

CITY OF SANTEE
 SANTEE FIREFIGHTERS' ASSOCIATION SALARY SCHEDULE
 EFFECTIVE JULY 4, 2024

<u>Classification</u>		A	B	C	D	E
Fire Captain / PM Base salary	Hourly	39.38	41.35	43.42	45.59	47.87
	Annual	114,681.27	120,416.62	126,437.06	132,758.00	139,396.67
 <i>Educational Incentive</i>						
Fire Captain / PM 31-45 units = 1.5% over base	Hourly	39.97	41.97	44.07	46.27	48.59
	Annual	116,401.24	122,222.88	128,333.74	134,749.57	141,487.66
Fire Captain / PM 46 units and over = 3.0% over base	Hourly	40.56	42.59	44.72	46.96	49.31
	Annual	118,121.58	124,029.12	130,230.40	136,740.39	143,578.26
Fire Captain / PM A.A. Degree = 4.5% over base	Hourly	41.15	43.21	45.37	47.64	50.02
	Annual	119,841.91	125,835.02	132,126.67	138,731.94	145,669.21
Fire Captain / PM Bachelor Degree = 6% over base	Hourly	41.75	43.83	46.02	48.33	50.74
	Annual	121,561.88	127,641.24	134,023.33	140,723.53	147,760.59

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 EFFECTIVE JULY 4, 2024

<u>Classification</u>		A	B	C	D	E
Fire Captain Base salary	Hourly	37.69	39.57	41.55	43.63	45.81
	Annual	109,742.67	115,230.85	120,992.07	127,041.03	133,393.10
 <i>Educational Incentive</i>						
Fire Captain 31-45 units = 1.5% over base	Hourly	38.25	40.16	42.17	44.28	46.50
	Annual	111,388.75	116,959.06	122,807.33	128,946.69	135,394.04
Fire Captain 46 units and over = 3.0% over base	Hourly	38.82	40.76	42.80	44.94	47.18
	Annual	113,035.21	118,687.64	124,621.84	130,851.98	137,394.99
Fire Captain A.A. Degree = 4.5% over base	Hourly	39.38	41.35	43.42	45.59	47.87
	Annual	114,681.27	120,416.62	126,437.06	132,758.00	139,396.67
Fire Captain Bachelor Degree = 6% over base	Hourly	39.95	41.95	44.04	46.24	48.56
	Annual	116,327.36	122,144.49	128,251.95	134,663.32	141,396.86

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 EFFECTIVE JULY 4, 2024

<u>Classification</u>		A	B	C	D	E
Fire Engineer/PM	Hourly	34.21	35.89	37.65	39.57	41.44
	Base salary	99,610.40	104,499.11	109,631.28	115,224.21	120,681.64
 <i>Educational Incentive</i>						
Fire Engineer / PM 31-45 units = 1.5% over base	Hourly	34.72	36.42	38.21	40.16	42.06
	Annual	101,104.84	106,066.42	111,275.36	116,952.66	122,491.71
Fire Engineer / PM 46 units and over = 3.0% over base	Hourly	35.23	36.96	38.78	40.76	42.69
	Annual	102,598.90	107,634.15	112,920.17	118,680.65	124,301.87
Fire Engineer / PM A.A. Degree = 4.5% over base	Hourly	35.75	37.50	39.34	41.35	43.31
	Annual	104,092.92	109,201.46	114,564.60	120,409.08	126,112.33
Fire Engineer / PM Bachelor Degree = 6% over base	Hourly	36.26	38.04	39.91	41.94	43.93
	Annual	105,587.35	110,769.18	116,209.03	122,137.52	127,922.47

CITY OF SANTEE
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 EFFECTIVE JULY 4, 2024

<u>Classification</u>		A	B	C	D	E
Fire Engineer Base salary	Hourly	32.57	34.17	35.85	37.68	39.46
	Annual	94,846.81	99,500.75	104,388.24	109,713.74	114,910.75
 <i>Educational Incentive</i>						
Fire Engineer 31-45 units = 1.5% over base	Hourly	33.06	34.68	36.39	38.24	40.05
	Annual	96,269.64	100,993.42	105,954.24	111,359.46	116,634.35
Fire Engineer 46 units and over = 3.0% over base	Hourly	33.55	35.19	36.92	38.81	40.65
	Annual	97,692.42	102,485.75	107,519.88	113,005.20	118,358.39
Fire Engineer A.A. Degree = 4.5% over base	Hourly	34.04	35.71	37.46	39.37	41.24
	Annual	99,114.87	103,978.43	109,085.83	114,650.95	120,082.00
Fire Engineer Bachelor Degree = 6% over base	Hourly	34.53	36.22	38.00	39.94	41.83
	Annual	100,538.03	105,470.74	110,651.46	116,296.71	121,805.60

CITY OF SANTEE
 SANTEE FIREFIGHTERS' ASSOCIATION SALARY SCHEDULE
 EFFECTIVE JULY 4, 2024

Classification		A	B	C	D	E	F	G	H
Firefighter Paramedic	Hourly	28.95	30.14	31.38	32.67	34.60	36.00	37.46	38.97
Base salary	Annual	84,311.53	87,775.10	91,382.71	95,138.14	100,768.87	104,839.72	109,075.34	113,492.10

Educational Incentive (after completing 2.5 years of employment)

		G	H
Firefighter Paramedic		38.02	39.56
31-45 units = 1.5% over base		110,711.27	115,194.41
Firefighter Paramedic		38.58	40.14
46 units and over = 3.0% over base		112,347.22	116,897.18
Firefighter Paramedic		39.14	40.73
A.A. Degree = 4.5% over base		113,983.92	118,599.50
Firefighter Paramedic		39.70	41.31
Bachelor Degree = 6% over base		115,619.85	120,301.82

CITY OF SANTEE
 SANTEE FIREFIGHTERS' ASSOCIATION SALARY SCHEDULE
 EFFECTIVE JULY 4, 2024

Classification		A	B	C	D	E	F	G	H
Firefighter	Hourly	24.57	25.79	26.97	28.44	29.86	31.35	32.92	34.57
Base salary	Annual	71,539.10	75,114.45	78,537.15	82,814.74	86,955.79	91,303.96	95,868.15	100,662.67
<i>Educational Incentive (after completing 2.5 years of employment)</i>								G	H
Firefighter								33.42	35.09
31-45 units = 1.5% over base								97,306.37	102,172.57
Firefighter								33.91	35.61
46 units and over = 3.0% over base								98,744.28	103,682.47
Firefighter								34.40	36.12
A.A. Degree = 4.5% over base								100,182.48	105,192.73
Firefighter								34.90	36.64
Bachelor Degree = 6% over base								101,620.36	106,702.25

CITY OF SANTEE
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE JANUARY 1, 2025
 Minimum Wage Update

Range	Classification		A	B	C	D	E
29	Account Clerk	Hourly	25.44	26.72	28.05	29.46	30.93
		Annual	52,925.24	55,571.58	58,350.22	61,267.98	64,331.15
35	Administrative Secretary	Hourly	29.51	30.98	32.53	34.16	35.87
		Annual	61,377.31	64,446.12	67,668.48	71,052.23	74,604.72
	Assistant City Clerk	Hourly		35.48	to	50.68	
		Annual		73,790.19	to	105,414.58	
	Assistant to the City Manager	Hourly		67.90	to	96.25	
		Annual		141,228.86	to	200,192.12	
50	Assistant Engineer	Hourly	42.74	44.87	47.12	49.47	51.95
		Annual	88,892.57	93,337.46	98,004.57	102,904.47	108,049.94
43	Assistant Planner	Hourly	35.95	37.75	39.64	41.62	43.70
		Annual	74,782.35	78,521.34	82,447.50	86,570.02	90,898.13
58	Associate Civil Engineer / Associate Traffic Engineer	Hourly	52.07	54.67	57.41	60.28	63.29
		Annual	108,306.82	113,722.64	119,409.10	125,379.36	131,648.61
49	Associate Planner	Hourly	41.69	43.78	45.97	48.27	50.68
		Annual	86,724.62	91,060.90	95,614.02	100,395.06	105,414.58
33	Building Development Technician I	Hourly	28.09	29.49	30.97	32.51	34.14
		Annual	58,419.62	61,340.50	64,407.57	67,628.17	71,009.78
35	Building Development Technician II	Hourly	29.51	30.98	32.53	34.16	35.87
		Annual	61,377.31	64,446.12	67,668.48	71,052.23	74,604.72
	Building Official	Hourly		62.38	to	81.39	
		Annual		129,747.69	to	169,291.29	
	City Clerk	Hourly		51.95	to	72.75	
		Annual		108,060.15	to	151,310.85	
	City Engineer	Hourly		69.37	to	93.96	
		Annual		144,292.83	to	195,434.60	
	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 JANUARY 1, 2025
 Minimum Wage Update

Range	Classification		A	B	C	D	E
26	Code Compliance Assistant	Hourly	23.63	24.81	26.05	27.35	28.72
		Annual	49,146.29	51,603.69	54,183.84	56,893.17	59,737.63
44	Code Compliance Officer	Hourly	36.85	38.69	40.63	42.66	44.79
		Annual	76,652.01	80,484.39	84,508.93	88,734.08	93,170.81
46	Confidential Accountant	Hourly	38.72	40.65	42.69	44.82	47.06
		Annual	80,532.54	84,559.17	88,787.15	93,226.35	97,887.80
37	Confidential Administrative Secretary - HR	Hourly	31.00	32.55	34.18	35.89	37.68
		Annual	64,484.70	67,708.85	71,094.32	74,648.95	78,381.57
46	Confidential Payroll Specialist	Hourly	38.72	40.65	42.69	44.82	47.06
		Annual	80,532.54	84,559.17	88,787.15	93,226.35	97,887.80
46	Confidential Secretary to City Manager/Council	Hourly	38.72	40.65	42.69	44.82	47.06
		Annual	80,532.54	84,559.17	88,787.15	93,226.35	97,887.80
	Crossing Guards ^ (Single Rate)	Hourly			16.50		
	Deputy Fire Chief	Hourly		72.45	to	99.13	
		Annual		150,701.53	to	206,196.17	
35	Development Services Technician	Hourly	29.51	30.98	32.53	34.16	35.87
		Annual	61,377.31	64,446.12	67,668.48	71,052.23	74,604.72
	Director of Community Services	Hourly		74.40	to	99.21	
		Annual		154,760.74	to	206,355.91	
	Director of Development Services	Hourly		73.62	to	99.25	
		Annual		153,131.62	to	206,441.92	
	Director of Engineering/City Engineer	Hourly		73.62	to	99.25	
		Annual		153,131.62	to	206,441.92	
	Director of Finance / City Treasurer	Hourly		77.78	to	104.66	
		Annual		161,791.16	to	217,692.34	
	Director of Fire & Life Safety (Fire Chief)	Hourly		88.34	to	115.31	
		Annual		183,745.27	to	239,841.21	

CITY OF SANTEE
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE JANUARY 1, 2025
 Minimum Wage Update

Range	Classification		A	B	C	D	E
	Director of Human Resources	Hourly		72.64	to	98.07	
		Annual		151,099.30	to	203,984.31	
	Director of Planning & Building/City Planner	Hourly		73.62	to	99.25	
		Annual		153,131.62	to	206,441.92	
	Economic Development Manager	Hourly		46.92	to	63.34	
		Annual		97,587.09	to	131,743.44	
48	Engineering Inspector	Hourly	40.68	42.71	44.85	47.09	49.44
		Annual	84,609.42	88,839.88	93,281.57	97,945.82	102,843.24
39	Equipment Mechanic	Hourly	32.57	34.20	35.91	37.71	39.59
		Annual	67,749.18	71,136.77	74,693.55	78,428.28	82,349.47
17	Emergency Medical Technician 56-hour	Hourly	18.92	19.87	20.86	21.90	23.00
		Annual	55,095.04	57,861.44	60,744.32	63,772.80	66,976.00
17	Emergency Medical Technician 12-hour <i>*Annual calculated based on a 42-hour weekly average</i>	Hourly	18.92	19.87	20.86	21.90	23.00
		Annual*	41,321.28	43,396.08	45,558.24	47,829.60	50,232.00
	Emergency Medical Technician Part-Time ^	Hourly		18.92	to	23.00	
35	Equipment Operator	Hourly	29.51	30.98	32.53	34.16	35.87
		Annual	61,377.31	64,446.12	67,668.48	71,052.23	74,604.72
42	Facilities Maintenance Supervisor	Hourly	35.08	36.83	38.67	40.60	42.64
		Annual	72,958.35	76,606.03	80,436.30	84,458.33	88,680.99
25	Facilities Maintenance Technician	Hourly	23.05	24.20	25.41	26.69	28.02
		Annual	47,947.49	50,344.73	52,862.26	55,505.07	58,280.19
35	Field Inspector	Hourly	29.51	30.98	32.53	34.16	35.87
		Annual	61,377.31	64,446.12	67,668.48	71,052.23	74,604.72
	Finance Manager	Hourly		57.43	to	77.54	
		Annual		119,462.59	to	161,274.57	
	Fire Battalion Chief (2920 hours)	Hourly		43.56	to	59.05	
		Annual		127,186.06	to	172,418.96	
	Fire Battalion Chief - Administration (2080 hours)	Hourly		61.15	to	82.89	
		Annual		127,186.06	to	172,418.96	

CITY OF SANTEE
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE JANUARY 1, 2025
 Minimum Wage Update

Range	Classification		A	B	C	D	E
	Fire Division Chief	Hourly		64.19	to	86.65	
		Annual		133,518.49	to	180,225.82	
44	Fire Inspector	Hourly	36.85	38.69	40.63	42.66	44.79
		Annual	76,652.01	80,484.39	84,508.93	88,734.08	93,170.81
	Fire Marshal	Hourly		62.38	to	81.39	
		Annual		129,747.69	to	169,291.29	
	Graduate Intern ^	Hourly		16.50	to	21.32	
	Hazard Mitigation Project Manager	Hourly		56.57	to	76.92	
		Annual		117,660.02	to	159,994.98	
38	Human Resources Technician	Hourly	31.78	33.37	35.03	36.79	38.63
		Annual	66,096.77	69,401.58	72,871.63	76,515.44	80,341.11
38	Human Services and Open Space Coordinator	Hourly	31.78	33.37	35.03	36.79	38.63
		Annual	66,096.77	69,401.58	72,871.63	76,515.44	80,341.11
	IT Systems Technician^	Hourly		27.76	to	33.74	
53	Information Technology Analyst	Hourly	46.02	48.32	50.74	53.28	55.94
		Annual	95,727.61	100,513.95	105,540.17	110,816.92	116,357.97
	Information Technology Manager	Hourly		52.21	to	70.49	
		Annual		108,602.34	to	146,613.31	
53	Information Technology GIS Analyst	Hourly	46.02	48.32	50.74	53.28	55.94
		Annual	95,727.61	100,513.95	105,540.17	110,816.92	116,357.97
	Information Technology/GIS Technician^			30.56	to	37.14	
35	Irrigation Specialist	Hourly	29.51	30.98	32.53	34.16	35.87
		Annual	61,377.31	64,446.12	67,668.48	71,052.23	74,604.72
29	Landscape and Irrigation Maintenance Worker	Hourly	25.44	26.72	28.05	29.46	30.93
		Annual	52,925.24	55,571.58	58,350.22	61,267.98	64,331.15
48	Lead Equipment Mechanic	Hourly	40.68	42.71	44.85	47.09	49.44
		Annual	84,609.42	88,839.88	93,281.57	97,945.82	102,843.24

CITY OF SANTEE
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE JANUARY 1, 2025
 Minimum Wage Update

Range	Classification		A	B	C	D	E
29	Maintenance Worker	Hourly	25.44	26.72	28.05	29.46	30.93
		Annual	52,925.24	55,571.58	58,350.22	61,267.98	64,331.15
46	Management Analyst	Hourly	38.72	40.65	42.69	44.82	47.06
		Annual	80,532.54	84,559.17	88,787.15	93,226.35	97,887.80
43	Management Assistant	Hourly	35.95	37.75	39.64	41.62	43.70
		Annual	74,782.35	78,521.34	82,447.50	86,570.02	90,898.13
	Marketing Aide^	Hourly		16.50	to	21.32	
	Marketing Coordinator	Hourly		35.48	to	50.68	
		Annual		73,790.19	to	105,414.57	
	Marketing Manager	Hourly		49.66	to	67.05	
		Annual		103,289.65	to	139,473.69	
28	Marketing Specialist	Hourly	24.82	26.07	27.37	28.74	30.17
		Annual	51,634.45	54,216.39	56,927.13	59,773.39	62,762.22
34	Marketing Specialist II	Hourly	28.79	30.23	31.74	33.33	34.99
		Annual	59,880.25	62,874.40	66,017.86	69,318.81	72,784.61
	Office Assistant ^	Hourly		16.50	to	21.32	
48	Parks & Landscape Supervisor	Hourly	40.68	42.71	44.85	47.09	49.44
		Annual	84,609.42	88,839.88	93,281.57	97,945.82	102,843.24
	Principal Civil Engineer	Hourly		64.53	to	87.40	
		Annual		134,225.91	to	181,799.62	
	Principal Planner	Hourly		51.14	to	69.04	
		Annual		106,370.51	to	143,602.46	
	Principal Traffic Engineer	Hourly		64.53	to	87.40	
		Annual		134,225.91	to	181,799.62	
39	Procurement Specialist	Hourly	32.57	34.20	35.91	37.71	39.59
		Annual	67,749.18	71,136.77	74,693.55	78,428.28	82,349.47

CITY OF SANTEE
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE JANUARY 1, 2025
 Minimum Wage Update

Range	Classification		A	B	C	D	E
	Public Services Manager	Hourly		49.66	to	67.05	
		Annual		103,289.65	to	139,473.69	
44	Public Works Supervisor	Hourly	36.85	38.69	40.63	42.66	44.79
		Annual	76,652.01	80,484.39	84,508.93	88,734.08	93,170.81
	Recreation Aide ^	Hourly		16.50	to	18.21	
28	Recreation Coordinator	Hourly	24.82	26.07	27.37	28.74	30.17
		Annual	51,634.45	54,216.39	56,927.13	59,773.39	62,762.22
	Recreation Leader ^	Hourly		16.56	to	19.67	
	Recreation Services Manager	Hourly		49.66	to	67.05	
		Annual		103,289.65	to	139,473.69	
	Recreation Supervisor	Hourly		35.48	to	50.68	
		Annual		73,790.19	to	105,414.58	
23	Secretary	Hourly	21.94	23.04	24.19	25.40	26.67
		Annual	45,636.97	47,918.84	50,314.65	52,830.43	55,472.17
36	Senior Account Clerk	Hourly	30.25	31.76	33.35	35.01	36.76
		Annual	62,911.87	66,057.48	69,360.53	72,828.49	76,470.16
53	Senior Accountant	Hourly	46.02	48.32	50.74	53.28	55.94
		Annual	95,727.61	100,513.95	105,540.17	110,816.92	116,357.97
50	Senior Building Inspector	Hourly	42.74	44.87	47.12	49.47	51.95
		Annual	88,892.57	93,337.46	98,004.57	102,904.47	108,049.94
	Senior Civil Engineer / Senior Traffic Engineer	Hourly		56.57	to	76.92	
		Annual		117,660.02	to	159,994.98	
	Senior Human Resources Analyst	Hourly		46.86	to	63.26	
		Annual		97,471.99	to	131,588.04	
	Senior Management Analyst	Hourly		44.63	to	60.25	
		Annual		92,830.47	to	125,321.93	

CITY OF SANTEE
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 EFFECTIVE JANUARY 1, 2025
 Minimum Wage Update

Range	Classification					
		A	B	C	D	E
	Senior Management Analyst/ Grant Coordinator		46.86	to	63.26	
			97,471.99	to	131,588.04	
	Senior Planner		44.47	to	60.03	
			92,495.42	to	124,871.86	
	Special Events Supervisor		35.48	to	50.68	
			73,790.19	to	105,414.58	
	Storm Water Program Assistant^		28.73	to	34.92	
50	Storm Water Program Coordinator	42.74	44.87	47.12	49.47	51.95
		88,892.57	93,337.46	98,004.57	102,904.47	108,049.94
	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
EFFECTIVE JULY 4, 2024

<u>Range</u>	<u>Classification</u>		
	City Council Member	Monthly	1,925.94
		Annual	23,111.28
	Mayor	Monthly	3,245.81
		Annual	38,949.67