

CITY OF SANTEE
 FIREFIGHTERS' ASSOCIATION SALARY SCHEDULE
 EFFECTIVE JUNE 29, 2017

Exhibit A

<u>Classification</u>		A	B	C	D	E
Fire Captain / PM Base salary	Hourly	30.27	31.79	33.38	35.05	36.80
	Annual	88,160.22	92,569.22	97,197.40	102,056.56	107,159.98
 <i>Educational Incentive</i>						
Fire Captain / PM 31-45 units = 1.5% over base	Hourly	30.73	32.27	33.88	35.57	37.35
	Annual	89,482.43	93,957.77	98,655.44	103,587.55	108,767.40
Fire Captain / PM 46 units and over = 3.0% over base	Hourly	31.18	32.74	34.38	36.10	37.90
	Annual	90,804.93	95,346.30	100,113.48	105,117.98	110,374.53
Fire Captain / PM A.A. Degree = 4.5% over base	Hourly	31.64	33.22	34.88	36.62	38.46
	Annual	92,127.43	96,734.56	101,571.22	106,648.98	111,981.94
Fire Captain / PM Bachelor Degree = 6% over base	Hourly	32.09	33.70	35.38	37.15	39.01
	Annual	93,449.64	98,123.09	103,029.26	108,179.98	113,589.66

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Fire Captain Base salary	Hourly	28.97	30.42	31.94	33.54	35.21
	Annual	84,363.73	88,582.69	93,011.59	97,661.69	102,544.79
 <i>Educational Incentive</i>						
Fire Captain 31-45 units = 1.5% over base	Hourly	29.41	30.88	32.42	34.04	35.74
	Annual	85,629.12	89,911.25	94,407.06	99,126.64	104,082.99
Fire Captain 46 units and over = 3.0% over base	Hourly	29.84	31.33	32.90	34.54	36.27
	Annual	86,894.82	91,240.09	95,801.95	100,591.32	105,621.20
Fire Captain A.A. Degree = 4.5% over base	Hourly	30.27	31.79	33.38	35.05	36.80
	Annual	88,160.22	92,568.94	97,197.11	102,056.56	107,159.41
Fire Captain Bachelor Degree = 6% over base	Hourly	30.71	32.25	33.86	35.55	37.33
	Annual	89,425.62	93,897.50	98,592.57	103,521.24	108,697.60

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Fire Engineer/PM Base salary	Hourly	25.97	27.25	28.58	30.04	31.47
	Annual	75,629.28	79,341.01	83,237.62	87,484.06	91,627.61
 <i>Educational Incentive</i>						
Fire Engineer / PM 31-45 units = 1.5% over base	Hourly	26.36	27.65	29.01	30.49	31.94
	Annual	76,763.92	80,530.99	84,485.88	88,796.37	93,001.92
Fire Engineer / PM 46 units and over = 3.0% over base	Hourly	26.75	28.06	29.44	30.94	32.41
	Annual	77,898.28	81,721.29	85,734.72	90,108.37	94,376.26
Fire Engineer / PM A.A. Degree = 4.5% over base	Hourly	27.14	28.47	29.87	31.39	32.88
	Annual	79,032.63	82,911.28	86,983.25	91,420.67	95,750.87
Fire Engineer / PM Bachelor Degree = 6% over base	Hourly	27.53	28.88	30.30	31.85	33.35
	Annual	80,167.27	84,101.57	88,231.79	92,732.99	97,125.21

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Fire Engineer Base salary	Hourly	24.73	25.94	27.22	28.61	29.96
	Annual	72,012.51	75,546.01	79,256.84	83,300.19	87,246.07
 <i>Educational Incentive</i>						
Fire Engineer 31-45 units = 1.5% over base	Hourly	25.10	26.33	27.63	29.04	30.41
	Annual	73,092.78	76,679.32	80,445.83	84,549.74	88,554.71
Fire Engineer 46 units and over = 3.0% over base	Hourly	25.47	26.72	28.03	29.46	30.86
	Annual	74,173.04	77,812.37	81,634.52	85,799.27	89,863.68
Fire Engineer A.A. Degree = 4.5% over base	Hourly	25.84	27.11	28.44	29.89	31.31
	Annual	75,253.02	78,945.69	82,823.49	87,048.81	91,172.32
Fire Engineer Bachelor Degree = 6% over base	Hourly	26.21	27.50	28.85	30.32	31.76
	Annual	76,333.56	80,078.73	84,012.20	88,298.35	92,480.98

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<u>Classification</u>		A	B	C	D	E	F	G	H
Firefighter Paramedic	Hourly	22.26	23.17	24.12	25.12	26.60	27.68	28.79	29.96
Base salary	Annual	64,813.75	67,476.33	70,249.66	73,136.61	77,465.16	80,594.63	83,850.71	87,246.07

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

		G	H
Firefighter Paramedic		29.23	30.41
31-45 units = 1.5% over base		85,108.32	88,554.71
Firefighter Paramedic		29.66	30.86
46 units and over = 3.0% over base		86,365.94	89,863.68
Firefighter Paramedic		30.09	31.31
A.A. Degree = 4.5% over base		87,624.12	91,172.32
Firefighter Paramedic		30.52	31.76
Bachelor Degree = 6% over base		88,881.74	92,480.98

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Firefighter	Hourly	18.89	19.83	20.73	21.86	22.96	24.10	25.31	26.57
Base salary	Annual	54,995.06	57,743.58	60,374.75	63,663.11	66,846.51	70,189.11	73,697.80	77,383.54
Educational Incentive (after completing 3 1/2 years of employment)								G	H
Firefighter								25.69	26.97
31-45 units = 1.5% over base								74,803.42	78,544.27
Firefighter								26.07	27.37
46 units and over = 3.0% over base								75,908.79	79,704.99
Firefighter								26.45	27.77
A.A. Degree = 4.5% over base								77,014.42	80,866.00
Firefighter								26.83	28.17
Bachelor Degree = 6% over base								78,119.77	82,026.43

CITY OF SANTEE
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE DECEMBER 28, 2017

Range	Classification		A	B	C	D	E
29	Account Clerk	Hourly	20.53	21.56	22.64	23.77	24.96
		Annual	42,711.49	44,847.12	47,089.54	49,444.20	51,916.21
35	Administrative Secretary	Hourly	23.81	25.00	26.25	27.57	28.95
		Annual	49,532.44	52,009.01	54,609.50	57,340.24	60,207.16
	Assistant to the City Manager	Hourly		49.81	to	67.25	
		Annual		103,612.61	to	139,877.18	
50	Assistant Engineer	Hourly	34.49	36.21	38.02	39.93	41.92
		Annual	71,737.68	75,324.77	79,091.19	83,045.49	87,197.96
58	Associate Civil Engineer / Associate Traffic Engineer	Hourly	42.02	44.12	46.33	48.65	51.08
		Annual	87,405.27	91,775.91	96,364.98	101,183.08	106,242.46
49	Associate Planner	Hourly	33.65	35.33	37.10	38.95	40.90
		Annual	69,988.11	73,487.54	77,162.00	81,020.36	85,071.18
	City Clerk	Hourly		41.93	to	58.71	
		Annual		87,206.20	to	122,110.18	
	City Manager (Single Rate)	Hourly		101.79	to	101.79	
		Annual		211,725.29	to	211,725.29	
	City Planner	Hourly		49.81	to	67.25	
		Annual		103,613.06	to	139,876.88	

CITY OF SANTEE
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE DECEMBER 28, 2017

Range	Classification		A	B	C	D	E
26	Code Compliance Assistant	Hourly	19.07	20.02	21.02	22.07	23.18
		Annual	39,661.81	41,644.97	43,727.20	45,913.65	48,209.19
44	Code Compliance Officer	Hourly	29.74	31.23	32.79	34.43	36.15
		Annual	61,859.36	64,952.15	68,200.01	71,609.77	75,190.28
46	Confidential Accountant	Hourly	31.25	32.81	34.45	36.17	37.98
		Annual	64,990.99	68,240.55	71,652.59	75,235.11	78,996.96
38	Confidential Human Resources & Risk Management Technician	Hourly	25.64	26.93	28.27	29.69	31.17
		Annual	53,341.11	56,008.15	58,808.53	61,749.14	64,836.51
46	Confidential Payroll Specialist	Hourly	31.25	32.81	34.45	36.17	37.98
		Annual	64,990.99	68,240.55	71,652.59	75,235.11	78,996.96
46	Confidential Secretary to City Manager/Council	Hourly	31.25	32.81	34.45	36.17	37.98
		Annual	64,990.99	68,240.55	71,652.59	75,235.11	78,996.96
	Confidential Senior Human Resources Analyst	Hourly		37.82	to	51.05	
		Annual		78,661.40	to	106,193.58	
	Crossing Guards ^ (Single Rate)	Hourly			12.52		
43	Deputy City Clerk	Hourly	29.01	30.47	31.99	33.59	35.27
		Annual	60,350.51	63,367.93	66,536.40	69,863.34	73,356.19
	Deputy Fire Chief	Hourly		54.63	to	73.65	
		Annual		113,639.60	to	153,188.65	

CITY OF SANTEE
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE DECEMBER 28, 2017

<u>Range</u>	<u>Classification</u>		A	B	C	D	E
	Development Services Aide ^	Salary Band		11.00	to	16.76	
35	Development Services Technician	Hourly Annual	23.81 49,532.44	25.00 52,009.01	26.25 54,609.50	27.57 57,340.24	28.95 60,207.16
	Director of Community Services	Hourly Annual		60.05 124,894.31	to to	80.06 166,532.39	
	Director of Development Services	Hourly Annual		59.41 123,579.59	to to	80.10 166,601.81	
	Director of Finance / City Treasurer	Hourly Annual		62.77 130,567.96	to to	84.46 175,681.09	
	Director of Fire & Life Safety (Fire Chief)	Hourly Annual		65.35 135,926.06	to to	85.30 177,423.01	
	Director of Human Resources & Risk Management	Hourly Annual		53.39 111,055.98	to to	72.08 149,925.75	
	Economic Development Manager	Hourly Annual		36.92 76,788.51	to to	49.84 103,665.16	
44	Engineering Inspector	Hourly Annual	29.74 61,859.36	31.23 64,952.15	32.79 68,200.01	34.43 71,609.77	36.15 75,190.28

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Range	Classification		A	B	C	D	E
39	Equipment Mechanic	Hourly	26.29	27.60	28.98	30.43	31.95
		Annual	54,674.62	57,408.48	60,278.83	63,292.83	66,457.29
35	Equipment Operator	Hourly	23.81	25.00	26.25	27.57	28.95
		Annual	49,532.44	52,009.01	54,609.50	57,340.24	60,207.16
25	Facilities Maintenance Technician	Hourly	18.60	19.53	20.51	21.54	22.61
		Annual	38,694.36	40,628.97	42,660.66	44,793.45	47,033.01
	Finance Manager	Hourly		46.35	to	62.57	
		Annual		96,408.14	to	130,151.06	
	Fire Battalion Chief (2920 hours)	Hourly		34.81	to	47.20	
		Annual		101,661.70	to	137,817.04	
	Fire Division Chief	Hourly		51.31	to	69.26	
		Annual		106,723.32	to	144,057.18	
	Fire Marshal	Hourly		46.35	to	62.57	
		Annual		96,408.14	to	130,151.06	
	Graphic Artist ^	Hourly		19.16	to	24.70	
53	Information Technology Analyst	Hourly	37.14	39.00	40.95	43.00	45.15
		Annual	77,253.67	81,116.31	85,172.55	89,430.97	93,902.68
	Information Technology Manager	Hourly		42.14	to	56.88	
		Annual		87,643.76	to	118,319.22	
	IT Systems Technician^	Hourly		27.76	to	33.74	

CITY OF SANTEE
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE DECEMBER 28, 2017

<u>Range</u>	<u>Classification</u>		A	B	C	D	E
29	Landscape and Irrigation Maintenance Worker	Hourly Annual	20.53 42,711.49	21.56 44,847.12	22.64 47,089.54	23.77 49,444.20	24.96 51,916.21

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 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE DECEMBER 28, 2017

Range	Classification		A	B	C	D	E
48	Lead Equipment Mechanic	Hourly	32.83	34.47	36.19	38.00	39.90
		Annual	68,281.10	71,695.14	75,279.66	79,043.78	82,996.09
38	Lead Maintenance Worker	Hourly	25.64	26.93	28.27	29.69	31.17
		Annual	53,341.11	56,008.15	58,808.53	61,749.14	64,836.51
29	Maintenance Worker	Hourly	20.53	21.56	22.64	23.77	24.96
		Annual	42,711.49	44,847.12	47,089.54	49,444.20	51,916.21
43	Management Assistant	Hourly	29.01	30.47	31.99	33.59	35.27
		Annual	60,350.51	63,367.93	66,536.40	69,863.34	73,356.19
	Office Aide ^	Hourly		11.00	to	16.76	
48	Parks & Landscape Supervisor	Hourly	32.83	34.47	36.19	38.00	39.90
		Annual	68,281.10	71,695.14	75,279.66	79,043.78	82,996.09
	Planning Director	Hourly		54.80	to	73.97	
		Annual		113,973.84	to	153,864.89	
	Principal Civil Engineer	Hourly		52.08	to	70.54	
		Annual		108,322.37	to	146,715.10	
	Principal Planner	Hourly		41.27	to	55.72	
		Annual		85,842.65	to	115,889.40	
	Principal Traffic Engineer	Hourly		52.08	to	70.54	
		Annual		108,322.37	to	146,715.10	

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 EFFECTIVE DECEMBER 28, 2017

Range	Classification		A	B	C	D	E
38	Procurement Specialist	Hourly	25.64	26.93	28.27	29.69	31.17
		Annual	53,341.11	56,008.15	58,808.53	61,749.14	64,836.51
	Public Services Manager	Hourly		40.08	to	54.11	
		Annual		83,356.34	to	112,557.42	
43	Public Works Supervisor	Hourly	29.01	30.47	31.99	33.59	35.27
		Annual	60,350.51	63,367.93	66,536.40	69,863.34	73,356.19
	Recreation Aide ^	Hourly		11.00	to	16.76	
28	Recreation Coordinator	Hourly	20.03	21.04	22.09	23.19	24.35
		Annual	41,669.80	43,753.46	45,941.06	48,238.04	50,650.08
	Recreation Coordinator ^	Hourly		15.19	to	21.09	
	Recreation Leader ^	Hourly		11.90	to	17.50	
	Recreation Services Manager	Hourly		40.08	to	54.11	
		Annual		83,356.34	to	112,557.42	
	Recreation Supervisor	Hourly		28.63	to	40.90	
		Annual		59,549.83	to	85,071.18	
23	Secretary	Hourly	17.71	18.59	19.52	20.50	21.52
		Annual	36,829.73	38,671.24	40,604.70	42,634.97	44,766.89
36	Senior Account Clerk	Hourly	24.41	25.63	26.91	28.26	29.67
		Annual	50,770.86	53,309.41	55,975.02	58,773.71	61,712.60

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	Senior Civil Engineer / Senior Traffic Engineer		45.65 94,953.46	to to	62.08 129,118.43	
	Senior Management Analyst		36.02 74,915.63	to to	48.62 101,136.73	
	Senior Planner		35.89 74,645.23	to to	48.45 100,773.53	
48	Senior Procurement Specialist	32.83 68,281.10	34.47 71,695.14	36.19 75,279.66	38.00 79,043.78	39.90 82,996.09
48	Special Events Supervisor	32.83 68,281.10	34.47 71,695.14	36.19 75,279.66	38.00 79,043.78	39.90 82,996.09
	Special Projects Coordinator ^		31.52	to	42.55	
	Storm Water Program Assistant^		27.76	to	33.74	
50	Storm Water Program Manager	34.49 71,737.68	36.21 75,324.77	38.02 79,091.19	39.93 83,045.49	41.92 87,197.96
	Student Intern ^		11.00	to	16.00	
	Student Intern ^ (Graduate)		11.00	to	17.60	

^Part-time, temporary status

CITY OF SANTEE
MAYOR AND CITY COUNCIL MEMBERS SALARY SCHEDULE
EFFECTIVE JANUARY 1, 2017

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