annual	86,249.21	90,481.30	94,925.76	99,768.36	104,494.21
Fire Engineer 46 units and over = 3.0% over base	Hourly	30.06	31.53	33.08	34.77	36.41
	Annual	87,523.90	91,818.30	96,328.43	101,242.81	106,038.80
Fire Engineer A.A. Degree = 4.5% over base	Hourly	30.49	31.99	33.56	35.27	36.94
	Annual	88,798.28	93,155.61	97,731.40	102,717.26	107,583.00
Fire Engineer Bachelor Degree = 6% over base	Hourly	30.93	32.45	34.04	35.78	37.48
	Annual	90,073.31	94,492.58	99,134.06	104,191.72	109,127.20

CITY OF SANTEE
 SANTEE FIREFIGHTERS' ASSOCIATION SALARY SCHEDULE
 EFFECTIVE JULY 6, 2023

<u>Classification</u>		A	B	C	D	E	F	G	H
Firefighter Paramedic	Hourly	26.26	27.34	28.47	29.64	31.39	32.66	33.98	35.35
Base salary	Annual	76,479.98	79,621.82	82,894.33	86,300.92	91,408.62	95,101.34	98,943.52	102,950.02

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

	G	H
Firefighter Paramedic	34.49	35.88
31-45 units = 1.5% over base	100,427.49	104,494.21
Firefighter Paramedic	35.00	36.41
46 units and over = 3.0% over base	101,911.48	106,038.80
Firefighter Paramedic	35.51	36.94
A.A. Degree = 4.5% over base	103,396.15	107,583.00
Firefighter Paramedic	36.02	37.48
Bachelor Degree = 6% over base	104,880.12	109,127.20

CITY OF SANTEE
 SANTEE FIREFIGHTERS' ASSOCIATION SALARY SCHEDULE
 EFFECTIVE JULY 6, 2023

<u>Classification</u>		A	B	C	D	E	F	G	H
Firefighter	Hourly	22.29	23.40	24.46	25.80	27.09	28.44	29.86	31.36
Base salary	Annual	64,893.96	68,137.20	71,241.97	75,122.23	78,878.62	82,822.90	86,963.12	91,312.29
Educational Incentive (after completing 3 1/2 years of employment)								G	H
Firefighter								30.31	31.83
31-45 units = 1.5% over base								88,267.75	92,681.94
Firefighter								30.76	32.30
46 units and over = 3.0% over base								89,572.09	94,051.58
Firefighter								31.21	32.77
A.A. Degree = 4.5% over base								90,876.71	95,421.57
Firefighter								31.66	33.24
Bachelor Degree = 6% over base								92,181.02	96,790.87

CITY OF SANTEE
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE JULY 6, 2023

Range	Classification		A	B	C	D	E
29	Account Clerk	Hourly	24.47	25.69	26.97	28.32	29.74
		Annual	50,889.65	53,434.21	56,105.98	58,911.52	61,856.87
35	Administrative Secretary	Hourly	28.37	29.79	31.28	32.85	34.49
		Annual	59,016.64	61,967.42	65,065.85	68,319.45	71,735.31
	Assistant City Clerk	Hourly		34.11	to	48.73	
		Annual		70,952.11	to	101,360.17	
	Assistant to the City Manager	Hourly		65.29	to	92.54	
		Annual		135,796.98	to	192,492.42	
50	Assistant Engineer	Hourly	41.09	43.15	45.31	47.57	49.95
		Annual	85,473.62	89,747.56	94,235.16	98,946.61	103,894.17
43	Assistant Planner	Hourly	34.57	36.30	38.11	40.02	42.02
		Annual	71,906.11	75,501.29	79,276.44	83,240.40	87,402.05
58	Associate Civil Engineer / Associate Traffic Engineer	Hourly	50.07	52.57	55.20	57.96	60.86
		Annual	104,141.17	109,348.69	114,816.44	120,557.08	126,585.20
49	Associate Planner	Hourly	40.09	42.10	44.20	46.41	48.73
		Annual	83,389.06	87,558.56	91,936.56	96,533.71	101,360.17
28	Building Development Technician I	Hourly	22.95	24.10	25.30	26.57	27.90
		Annual	49,648.51	52,131.14	54,737.62	57,474.41	60,348.29
32	Building Development Technician II	Hourly	25.33	26.60	27.93	29.33	30.79
		Annual	54,802.61	57,542.45	60,419.74	63,440.59	66,612.87
	Building Official	Hourly		59.98	to	78.26	
		Annual		124,757.39	to	162,780.09	
	City Clerk	Hourly		49.95	to	69.95	
		Annual		103,903.99	to	145,491.20	
	City Engineer	Hourly		66.70	to	90.35	
		Annual		138,743.11	to	187,917.88	
	City Manager (Single Rate)	Hourly		121.29	to	121.29	
		Annual		252,265.32	to	252,265.32	

CITY OF SANTEE
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE JULY 6, 2023

Range	Classification		A	B	C	D	E
26	Code Compliance Assistant	Hourly	22.72	23.86	25.05	26.30	27.62
		Annual	47,256.05	49,618.93	52,099.85	54,704.97	57,440.03
44	Code Compliance Officer	Hourly	35.43	37.21	39.07	41.02	43.07
		Annual	73,703.86	77,388.84	81,258.59	85,321.23	89,587.32
46	Confidential Accountant	Hourly	37.23	39.09	41.04	43.10	45.25
		Annual	77,435.13	81,306.89	85,372.26	89,640.72	94,122.88
46	Confidential Payroll Specialist	Hourly	37.23	39.09	41.04	43.10	45.25
		Annual	77,435.13	81,306.89	85,372.26	89,640.72	94,122.88
46	Confidential Secretary to City Manager/Council	Hourly	37.23	39.09	41.04	43.10	45.25
		Annual	77,435.13	81,306.89	85,372.26	89,640.72	94,122.88
	Crossing Guards ^ (Single Rate)	Hourly			15.53		
	Deputy Fire Chief	Hourly		65.72	to	89.92	
		Annual		136,703.13	to	187,042.97	
35	Development Services Technician	Hourly	28.37	29.79	31.28	32.85	34.49
		Annual	59,016.64	61,967.42	65,065.85	68,319.45	71,735.31
	Director of Community Services	Hourly		71.54	to	95.39	
		Annual		148,808.40	to	198,419.14	
	Director of Development Services	Hourly		70.79	to	95.43	
		Annual		147,241.94	to	198,501.85	
	Director of Engineering/City Engineer	Hourly		70.79	to	95.43	
		Annual		147,241.94	to	198,501.85	
	Director of Finance / City Treasurer	Hourly		74.79	to	100.63	
		Annual		155,568.42	to	209,319.56	
	Director of Fire & Life Safety (Fire Chief)	Hourly		84.94	to	110.87	
		Annual		176,678.14	to	230,616.55	

CITY OF SANTEE
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE JULY 6, 2023

Range	Classification		A	B	C	D	E
	Director of Human Resources	Hourly		69.85	to	94.30	
		Annual		145,287.79	to	196,138.76	
	Director of Planning & Building/City Planner	Hourly		70.79	to	95.43	
		Annual		147,241.94	to	198,501.85	
	Economic Development Manager	Hourly		43.99	to	59.38	
		Annual		91,491.56	to	123,514.41	
48	Engineering Inspector	Hourly	39.11	41.07	43.12	45.28	47.54
		Annual	81,355.21	85,422.96	89,693.82	94,178.67	98,887.73
39	Equipment Mechanic	Hourly	31.32	32.88	34.53	36.26	38.07
		Annual	65,143.44	68,400.74	71,820.72	75,411.81	79,182.18
17	Emergency Medical Technician	Hourly	18.19	19.10	20.06	21.06	22.11
		Annual	37,839.27	39,730.92	41,717.84	43,803.79	45,993.81
	Emergency Medical Technician ^	Hourly		17.49	to	21.26	
35	Equipment Operator	Hourly	28.37	29.79	31.28	32.85	34.49
		Annual	59,016.64	61,967.42	65,065.85	68,319.45	71,735.31
38	Facilities Maintenance Supervisor	Hourly	30.56	32.08	33.69	35.37	37.14
		Annual	63,554.59	66,732.29	70,068.87	73,572.54	77,251.07
25	Facilities Maintenance Technician	Hourly	22.17	23.27	24.44	25.66	26.94
		Annual	46,103.36	48,408.39	50,829.10	53,370.26	56,038.64
35	Field Inspector	Hourly	28.37	29.79	31.28	32.85	34.49
		Annual	59,016.64	61,967.42	65,065.85	68,319.45	71,735.31
	Finance Manager	Hourly		55.22	to	74.55	
		Annual		114,867.87	to	155,071.70	
	Fire Battalion Chief (2920 hours)	Hourly		41.88	to	56.78	
		Annual		122,294.29	to	165,787.46	
	Fire Battalion Chief - Administration (2080 hours)	Hourly		58.80	to	79.71	
		Annual		122,294.29	to	165,787.46	

CITY OF SANTEE
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE JULY 6, 2023

Range	Classification		A	B	C	D	E
44	Fire Inspector	Hourly	35.43	37.21	39.07	41.02	43.07
		Annual	73,703.86	77,388.84	81,258.59	85,321.23	89,587.32
	Fire Marshal	Hourly		55.22	to	74.55	
		Annual		114,867.87	to	155,071.70	
	Graduate Intern ^	Hourly		15.53	to	21.32	
38	Human Resources Technician	Hourly	30.56	32.08	33.69	35.37	37.14
		Annual	63,554.59	66,732.29	70,068.87	73,572.54	77,251.07
53	Information Technology Analyst	Hourly	44.25	46.47	48.79	51.23	53.79
		Annual	92,045.78	96,648.03	101,480.93	106,554.73	111,882.66
	Information Technology Manager	Hourly		50.20	to	67.78	
		Annual		104,425.33	to	140,974.34	
35	Irrigation Specialist	Hourly	28.37	29.79	31.28	32.85	34.49
		Annual	59,016.64	61,967.42	65,065.85	68,319.45	71,735.31
29	Landscape and Irrigation Maintenance Worker	Hourly	24.47	25.69	26.97	28.32	29.74
		Annual	50,889.65	53,434.21	56,105.98	58,911.52	61,856.87
48	Lead Equipment Mechanic	Hourly	39.11	41.07	43.12	45.28	47.54
		Annual	81,355.21	85,422.96	89,693.82	94,178.67	98,887.73
29	Maintenance Worker	Hourly	24.47	25.69	26.97	28.32	29.74
		Annual	50,889.65	53,434.21	56,105.98	58,911.52	61,856.87
46	Management Analyst	Hourly	37.23	39.09	41.04	43.10	45.25
		Annual	77,435.13	81,306.89	85,372.26	89,640.72	94,122.88

CITY OF SANTEE
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE JULY 6, 2023

Range	Classification		A	B	C	D	E
	Marketing Aide^	Hourly		15.53	to	21.32	
	Marketing Coordinator	Hourly		34.11	to	48.73	
		Annual		70,952.11	to	101,360.17	
	Marketing Manager	Hourly		47.75	to	64.48	
		Annual		99,316.97	to	134,109.32	
28	Marketing Specialist	Hourly	23.87	25.06	26.32	27.63	29.01
		Annual	49,648.51	52,131.14	54,737.62	57,474.41	60,348.29
34	Marketing Specialist II	Hourly	27.68	29.07	30.52	32.04	33.65
		Annual	57,577.16	60,456.15	63,478.71	66,652.70	69,985.20
	Office Assistant ^	Hourly		15.53	to	21.32	
48	Parks & Landscape Supervisor	Hourly	39.11	41.07	43.12	45.28	47.54
		Annual	81,355.21	85,422.96	89,693.82	94,178.67	98,887.73
	Principal Civil Engineer	Hourly		62.05	to	84.04	
		Annual		129,063.37	to	174,807.33	
	Principal Planner	Hourly		49.17	to	66.38	
		Annual		102,279.34	to	138,079.29	
	Principal Traffic Engineer	Hourly		62.05	to	84.04	
		Annual		129,063.37	to	174,807.33	
38	Procurement Specialist	Hourly	30.56	32.08	33.69	35.37	37.14
		Annual	63,554.59	66,732.29	70,068.87	73,572.54	77,251.07
	Public Services Manager	Hourly		47.75	to	64.48	
		Annual		99,316.97	to	134,109.32	
43	Public Works Supervisor	Hourly	34.57	36.30	38.11	40.02	42.02
		Annual	71,906.11	75,501.29	79,276.44	83,240.40	87,402.05
	Recreation Aide ^	Hourly		15.53	to	18.21	

CITY OF SANTEE
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE JULY 6, 2023

Range	Classification		A	B	C	D	E
28	Recreation Coordinator	Hourly	23.87	25.06	26.32	27.63	29.01
		Annual	49,648.51	52,131.14	54,737.62	57,474.41	60,348.29
	Recreation Leader ^	Hourly		16.56	to	19.67	
	Recreation Services Manager	Hourly		47.75	to	64.48	
		Annual		99,316.97	to	134,109.32	
	Recreation Supervisor	Hourly		34.11	to	48.73	
		Annual		70,952.11	to	101,360.17	
36	Senior Account Clerk	Hourly	29.08	30.54	32.06	33.67	35.35
		Annual	60,492.18	63,516.81	66,692.82	70,027.39	73,529.00
53	Senior Accountant	Hourly	44.25	46.47	48.79	51.23	53.79
		Annual	92,045.78	96,648.03	101,480.93	106,554.73	111,882.66
50	Senior Building Inspector	Hourly	41.09	43.15	45.31	47.57	49.95
		Annual	85,473.62	89,747.56	94,235.16	98,946.61	103,894.17
	Senior Civil Engineer / Senior Traffic Engineer	Hourly		54.39	to	73.96	
		Annual		113,134.63	to	153,841.33	
	Senior Human Resources Analyst	Hourly		45.06	to	60.83	
		Annual		93,723.06	to	126,526.97	
	Senior Management Analyst	Hourly		42.91	to	57.93	
		Annual		89,260.07	to	120,501.86	
	Senior Management Analyst/ Grant Coordinator	Hourly		45.06	to	60.83	
		Annual		93,723.07	to	126,526.97	
	Senior Planner	Hourly		42.76	to	57.73	
		Annual		88,937.90	to	120,069.10	
	Special Events Supervisor	Hourly		34.11	to	48.73	
		Annual		70,952.11	to	101,360.17	

CITY OF SANTEE
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE JULY 6, 2023

<u>Range</u>	<u>Classification</u>		A	B	C	D	E
	Storm Water Program Assistant^	Hourly		28.73	to	34.92	
50	Storm Water Program Coordinator	Hourly	41.09	43.15	45.31	47.57	49.95
		Annual	85,473.62	89,747.56	94,235.16	98,946.61	103,894.17
	Student Intern ^	Hourly		15.53	to	19.67	
	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 31, 2023

<u>Range</u>	<u>Classification</u>		
	City Council Member	Monthly	1,851.87
		Annual	22,222.39
	Mayor	Monthly	3,120.97
		Annual	37,451.61

CITY OF SANTEE
 SANTEE FIREFIGHTERS' ASSOCIATION SALARY SCHEDULE
 EFFECTIVE JANUARY 4, 2024

<u>Classification</u>		A	B	C	D	E
Fire Captain / PM Base salary	Hourly	37.87	39.76	41.75	43.84	46.03
	Annual	110,270.45	115,785.21	121,574.10	127,651.92	134,035.26
 <i>Educational Incentive</i>						
Fire Captain / PM 31-45 units = 1.5% over base	Hourly	38.44	40.36	42.38	44.49	46.72
	Annual	111,924.27	117,522.00	123,397.83	129,566.89	136,045.83
Fire Captain / PM 46 units and over = 3.0% over base	Hourly	39.00	40.95	43.00	45.15	47.41
	Annual	113,578.44	119,258.77	125,221.54	131,481.14	138,056.02
Fire Captain / PM A.A. Degree = 4.5% over base	Hourly	39.57	41.55	43.63	45.81	48.10
	Annual	115,232.61	120,995.21	127,044.87	133,396.10	140,066.55
Fire Captain / PM Bachelor Degree = 6% over base	Hourly	40.14	42.15	44.25	46.47	48.79
	Annual	116,886.42	122,731.96	128,868.59	135,311.09	142,077.49

CITY OF SANTEE
 SANTEE FIREFIGHTERS' ASSOCIATION SALARY SCHEDULE
 EFFECTIVE JANUARY 4, 2024

<u>Classification</u>		A	B	C	D	E
Fire Captain Base salary	Hourly	36.24	38.05	39.95	41.95	44.05
	Annual	105,521.80	110,798.89	116,338.53	122,154.84	128,262.60
 <i>Educational Incentive</i>						
Fire Captain 31-45 units = 1.5% over base	Hourly	36.78	38.62	40.55	42.58	44.71
	Annual	107,104.57	112,460.63	118,083.97	123,987.20	130,186.58
Fire Captain 46 units and over = 3.0% over base	Hourly	37.32	39.19	41.15	43.21	45.37
	Annual	108,687.70	114,122.73	119,828.69	125,819.21	132,110.57
Fire Captain A.A. Degree = 4.5% over base	Hourly	37.87	39.76	41.75	43.84	46.03
	Annual	110,270.45	115,784.85	121,573.76	127,651.92	134,034.55
Fire Captain Bachelor Degree = 6% over base	Hourly	38.41	40.33	42.35	44.47	46.69
	Annual	111,853.23	117,446.62	123,319.18	129,483.96	135,958.52

CITY OF SANTEE
 SANTEE FIREFIGHTERS' ASSOCIATION SALARY SCHEDULE
 EFFECTIVE JANUARY 4, 2024

<u>Classification</u>		A	B	C	D	E
Fire Engineer/PM Base salary	Hourly	32.89	34.51	36.20	38.05	39.85
	Annual	95,779.23	100,479.91	105,414.69	110,792.51	116,040.04
 <i>Educational Incentive</i>						
Fire Engineer / PM 31-45 units = 1.5% over base	Hourly	33.38	35.02	36.74	38.62	40.45
	Annual	97,216.19	101,986.94	106,995.54	112,454.48	117,780.49
Fire Engineer / PM 46 units and over = 3.0% over base	Hourly	33.88	35.54	37.29	39.19	41.04
	Annual	98,652.79	103,494.37	108,577.09	114,116.01	119,521.03
Fire Engineer / PM A.A. Degree = 4.5% over base	Hourly	34.37	36.06	37.83	39.76	41.64
	Annual	100,089.35	105,001.40	110,158.27	115,777.96	121,261.86
Fire Engineer / PM Bachelor Degree = 6% over base	Hourly	34.86	36.58	38.37	40.33	42.24
	Annual	101,526.30	106,508.83	111,739.45	117,439.92	123,002.37

CITY OF SANTEE
 SANTEE FIREFIGHTERS' ASSOCIATION SALARY SCHEDULE
 EFFECTIVE JANUARY 4, 2024

<u>Classification</u>		A	B	C	D	E
Fire Engineer Base salary	Hourly	31.32	32.86	34.47	36.23	37.94
	Annual	91,198.86	95,673.80	100,373.31	105,493.98	110,491.11
 <i>Educational Incentive</i>						
Fire Engineer 31-45 units = 1.5% over base	Hourly	31.79	33.35	34.99	36.77	38.51
	Annual	92,566.96	97,109.06	101,879.08	107,076.40	112,148.41
Fire Engineer 46 units and over = 3.0% over base	Hourly	32.26	33.84	35.50	37.31	39.08
	Annual	93,935.02	98,543.99	103,384.49	108,658.85	113,806.14
Fire Engineer A.A. Degree = 4.5% over base	Hourly	32.73	34.33	36.02	37.86	39.65
	Annual	95,302.76	99,979.26	104,890.22	110,241.30	115,463.46
Fire Engineer Bachelor Degree = 6% over base	Hourly	33.20	34.83	36.54	38.40	40.22
	Annual	96,671.18	101,414.17	106,395.63	111,823.76	117,120.77

CITY OF SANTEE
 SANTEE FIREFIGHTERS' ASSOCIATION SALARY SCHEDULE
 EFFECTIVE JANUARY 4, 2024

Classification		A	B	C	D	E	F	G	H
Firefighter Paramedic	Hourly	27.84	28.98	30.17	31.41	33.27	34.62	36.02	37.47
Base salary	Annual	81,068.78	84,399.13	87,867.99	91,478.98	96,893.14	100,807.42	104,880.13	109,127.02

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

	G	H
Firefighter Paramedic	36.56	38.04
31-45 units = 1.5% over base	106,453.14	110,763.86
Firefighter Paramedic	37.10	38.60
46 units and over = 3.0% over base	108,026.17	112,401.13
Firefighter Paramedic	37.64	39.16
A.A. Degree = 4.5% over base	109,599.92	114,037.98
Firefighter Paramedic	38.18	39.72
Bachelor Degree = 6% over base	111,172.93	115,674.83

CITY OF SANTEE
 SANTEE FIREFIGHTERS' ASSOCIATION SALARY SCHEDULE
 EFFECTIVE JANUARY 4, 2024

Classification		A	B	C	D	E	F	G	H
Firefighter	Hourly	23.62	24.80	25.93	27.35	28.71	30.15	31.66	33.24
Base salary	Annual	68,787.60	72,225.43	75,516.49	79,629.56	83,611.34	87,792.27	92,180.91	96,791.03
Educational Incentive (after completing 3 1/2 years of employment)								G	H
Firefighter								32.13	33.74
31-45 units = 1.5% over base								93,563.82	98,242.86
Firefighter								32.61	34.24
46 units and over = 3.0% over base								94,946.42	99,694.68
Firefighter								33.08	34.73
A.A. Degree = 4.5% over base								96,329.31	101,146.86
Firefighter								33.55	35.23
Bachelor Degree = 6% over base								97,711.88	102,598.32

CITY OF SANTEE
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE JULY 6, 2023

Range	Classification		A	B	C	D	E
29	Account Clerk	Hourly	24.47	25.69	26.97	28.32	29.74
		Annual	50,889.65	53,434.21	56,105.98	58,911.52	61,856.87
35	Administrative Secretary	Hourly	28.37	29.79	31.28	32.85	34.49
		Annual	59,016.64	61,967.42	65,065.85	68,319.45	71,735.31
	Assistant City Clerk	Hourly		34.11	to	48.73	
		Annual		70,952.11	to	101,360.17	
	Assistant to the City Manager	Hourly		65.29	to	92.54	
		Annual		135,796.98	to	192,492.42	
50	Assistant Engineer	Hourly	41.09	43.15	45.31	47.57	49.95
		Annual	85,473.62	89,747.56	94,235.16	98,946.61	103,894.17
43	Assistant Planner	Hourly	34.57	36.30	38.11	40.02	42.02
		Annual	71,906.11	75,501.29	79,276.44	83,240.40	87,402.05
58	Associate Civil Engineer / Associate Traffic Engineer	Hourly	50.07	52.57	55.20	57.96	60.86
		Annual	104,141.17	109,348.69	114,816.44	120,557.08	126,585.20
49	Associate Planner	Hourly	40.09	42.10	44.20	46.41	48.73
		Annual	83,389.06	87,558.56	91,936.56	96,533.71	101,360.17
28	Building Development Technician I	Hourly	22.95	24.10	25.30	26.57	27.90
		Annual	49,648.51	52,131.14	54,737.62	57,474.41	60,348.29
32	Building Development Technician II	Hourly	25.33	26.60	27.93	29.33	30.79
		Annual	54,802.61	57,542.45	60,419.74	63,440.59	66,612.87
	Building Official	Hourly		59.98	to	78.26	
		Annual		124,757.39	to	162,780.09	
	City Clerk	Hourly		49.95	to	69.95	
		Annual		103,903.99	to	145,491.20	
	City Engineer	Hourly		66.70	to	90.35	
		Annual		138,743.11	to	187,917.88	
	City Manager (Single Rate)	Hourly		121.29	to	121.29	
		Annual		252,265.32	to	252,265.32	

CITY OF SANTEE
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE JULY 6, 2023

Range	Classification		A	B	C	D	E
26	Code Compliance Assistant	Hourly	22.72	23.86	25.05	26.30	27.62
		Annual	47,256.05	49,618.93	52,099.85	54,704.97	57,440.03
44	Code Compliance Officer	Hourly	35.43	37.21	39.07	41.02	43.07
		Annual	73,703.86	77,388.84	81,258.59	85,321.23	89,587.32
46	Confidential Accountant	Hourly	37.23	39.09	41.04	43.10	45.25
		Annual	77,435.13	81,306.89	85,372.26	89,640.72	94,122.88
46	Confidential Payroll Specialist	Hourly	37.23	39.09	41.04	43.10	45.25
		Annual	77,435.13	81,306.89	85,372.26	89,640.72	94,122.88
46	Confidential Secretary to City Manager/Council	Hourly	37.23	39.09	41.04	43.10	45.25
		Annual	77,435.13	81,306.89	85,372.26	89,640.72	94,122.88
	Crossing Guards ^ (Single Rate)	Hourly			15.53		
	Deputy Fire Chief	Hourly		65.72	to	89.92	
		Annual		136,703.13	to	187,042.97	
35	Development Services Technician	Hourly	28.37	29.79	31.28	32.85	34.49
		Annual	59,016.64	61,967.42	65,065.85	68,319.45	71,735.31
	Director of Community Services	Hourly		71.54	to	95.39	
		Annual		148,808.40	to	198,419.14	
	Director of Development Services	Hourly		70.79	to	95.43	
		Annual		147,241.94	to	198,501.85	
	Director of Engineering/City Engineer	Hourly		70.79	to	95.43	
		Annual		147,241.94	to	198,501.85	
	Director of Finance / City Treasurer	Hourly		74.79	to	100.63	
		Annual		155,568.42	to	209,319.56	
	Director of Fire & Life Safety (Fire Chief)	Hourly		84.94	to	110.87	
		Annual		176,678.14	to	230,616.55	

CITY OF SANTEE
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE JULY 6, 2023

Range	Classification		A	B	C	D	E
	Director of Human Resources	Hourly		69.85	to	94.30	
		Annual		145,287.79	to	196,138.76	
	Director of Planning & Building/City Planner	Hourly		70.79	to	95.43	
		Annual		147,241.94	to	198,501.85	
	Economic Development Manager	Hourly		43.99	to	59.38	
		Annual		91,491.56	to	123,514.41	
48	Engineering Inspector	Hourly	39.11	41.07	43.12	45.28	47.54
		Annual	81,355.21	85,422.96	89,693.82	94,178.67	98,887.73
39	Equipment Mechanic	Hourly	31.32	32.88	34.53	36.26	38.07
		Annual	65,143.44	68,400.74	71,820.72	75,411.81	79,182.18
17	Emergency Medical Technician	Hourly	18.19	19.10	20.06	21.06	22.11
		Annual	37,839.27	39,730.92	41,717.84	43,803.79	45,993.81
	Emergency Medical Technician ^	Hourly		17.49	to	21.26	
35	Equipment Operator	Hourly	28.37	29.79	31.28	32.85	34.49
		Annual	59,016.64	61,967.42	65,065.85	68,319.45	71,735.31
38	Facilities Maintenance Supervisor	Hourly	30.56	32.08	33.69	35.37	37.14
		Annual	63,554.59	66,732.29	70,068.87	73,572.54	77,251.07
25	Facilities Maintenance Technician	Hourly	22.17	23.27	24.44	25.66	26.94
		Annual	46,103.36	48,408.39	50,829.10	53,370.26	56,038.64
35	Field Inspector	Hourly	28.37	29.79	31.28	32.85	34.49
		Annual	59,016.64	61,967.42	65,065.85	68,319.45	71,735.31
	Finance Manager	Hourly		55.22	to	74.55	
		Annual		114,867.87	to	155,071.70	
	Fire Battalion Chief (2920 hours)	Hourly		41.88	to	56.78	
		Annual		122,294.29	to	165,787.46	
	Fire Battalion Chief - Administration (2080 hours)	Hourly		58.80	to	79.71	
		Annual		122,294.29	to	165,787.46	

CITY OF SANTEE
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE JULY 6, 2023

Range	Classification		A	B	C	D	E
44	Fire Inspector	Hourly	35.43	37.21	39.07	41.02	43.07
		Annual	73,703.86	77,388.84	81,258.59	85,321.23	89,587.32
	Fire Marshal	Hourly		55.22	to	74.55	
		Annual		114,867.87	to	155,071.70	
	Graduate Intern ^	Hourly		15.53	to	21.32	
38	Human Resources Technician	Hourly	30.56	32.08	33.69	35.37	37.14
		Annual	63,554.59	66,732.29	70,068.87	73,572.54	77,251.07
53	Information Technology Analyst	Hourly	44.25	46.47	48.79	51.23	53.79
		Annual	92,045.78	96,648.03	101,480.93	106,554.73	111,882.66
	Information Technology Manager	Hourly		50.20	to	67.78	
		Annual		104,425.33	to	140,974.34	
35	Irrigation Specialist	Hourly	28.37	29.79	31.28	32.85	34.49
		Annual	59,016.64	61,967.42	65,065.85	68,319.45	71,735.31
29	Landscape and Irrigation Maintenance Worker	Hourly	24.47	25.69	26.97	28.32	29.74
		Annual	50,889.65	53,434.21	56,105.98	58,911.52	61,856.87
48	Lead Equipment Mechanic	Hourly	39.11	41.07	43.12	45.28	47.54
		Annual	81,355.21	85,422.96	89,693.82	94,178.67	98,887.73
29	Maintenance Worker	Hourly	24.47	25.69	26.97	28.32	29.74
		Annual	50,889.65	53,434.21	56,105.98	58,911.52	61,856.87
46	Management Analyst	Hourly	37.23	39.09	41.04	43.10	45.25
		Annual	77,435.13	81,306.89	85,372.26	89,640.72	94,122.88

CITY OF SANTEE
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE JULY 6, 2023

Range	Classification		A	B	C	D	E
	Marketing Aide^	Hourly		15.53	to	21.32	
	Marketing Coordinator	Hourly		34.11	to	48.73	
		Annual		70,952.11	to	101,360.17	
	Marketing Manager	Hourly		47.75	to	64.48	
		Annual		99,316.97	to	134,109.32	
28	Marketing Specialist	Hourly	23.87	25.06	26.32	27.63	29.01
		Annual	49,648.51	52,131.14	54,737.62	57,474.41	60,348.29
34	Marketing Specialist II	Hourly	27.68	29.07	30.52	32.04	33.65
		Annual	57,577.16	60,456.15	63,478.71	66,652.70	69,985.20
	Office Assistant ^	Hourly		15.53	to	21.32	
48	Parks & Landscape Supervisor	Hourly	39.11	41.07	43.12	45.28	47.54
		Annual	81,355.21	85,422.96	89,693.82	94,178.67	98,887.73
	Principal Civil Engineer	Hourly		62.05	to	84.04	
		Annual		129,063.37	to	174,807.33	
	Principal Planner	Hourly		49.17	to	66.38	
		Annual		102,279.34	to	138,079.29	
	Principal Traffic Engineer	Hourly		62.05	to	84.04	
		Annual		129,063.37	to	174,807.33	
38	Procurement Specialist	Hourly	30.56	32.08	33.69	35.37	37.14
		Annual	63,554.59	66,732.29	70,068.87	73,572.54	77,251.07
	Public Services Manager	Hourly		47.75	to	64.48	
		Annual		99,316.97	to	134,109.32	
43	Public Works Supervisor	Hourly	34.57	36.30	38.11	40.02	42.02
		Annual	71,906.11	75,501.29	79,276.44	83,240.40	87,402.05
	Recreation Aide ^	Hourly		15.53	to	18.21	

CITY OF SANTEE
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE JULY 6, 2023

Range	Classification		A	B	C	D	E
28	Recreation Coordinator	Hourly	23.87	25.06	26.32	27.63	29.01
		Annual	49,648.51	52,131.14	54,737.62	57,474.41	60,348.29
	Recreation Leader ^	Hourly		16.56	to	19.67	
	Recreation Services Manager	Hourly		47.75	to	64.48	
		Annual		99,316.97	to	134,109.32	
	Recreation Supervisor	Hourly		34.11	to	48.73	
		Annual		70,952.11	to	101,360.17	
36	Senior Account Clerk	Hourly	29.08	30.54	32.06	33.67	35.35
		Annual	60,492.18	63,516.81	66,692.82	70,027.39	73,529.00
53	Senior Accountant	Hourly	44.25	46.47	48.79	51.23	53.79
		Annual	92,045.78	96,648.03	101,480.93	106,554.73	111,882.66
50	Senior Building Inspector	Hourly	41.09	43.15	45.31	47.57	49.95
		Annual	85,473.62	89,747.56	94,235.16	98,946.61	103,894.17
	Senior Civil Engineer / Senior Traffic Engineer	Hourly		54.39	to	73.96	
		Annual		113,134.63	to	153,841.33	
	Senior Human Resources Analyst	Hourly		45.06	to	60.83	
		Annual		93,723.06	to	126,526.97	
	Senior Management Analyst	Hourly		42.91	to	57.93	
		Annual		89,260.07	to	120,501.86	
	Senior Management Analyst/ Grant Coordinator	Hourly		45.06	to	60.83	
		Annual		93,723.07	to	126,526.97	
	Senior Planner	Hourly		42.76	to	57.73	
		Annual		88,937.90	to	120,069.10	
	Special Events Supervisor	Hourly		34.11	to	48.73	
		Annual		70,952.11	to	101,360.17	

CITY OF SANTEE
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE JULY 6, 2023

<u>Range</u>	<u>Classification</u>		A	B	C	D	E
	Storm Water Program Assistant^	Hourly		28.73	to	34.92	
50	Storm Water Program Coordinator	Hourly	41.09	43.15	45.31	47.57	49.95
		Annual	85,473.62	89,747.56	94,235.16	98,946.61	103,894.17
	Student Intern ^	Hourly		15.53	to	19.67	
	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 31, 2023

Range	Classification		
	City Council Member	Monthly	1,851.87
		Annual	22,222.39
	Mayor	Monthly	3,120.97
		Annual	37,451.61