

CITY OF SANTEE  
 SANTEE FIREFIGHTERS' ASSOCIATION SALARY SCHEDULE  
 2.5% MARKET ADJUSTMENT & 3% COLA EFFECTIVE JULY 3, 2025

<b>Classification</b>		<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
<b>Fire Captain / PM</b>	Hourly	41.58	43.66	45.84	48.13	50.54
<b>Base Salary</b>	Annual	121,074.75	127,129.85	133,485.92	140,159.26	147,168.03
 <i><b>Educational Incentive</b></i>						
Fire Captain / PM	Hourly	42.20	44.31	46.53	48.85	51.30
31-45 units = 1.5% over base	Annual	122,890.61	129,036.81	135,488.34	142,261.86	149,375.60
Fire Captain / PM	Hourly	42.83	44.97	47.22	49.58	52.05
46 units and over = 3.0% over base	Annual	124,706.86	130,943.74	137,490.74	144,363.67	151,582.75
Fire Captain / PM	Hourly	43.45	45.62	47.90	50.30	52.81
A.A. Degree = 4.5% over base	Annual	126,523.10	132,850.32	139,492.73	146,466.25	153,790.27
Fire Captain / PM	Hourly	44.07	46.28	48.59	51.02	53.57
Bachelor Degree = 6% over base	Annual	128,338.96	134,757.24	141,495.13	148,568.87	155,998.25

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<b>Fire Captain</b>	Hourly	39.79	41.78	43.87	46.06	48.36
<b>Base Salary</b>	Annual	115,860.82	121,654.98	127,737.38	134,123.57	140,829.76
<b><i>Educational Incentive</i></b>						
Fire Captain	Hourly	40.38	42.40	44.52	46.75	49.09
31-45 units = 1.5% over base	Annual	117,598.67	123,479.53	129,653.84	136,135.47	142,942.26
Fire Captain	Hourly	40.98	43.03	45.18	47.44	49.81
46 units and over = 3.0% over base	Annual	119,336.93	125,304.48	131,569.51	138,146.98	145,054.76
Fire Captain	Hourly	41.58	43.66	45.84	48.13	50.54
A.A. Degree = 4.5% over base	Annual	121,074.75	127,129.85	133,485.92	140,159.26	147,168.03
Fire Captain	Hourly	42.17	44.28	46.50	48.82	51.26
Bachelor Degree = 6% over base	Annual	122,812.61	128,954.05	135,402.00	142,170.80	149,279.74

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<b>Classification</b>		<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
<b>Fire Engineer/PM</b>	Hourly	36.11	37.89	39.75	41.77	43.75
<b>Base Salary</b>	Annual	105,163.68	110,324.93	115,743.23	121,647.96	127,409.64
 <b><i>Educational Incentive</i></b>						
Fire Engineer / PM	Hourly	36.66	38.45	40.34	42.40	44.41
31-45 units = 1.5% over base	Annual	106,741.44	111,979.62	117,478.96	123,472.77	129,320.62
Fire Engineer / PM	Hourly	37.20	39.02	40.94	43.03	45.07
46 units and over = 3.0% over base	Annual	108,318.79	113,634.76	119,215.48	125,297.10	131,231.70
Fire Engineer / PM	Hourly	37.74	39.59	41.54	43.65	45.72
A.A. Degree = 4.5% over base	Annual	109,896.10	115,289.44	120,951.58	127,121.88	133,143.09
Fire Engineer / PM	Hourly	38.28	40.16	42.13	44.28	46.38
Bachelor Degree = 6% over base	Annual	111,473.84	116,944.57	122,687.68	128,946.69	135,054.14

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<b>Classification</b>		<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
<b>Fire Engineer</b>	Hourly	34.39	36.07	37.85	39.78	41.66
<b>Base Salary</b>	Annual	100,134.52	105,047.91	110,207.89	115,830.28	121,317.02
 <b><i>Educational Incentive</i></b>						
Fire Engineer	Hourly	34.90	36.62	38.41	40.37	42.29
31-45 units = 1.5% over base	Annual	101,636.67	106,623.80	111,861.19	117,567.75	123,136.72
Fire Engineer	Hourly	35.42	37.16	38.98	40.97	42.91
46 units and over = 3.0% over base	Annual	103,138.77	108,199.33	113,514.12	119,305.24	124,956.87
Fire Engineer	Hourly	35.93	37.70	39.55	41.57	43.54
A.A. Degree = 4.5% over base	Annual	104,640.53	109,775.23	115,167.37	121,042.74	126,776.57
Fire Engineer	Hourly	36.45	38.24	40.12	42.16	44.17
Bachelor Degree = 6% over base	Annual	106,143.02	111,350.73	116,820.28	122,780.25	128,596.26

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Classification		A	B	C	D	E	F	G	H
<b>Firefighter Paramedic</b>	Hourly	30.57	31.82	33.13	34.49	36.53	38.01	39.55	41.15
<b>Base Salary</b>	Annual	89,011.90	92,668.56	96,477.30	100,442.09	106,386.74	110,684.53	115,156.29	119,819.28

**Educational Incentive**

*(after completion of 2.5 yrs of employment)*

		G	H
Firefighter Paramedic		40.14	41.76
31-45 units = 1.5% over base		116,883.43	121,616.50
Firefighter Paramedic		40.73	42.38
46 units and over = 3.0% over base		118,610.58	123,414.20
Firefighter Paramedic		41.33	43.00
A.A. Degree = 4.5% over base		120,338.53	125,211.43
Firefighter Paramedic		41.92	43.62
Bachelor Degree = 6% over base		122,065.66	127,008.65

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Classification		A	B	C	D	E	F	G	H
<b>Firefighter</b>	Hourly	25.94	27.23	28.47	30.02	31.53	33.10	34.76	36.50
<b>Base Salary</b>	Annual	75,527.40	79,302.08	82,915.60	87,431.66	91,803.57	96,394.16	101,212.81	106,274.61

**Educational Incentive**

*(after completion of 2.5 yrs of employment)*

		G	H
Firefighter		35.28	37.04
31-45 units = 1.5% over base		102,731.20	107,868.69
Firefighter		35.80	37.59
46 units and over = 3.0% over base		104,249.28	109,462.76
Firefighter		36.32	38.14
A.A. Degree = 4.5% over base		105,767.65	111,057.22
Firefighter		36.84	38.69
Bachelor Degree = 6% over base		107,285.69	112,650.90

CITY OF SANTEE  
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE  
 3% COLA EFFECTIVE JULY 3, 2025

Range	Classification		A	B	C	D	E
29	Account Clerk	Hourly	26.21	27.52	28.89	30.34	31.86
		Annual	54,513.00	57,238.73	60,100.73	63,106.02	66,261.09
35	Administrative Secretary	Hourly	30.39	31.91	33.51	35.18	36.94
		Annual	63,218.63	66,379.50	69,698.53	73,183.80	76,842.86
	Assistant City Clerk	Hourly		36.54	to	52.20	
		Annual		76,003.90	to	108,577.02	
	Assistant to the City Manager	Hourly		69.94	to	99.13	
		Annual		145,465.73	to	206,197.88	
50	Assistant Engineer	Hourly	44.02	46.22	48.53	50.96	53.51
		Annual	91,559.35	96,137.58	100,944.71	105,991.60	111,291.44
43	Assistant Planner	Hourly	37.03	38.88	40.83	42.87	45.01
		Annual	77,025.82	80,876.98	84,920.93	89,167.12	93,625.07
58	Associate Civil Engineer / Associate Traffic Engineer	Hourly	53.63	56.31	59.13	62.09	65.19
		Annual	111,556.03	117,134.32	122,991.37	129,140.74	135,598.07
49	Associate Planner	Hourly	42.95	45.09	47.35	49.71	52.20
		Annual	89,326.36	93,792.73	98,482.44	103,406.91	108,577.02
33	Building Development Technician I	Hourly	28.93	30.38	31.89	33.49	35.16
		Annual	60,172.21	63,180.72	66,339.80	69,657.02	73,140.07
35	Building Development Technician II	Hourly	30.39	31.91	33.51	35.18	36.94
		Annual	63,218.63	66,379.50	69,698.53	73,183.80	76,842.86
	Building Official	Hourly		64.25	to	83.83	
		Annual		133,640.12	to	174,370.03	
	City Clerk	Hourly		53.51	to	74.93	
		Annual		111,301.96	to	155,850.18	
	City Engineer	Hourly		71.45	to	96.78	
		Annual		148,621.62	to	201,297.64	
	City Manager (Single Rate)	Hourly		126.14	to	126.14	
		Annual		262,355.93	to	262,355.93	

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Range	Classification		A	B	C	D	E
26	Code Compliance Assistant	Hourly	24.34	25.55	26.83	28.17	29.58
		Annual	50,620.68	53,151.80	55,809.36	58,599.97	61,529.76
44	Code Compliance Officer	Hourly	37.96	39.86	41.85	43.94	46.14
		Annual	78,951.57	82,898.92	87,044.20	91,396.10	95,965.93
46	Confidential Accountant	Hourly	39.88	41.87	43.97	46.17	48.47
		Annual	82,948.52	87,095.95	91,450.77	96,023.14	100,824.43
37	Confidential Administrative Secretary - HR	Hourly	31.93	33.53	35.21	36.97	38.81
		Annual	66,419.24	69,740.12	73,227.15	76,888.42	80,733.02
46	Confidential Payroll Specialist	Hourly	39.88	41.87	43.97	46.17	48.47
		Annual	82,948.52	87,095.95	91,450.77	96,023.14	100,824.43
46	Confidential Secretary to City Manager/Council	Hourly	39.88	41.87	43.97	46.17	48.47
		Annual	82,948.52	87,095.95	91,450.77	96,023.14	100,824.43
	Crossing Guards ^ (Single Rate)	Hourly			16.50		
	Deputy Fire Chief	Hourly		74.63	to	102.11	
		Annual		155,222.58		212,382.06	
35	Development Services Technician	Hourly	30.39	31.91	33.51	35.18	36.94
		Annual	63,218.63	66,379.50	69,698.53	73,183.80	76,842.86
	Director of Community Services	Hourly		76.64	to	102.19	
		Annual		159,403.56	to	212,546.59	
	Director of Development Services	Hourly		75.83	to	102.23	
		Annual		157,725.57	to	212,635.18	
	Director of Engineering/City Engineer	Hourly		75.83	to	102.23	
		Annual		157,725.57	to	212,635.18	
	Director of Finance / City Treasurer	Hourly		80.12	to	107.80	
		Annual		166,644.90	to	224,223.11	
	Director of Fire & Life Safety (Fire Chief)	Hourly		90.99	to	118.77	
		Annual		189,257.63	to	247,036.45	

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Range	Classification		A	B	C	D	E
	Director of Human Resources	Hourly		74.82	to	101.01	
		Annual		155,632.28	to	210,103.84	
	Director of Planning & Building / City Planner	Hourly		75.83	to	102.23	
		Annual		157,725.57	to	212,635.18	
	Economic Development Manager	Hourly		48.32	to	65.24	
		Annual		100,514.70	to	135,695.74	
48	Engineering Inspector	Hourly	41.90	43.99	46.19	48.50	50.93
		Annual	87,147.70	91,505.08	96,080.02	100,884.20	105,928.54
39	Equipment Mechanic	Hourly	33.55	35.23	36.99	38.84	40.78
		Annual	69,781.66	73,270.87	76,934.36	80,781.13	84,819.95
	Emergency Manager - HMPG Project Manager ^ (Hazard Mitigation Grant Program)	Hourly		56.57	to	76.92	
		Annual		117,660.02	to	159,994.98	
17	Emergency Medical Technician 56-hour	Hourly	19.49	20.46	21.48	22.56	23.69
		Annual	56,747.89	59,597.28	62,566.65	65,685.98	68,985.28
17	Emergency Medical Technician 12-hour <i>*Annual calculated based on a 42-hour weekly average</i>	Hourly	19.49	20.46	21.48	22.56	23.69
		Annual*	42,560.92	44,697.96	46,924.99	49,264.49	51,738.96
	Emergency Medical Technician Part-Time ^	Hourly		19.49	to	23.69	
35	Equipment Operator	Hourly	30.39	31.91	33.51	35.18	36.94
		Annual	63,218.63	66,379.50	69,698.53	73,183.80	76,842.86
42	Facilities Maintenance Supervisor	Hourly	36.13	37.93	39.83	41.82	43.91
		Annual	75,147.10	78,904.21	82,849.39	86,992.08	91,341.42
25	Facilities Maintenance Technician	Hourly	23.74	24.93	26.18	27.49	28.86
		Annual	49,385.92	51,855.07	54,448.13	57,170.22	60,028.60
29	Facilities Maintenance Worker	Hourly	26.21	27.52	28.89	30.34	31.86
		Annual	54,513.00	57,238.73	60,100.73	63,106.02	66,261.09
35	Field Inspector	Hourly	30.39	31.91	33.51	35.18	36.94
		Annual	63,218.63	66,379.50	69,698.53	73,183.80	76,842.86

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Range	Classification		A	B	C	D	E
	Finance Manager	Hourly		59.16	to	79.86	
		Annual		123,046.47	to	166,112.81	
	Fire Battalion Chief (2920 hours)	Hourly		44.86	to	60.82	
		Annual		131,001.64	to	177,591.53	
	Fire Battalion Chief - Administration (2080 hours)	Hourly		62.98	to	85.38	
		Annual		131,001.64	to	177,591.53	
	Fire Division Chief	Hourly		66.12	to	89.25	
		Annual		137,524.05	to	185,632.60	
44	Fire Inspector	Hourly	37.96	39.86	41.85	43.94	46.14
		Annual	78,951.57	82,898.92	87,044.20	91,396.10	95,965.93
	Fire Marshal	Hourly		64.25	to	83.83	
		Annual		133,640.12	to	174,370.03	
	Graduate Intern ^	Hourly		16.50	to	21.32	
38	Human Resources Technician	Hourly	32.73	34.37	36.09	37.89	39.78
		Annual	68,079.67	71,483.63	75,057.78	78,810.90	82,751.34
38	Human Services and Open Space Coordinator	Hourly	32.73	34.37	36.09	37.89	39.78
		Annual	68,079.67	71,483.63	75,057.78	78,810.90	82,751.34
	IT Systems Technician^	Hourly		27.76	to	33.74	
53	Information Technology Analyst	Hourly	47.40	49.77	52.26	54.88	57.62
		Annual	98,599.44	103,529.37	108,706.38	114,141.43	119,848.71
	Information Technology Manager	Hourly		64.25	to	83.83	
		Annual		133,640.12	to	174,370.03	
53	Information Technology GIS Analyst	Hourly	47.40	49.77	52.26	54.88	57.62
		Annual	98,599.44	103,529.37	108,706.38	114,141.43	119,848.71
	Information Technology/GIS Technician^			30.56	to	37.14	
33	Information Technology Technician	Hourly	28.93	30.38	31.89	33.49	35.16
		Annual	60,172.21	63,180.72	66,339.80	69,657.02	73,140.07

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Range	Classification		A	B	C	D	E
35	Irrigation Specialist	Hourly	30.39	31.91	33.51	35.18	36.94
		Annual	63,218.63	66,379.50	69,698.53	73,183.80	76,842.86
	Landscape and Irrigation Maintenance Worker ^	Hourly		26.21	to	31.86	
29	Landscape and Irrigation Maintenance Worker	Hourly	26.21	27.52	28.89	30.34	31.86
		Annual	54,513.00	57,238.73	60,100.73	63,106.02	66,261.09
48	Lead Equipment Mechanic	Hourly	41.90	43.99	46.19	48.50	50.93
		Annual	87,147.70	91,505.08	96,080.02	100,884.20	105,928.54
29	Maintenance Worker	Hourly	26.21	27.52	28.89	30.34	31.86
		Annual	54,513.00	57,238.73	60,100.73	63,106.02	66,261.09
46	Management Analyst	Hourly	39.88	41.87	43.97	46.17	48.47
		Annual	82,948.52	87,095.95	91,450.77	96,023.14	100,824.43
43	Management Assistant	Hourly	37.03	38.88	40.83	42.87	45.01
		Annual	77,025.32	80,876.98	84,920.93	89,167.12	93,625.07
	Marketing Aide^	Hourly		16.50	to	21.32	
	Marketing Coordinator	Hourly		36.54	to	52.20	
		Annual		76,003.90	to	108,577.02	
	Marketing Manager	Hourly		51.15	to	69.07	
		Annual		106,388.34	to	143,657.90	
28	Marketing Specialist	Hourly	25.57	26.85	28.19	29.60	31.08
		Annual	53,183.48	55,842.88	58,634.94	61,566.59	64,645.09
34	Marketing Specialist II	Hourly	29.65	31.13	32.69	34.33	36.04
		Annual	61,676.66	64,760.63	67,998.40	71,398.37	74,968.15
	Office Assistant ^	Hourly		16.50	to	21.32	
48	Parks & Landscape Supervisor	Hourly	41.90	43.99	46.19	48.50	50.93
		Annual	87,147.70	91,505.08	96,080.02	100,884.20	105,928.54
	Principal Civil Engineer	Hourly		66.47	to	90.03	
		Annual		138,252.69	to	187,253.61	

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		A	B	C	D	E
	Principal Planner		52.67	to	71.11	
			109,561.63	to	147,910.53	
	Principal Traffic Engineer		66.47	to	90.03	
			138,252.69	to	187,253.61	
39	Procurement Specialist	33.55	35.23	36.99	38.84	40.78
		69,781.66	73,270.87	76,934.36	80,781.13	84,819.95
	Public Services Manager		51.15	to	69.07	
			106,388.34	to	143,657.90	
44	Public Works Supervisor	37.96	39.86	41.85	43.94	46.14
		78,951.57	82,898.92	87,044.20	91,396.10	95,965.93
	Recreation Aide ^		16.50	to	18.21	
28	Recreation Coordinator	25.57	26.85	28.19	29.60	31.08
		53,183.48	55,842.88	58,634.94	61,566.59	64,645.09
	Recreation Leader ^		16.56	to	19.67	
	Recreation Services Manager		51.15	to	69.07	
			106,388.34	to	143,657.90	
	Recreation Supervisor		36.54	to	52.20	
			76,003.90	to	108,577.02	
23	Secretary	22.60	23.73	24.92	26.16	27.47
		47,006.08	49,356.41	51,824.09	54,415.34	57,136.34
36	Senior Account Clerk	31.15	32.71	34.35	36.06	37.87
		64,799.23	68,039.20	71,441.35	75,013.35	78,764.27
53	Senior Accountant	47.40	49.77	52.26	54.88	57.62
		98,599.44	103,529.37	108,706.38	114,141.43	119,848.71
50	Senior Building Inspector	44.02	46.22	48.53	50.96	53.51
		91,559.35	96,137.58	100,944.71	105,991.60	111,291.44

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Range	Classification					
		A	B	C	D	E
	Senior Civil Engineer / Senior Traffic Engineer		58.26	to	79.23	
			121,189.82	to	164,794.83	
	Senior Human Resources Analyst		48.27	to	65.16	
			100,396.15	to	135,535.68	
	Senior Management Analyst		45.97	to	62.06	
			95,615.28	to	129,081.59	
	Senior Management Analyst/ Grant Coordinator		48.27	to	65.16	
			100,396.15	to	135,535.68	
	Senior Planner		45.80	to	61.84	
			95,270.28	to	128,618.02	
	Special Events Supervisor		36.54	to	52.20	
			76,003.90	to	108,577.02	
	Storm Water Program Assistant^		28.73	to	34.92	
50	Storm Water Program Coordinator	44.02	46.22	48.53	50.96	53.51
		91,559.35	96,137.58	100,944.71	105,991.60	111,291.44
	Student Intern ^		16.50	to	19.67	
	Technical Professional Expert ^		50.00	to	160.00	

^Part-time, temporary status

CITY OF SANTEE  
MAYOR AND CITY COUNCIL MEMBERS SALARY SCHEDULE  
3% COLA EFFECTIVE JULY 3, 2025

<u>Range</u>	<u>Classification</u>		
	City Council Member	Monthly	1,983.72
		Annual	23,804.62
		Monthly	3,343.18
	Mayor	Annual	40,118.16