

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

Exhibit B

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

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<u>Classification</u>		A	B	C	D	E
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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<u>Classification</u>		A	B	C	D	E
Fire Engineer	Hourly	24.73	25.94	27.22	28.61	29.96
	Base salary	Annual	72,012.51	75,546.01	79,256.84	83,300.19
 <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

CITY OF SANTEE
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 EFFECTIVE JUNE 29, 2017

Exhibit B

<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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<u>Classification</u>		A	B	C	D	E	F	G	H
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 SEPTEMBER 7, 2017

Range	Classification		A	B	C	D	E
29	Account Clerk	Hourly	20.33	21.35	22.42	23.54	24.71
		Annual	42,288.60	44,403.09	46,623.31	48,954.65	51,402.19
35	Administrative Secretary	Hourly	23.58	24.76	25.99	27.29	28.66
		Annual	49,042.02	51,494.07	54,068.81	56,772.51	59,611.05
	Assistant to the City Manager	Hourly		49.32	to	66.58	
		Annual		102,586.74	to	138,492.26	
50	Assistant Engineer	Hourly	34.15	35.86	37.65	39.53	41.51
		Annual	71,027.41	74,578.98	78,308.11	82,223.26	86,334.61
58	Associate Civil Engineer / Associate Traffic Engineer	Hourly	41.61	43.69	45.87	48.16	50.57
		Annual	86,539.87	90,867.24	95,410.87	100,181.27	105,190.55
49	Associate Planner	Hourly	33.31	34.98	36.73	38.57	40.49
		Annual	69,295.16	72,759.94	76,398.02	80,218.18	84,228.89
	City Clerk	Hourly		41.51	to	58.13	
		Annual		86,342.77	to	120,901.17	
	City Manager (Single Rate)	Hourly		100.78	to	100.78	
		Annual		209,629.00	to	209,629.00	
	City Planner	Hourly		49.32	to	66.58	
		Annual		102,587.19	to	138,491.96	

CITY OF SANTEE
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE SEPTEMBER 7, 2017

Range	Classification		A	B	C	D	E
26	Code Compliance Assistant	Hourly	18.88	19.82	20.81	21.86	22.95
		Annual	39,269.12	41,232.64	43,294.26	45,459.06	47,731.87
44	Code Compliance Officer	Hourly	29.45	30.92	32.46	34.09	35.79
		Annual	61,246.89	64,309.06	67,524.76	70,900.76	74,445.82
46	Confidential Accountant	Hourly	30.94	32.48	34.11	35.81	37.60
		Annual	64,347.51	67,564.90	70,943.16	74,490.21	78,214.81
38	Confidential Human Resources & Risk Management Technician	Hourly	25.39	26.66	27.99	29.39	30.86
		Annual	52,812.98	55,453.61	58,226.27	61,137.76	64,194.56
46	Confidential Payroll Specialist	Hourly	30.94	32.48	34.11	35.81	37.60
		Annual	64,347.51	67,564.90	70,943.16	74,490.21	78,214.81
46	Confidential Secretary to City Manager/Council	Hourly	30.94	32.48	34.11	35.81	37.60
		Annual	64,347.51	67,564.90	70,943.16	74,490.21	78,214.81
	Confidential Senior Human Resources Analyst	Hourly		37.44	to	50.55	
		Annual		77,882.57	to	105,142.16	
	Crossing Guards ^ (Single Rate)	Hourly			12.52		
43	Deputy City Clerk	Hourly	28.73	30.16	31.67	33.26	34.92
		Annual	59,752.98	62,740.52	65,877.62	69,171.62	72,629.89

CITY OF SANTEE
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE SEPTEMBER 7, 2017

<u>Range</u>	<u>Classification</u>		A	B	C	D	E
	Deputy Fire Chief	Hourly		54.09	to	72.92	
		Annual		112,514.46	to	151,671.93	
	Development Services Aide ^	Salary Band		10.50	to	16.76	
35	Development Services Technician	Hourly	23.58	24.76	25.99	27.29	28.66
		Annual	49,042.02	51,494.07	54,068.81	56,772.51	59,611.05
	Director of Community Services	Hourly		59.45	to	79.27	
		Annual		123,657.73	to	164,883.55	
	Director of Development Services	Hourly		58.83	to	79.30	
		Annual		122,356.03	to	164,952.29	
	Director of Finance / City Treasurer	Hourly		62.15	to	83.63	
		Annual		129,275.21	to	173,941.67	
	Director of Fire & Life Safety (Fire Chief)	Hourly		64.70	to	84.45	
		Annual		134,580.26	to	175,666.35	
	Director of Human Resources & Risk Management	Hourly		52.86	to	71.37	
		Annual		109,956.42	to	148,441.34	
	Economic Development Manager	Hourly		36.55	to	49.35	
		Annual		76,028.23	to	102,638.77	
44	Engineering Inspector	Hourly	29.45	30.92	32.46	34.09	35.79
		Annual	61,246.89	64,309.06	67,524.76	70,900.76	74,445.82

CITY OF SANTEE
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 EFFECTIVE SEPTEMBER 7, 2017

Range	Classification		A	B	C	D	E
39	Equipment Mechanic	Hourly	26.03	27.33	28.69	30.13	31.63
		Annual	54,133.29	56,840.08	59,682.01	62,666.17	65,799.30
35	Equipment Operator	Hourly	23.58	24.76	25.99	27.29	28.66
		Annual	49,042.02	51,494.07	54,068.81	56,772.51	59,611.05
25	Facilities Maintenance Technician	Hourly	18.42	19.34	20.31	21.32	22.39
		Annual	38,311.25	40,226.70	42,238.28	44,349.95	46,567.34
	Finance Manager	Hourly		45.89	to	61.95	
		Annual		95,453.60	to	128,862.44	
	Fire Battalion Chief (2920 hours)	Hourly		34.47	to	46.73	
		Annual		100,655.15	to	136,452.51	
	Fire Division Chief	Hourly		50.80	to	68.57	
		Annual		105,666.65	to	142,630.87	
	Fire Marshal	Hourly		45.89	to	61.95	
		Annual		95,453.60	to	128,862.44	
	Graphic Artist ^	Hourly		19.16	to	24.70	
53	Information Technology Analyst	Hourly	36.77	38.61	40.54	42.57	44.70
		Annual	76,488.78	80,313.18	84,329.26	88,545.51	92,972.95
	Information Technology Manager	Hourly		41.72	to	56.32	
		Annual		86,776.00	to	117,147.74	

CITY OF SANTEE
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE SEPTEMBER 7, 2017

Range	Classification		A	B	C	D	E
	IT Systems Technician^	Hourly		27.76	to	33.74	
29	Landscape and Irrigation Maintenance Worker	Hourly Annual	20.33 42,288.60	21.35 44,403.09	22.42 46,623.31	23.54 48,954.65	24.71 51,402.19
48	Lead Equipment Mechanic	Hourly Annual	32.50 67,605.05	34.13 70,985.29	35.83 74,534.32	37.63 78,261.17	39.51 82,174.35
38	Lead Maintenance Worker	Hourly Annual	25.39 52,812.98	26.66 55,453.61	27.99 58,226.27	29.39 61,137.76	30.86 64,194.56
29	Maintenance Worker	Hourly Annual	20.33 42,288.60	21.35 44,403.09	22.42 46,623.31	23.54 48,954.65	24.71 51,402.19
43	Management Assistant	Hourly Annual	28.73 59,752.98	30.16 62,740.52	31.67 65,877.62	33.26 69,171.62	34.92 72,629.89
	Office Aide ^	Hourly		10.50	to	16.76	
48	Parks & Landscape Supervisor	Hourly Annual	32.50 67,605.05	34.13 70,985.29	35.83 74,534.32	37.63 78,261.17	39.51 82,174.35
	Planning Director	Hourly Annual		54.25 112,845.39	to to	73.24 152,341.48	
	Principal Civil Engineer	Hourly Annual		51.56 107,249.87	to to	69.84 145,262.48	

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 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE SEPTEMBER 7, 2017

Range	Classification		A	B	C	D	E
	Principal Planner	Hourly		40.86	to	55.16	
		Annual		84,992.72	to	114,741.98	
	Principal Traffic Engineer	Hourly		51.56	to	69.84	
		Annual		107,249.87	to	145,262.48	
38	Procurement Specialist	Hourly	25.39	26.66	27.99	29.39	30.86
		Annual	52,812.98	55,453.61	58,226.27	61,137.76	64,194.56
	Public Services Manager	Hourly		39.68	to	53.58	
		Annual		82,531.03	to	111,442.99	
43	Public Works Supervisor	Hourly	28.73	30.16	31.67	33.26	34.92
		Annual	59,752.98	62,740.52	65,877.62	69,171.62	72,629.89
	Recreation Aide ^	Hourly		10.50	to	16.76	
28	Recreation Coordinator	Hourly	19.84	20.83	21.87	22.96	24.11
		Annual	41,257.23	43,320.26	45,486.20	47,760.44	50,148.59
	Recreation Coordinator ^	Hourly		15.19	to	21.09	
	Recreation Leader ^	Hourly		11.90	to	17.50	
	Recreation Services Manager	Hourly		39.68	to	53.58	
		Annual		82,531.03	to	111,442.99	
	Recreation Supervisor	Hourly		28.35	to	40.49	
		Annual		58,960.23	to	84,228.89	

CITY OF SANTEE
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE SEPTEMBER 7, 2017

Range	Classification		A	B	C	D	E
23	Secretary	Hourly	17.53	18.41	19.33	20.29	21.31
		Annual	36,465.08	38,288.36	40,202.67	42,212.84	44,323.65
36	Senior Account Clerk	Hourly	24.17	25.38	26.64	27.98	29.38
		Annual	50,268.18	52,781.59	55,420.81	58,191.79	61,101.58
	Senior Civil Engineer / Senior Traffic Engineer	Hourly		45.20	to	61.46	
		Annual		94,013.33	to	127,840.03	
	Senior Management Analyst	Hourly		35.66	to	48.14	
		Annual		74,173.89	to	100,135.38	
	Senior Planner	Hourly		35.53	to	47.97	
		Annual		73,906.17	to	99,775.77	
48	Senior Procurement Specialist	Hourly	32.50	34.13	35.83	37.63	39.51
		Annual	67,605.05	70,985.29	74,534.32	78,261.17	82,174.35
48	Special Events Supervisor	Hourly	32.50	34.13	35.83	37.63	39.51
		Annual	67,605.05	70,985.29	74,534.32	78,261.17	82,174.35
	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	34.15	35.86	37.65	39.53	41.51
		Annual	71,027.41	74,578.98	78,308.11	82,223.26	86,334.61

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 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE SEPTEMBER 7, 2017

<u>Range</u>	<u>Classification</u>					
		A	B	C	D	E
Student Intern ^	Hourly		10.50	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 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