

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

<u>Classification</u>		A	B	C	D	E
Fire Captain / PM Base salary	Hourly	37.87	39.76	41.75	43.84	46.03
	Annual	110,270.45	115,785.21	121,574.10	127,651.92	134,035.26
 <i>Educational Incentive</i>						
Fire Captain / PM 31-45 units = 1.5% over base	Hourly	38.44	40.36	42.38	44.49	46.72
	Annual	111,924.27	117,522.00	123,397.83	129,566.89	136,045.83
Fire Captain / PM 46 units and over = 3.0% over base	Hourly	39.00	40.95	43.00	45.15	47.41
	Annual	113,578.44	119,258.77	125,221.54	131,481.14	138,056.02
Fire Captain / PM A.A. Degree = 4.5% over base	Hourly	39.57	41.55	43.63	45.81	48.10
	Annual	115,232.61	120,995.21	127,044.87	133,396.10	140,066.55
Fire Captain / PM Bachelor Degree = 6% over base	Hourly	40.14	42.15	44.25	46.47	48.79
	Annual	116,886.42	122,731.96	128,868.59	135,311.09	142,077.49

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 EFFECTIVE JANUARY 4, 2024

<u>Classification</u>		A	B	C	D	E
Fire Captain Base salary	Hourly	36.24	38.05	39.95	41.95	44.05
	Annual	105,521.80	110,798.89	116,338.53	122,154.84	128,262.60
 <i>Educational Incentive</i>						
Fire Captain 31-45 units = 1.5% over base	Hourly	36.78	38.62	40.55	42.58	44.71
	Annual	107,104.57	112,460.63	118,083.97	123,987.20	130,186.58
Fire Captain 46 units and over = 3.0% over base	Hourly	37.32	39.19	41.15	43.21	45.37
	Annual	108,687.70	114,122.73	119,828.69	125,819.21	132,110.57
Fire Captain A.A. Degree = 4.5% over base	Hourly	37.87	39.76	41.75	43.84	46.03
	Annual	110,270.45	115,784.85	121,573.76	127,651.92	134,034.55
Fire Captain Bachelor Degree = 6% over base	Hourly	38.41	40.33	42.35	44.47	46.69
	Annual	111,853.23	117,446.62	123,319.18	129,483.96	135,958.52

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 EFFECTIVE JANUARY 4, 2024

<u>Classification</u>		A	B	C	D	E
Fire Engineer/PM	Hourly	32.89	34.51	36.20	38.05	39.85
	Base salary	Annual 95,779.23	100,479.91	105,414.69	110,792.51	116,040.04
 <i>Educational Incentive</i>						
Fire Engineer / PM 31-45 units = 1.5% over base	Hourly	33.38	35.02	36.74	38.62	40.45
	Annual	97,216.19	101,986.94	106,995.54	112,454.48	117,780.49
Fire Engineer / PM 46 units and over = 3.0% over base	Hourly	33.88	35.54	37.29	39.19	41.04
	Annual	98,652.79	103,494.37	108,577.09	114,116.01	119,521.03
Fire Engineer / PM A.A. Degree = 4.5% over base	Hourly	34.37	36.06	37.83	39.76	41.64
	Annual	100,089.35	105,001.40	110,158.27	115,777.96	121,261.86
Fire Engineer / PM Bachelor Degree = 6% over base	Hourly	34.86	36.58	38.37	40.33	42.24
	Annual	101,526.30	106,508.83	111,739.45	117,439.92	123,002.37

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 EFFECTIVE JANUARY 4, 2024

<u>Classification</u>		A	B	C	D	E
Fire Engineer Base salary	Hourly	31.32	32.86	34.47	36.23	37.94
	Annual	91,198.86	95,673.80	100,373.31	105,493.98	110,491.11
 <i>Educational Incentive</i>						
Fire Engineer 31-45 units = 1.5% over base	Hourly	31.79	33.35	34.99	36.77	38.51
	Annual	92,566.96	97,109.06	101,879.08	107,076.40	112,148.41
Fire Engineer 46 units and over = 3.0% over base	Hourly	32.26	33.84	35.50	37.31	39.08
	Annual	93,935.02	98,543.99	103,384.49	108,658.85	113,806.14
Fire Engineer A.A. Degree = 4.5% over base	Hourly	32.73	34.33	36.02	37.86	39.65
	Annual	95,302.76	99,979.26	104,890.22	110,241.30	115,463.46
Fire Engineer Bachelor Degree = 6% over base	Hourly	33.20	34.83	36.54	38.40	40.22
	Annual	96,671.18	101,414.17	106,395.63	111,823.76	117,120.77

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

Classification		A	B	C	D	E	F	G	H
Firefighter Paramedic	Hourly	27.84	28.98	30.17	31.41	33.27	34.62	36.02	37.47
Base salary	Annual	81,068.78	84,399.13	87,867.99	91,478.98	96,893.14	100,807.42	104,880.13	109,127.02

Educational Incentive (after completing 2.5 years of employment)

	G	H
Firefighter Paramedic	36.56	38.04
31-45 units = 1.5% over base	106,453.14	110,763.86
Firefighter Paramedic	37.10	38.60
46 units and over = 3.0% over base	108,026.17	112,401.13
Firefighter Paramedic	37.64	39.16
A.A. Degree = 4.5% over base	109,599.92	114,037.98
Firefighter Paramedic	38.18	39.72
Bachelor Degree = 6% over base	111,172.93	115,674.83

CITY OF SANTEE
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 EFFECTIVE JANUARY 4, 2024

Classification		A	B	C	D	E	F	G	H
Firefighter	Hourly	23.62	24.80	25.93	27.35	28.71	30.15	31.66	33.24
Base salary	Annual	68,787.60	72,225.43	75,516.49	79,629.56	83,611.34	87,792.27	92,180.91	96,791.03

Educational Incentive (after completing 2.5 years of employment)

		G	H
Firefighter		32.13	33.74
31-45 units = 1.5% over base		93,563.82	98,242.86
Firefighter		32.61	34.24
46 units and over = 3.0% over base		94,946.42	99,694.68
Firefighter		33.08	34.73
A.A. Degree = 4.5% over base		96,329.31	101,146.86
Firefighter		33.55	35.23
Bachelor Degree = 6% over base		97,711.88	102,598.32

CITY OF SANTEE
 FY 23-24 ADOPTED AND AMENDED
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 Effective 4/11/24-General Employees & Management. Effective 1/1/24-Hourly Employees. Effective 1/4/24-Fire Management

Range	Classification		A	B	C	D	E
29	Account Clerk	Hourly	24.47	25.69	26.97	28.32	29.74
		Annual	50,889.65	53,434.21	56,105.98	58,911.52	61,856.87
35	Administrative Secretary	Hourly	28.37	29.79	31.28	32.85	34.49
		Annual	59,016.64	61,967.42	65,065.85	68,319.45	71,735.31
	Assistant City Clerk	Hourly		34.11	to	48.73	
		Annual		70,952.11	to	101,360.17	
	Assistant to the City Manager	Hourly		65.29	to	92.54	
		Annual		135,796.98	to	192,492.42	
50	Assistant Engineer	Hourly	41.09	43.15	45.31	47.57	49.95
		Annual	85,473.62	89,747.56	94,235.16	98,946.61	103,894.17
58	Associate Civil Engineer / Associate Traffic Engineer	Hourly	50.07	52.57	55.20	57.96	60.86
		Annual	104,141.17	109,348.69	114,816.44	120,557.08	126,585.20
43	Assistant Planner	Hourly	34.57	36.30	38.11	40.02	42.02
		Annual	71,906.11	75,501.29	79,276.44	83,240.40	87,402.05
49	Associate Planner	Hourly	40.09	42.10	44.20	46.41	48.73
		Annual	83,389.06	87,558.56	91,936.56	96,533.71	101,360.17
28	Building Development Technician I	Hourly	23.87	25.06	26.32	27.63	29.01
		Annual	49,648.51	52,131.14	54,737.62	57,474.41	60,348.29
32	Building Development Technician II	Hourly	26.35	27.66	29.05	30.50	32.03
		Annual	54,802.61	57,542.45	60,419.74	63,440.59	66,612.87
	Building Official	Hourly		59.98	to	78.26	
		Annual		124,757.39	to	162,780.09	
	City Clerk	Hourly		49.95	to	69.95	
		Annual		103,903.99	to	145,491.20	
	City Engineer	Hourly		66.70	to	90.35	
		Annual		138,743.11	to	187,917.88	
	City Manager (Single Rate)	Hourly		121.29	to	121.29	
		Annual		252,265.32	to	252,265.32	

CITY OF SANTEE
 FY 23-24 ADOPTED AND AMENDED
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 Effective 4/11/24-General Employees & Management. Effective 1/1/24-Hourly Employees. Effective 1/4/24-Fire Management

Range	Classification		A	B	C	D	E
26	Code Compliance Assistant	Hourly	22.72	23.86	25.05	26.30	27.62
		Annual	47,256.05	49,618.93	52,099.85	54,704.97	57,440.03
44	Code Compliance Officer	Hourly	35.43	37.21	39.07	41.02	43.07
		Annual	73,703.86	77,388.84	81,258.59	85,321.23	89,587.32
46	Confidential Accountant	Hourly	37.23	39.09	41.04	43.10	45.25
		Annual	77,435.13	81,306.89	85,372.26	89,640.72	94,122.88
46	Confidential Payroll Specialist	Hourly	37.23	39.09	41.04	43.10	45.25
		Annual	77,435.13	81,306.89	85,372.26	89,640.72	94,122.88
46	Confidential Secretary to City Manager/Council	Hourly	37.23	39.09	41.04	43.10	45.25
		Annual	77,435.13	81,306.89	85,372.26	89,640.72	94,122.88
	Crossing Guards ^ (Single Rate)	Hourly			16.00		
	Deputy Fire Chief	Hourly		69.66	to	95.32	
		Annual		144,899.46	to	198,255.62	
35	Development Services Technician	Hourly	28.37	29.79	31.28	32.85	34.49
		Annual	59,016.64	61,967.42	65,065.85	68,319.45	71,735.31
	Director of Community Services	Hourly		71.54	to	95.39	
		Annual		148,808.40	to	198,419.14	
	Director of Development Services	Hourly		70.79	to	95.43	
		Annual		147,241.94	to	198,501.85	
	Director of Engineering/City Engineer	Hourly		70.79	to	95.43	
		Annual		147,241.94	to	198,501.85	
	Director of Finance / City Treasurer	Hourly		74.79	to	100.63	
		Annual		155,568.42	to	209,319.56	
	Director of Fire & Life Safety (Fire Chief)	Hourly		84.94	to	110.87	
		Annual		176,678.14	to	230,616.55	

CITY OF SANTEE
 FY 23-24 ADOPTED AND AMENDED
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 Effective 4/11/24-General Employees & Management. Effective 1/1/24-Hourly Employees. Effective 1/4/24-Fire Management

Range	Classification		A	B	C	D	E
	Director of Human Resources	Hourly		69.85	to	94.30	
		Annual		145,287.79	to	196,138.76	
	Director of Planning & Building/City Planner	Hourly		70.79	to	95.43	
		Annual		147,241.94	to	198,501.85	
	Economic Development Manager	Hourly		43.99	to	59.38	
		Annual		91,491.56	to	123,514.41	
48	Engineering Inspector	Hourly	39.11	41.07	43.12	45.28	47.54
		Annual	81,355.21	85,422.96	89,693.82	94,178.67	98,887.73
39	Equipment Mechanic	Hourly	31.32	32.88	34.53	36.26	38.07
		Annual	65,143.44	68,400.74	71,820.72	75,411.81	79,182.18
17	Emergency Medical Technician	Hourly	18.19	19.10	20.06	21.06	22.11
		Annual	37,839.27	39,730.92	41,717.84	43,803.79	45,993.81
	Emergency Medical Technician ^	Hourly		17.49	to	21.26	
35	Equipment Operator	Hourly	28.37	29.79	31.28	32.85	34.49
		Annual	59,016.64	61,967.42	65,065.85	68,319.45	71,735.31
38	Facilities Maintenance Supervisor	Hourly	30.56	32.08	33.69	35.37	37.14
		Annual	63,554.59	66,732.29	70,068.87	73,572.54	77,251.07
25	Facilities Maintenance Technician	Hourly	22.17	23.27	24.44	25.66	26.94
		Annual	46,103.36	48,408.39	50,829.10	53,370.26	56,038.64
35	Field Inspector	Hourly	28.37	29.79	31.28	32.85	34.49
		Annual	59,016.64	61,967.42	65,065.85	68,319.45	71,735.31
	Finance Manager	Hourly		55.22	to	74.55	
		Annual		114,867.87	to	155,071.70	
	Fire Battalion Chief (2920 hours)	Hourly		41.88	to	56.78	
		Annual		122,294.29	to	165,787.46	
	Fire Battalion Chief - Administration (2080 hours)	Hourly		58.80	to	79.71	
		Annual		122,294.29	to	165,787.46	

CITY OF SANTEE
 FY 23-24 ADOPTED AND AMENDED
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 Effective 4/11/24-General Employees & Management. Effective 1/1/24-Hourly Employees. Effective 1/4/24-Fire Management

Range	Classification		A	B	C	D	E
	Fire Division Chief	Hourly		57.34	to	77.40	
		Annual		119,270.87	to	160,994.11	
44	Fire Inspector	Hourly	35.43	37.21	39.07	41.02	43.07
		Annual	73,703.86	77,388.84	81,258.59	85,321.23	89,587.32
	Fire Marshal	Hourly		59.98	to	78.26	
		Annual		124,757.39	to	162,780.09	
	Graduate Intern ^	Hourly		16.00	to	21.32	
38	Human Resources Technician	Hourly	30.56	32.08	33.69	35.37	37.14
		Annual	63,554.59	66,732.29	70,068.87	73,572.54	77,251.07
38	Human Services and Open Space Coordinator	Hourly	30.56	32.08	33.69	35.37	37.14
		Annual	63,554.59	66,732.29	70,068.87	73,572.54	77,251.07
	IT Systems Technician^	Hourly		27.76	to	33.74	
53	Information Technology Analyst	Hourly	44.25	46.47	48.79	51.23	53.79
		Annual	92,045.78	96,648.03	101,480.93	106,554.73	111,882.66
	Information Technology Manager	Hourly		50.20	to	67.78	
		Annual		104,425.33	to	140,974.34	
	Information Technology/GIS Technician^			30.56	to	37.14	
35	Irrigation Specialist	Hourly	28.37	29.79	31.28	32.85	34.49
		Annual	59,016.64	61,967.42	65,065.85	68,319.45	71,735.31
29	Landscape and Irrigation Maintenance Worker	Hourly	24.47	25.69	26.97	28.32	29.74
		Annual	50,889.65	53,434.21	56,105.98	58,911.52	61,856.87
48	Lead Equipment Mechanic	Hourly	39.11	41.07	43.12	45.28	47.54
		Annual	81,355.21	85,422.96	89,693.82	94,178.67	98,887.73
29	Maintenance Worker	Hourly	24.47	25.69	26.97	28.32	29.74
		Annual	50,889.65	53,434.21	56,105.98	58,911.52	61,856.87
46	Management Analyst	Hourly	37.23	39.09	41.04	43.10	45.25
		Annual	77,435.13	81,306.89	85,372.26	89,640.72	94,122.88

CITY OF SANTEE
 FY 23-24 ADOPTED AND AMENDED
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 Effective 4/11/24-General Employees & Management. Effective 1/1/24-Hourly Employees. Effective 1/4/24-Fire Management

Range	Classification		A	B	C	D	E
43	Management Assistant	Hourly	34.57	36.30	38.11	40.02	42.02
		Annual	71,906.11	75,501.29	79,276.44	83,240.40	87,402.05
	Marketing Aide^	Hourly		16.00	to	21.32	
	Marketing Coordinator	Hourly		34.11	to	48.73	
		Annual		70,952.11	to	101,360.17	
	Marketing Manager	Hourly		47.75	to	64.48	
		Annual		99,316.97	to	134,109.32	
28	Marketing Specialist	Hourly	23.87	25.06	26.32	27.63	29.01
		Annual	49,648.51	52,131.14	54,737.62	57,474.41	60,348.29
34	Marketing Specialist II	Hourly	27.68	29.07	30.52	32.04	33.65
		Annual	57,577.16	60,456.15	63,478.71	66,652.70	69,985.20
	Office Assistant ^	Hourly		16.00	to	21.32	
48	Parks & Landscape Supervisor	Hourly	39.11	41.07	43.12	45.28	47.54
		Annual	81,355.21	85,422.96	89,693.82	94,178.67	98,887.73
	Principal Civil Engineer	Hourly		62.05	to	84.04	
		Annual		129,063.37	to	174,807.33	
	Principal Planner	Hourly		49.17	to	66.38	
		Annual		102,279.34	to	138,079.29	
	Principal Traffic Engineer	Hourly		62.05	to	84.04	
		Annual		129,063.37	to	174,807.33	
38	Procurement Specialist	Hourly	30.56	32.08	33.69	35.37	37.14
		Annual	63,554.59	66,732.29	70,068.87	73,572.54	77,251.07
	Public Services Manager	Hourly		47.75	to	64.48	
		Annual		99,316.97	to	134,109.32	
43	Public Works Supervisor	Hourly	34.57	36.30	38.11	40.02	42.02
		Annual	71,906.11	75,501.29	79,276.44	83,240.40	87,402.05
	Recreation Aide ^	Hourly		16.00	to	18.21	

CITY OF SANTEE
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 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 Effective 4/11/24-General Employees & Management. Effective 1/1/24-Hourly Employees. Effective 1/4/24-Fire Management

Range	Classification		A	B	C	D	E
28	Recreation Coordinator	Hourly	23.87	25.06	26.32	27.63	29.01
		Annual	49,648.51	52,131.14	54,737.62	57,474.41	60,348.29
	Recreation Leader ^	Hourly		16.56	to	19.67	
	Recreation Services Manager	Hourly		47.75	to	64.48	
		Annual		99,316.97	to	134,109.32	
	Recreation Supervisor	Hourly		34.11	to	48.73	
		Annual		70,952.11	to	101,360.17	
23	Secretary	Hourly	19.31	20.28	21.29	22.35	23.47
		Annual	40,164.62	42,172.88	44,281.40	46,495.52	48,820.47
36	Senior Account Clerk	Hourly	29.08	30.54	32.06	33.67	35.35
		Annual	60,492.18	63,516.81	66,692.82	70,027.39	73,529.00
53	Senior Accountant	Hourly	44.25	46.47	48.79	51.23	53.79
		Annual	92,045.78	96,648.03	101,480.93	106,554.73	111,882.66
50	Senior Building Inspector	Hourly	41.09	43.15	45.31	47.57	49.95
		Annual	85,473.62	89,747.56	94,235.16	98,946.61	103,894.17
	Senior Civil Engineer / Senior Traffic Engineer	Hourly		54.39	to	73.96	
		Annual		113,134.63	to	153,841.33	
	Senior Human Resources Analyst	Hourly		45.06	to	60.83	
		Annual		93,723.06	to	126,526.97	
	Senior Management Analyst	Hourly		42.91	to	57.93	
		Annual		89,260.07	to	120,501.86	
	Senior Management Analyst/ Grant Coordinator	Hourly		45.06	to	60.83	
		Annual		93,723.07	to	126,526.97	
	Senior Planner	Hourly		42.76	to	57.73	
		Annual		88,937.90	to	120,069.10	
	Special Events Supervisor	Hourly		34.11	to	48.73	
		Annual		70,952.11	to	101,360.17	

CITY OF SANTEE
 FY 23-24 ADOPTED AND AMENDED
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE
 Effective 4/11/24-General Employees & Management. Effective 1/1/24-Hourly Employees. Effective 1/4/24-Fire Management

<u>Range</u>	<u>Classification</u>		A	B	C	D	E
	Storm Water Program Assistant^	Hourly		28.73	to	34.92	
50	Storm Water Program Coordinator	Hourly	41.09	43.15	45.31	47.57	49.95
		Annual	85,473.62	89,747.56	94,235.16	98,946.61	103,894.17
	Student Intern ^	Hourly		16.00	to	19.67	
	Technical Professional Expert ^	Hourly		50.00	to	160.00	

^Part-time, temporary status

CITY OF SANTEE
MAYOR AND CITY COUNCIL MEMBERS SALARY SCHEDULE
EFFECTIVE JANUARY 1, 2024

<u>Range</u>	<u>Classification</u>		
	City Council Member	Monthly	1,851.87
		Annual	22,222.39
	Mayor	Monthly	3,120.97
		Annual	37,451.61