

**RESOLUTION NO. 16044**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF REDWOOD CITY AMENDING THE CLASSIFICATION AND SALARY AND WAGE PLAN FOR CLASSIFICATIONS REPRESENTED BY THE CHIEF OFFICERS ASSOCIATION AND FOR CLASSIFICATIONS REPRESENTED BY THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 2400**

**WHEREAS**, The City and the Chief Officers Association (“COA”) have reached agreement on a Successor Memorandum of Understanding for October 1, 2021 – September 30, 2024; and

**WHEREAS**, the parties agreed to amend the classification and salary and wage plan by granting a 3% cost-of-living adjustment effective December 20, 2021, a 3% cost-of-living adjustment effective October 10, 2022, and a 3% cost-of-living adjustment effective October 9, 2023 for classifications represented by COA; and

**WHEREAS**, The City and the International Association of Firefighters Local 2400 (IAFF) have reached agreement on a Successor Memorandum of Understanding for July 1, 2021 – June 30, 2023; and

**WHEREAS**, the parties agreed to amend the classification and salary and wage plan by granting a 3% equity adjustment effective December 20, 2021, a 2% cost-of-living adjustment effective January 3, 2022, and a 2% cost-of-living adjustment effective January 2, 2023 for classifications represented by IAFF.

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF REDWOOD CITY, AS FOLLOWS:**

1. The City's salary and wage plan for COA classifications will be amended as set forth in Exhibit A-1, A-2, A-3 and Exhibit C.

2. The City's salary and wage plan for IAFF classifications will be amended as set forth in Exhibit B-1, B-2, B-3 and Exhibit C.

3. This resolution shall be effective upon the date of its adoption.

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## EXHIBIT A-1

**CHIEF OFFICERS ASSOCIATION  
PROPOSED SALARY RANGES  
3% COLA Effective December 20, 2021**

| <b>Classification</b>   | <b>Minimum Monthly Salary</b> | <b>Maximum Monthly Salary</b> |
|-------------------------|-------------------------------|-------------------------------|
| Battalion Chief         | \$15,114                      | \$18,372                      |
| Battalion Chief – 40 HR | \$16,399                      | \$19,932                      |
| Deputy Fire Chief       | \$18,743                      | \$21,925                      |
| Fire Marshal            | \$16,399                      | \$19,932                      |

## EXHIBIT A-2

**CHIEF OFFICERS ASSOCIATION  
PROPOSED SALARY RANGES  
3% COLA Effective October 10, 2022**

| <b>Classification</b>   | <b>Minimum Monthly Salary</b> | <b>Maximum Monthly Salary</b> |
|-------------------------|-------------------------------|-------------------------------|
| Battalion Chief         | \$15,567                      | \$18,923                      |
| Battalion Chief – 40 HR | \$16,891                      | \$20,530                      |
| Deputy Fire Chief       | \$19,305                      | \$22,583                      |
| Fire Marshal            | \$16,891                      | \$20,530                      |

## EXHIBIT A-3

**CHIEF OFFICERS ASSOCIATION  
PROPOSED SALARY RANGES  
3% COLA Effective October 9, 2023**

| <b>Classification</b>   | <b>Minimum Monthly Salary</b> | <b>Maximum Monthly Salary</b> |
|-------------------------|-------------------------------|-------------------------------|
| Battalion Chief         | \$16,034                      | \$19,491                      |
| Battalion Chief – 40 HR | \$17,398                      | \$21,146                      |
| Deputy Fire Chief       | \$19,884                      | \$23,260                      |
| Fire Marshal            | \$17,398                      | \$21,146                      |

## EXHIBIT B-1

### INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 2400 PROPOSED SALARY RANGES 3% Equity Effective December 20, 2021

| CLASSIFICATION                |           | STEP 1    | STEP 2    | STEP 3    | STEP 4    | STEP 5    | STEP 6    |
|-------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| DEPUTY FIRE MARSHAL           | MONTHLY   | 11,935.00 | 12,530.00 | 13,157.00 | 13,814.00 | 14,505.00 |           |
|                               | BIWEEKLY  | 5,508.46  | 5,783.08  | 6,072.46  | 6,375.69  | 6,694.62  |           |
|                               | HRLY RATE | 49.18     | 51.63     | 54.22     | 56.93     | 59.77     |           |
| FIRE CAPTAIN                  | MONTHLY   | 11,257.00 | 11,816.00 | 12,409.00 | 13,026.00 | 13,677.00 |           |
|                               | BIWEEKLY  | 5,195.54  | 5,453.54  | 5,727.23  | 6,012.00  | 6,312.46  |           |
|                               | HRLY RATE | 46.39     | 48.69     | 51.14     | 53.68     | 56.36     |           |
| FIRE FIGHTER/ENGINEER         | MONTHLY   | 8,644.00  | 9,077.00  | 9,532.00  | 10,012.00 | 10,511.00 | 11,033.00 |
|                               | BIWEEKLY  | 3,989.54  | 4,189.38  | 4,399.38  | 4,620.92  | 4,851.23  | 5,092.15  |
|                               | HRLY RATE | 35.62     | 37.41     | 39.28     | 41.26     | 43.31     | 45.47     |
| FIRE FIGHTER/ENGINEER - 40 HR | MONTHLY   | 8,644.00  | 9,077.00  | 9,532.00  | 10,012.00 | 10,511.00 | 11,033.00 |
|                               | BIWEEKLY  | 3,989.54  | 4,189.38  | 4,399.38  | 4,620.92  | 4,851.23  | 5,092.15  |
|                               | HRLY RATE | 49.87     | 52.37     | 54.99     | 57.76     | 60.64     | 63.65     |
| FIRE PREVENTION OFFICER       | MONTHLY   | 10,149.00 | 10,662.00 | 11,189.00 | 11,751.00 | 12,339.00 |           |
|                               | BIWEEKLY  | 4,684.15  | 4,920.92  | 5,164.15  | 5,423.54  | 5,694.92  |           |
|                               | HRLY RATE | 58.55     | 61.51     | 64.55     | 67.79     | 71.19     |           |

## EXHIBIT B-2

### INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 2400 PROPOSED SALARY RANGES 3% COLA Effective January 3, 2022

| CLASSIFICATION                   |           | STEP 1    | STEP 2    | STEP 3    | STEP 4    | STEP 5    | STEP 6    |
|----------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| DEPUTY FIRE MARSHAL              | MONTHLY   | 12,174.00 | 12,781.00 | 13,420.00 | 14,090.00 | 14,795.00 |           |
|                                  | BIWEEKLY  | 5,618.77  | 5,898.92  | 6,193.85  | 6,503.08  | 6,828.46  |           |
|                                  | HRLY RATE | 50.17     | 52.67     | 55.30     | 58.06     | 60.97     |           |
| FIRE CAPTAIN                     | MONTHLY   | 11,482.00 | 12,052.00 | 12,657.00 | 13,287.00 | 13,951.00 |           |
|                                  | BIWEEKLY  | 5,299.38  | 5,562.46  | 5,841.69  | 6,132.46  | 6,438.92  |           |
|                                  | HRLY RATE | 47.32     | 49.66     | 52.16     | 54.75     | 57.49     |           |
| FIRE FIGHTER/ENGINEER            | MONTHLY   | 8,817.00  | 9,259.00  | 9,723.00  | 10,212.00 | 10,721.00 | 11,254.00 |
|                                  | BIWEEKLY  | 4,069.38  | 4,273.38  | 4,487.54  | 4,713.23  | 4,948.15  | 5,194.15  |
|                                  | HRLY RATE | 36.33     | 38.16     | 40.07     | 42.08     | 44.18     | 46.38     |
| FIRE FIGHTER/ENGINEER -<br>40 HR | MONTHLY   | 8,817.00  | 9,259.00  | 9,723.00  | 10,212.00 | 10,721.00 | 11,254.00 |
|                                  | BIWEEKLY  | 4,069.38  | 4,273.38  | 4,487.54  | 4,713.23  | 4,948.15  | 5,194.15  |
|                                  | HRLY RATE | 50.87     | 53.42     | 56.09     | 58.92     | 61.85     | 64.93     |
| FIRE PREVENTION OFFICER          | MONTHLY   | 10,352.00 | 10,875.00 | 11,413.00 | 11,986.00 | 12,586.00 |           |
|                                  | BIWEEKLY  | 4,777.85  | 5,019.23  | 5,267.54  | 5,532.00  | 5,808.92  |           |
|                                  | HRLY RATE | 59.72     | 62.74     | 65.84     | 69.15     | 72.61     |           |

**EXHIBIT B-3**

**INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 2400  
PROPOSED SALARY RANGES  
3% COLA Effective January 2, 2023**

| <b>CLASSIFICATION</b>         |           | <b>STEP 1</b> | <b>STEP 2</b> | <b>STEP 3</b> | <b>STEP 4</b> | <b>STEP 5</b> | <b>STEP 6</b> |
|-------------------------------|-----------|---------------|---------------|---------------|---------------|---------------|---------------|
| DEPUTY FIRE MARSHAL           | MONTHLY   | 12,417.00     | 13,037.00     | 13,688.00     | 14,372.00     | 15,091.00     |               |
|                               | BIWEEKLY  | 5,730.92      | 6,017.08      | 6,317.54      | 6,633.23      | 6,965.08      |               |
|                               | HRLY RATE | 51.17         | 53.72         | 56.41         | 59.23         | 62.19         |               |
| FIRE CAPTAIN                  | MONTHLY   | 11,712.00     | 12,293.00     | 12,910.00     | 13,553.00     | 14,230.00     |               |
|                               | BIWEEKLY  | 5,405.54      | 5,673.69      | 5,958.46      | 6,255.23      | 6,567.69      |               |
|                               | HRLY RATE | 48.26         | 50.66         | 53.20         | 55.85         | 58.64         |               |
| FIRE FIGHTER/ENGINEER         | MONTHLY   | 8,993.00      | 9,444.00      | 9,917.00      | 10,416.00     | 10,935.00     | 11,479.00     |
|                               | BIWEEKLY  | 4,150.62      | 4,358.77      | 4,577.08      | 4,807.38      | 5,046.92      | 5,298.00      |
|                               | HRLY RATE | 37.06         | 38.92         | 40.87         | 42.92         | 45.06         | 47.30         |
| FIRE FIGHTER/ENGINEER - 40 HR | MONTHLY   | 8,993.00      | 9,444.00      | 9,917.00      | 10,416.00     | 10,935.00     | 11,479.00     |
|                               | BIWEEKLY  | 4,150.62      | 4,358.77      | 4,577.08      | 4,807.38      | 5,046.92      | 5,298.00      |
|                               | HRLY RATE | 51.88         | 54.48         | 57.21         | 60.09         | 63.09         | 66.23         |
| FIRE PREVENTION OFFICER       | MONTHLY   | 10,559.00     | 11,093.00     | 11,641.00     | 12,226.00     | 12,838.00     |               |
|                               | BIWEEKLY  | 4,873.38      | 5,119.85      | 5,372.77      | 5,642.77      | 5,925.23      |               |
|                               | HRLY RATE | 60.92         | 64.00         | 67.16         | 70.53         | 74.07         |               |

Passed and adopted by the Council of the City of Redwood City at a  
Joint City Council/Successor Agency Board/Public Financing Authority Meeting  
thereof held on the 23<sup>rd</sup> day of May 2022 by the following votes:

AYES: Aguirre, Espinoza-Garnica, Gee, Howard, Reddy, Smith  
and Mayor Hale

NOES: None

ABSENT: None

ABSTAINED: None

RECUSED: None



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Giselle Hale  
Mayor of the City of Redwood City

Attest:



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Pamela Aguilar, CMC  
City Clerk of Redwood City

I hereby approve the foregoing resolution this  
24<sup>th</sup> day of May 2022.



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Giselle Hale  
Mayor of the City of Redwood City