

CITY OF SANTEE
 SANTEE FIREFIGHTERS' ASSOCIATION SALARY SCHEDULE
 EFFECTIVE JUNE 28, 2018

Exhibit A

<u>Classification</u>		A	B	C	D	E
Fire Captain / PM Base salary	Hourly	31.12	32.68	34.31	36.03	37.83
	Annual	90,628.71	95,161.16	99,918.93	104,914.14	110,160.46
 <i>Educational Incentive</i>						
Fire Captain / PM 31-45 units = 1.5% over base	Hourly	31.59	33.17	34.83	36.57	38.40
	Annual	91,987.95	96,588.59	101,417.80	106,488.00	111,812.90
Fire Captain / PM 46 units and over = 3.0% over base	Hourly	32.06	33.66	35.34	37.11	38.96
	Annual	93,347.47	98,016.00	102,916.66	108,061.29	113,465.02
Fire Captain / PM A.A. Degree = 4.5% over base	Hourly	32.52	34.15	35.86	37.65	39.53
	Annual	94,707.00	99,443.14	104,415.21	109,635.15	115,117.43
Fire Captain / PM Bachelor Degree = 6% over base	Hourly	32.99	34.64	36.37	38.19	40.10
	Annual	96,066.23	100,870.54	105,914.09	111,209.02	116,770.17

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Fire Captain Base salary	Hourly	29.78	31.27	32.84	34.48	36.20
	Annual	86,725.91	91,063.01	95,615.91	100,396.22	105,416.04
 <i>Educational Incentive</i>						
Fire Captain 31-45 units = 1.5% over base	Hourly	30.23	31.74	33.33	34.99	36.74
	Annual	88,026.75	92,428.77	97,050.46	101,902.19	106,997.32
Fire Captain 46 units and over = 3.0% over base	Hourly	30.68	32.21	33.82	35.51	37.29
	Annual	89,327.87	93,794.81	98,484.41	103,407.88	108,578.59
Fire Captain A.A. Degree = 4.5% over base	Hourly	31.12	32.68	34.31	36.03	37.83
	Annual	90,628.71	95,160.87	99,918.63	104,914.14	110,159.87
Fire Captain Bachelor Degree = 6% over base	Hourly	31.57	33.15	34.81	36.55	38.37
	Annual	91,929.55	96,526.63	101,353.16	106,419.84	111,741.13

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Fire Engineer/PM Base salary	Hourly	26.70	28.01	29.38	30.88	32.35
	Annual	77,746.90	81,562.56	85,568.27	89,933.61	94,193.19
 <i>Educational Incentive</i>						
Fire Engineer / PM 31-45 units = 1.5% over base	Hourly	27.10	28.43	29.83	31.35	32.83
	Annual	78,913.31	82,785.86	86,851.48	91,282.67	95,605.97
Fire Engineer / PM 46 units and over = 3.0% over base	Hourly	27.50	28.85	30.27	31.81	33.32
	Annual	80,079.43	84,009.49	88,135.29	92,631.40	97,018.80
Fire Engineer / PM A.A. Degree = 4.5% over base	Hourly	27.90	29.27	30.71	32.27	33.80
	Annual	81,245.54	85,232.80	89,418.78	93,980.45	98,431.89
Fire Engineer / PM Bachelor Degree = 6% over base	Hourly	28.30	29.69	31.15	32.74	34.29
	Annual	82,411.95	86,456.42	90,702.27	95,329.51	99,844.72

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<u>Classification</u>		A	B	C	D	E
Fire Engineer Base salary	Hourly	25.42	26.67	27.98	29.41	30.80
	Annual	74,028.86	77,661.30	81,476.03	85,632.61	89,688.96
 <i>Educational Incentive</i>						
Fire Engineer 31-45 units = 1.5% over base	Hourly	25.80	27.07	28.40	29.85	31.26
	Annual	75,139.38	78,826.34	82,698.31	86,917.13	91,034.24
Fire Engineer 46 units and over = 3.0% over base	Hourly	26.18	27.47	28.82	30.29	31.72
	Annual	76,249.89	79,991.12	83,920.29	88,201.66	92,379.86
Fire Engineer A.A. Degree = 4.5% over base	Hourly	26.57	27.87	29.24	30.73	32.19
	Annual	77,360.10	81,156.17	85,142.56	89,486.18	93,725.14
Fire Engineer Bachelor Degree = 6% over base	Hourly	26.95	28.27	29.66	31.17	32.65
	Annual	78,470.90	82,320.93	86,364.54	90,770.71	95,070.45

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<u>Classification</u>		A	B	C	D	E	F	G	H
Firefighter Paramedic	Hourly	22.88	23.82	24.80	25.82	27.35	28.45	29.60	30.80
Base salary	Annual	66,628.54	69,365.67	72,216.65	75,184.44	79,634.19	82,851.28	86,198.53	89,688.96

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

		G	H
Firefighter Paramedic		30.05	31.26
31-45 units = 1.5% over base		87,491.35	91,034.24
Firefighter Paramedic		30.49	31.72
46 units and over = 3.0% over base		88,784.19	92,379.86
Firefighter Paramedic		30.93	32.19
A.A. Degree = 4.5% over base		90,077.61	93,725.14
Firefighter Paramedic		31.38	32.65
Bachelor Degree = 6% over base		91,370.44	95,070.45

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Classification		A	B	C	D	E	F	G	H
Firefighter	Hourly	19.41	20.38	21.31	22.47	23.60	24.78	26.02	27.32
Base salary	Annual	56,534.92	59,360.40	62,065.24	65,445.68	68,718.21	72,154.42	75,761.34	79,550.29
Educational Incentive (after completing 3 1/2 years of employment)								G	H
Firefighter								26.41	27.73
31-45 units = 1.5% over base								76,897.92	80,743.51
Firefighter								26.80	28.14
46 units and over = 3.0% over base								78,034.24	81,936.73
Firefighter								27.19	28.55
A.A. Degree = 4.5% over base								79,170.82	83,130.25
Firefighter								27.58	28.96
Bachelor Degree = 6% over base								80,307.12	84,323.17

CITY OF SANTEE
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE JUNE 28, 2018

Range	Classification		A	B	C	D	E
29	Account Clerk	Hourly	21.31	22.38	23.50	24.67	25.91
		Annual	44,334.53	46,551.31	48,878.94	51,323.08	53,889.03
35	Administrative Secretary	Hourly	24.72	25.95	27.25	28.61	30.05
		Annual	51,414.67	53,985.35	56,684.66	59,519.17	62,495.03
	Assistant to the City Manager	Hourly		56.88	to	76.78	
		Annual		118,304.88	to	159,711.76	
50	Assistant Engineer	Hourly	35.80	37.59	39.47	41.44	43.52
		Annual	74,463.71	78,187.11	82,096.66	86,201.22	90,511.48
58	Associate Civil Engineer / Associate Traffic Engineer	Hourly	43.62	45.80	48.09	50.49	53.02
		Annual	90,726.67	95,263.39	100,026.85	105,028.04	110,279.67
49	Associate Planner	Hourly	34.93	36.67	38.51	40.43	42.45
		Annual	72,647.66	76,280.07	80,094.16	84,099.13	88,303.88
	City Clerk	Hourly		43.52	to	60.94	
		Annual		90,520.04	to	126,750.37	
	City Manager (Single Rate)	Hourly		105.66	to	105.66	
		Annual		219,770.85	to	219,770.85	
26	Code Compliance Assistant	Hourly	19.79	20.78	21.82	22.91	24.06
		Annual	41,168.96	43,227.48	45,388.83	47,658.37	50,041.14
44	Code Compliance Officer	Hourly	30.87	32.41	34.03	35.74	37.52
		Annual	64,210.02	67,420.33	70,791.61	74,330.94	78,047.51

CITY OF SANTEE
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE JUNE 28, 2018

Range	Classification		A	B	C	D	E
46	Confidential Accountant	Hourly	32.43	34.05	35.76	37.55	39.42
		Annual	67,460.65	70,833.69	74,375.39	78,094.04	81,998.84
46	Confidential Payroll Specialist	Hourly	32.43	34.05	35.76	37.55	39.42
		Annual	67,460.65	70,833.69	74,375.39	78,094.04	81,998.84
46	Confidential Secretary to City Manager/Council	Hourly	32.43	34.05	35.76	37.55	39.42
		Annual	67,460.65	70,833.69	74,375.39	78,094.04	81,998.84
	Crossing Guards ^ (Single Rate)	Hourly			13.50		
43	Deputy City Clerk	Hourly	30.12	31.62	33.20	34.86	36.61
		Annual	62,643.83	65,775.91	69,064.78	72,518.15	76,143.73
	Deputy Fire Chief	Hourly		57.26	to	77.18	
		Annual		119,094.31	to	160,541.71	
	Development Services Aide ^	Salary Band		11.00	to	16.76	
35	Development Services Technician	Hourly	24.72	25.95	27.25	28.61	30.05
		Annual	51,414.67	53,985.35	56,684.66	59,519.17	62,495.03
	Director of Community Services	Hourly		62.33	to	83.11	
		Annual		129,640.29	to	172,860.62	
	Director of Development Services	Hourly		61.67	to	83.14	
		Annual		128,275.61	to	172,932.68	

CITY OF SANTEE
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
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Range	Classification					
		A	B	C	D	E
	Director of Finance / City Treasurer		65.16	to	87.67	
			135,529.54	to	182,356.97	
	Director of Fire & Life Safety (Fire Chief)		68.49	to	89.39	
			142,450.51	to	185,939.31	
	Director of Human Resources		55.42	to	74.82	
			115,276.11	to	155,622.93	
	Economic Development Manager		38.32	to	51.73	
			79,706.47	to	107,604.44	
44	Engineering Inspector	30.87	32.41	34.03	35.74	37.52
		64,210.02	67,420.33	70,791.61	74,330.94	78,047.51
39	Equipment Mechanic	27.28	28.65	30.08	31.59	33.16
		56,752.26	59,590.00	62,569.43	65,697.96	68,982.67
35	Equipment Operator	24.72	25.95	27.25	28.61	30.05
		51,414.67	53,985.35	56,684.66	59,519.17	62,495.03
25	Facilities Maintenance Technician	19.31	20.28	21.29	22.35	23.47
		40,164.75	42,172.87	44,281.77	46,495.60	48,820.26
	Finance Manager		48.11	to	64.95	
			100,071.65	to	135,096.80	
	Fire Battalion Chief (2920 hours)		36.49	to	49.46	
			106,541.46	to	144,432.26	

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 EFFECTIVE JUNE 28, 2018

Range	Classification		A	B	C	D	E
	Fire Division Chief	Hourly		53.77	to	72.58	
		Annual		111,846.04	to	150,971.92	
	Fire Marshal	Hourly		48.11	to	64.95	
		Annual		100,071.65	to	135,096.80	
	Graphic Artist ^	Hourly		19.16	to	24.70	
38	Human Resources Technician	Hourly	26.62	27.95	29.35	30.82	32.36
		Annual	55,368.07	58,136.46	61,043.25	64,095.61	67,300.30
53	Information Technology Analyst	Hourly	38.55	40.48	42.50	44.63	46.86
		Annual	80,189.31	84,198.73	88,409.11	92,829.35	97,470.98
	Information Technology Manager	Hourly		43.74	to	59.05	
		Annual		90,974.22	to	122,815.35	
	IT Systems Technician^	Hourly		27.76	to	33.74	
29	Landscape and Irrigation Maintenance Worker	Hourly	21.31	22.38	23.50	24.67	25.91
		Annual	44,334.53	46,551.31	48,878.94	51,323.08	53,889.03
48	Lead Equipment Mechanic	Hourly	34.07	35.78	37.57	39.45	41.42
		Annual	70,875.78	74,419.56	78,140.29	82,047.44	86,149.94
38	Lead Maintenance Worker	Hourly	26.62	27.95	29.35	30.82	32.36
		Annual	55,368.07	58,136.46	61,043.25	64,095.61	67,300.30

CITY OF SANTEE
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 EFFECTIVE JUNE 28, 2018

Range	Classification		A	B	C	D	E
29	Maintenance Worker	Hourly	21.31	22.38	23.50	24.67	25.91
		Annual	44,334.53	46,551.31	48,878.94	51,323.08	53,889.03
43	Management Assistant	Hourly	30.12	31.62	33.20	34.86	36.61
		Annual	62,643.83	65,775.91	69,064.78	72,518.15	76,143.73
	Office Aide ^	Hourly		11.00	to	16.76	
48	Parks & Landscape Supervisor	Hourly	34.07	35.78	37.57	39.45	41.42
		Annual	70,875.78	74,419.56	78,140.29	82,047.44	86,149.94
	Planning Director	Hourly		56.88	to	76.78	
		Annual		118,304.85	to	159,711.77	
	Principal Civil Engineer	Hourly		54.06	to	73.22	
		Annual		112,438.62	to	152,290.27	
	Principal Planner	Hourly		42.84	to	57.83	
		Annual		89,104.67	to	120,293.20	
	Principal Traffic Engineer	Hourly		54.06	to	73.22	
		Annual		112,438.62	to	152,290.27	
38	Procurement Specialist	Hourly	26.62	27.95	29.35	30.82	32.36
		Annual	55,368.07	58,136.46	61,043.25	64,095.61	67,300.30
	Public Services Manager	Hourly		41.60	to	56.17	
		Annual		86,523.88	to	116,834.60	
43	Public Works Supervisor	Hourly	30.12	31.62	33.20	34.86	36.61
		Annual	62,643.83	65,775.91	69,064.78	72,518.15	76,143.73

CITY OF SANTEE
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE JUNE 28, 2018

Range	Classification		A	B	C	D	E
	Recreation Aide ^	Hourly		11.00	to	16.76	
28	Recreation Coordinator	Hourly	20.79	21.83	22.93	24.07	25.28
		Annual	43,253.25	45,416.09	47,686.82	50,071.09	52,574.78
	Recreation Coordinator ^	Hourly		15.19	to	21.09	
	Recreation Leader ^	Hourly		11.90	to	17.50	
	Recreation Services Manager	Hourly		41.60	to	56.17	
		Annual		86,523.88	to	116,834.60	
	Recreation Supervisor	Hourly		29.72	to	42.45	
		Annual		61,812.72	to	88,303.88	
23	Secretary	Hourly	18.38	19.30	20.26	21.28	22.34
		Annual	38,229.26	40,140.75	42,147.68	44,255.10	46,468.03
36	Senior Account Clerk	Hourly	25.34	26.60	27.93	29.33	30.80
		Annual	52,700.15	55,335.17	58,102.07	61,007.11	64,057.68
	Senior Civil Engineer / Senior Traffic Engineer	Hourly		47.39	to	64.44	
		Annual		98,561.69	to	134,024.93	
	Senior Human Resources Analyst	Hourly		39.26	to	52.99	
		Annual		81,650.53	to	110,228.94	
	Senior Management Analyst	Hourly		37.39	to	50.47	
		Annual		77,762.42	to	104,979.93	
	Senior Planner	Hourly		37.25	to	50.29	
		Annual		77,481.75	to	104,602.92	

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 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
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Range	Classification		A	B	C	D	E
48	Special Events Supervisor	Hourly	34.07	35.78	37.57	39.45	41.42
		Annual	70,875.78	74,419.56	78,140.29	82,047.44	86,149.94
	Special Projects Coordinator ^	Hourly		31.52	to	42.55	
	Storm Water Program Assistant^	Hourly		27.76	to	33.74	
50	Storm Water Program Manager	Hourly	35.80	37.59	39.47	41.44	43.52
		Annual	74,463.71	78,187.11	82,096.66	86,201.22	90,511.48
	Student Intern ^	Hourly		11.00	to	16.00	
	Student Intern ^ (Graduate)	Hourly		11.00	to	17.60	
^Part-time, temporary status							

CITY OF SANTEE
MAYOR AND CITY COUNCIL MEMBERS SALARY SCHEDULE
EFFECTIVE JUNE 28, 2018

Range	Classification		
	City Council Member	Monthly	1,686.24
		Annual	20,234.88
	Mayor	Monthly	2,841.84
		Annual	34,102.08