

CITY OF SANTEE
HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
EFFECTIVE AUGUST 27, 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
42	Building Inspector	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
	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	

CITY OF SANTEE
HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
EFFECTIVE AUGUST 27, 2025

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	to	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		75.83	to	102.23	
		Annual		157,725.57	to	212,635.18	
	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	
	Director of Human Resources	Hourly		75.83	to	102.23	
		Annual		157,725.57	to	212,635.18	

CITY OF SANTEE
HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
EFFECTIVE AUGUST 27, 2025

Range	Classification		A	B	C	D	E
	Director of Planning & Building / City Planner	Hourly Annual		75.83 157,725.57	to to	102.23 212,635.18	
	Economic Development Manager	Hourly Annual		48.32 100,514.70	to to	65.24 135,695.74	
48	Engineering Inspector	Hourly Annual	41.90 87,147.70	43.99 91,505.08	46.19 96,080.02	48.50 100,884.20	50.93 105,928.54
39	Equipment Mechanic	Hourly Annual	33.55 69,781.66	35.23 73,270.87	36.99 76,934.36	38.84 80,781.13	40.78 84,819.95
	Emergency Manager - HMPG Project Manager ^ (Hazard Mitigation Grant Program)	Hourly Annual		56.57 117,660.02	to to	76.92 159,994.98	
17	Emergency Medical Technician 56-hour	Hourly Annual	19.49 56,747.89	20.46 59,597.28	21.48 62,566.65	22.56 65,685.98	23.69 68,985.28
17	Emergency Medical Technician 12-hour <i>*Annual calculated based on a 42-hour weekly average</i>	Hourly Annual*	19.49 42,560.92	20.46 44,697.96	21.48 46,924.99	22.56 49,264.49	23.69 51,738.96
	Emergency Medical Technician Part-Time ^	Hourly		19.49	to	23.69	
35	Equipment Operator	Hourly Annual	30.39 63,218.63	31.91 66,379.50	33.51 69,698.53	35.18 73,183.80	36.94 76,842.86
42	Facilities Maintenance Supervisor	Hourly Annual	36.13 75,147.10	37.93 78,904.21	39.83 82,849.39	41.82 86,992.08	43.91 91,341.42
25	Facilities Maintenance Technician	Hourly Annual	23.74 49,385.92	24.93 51,855.07	26.18 54,448.13	27.49 57,170.22	28.86 60,028.60
29	Facilities Maintenance Worker	Hourly Annual	26.21 54,513.00	27.52 57,238.73	28.89 60,100.73	30.34 63,106.02	31.86 66,261.09
35	Field Inspector	Hourly Annual	30.39 63,218.63	31.91 66,379.50	33.51 69,698.53	35.18 73,183.80	36.94 76,842.86
	Finance Manager	Hourly Annual		59.16 123,046.47	to to	79.86 166,112.81	
	Fire Battalion Chief (2920 hours)	Hourly Annual		44.86 131,001.64	to to	60.82 177,591.53	

CITY OF SANTEE
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EFFECTIVE AUGUST 27, 2025

Range	Classification		A	B	C	D	E
	Fire Battalion Chief - Administration (2080 hours)	Hourly Annual		62.98 131,001.64	to to	85.38 177,591.53	
	Fire Division Chief	Hourly Annual		66.12 137,524.05	to to	89.25 185,632.60	
44	Fire Inspector	Hourly Annual	37.96 78,951.57	39.86 82,898.92	41.85 87,044.20	43.94 91,396.10	46.14 95,965.93
	Fire Marshal	Hourly Annual		64.25 133,640.12	to to	83.83 174,370.03	
53	Fleet Supervisor	Hourly Annual	47.40 98,599.44	49.77 103,529.37	52.26 108,706.38	54.88 114,141.43	57.62 119,848.71
	Graduate Intern ^	Hourly		16.50	to	21.32	
38	Human Resources Technician	Hourly Annual	32.73 68,079.67	34.37 71,483.63	36.09 75,057.78	37.89 78,810.90	39.78 82,751.34
38	Human Services and Open Space Coordinator	Hourly Annual	32.73 68,079.67	34.37 71,483.63	36.09 75,057.78	37.89 78,810.90	39.78 82,751.34
	IT Systems Technician^	Hourly		27.76	to	33.74	
53	Information Technology Analyst	Hourly Annual	47.40 98,599.44	49.77 103,529.37	52.26 108,706.38	54.88 114,141.43	57.62 119,848.71
	Information Technology Manager	Hourly Annual		64.25 133,640.12	to to	83.83 174,370.03	
53	Information Technology GIS Analyst	Hourly Annual	47.40 98,599.44	49.77 103,529.37	52.26 108,706.38	54.88 114,141.43	57.62 119,848.71
	Information Technology/GIS Technician^			30.56	to	37.14	
33	Information Technology Technician	Hourly Annual	28.93 60,172.21	30.38 63,180.72	31.89 66,339.80	33.49 69,657.02	35.16 73,140.07
35	Irrigation Specialist	Hourly Annual	30.39 63,218.63	31.91 66,379.50	33.51 69,698.53	35.18 73,183.80	36.94 76,842.86
	Landscape and Irrigation Maintenance Worker ^	Hourly		26.21	to	31.86	

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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
53	Plans Examiner	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
	Principal Civil Engineer	Hourly		66.47	to	90.03	
		Annual		138,252.69	to	187,253.61	
	Principal Planner	Hourly		52.67	to	71.11	
		Annual		109,561.63	to	147,910.53	
	Principal Traffic Engineer	Hourly		66.47	to	90.03	

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HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
EFFECTIVE AUGUST 27, 2025

Range	Classification		A	B	C	D	E
		Annual		138,252.69	to	187,253.61	
39	Procurement Specialist	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
	Public Services Manager	Hourly		51.15	to	69.07	
		Annual		106,388.34	to	143,657.90	
44	Public Works Supervisor	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
	Recreation Aide ^	Hourly		16.50	to	18.21	
28	Recreation Coordinator	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
	Recreation Leader ^	Hourly		16.56	to	19.67	
	Recreation Services Manager	Hourly		51.15	to	69.07	
		Annual		106,388.34	to	143,657.90	
	Recreation Supervisor	Hourly		36.54	to	52.20	
		Annual		76,003.90	to	108,577.02	
23	Secretary	Hourly	22.60	23.73	24.92	26.16	27.47
		Annual	47,006.08	49,356.41	51,824.09	54,415.34	57,136.34
36	Senior Account Clerk	Hourly	31.15	32.71	34.35	36.06	37.87
		Annual	64,799.23	68,039.20	71,441.35	75,013.35	78,764.27
53	Senior Accountant	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
50	Senior Building Inspector	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
	Senior Civil Engineer / Senior Traffic Engineer	Hourly		58.26	to	79.23	
		Annual		121,189.82	to	164,794.83	
	Senior Human Resources Analyst	Hourly		48.27	to	65.16	
		Annual		100,396.15	to	135,535.68	
	Senior Management Analyst	Hourly		45.97	to	62.06	
		Annual		95,615.28	to	129,081.59	

CITY OF SANTEE
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE AUGUST 27, 2025

Range	Classification		A	B	C	D	E
	Senior Management Analyst/ Grant Coordinator	Hourly Annual		48.27 100,396.15	to to	65.16 135,535.68	
	Senior Planner	Hourly Annual		45.80 95,270.28	to to	61.84 128,618.02	
	Special Events Supervisor	Hourly Annual		36.54 76,003.90	to to	52.20 108,577.02	
	Storm Water Program Assistant^	Hourly		28.73	to	34.92	
50	Storm Water Program Coordinator	Hourly Annual	44.02 91,559.35	46.22 96,137.58	48.53 100,944.71	50.96 105,991.60	53.51 111,291.44
	Student Intern ^	Hourly		16.50	to	19.67	
	Technical Professional Expert ^	Hourly		50.00	to	160.00	
^Part-time, temporary status							

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

Classification		A	B	C	D	E
Fire Captain / PM	Hourly	41.58	43.66	45.84	48.13	50.54
Base Salary	Annual	121,074.75	127,129.85	133,485.92	140,159.26	147,168.03
<i>Educational Incentive</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

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

Classification		A	B	C	D	E
Fire Captain	Hourly	39.79	41.78	43.87	46.06	48.36
Base Salary	Annual	115,860.82	121,654.98	127,737.38	134,123.57	140,829.76
<i>Educational Incentive</i>						
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

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

Classification		A	B	C	D	E
Fire Engineer/PM	Hourly	36.11	37.89	39.75	41.77	43.75
Base Salary	Annual	105,163.68	110,324.93	115,743.23	121,647.96	127,409.64
<i>Educational Incentive</i>						
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

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

Classification		A	B	C	D	E
Fire Engineer	Hourly	34.39	36.07	37.85	39.78	41.66
Base Salary	Annual	100,134.52	105,047.91	110,207.89	115,830.28	121,317.02
<i>Educational Incentive</i>						
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

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

Classification		A	B	C	D	E	F	G	H
Firefighter Paramedic	Hourly	30.57	31.82	33.13	34.49	36.53	38.01	39.55	41.15
Base Salary	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

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

Classification		A	B	C	D	E	F	G	H
Firefighter	Hourly	25.94	27.23	28.47	30.02	31.53	33.10	34.76	36.50
Base Salary	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
MAYOR AND CITY COUNCIL MEMBERS SALARY SCHEDULE
3% COLA EFFECTIVE JULY 3, 2025

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