

RESOLUTION NO. 16008

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF REDWOOD CITY APPROVING AND AUTHORIZING THE MAYOR TO EXECUTE THE FIFTH AMENDMENT TO THE EMPLOYMENT AGREEMENT FOR THE CITY MANAGER TO PROVIDE FOR AN ADJUSTMENT TO COMPENSATION, AND AMENDING THE CITY'S CLASSIFICATION AND WAGE AND SALARY PLAN TO UPDATE THE SALARY RANGE TO INCORPORATE THE COMPENSATION ADJUSTMENTS FOR THE CITY MANAGER

WHEREAS, pursuant to its authority, the Redwood City Council periodically determines whether to make adjustments to the salary and benefits plan for the appointed positions of City Manager and City Attorney; and

WHEREAS, the City Council has conducted an annual performance evaluation of the City Manager, and reviewed compensation with respect to survey data of comparable positions in benchmark cities; and

WHEREAS, the City Council seeks to acknowledge the performance of the City Manager and ensure that salary remains competitive and in appropriate alignment with other City classifications.

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

1. The Fifth Amendment to City Manager Employment Agreement, attached hereto as Exhibit A, to effectuate the compensation adjustments is approved; and
2. The Mayor is hereby authorized to execute the Fifth Amendment to City Manager Employment Agreement, attached hereto as Exhibit A; and
3. The City's Classification and Salary Plan is hereby amended to reflect increases to salary ranges as shown in Exhibit B.
4. This resolution shall be effective upon the date of its adoption.

* * *

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 22nd day of November 2021 by the following votes:

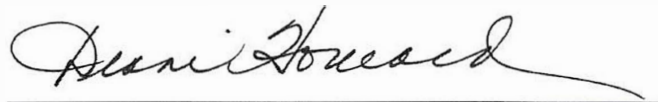
AYES: Aguirre, Espinoza-Garnica, Gee, Hale, Reddy, Smith and
Mayor Howard

NOES: None

ABSENT: None

ABSTAINED: None

RECUSED: None



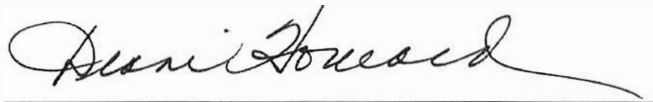
Diane Howard
Mayor of the City of Redwood City

Attest:



Pamela Aguilar, CMC
City Clerk of Redwood City

I hereby approve the foregoing
resolution this 23rd day of November 2021.



Diane Howard
Mayor of the City of Redwood City

RESO. # 16008
MUFF # 905

EXHIBIT A

FIFTH AMENDMENT TO CITY MANAGER EMPLOYMENT AGREEMENT

This FIFTH AMENDMENT to the EMPLOYMENT AGREEMENT dated August 24, 2015 between the City of Redwood City, a Charter City and Municipal Corporation of the State of California ("City"), and Melissa Stevenson Diaz ("Employee") is entered into as of the 1st day of July, 2021.

WHEREAS, in conformance with its performance review and compensation program for its appointees, the City Council has evaluated salary survey data of comparable positions in benchmark cities, and wishes to adjust Employee's salary and benefits accordingly as well as acknowledge Employee's performance.

WHEREAS, it is now the mutual desire and intent of the parties to amend the Agreement to increase Employee's annual salary to \$334,250.

NOW THEREFORE, in consideration of the mutual covenants contained in the original Agreement and as provided herein, the Agreement is AMENDED to read as follows:

1. Section 3 of the Agreement, entitled "**Compensation & Benefits**," is hereby deleted and replaced with Section 3 below.

3. COMPENSATION & BENEFITS

- A. Employee shall be paid three hundred thirty-four thousand two hundred fifty dollars (\$334,250) per year effective the first full pay period on or after July 1, 2021, payable in installments at the same time other City executive management employees are paid. Hereafter, Employee shall receive the compensation adjustments (cost of living [COLA], lump sum payments, one-time leave hours) approved by the City Council in the same amount and at the same time as they are approved for unrepresented department heads, except for any COLA approved in 2021 for unrepresented department heads.
- B. Within the next two years, Employee's base salary shall be adjusted to an amount that provides for a minimum ten percent (10%) differential above the top of the range of the highest paid department head directly supervised by Employee; and thereafter, a minimum ten percent (10%) base salary differential shall be maintained for Employee above the top of the range of the highest paid department head directly supervised by Employee.
- C. The City Council shall conduct an annual evaluation each year and may also conduct quarterly evaluations. The evaluation process shall address goals and objectives set for the past twelve-month period and establish

goals and objectives for the upcoming 12-month period. The City Council shall provide Employee with its written comments, if any, during its annual evaluation of Employee, and may discuss its evaluation with Employee. At the time of evaluation, the City Council will consider performance-based salary adjustments. The City Council shall also provide an informal mid-year performance review of Employee after her first six months of employment.

- D. Employee shall be entitled to the benefits specified in City of Redwood City Executive Management Summary of Benefits (Dated July 1, 2020), as it may be amended from time to time, and which is attached hereto as **Exhibit A** and incorporated herein by reference, except that Employee's annual professional development allowance shall be \$2,400. Employee's annual professional development allowance may be adjusted hereafter by Council resolution. In addition, Employee shall receive:
- i) An initial vacation bank of eighty (80) hours, and an initial sick leave bank of forty (40) hours. Vacation accrual will be at the rate granted to executive management employees with twenty-four (24) years of service. Vacation shall not be accumulated in excess of two (2) years of accrued vacation leave computed to the 31st of December, except upon written authorization of the City Council.
 - ii) A Cell phone allowance of \$75 per month, as compensation for the regular use of a personal cell phone in the course of work.
- E. The City Council agrees to budget for and pay the professional dues, subscriptions, courses, institutes, seminars and travel expenses of Employee for participation in professional activities required by law or authorized by City Council. This includes the International City/County Management Association (ICMA), League of California Cities, and Urban Land Institute. To the extent provided for in the City's annual budget, the City Council encourages Employee to attain positions of leadership in national, state, regional and local associations and organizations relevant to Employee's profession. Subject to budgetary limitations imposed by the City Council, the City Council agrees to pay for travel and subsistence expenses necessary to discharge Employee's official duties for such associations and organizations.
- F. Subject to the Brown Act (Cal. Gov't Code Section 54950, and following) Employee and City agree that no later than Employee's first year anniversary of employment with City, they will discuss potential relocation and housing assistance so that Employee may move to Redwood City.

2. Effect of Amendment. Except to the extent the Agreement is modified by this Fifth Amendment, the remaining terms and provisions of the Agreement shall remain unmodified and in full force and effect.
3. Counterparts. This Fifth Amendment may be executed in counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same Fifth Amendment.

This Fifth Amendment has been executed by the parties on the dates noted below.

EMPLOYEE:

MELISSA STEVENSON DIAZ

Dated: _____

CITY OF REDWOOD CITY:

DIANE HOWARD, MAYOR

Dated: _____

ATTEST:

PAMELA AGUILAR, CITY CLERK

Dated: _____

APPROVED AS TO FORM:

VERONICA RAMIREZ, CITY ATTORNEY

Dated: _____

**EXHIBIT A
PROPOSED EXECUTIVE MANAGEMENT SUMMARY OF BENEFITS 7-1-20**

CITY OF REDWOOD CITY



**EXECUTIVE MANAGEMENT
SUMMARY OF BENEFITS**

**Revised
July 1, 2020**

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The purpose of the Executive Management Summary of Benefits is to establish and maintain benefits that will attract and retain the best available talent for the City of Redwood City. Additionally, the Summary of Benefits is established to ensure Executive Management benefits stay in balance with other city employees.

I. EXECUTIVE MANAGEMENT BENEFITS APPLY TO THE FOLLOWING CLASSIFICATIONS:

Assistant City Attorney	Deputy City Manager
Assistant City Manager	Deputy Police Chief
Assistant Parks, Recreation and Community Services Director	Economic Development Manager
Assistant Public Works Director	Finance Director
City Clerk	Financial Services Manager
Community Development and Transportation Director	Fire Chief
Community Development Services Manager – Building	Human Resources Director
Community Development Services Manager – Engineering	Information Technology Manager
Community Development Services Manager - Planning	Library Director
Communications Manager	Parks, Recreation and Community Services Director
Deputy City Attorney	Police Captain
	Police Chief
	Public Works Services Director
	Senior Assistant City Attorney

Individuals in the above classifications are at-will employees.

The following Council appointed positions will receive at a minimum all benefits of the Executive Management Group and at Council discretion any additional benefits:

City Attorney
City Manager

II. COMPENSATION

MARKET EQUITY and SALARY SETTING

The comparable labor market will include those cities that provide full-service, are in the Bay Area job pool, recognized as excellent organizations, and have comparable service outputs. These cities include Alameda, Berkeley, Hayward, Mt. View, Palo Alto, San Leandro, San Mateo, South San Francisco, and Sunnyvale. The market study shall be based on total compensation, including such factors as salary, benefits, and other employer payments typically considered when determining total compensation.

Upon Council direction the City Manager shall request external labor market comparisons for all classifications in the Executive Management Group. Upon review of the labor market comparison and the City's financial condition the City Council may approve implementation of new salary ranges for the Executive Management Group.

Individual Executive Management salaries for Department Heads are reviewed by the City Manager on an annual basis and are set anywhere within the established range based on performance. Individual Executive Management salaries for Division Managers are reviewed by the Department Head and recommended to the City Manager on an annual basis and are set anywhere within the established range based on performance.

INTERNAL ALIGNMENT

All Executive Management classifications shall maintain a minimum differential of 10% above subordinate classifications. The comparative analysis shall include the top of the range of the executive classification and the top of the range (or top step) of the subordinate classification. Premium pay received by the subordinate classification will be included in the comparison if such pay is received on a regular and continuous basis, and the supervising classification is not similarly eligible for such pay. Adjustments in salary ranges to maintain the differential will be effective the same date the subordinate class received the adjustment.

The classifications of Police Captain, Deputy Police Chief, and Police Chief shall be exempt from the internal alignment standard through June 30, 2021. Salary adjustments for these classifications shall be granted annually, with the intent of achieving the ten percent (10%) internal alignment standard over time.

Adjustments to salary ranges due to compaction may be approved by the City Manager for immediate effect, and such changes shall be submitted for Council approval as soon as practical.

EXCEPTIONAL PERFORMANCE BONUS

The City Council shall continue to provide a bonus program for the Executive Management Group that will offer incentives and commensurate rewards for exceptional service or contributions. Any bonus granted under this program is at the discretion of the City Manager and is awarded when previously established stretch goals have been met or when the City Manager deems it appropriate. Employees in the Executive Management Group are eligible to receive up to a 5% of their base salary one time each fiscal year. It is not expected that all positions will receive bonuses each year since this program is intended to recognize only exceptional performance. This program is not a method of recognizing expected or above average performance. Again, the bonus program is only for exceptional service to the city or community. Any bonus awarded under this program is not considered part of base salary nor is there any intention that any bonus serve as the basis for any future compensation.

Annually as part of the budget process, the City Manager recommends to Council an amount to be appropriated for this program for the ensuing fiscal year. This amount may be based upon experience and may be expanded or reduced in accordance with the City's financial prospects and the City Manager's/City Council's satisfaction with the program.

CITY PAID DEFERRED COMPENSATION CONTRIBUTION

Effective October 1, 2001, the City shall contribute 2% of compensation to a deferred compensation program for all Executive Management classifications.

RETIREMENT ENHANCEMENT PLAN (401-A)

All Executive Management employees shall be eligible to participate in the plan if they are employed as the City Manager, City Attorney, City Clerk, or are a Department Head, Deputy or Assistant Department Head, or Division Manager of the City of Redwood City.

The City paid contribution of 2% of compensation will go into a 401-A plan for the applicable classifications, as defined in plan document. Employee contributions shall be mandatory and determined by the City in accordance with the plan document and I.R.S. guidelines. Employee contributions effective January 1, 2017, or upon Council approval of the amended plan, whichever occurs later, shall be as listed in Appendix A.

For the purposes of this section compensation shall be defined as all regular pay and any applicable retroactive payments relating to said regular pay.

For the purposes of this section regular pay shall be defined as the amount appearing in the regular pay line on the participant's pay stub.

All Executive Management personnel will participate in the City's payroll direct deposit program. Employees shall be paid biweekly in accordance with City-wide payroll procedures.

III. LEAVE

- a. **Vacation** – Vacation accruals will be set by the City Manager based on years of service with City and total public sector years or years in the industry.

Executive Management will accrue vacation based on years of service based on the following schedule:

- Date of Hire through the fourth year of service – 3.077 hours per pay period, yields 80 hours of vacation per year).
- Fifth through the ninth year of service – 4.615 hours per pay period, yields 120 hours of vacation per year.
- Tenth through the sixteen year of service – 6.154 hours per pay period, yields 160 hours of vacation per year.
- Seventeenth through the nineteenth year of service – 6.923 hour per pay period, yields 180 hours of vacation per year.
- Twentieth and subsequent years of service – 7.692 hour per pay period, yields 200 hours of vacation per year.

Vacation leave shall not be accumulated in excess of two (2) years' worth of vacation accrual computed to the 31st of December, except upon written authorization of the City Manager. In certain unique circumstances, the City Manager may authorize a payout of excess vacation leave over the maximum accrual cap.

- **Illness During Vacation** - An employee who commences a scheduled vacation period and subsequently becomes ill before his or her vacation period has been completed shall be placed on sick leave.

When the employee's vacation leave is converted to sick leave, the appropriate vacation credit shall be restored to the employee's earned vacation balance, and

a reasonable opportunity to utilize this vacation credit shall be provided within the City's existing practices in order to avoid loss of vacation credit.

- b. In-Lieu Hours** - In-Lieu Hours are established to recognize the inherent and distinctive terms and conditions of employment of Executive Management classifications. These positions are distinguished from all other merit system positions in that they serve solely at the pleasure of the City Manager or appointing authority in an exempt at will capacity, they may be removed without cause, and they are expected to work on call numerous hours beyond the regular work week without any additional form of compensation.

In partial recognition of the extra work hours expected of these positions, in-lieu hours are established. Executive Management employees are eligible to receive one hundred sixty (160) hours per calendar year of in-lieu hours. This leave may be taken as time off, or paid in cash for any portion of this leave remaining as of the payroll period which includes December 31 of the calendar year or may go into the employee's 401(a) account (where permitted by the plan document). Newly appointed Executive Management employees who have served less than one full calendar year may receive a prorated portion of this leave at the discretion of the City Manager.

- c. Holidays** - The following are recognized holidays:

New Year's Day
Martin Luther King, Jr. Day (observed on the third Monday in January)
President's Day (observed on the third Monday in February)
Memorial Day (observed on the last Monday in May)
Independence Day
Labor Day (observed on the first Monday in September)
Veterans Day (observed November 11)
Thanksgiving Day
The Day After Thanksgiving
Christmas Eve
Christmas Day
New Year's Eve
Two Administrative Holidays

- **Administrative Holiday** - At the option of the employee, an employee may receive pay at the employee's straight-time rate of pay in lieu of one or both of the administrative holidays at eight (8) hours per administrative holiday. In the event that one or both of the administrative holidays are not used by the last pay period paid in the year (based on the preceding twenty-six (26) pay periods), payment will be made no later than the first pay period in February.

- **Holiday During Vacation** - In the event any of the holidays above occur while an employee is on vacation or sick leave, the holiday shall not be charged as vacation or sick leave.

d. **Sick Leave** - Sick leave with pay shall be granted to all regular employees except as hereinafter provided, at the rate of one (1) working day for each full calendar month of service (3.693 hours per pay period), credited on a biweekly basis.

Sick leave shall be defined as the non-job related absence from work due to illness, bodily injury, exposure to contagious disease, and caring of family members or domestic partner whose illness required the employee's care. Sick leave may also be utilized for specified circumstances as provided for by City Policy and State and Federal law, including use of up to one-half of sick leave accrued in any calendar year to obtain any relief or services related to being a victim of domestic violence, sexual assault, or stalking including the following with appropriate certification of the need for such services:

- A temporary restraining order or restraining order.
- Other injunctive relief to help ensure the health, safety or welfare of themselves or their children.
- To seek medical attention for injuries caused by domestic violence, sexual assault, or stalking.
- To obtain services from a domestic violence shelter, program, or rape crisis center as a result of domestic violence, sexual assault, or stalking.
- To obtain psychological counseling related to an experience of domestic violence, sexual assault, or stalking.
- To participate in safety planning and take other actions to increase safety from future domestic violence, sexual assault, or stalking, including temporary or permanent relocation.

Unused sick leave may be accumulated to maximum sick leave credits of 1200 hours.

In the event an employee has accumulated the maximum sick leave credits of 1200 hours and the employee becomes so severely ill that he exhausts his/her sick leave, the City Manager may authorize additional sick leave to include any sick leave in excess of the 1200 hours maximum which may have been lost due to the maximum limitation; provided, however, that sick leave credits were not accumulated for a period of six (6) months or longer.

An employee may elect to receive compensation in lieu of sick leave credits for any calendar year (based on the first twenty-six (26) pay periods in the calendar year) by requesting payment of unused sick leave in writing to the Director of Finance no later than December 1 prior to the calendar year in which leave is

earned. Payment shall be made at fifty percent (50%) of the unused sick leave hours accrued for that calendar year at the salary for the year the payment is being made and shall be made after December 31. There shall be no payment in lieu of accumulated sick leave benefits for years prior to such calendar year.

Accumulated sick leave credits shall be reduced by the value of the sick leave compensated as provided in the above paragraph and the remaining balance shall be accumulated to a maximum of 1200 hours.

If an employee terminates his/her employment, for reasons other than death, retirement or discharge, compensation in lieu of unused sick leave shall be paid in accordance with the terms provided for an employee who may elect to receive compensation in lieu of sick leave credits, prorated to the date of termination of service.

Employees who retire from City employment with benefits from PERS or who die while in the employ of the City shall be eligible to receive fifty percent (50%) of accrued unused sick leave. In the event of the death of an employee, such payments shall be made to the designated beneficiary filed with the Human Resources Division, or, in the event no designated beneficiary has been chosen, the beneficiary listed in the employee's insurance policy will receive the payment of such unused sick leave as provided under the provisions for an employee who elects to receive compensation in lieu of sick leave credits.

Employees discharged shall not be eligible for payment of unused sick leave.

- **PERS Sick Leave Credit** - In the event the PERS sick leave credit contract option is provided to any employee organization in the miscellaneous group of employees, all Executive Management employees shall be granted this benefit.
- e. **Absences Less Than One (1) Day** - Executive Management shall charge the appropriate leave balances (vacation, sick, administrative) only for absences of one (1) or more working days.
- f. **Industrial Disability Leave**

Non-Safety employees hired on or after April 1, 1983, shall be entitled to industrial disability leave without loss of compensation for the period of such disability to a maximum of sixty (60) days or until retirement, whichever occurs first. In accordance with Labor Code 4850, public safety employees shall be entitled to industrial disability leave without loss of compensation for the period of such disability to a maximum of one (1) year, or until retirement, whichever occurs first. During the period the employee is paid by the City, the employee shall assign or endorse to the City any salary replacement benefit payments received as a result

of workers' compensation insurance coverage. The City reserves the right to withhold payment of any disability benefits until such time as it is determined whether or not the illness or injury is covered by workers' compensation.

- g. Bereavement Leave** – In the event of a death in the immediate family member of an employee in the Executive Management Group that employee, upon request, shall be granted such time off with pay as is necessary to make arrangements for and/or attend the funeral not to exceed three (3) regularly scheduled working days or four (4) days in the event the funeral is 300 or more miles from the City. For bereavement leave, immediate family shall be restricted to father, mother, brother, sister, spouse, domestic partner, child, half-brother, half-sister, stepbrother, stepsister, mother-in-law, father-in-law, grandparent, grandchild, and stepfather, stepmother, stepchild in those cases where direct child rearing-parental relationship may be demonstrated to have existed.
- h. Military Leave** - The provisions of the Military and Veterans Code of the State of California shall govern the granting of military leaves of absence and the rights of employees returning from such leaves.
- i. Parental Leave of Absence Without Pay** - Qualifying employees shall be granted upon request a leave of absence without pay for the purpose of parent-child bonding following the birth of a child or the placement of a child in the employee's family for adoption or foster care for a period of up to one (1) year.

The employee on leave shall be returned to his/her original position or if that position is not in existence, to an equivalent position within his/her classification.

A parental leave is granted without pay for the duration of leave. Where an employee has accrued paid vacation, NAVL, compensatory time, or sick leave, that paid leave may be substituted for all or part of any unpaid parental leave. The City may also require use of paid accrued leave during parental leave in accordance with City policy and Family Medical Leave Act (FMLA), California Family Rights Act (CFRA), and Pregnancy Disability Leave (PDL) regulations.

The employee may elect to continue medical and dental insurance coverage for up to one (1) year during this leave. Medical and dental insurance coverage during any portion of parental leave that does not run concurrently with FMLA, CFRA or PDL shall be at the employee's own expense.

Parental Leave shall run concurrently with leave provisions provided under the Family and Medical Leave Act (FMLA) and the California Family Rights Act (CFRA), in accordance with State and Federal Law and City policy.

In any case in which two employees of the City are entitled to parental leave for the same child, the aggregate number of workweeks of parental leave to which both may be entitled shall be limited to fifty-two (52) workweeks during any twelve (12) month period.

- j. **Leave for Pregnancy Disability** – In accordance with the California Fair Employment and Housing Act and City policy, employees are entitled to pregnancy disability leave.
- k. **Family and Medical Leave**
In accordance with the California Family Rights Act of 1991 and the Family and Medical Leave Act of 1993, and City policy, qualifying regular part-time and full-time employees are entitled to leave.
- l. **Court Appearance Leave** - Leave for court appearance shall be granted by the City for court appearance on behalf of the City with no loss of salary.
- m. **Jury Duty** - Any employee whose name shall be selected from the list of trial jurors to serve as a juror in a civil or criminal action pending in a Superior, Municipal, or Justice Court of the State of California, or any Federal court convening in the State of California, or any employee required to report for the selection of a jury in any of these courts shall receive pay for the time such service requires his absence from work; provided, however, that the City may require proof of the time such service was required and any moneys received from jury service shall be turned into the City; provided, further, that the employee shall report to work whenever a reasonable portion of the workday or shift remains for completion. Any employee required to serve as a juror shall not have his/her regular starting or quitting time changed as a result of being called for jury service.
- n. **Leave of Absence** - Upon written request of an employee, the City Manager may grant a leave of absence without pay for a period not to exceed one (1) year. Any authorization for a leave of absence without pay shall be made in writing by the City Manager.

During an approved leave of absence, the employee shall not engage in gainful employment unless authorized to do so by written permission of the City. The City may cancel the leave of absence or terminate any employee who violates the terms and conditions of the written permission for the leave.

Unless required by law, employees shall not receive City contributions to benefits or accrue vacation, sick leave or other paid leave, during leave of absence without pay. Employees on unpaid leave of absence may continue group health insurance coverage provided the employee pays the entire cost of coverage for the option

selected. Late payment may result in cancellation of health plan coverage with no-reinstatement allowed.

IV. HEALTH BENEFITS

Medical Insurance/Cafeteria Plan - The City agrees to contract with the California Public Employee's Retirement System (CalPERS) for participation under the Public Employees Medical and Hospital Care Act (Government Code Section 22750, et, seq.), for the purpose of providing medical insurance benefits for employees

The City's maximum contribution for each eligible, active employee for a Health Benefit Plan (as referenced in Government Code Section 22892) shall not exceed the CalPERS minimum contribution, adjusted annually by the CalPERS Board to reflect any change to the medical care component of the Consumer Price Index.

All costs incurred by the City to maintain the Group Health Benefits Plan in compliance with Government Code Section 22751, et. Seq., and all costs incurred by the City to maintain the Cafeteria Plan in compliance with IRS Code Section 125, shall be paid from the aforementioned monthly dollar caps. Such costs include, but are not limited to, premiums, surcharges, and/or administrative fees. In the event there are any costs not charged to the City due to delays by CalPERS and/or other administrative agencies in calculating, or reporting these costs, said costs shall be carried over and charged as administrative costs to the following plan year and deducted from the aforementioned monthly dollar caps accordingly.

The health plans offered shall be those of the California Public Employee's Retirement System (PERS) or any other reasonably comparable health plan options.

The City shall establish in accordance with Section 125 of the IRS Code a Cafeteria Plan establishing the following individual accounts for each active employee:

- A. Group Health Plan Medical Premiums
- B. Flexible Spending Account for Dependent Care
- C. Flexible Spending Account for Medical Expenses

Effective January 1, 2012, the City's monthly contribution for each eligible full-time employee for the aforementioned Cafeteria Plan shall be equal to ninety percent (90%) of the premium of the health plan and level of coverage selected by the employee, up to ninety percent (90%) of the CalPERS Bay Area Kaiser Family Premium per employee, minus applicable administration fees.

Health Savings/Cash Option – Effective January 1, 2012, if an employee elects no City-offered health insurance coverage and provides attestation of alternate “minimum essential coverage” for the employee and all individuals in his or her tax family, \$200 per month may be taken as cash. The employee may also elect to have such funds deposited in a Flexible Spending Account (FSA) or Dependent Care Reimbursement Account.

Retiree Health – For Executive Management employees hired before January 1, 2013 who have five (5) years of service, or hired on or after January 1, 2013 who have ten (10) years of service, and retire under the City's retirement plan within one hundred twenty (120) days of separation from City employment, the retirement stipend paid by the City shall be as follows:

Retiree Health Tier 1: For retirees hired by the City before September 1, 2018, the City's stipend shall be the amount of the premium for single party coverage in the plan selected by the retiree, not to exceed the amount of the CalPERS Bay Area Kaiser Premium for family coverage. The City will pay the PEMHCA minimum employer contribution to CalPERS and reimburse the retiree for the remaining difference in premium amount.

For Retiree Health Tier 1 retirees hired by the City before September 1, 2018, who reside in other higher priced regions, the City's stipend shall be the amount of the premium for single party coverage in the plan selected by the retiree, not to exceed the amount of the CalPERS Bay Area Kaiser Premium for family coverage based on the Bay Area Regional pricing schedule. The retiree will be required to pay the additional premium amount that is in excess of the Bay Area rates. The City will pay the PEMHCA minimum employer contribution to CalPERS and reimburse the retiree for the remaining difference in the premium amount.

Retiree Health Tier 2: For retirees hired by the City on or after September 1, 2018, the City's stipend shall not exceed ninety percent (90%) of the CalPERS Bay Area Kaiser Premium for single party coverage. The City will pay the PEMHCA minimum employer contribution to CalPERS and reimburse the retiree for the remaining difference in the premium amount.

For Retiree Health Tier 2 retirees hired by the City on or after September 1, 2018, who reside in other higher priced regions, the City's stipend shall not exceed ninety percent (90%) of the CalPERS Bay Area Kaiser Premium for single party coverage. The retiree will be required to pay the additional premium amount that is in excess of the Bay Area rates. The City will pay the PEMHCA minimum employer contribution to CalPERS and reimburse the retiree for the remaining difference in the premium amount.

For Retiree Health Tier 2 employees who separate employment via a service retirement during the term of this MOU, this benefit shall continue until the retiree becomes eligible for Medicare. Once the retiree becomes eligible for Medicare, the City's stipend shall not exceed the single party cost of the “Kaiser Permanente SR Advantage Plan.” Should that

plan be abolished, the City's stipend will not exceed the single party cost of the next most comparable plan. The City will pay the PEMHCA minimum employer contribution to CalPERS and reimburse the retiree for the remaining difference in premium amount.

Dental Insurance - The City shall continue to provide to eligible employees and dependents, including domestic partners, dental insurance. Coverage to be as follows: \$2,100 annual cap for basic coverage and \$2,500 lifetime cap for orthodonture effective October 1, 2001. The City will pay ninety percent (90%) of the dental insurance premium for eligible employees and dependents.

Vision Care - The City shall continue to contract with Vision Service Plan (VSP) or a comparable vision care provider to provide vision care benefits for employees and their dependents including domestic partners. The Vision Service Plan B provides for an exam every twelve (12) months, lenses every twelve (12) months if needed, and frames every twenty-four (24) months if needed. There will be no deductible for employees, but a twenty dollar (\$20.00) per person deductible will apply to dependents each time benefits are available and will be paid by the employee. The City will pay ninety percent (90%) of the vision insurance premium for eligible employees and dependents.

Savings Clause – If, pursuant to any federal or state law which may become effective subsequent to the effective date of this policy, the City is required to pay contributions or taxes for hospital-medical-surgical, dental care, prescription drug or other health benefits to be provided its employees under such federal or state act, the City's obligation to furnish the same benefits under the hospital-medical programs shall be suspended and the contributions agreed to be paid monthly hereunder by the City shall be reduced each month by the amounts which the city is required to expend during such month in the form of contributions or taxed to support said federal or state health plan.

If, as a result of such law, the level of benefits provided by such law for any group of employees, or their dependents, is lower in certain categories of services than that provided under the existing major plan, the City shall, to the extent practical, provide a plan of benefits supplementary to the federal or state benefits so as to make benefits in each category of coverage as nearly comparable as possible to the benefits provided under the existing major plan. The City need only expend for this purpose the actual amount required to achieve parity between the benefits provided under any federal or state plan as supplemented in the manner hereinabove described. In no event shall the City be required to expend for such purposes an amount which when added to the contributions or taxes required of the City under the federal or state act, shall exceed the amounts paid at the time such legislation becomes effective.

If the benefits provided under the federal or state act exceed the benefits provided hereunder in each category of coverage, the City shall be under no further obligation to make any contribution.

Life Insurance – The City shall provide “basic” life insurance coverage of three thousand dollars (\$3,000) to all members of the Executive Management Group. The City shall offer to eligible employee’s additional life insurance equal to one and one-half (1-1/2) times the employee's annual salary at a 60/40 premium contribution split between the City and the employee respectively.

Long Term Disability - The City will contract to provide Long Term Disability Insurance for Executive Management employees. The City will pay the full cost of the basic rate (basic rate provides for up to a three thousand dollars (\$3,000) maximum monthly payout). A buy-up option will be included to offer the employee the opportunity to increase their coverage, at their own expense, up to an additional three thousand dollars (\$3,000) monthly payout. The total maximum monthly payout available will be six thousand dollars (\$6,000).

Social Security - In the event the City and its employees are required to participate in the Federal Social Security Program, the contribution designated by law to be the responsibility of the employee shall be paid in full by the employee and the City shall not be obligated to pay or "pick up" any portion thereof.

COBRA - The City may cause employees not entitled to the benefits set forth in this Article who are allowed to remain on a City health insurance plan following separation from employment pursuant to the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) to be charged for such coverage at the maximum rate permissible by law (presently 102% of the premium for an active employee).

V. RETIREMENT

Public Employees' Retirement System (PERS) -

Tier 1: For employees hired before October 24, 2011, the City shall provide the Local Miscellaneous Members Section 21354.5 two and seven-tenths percent (2.7%) at age fifty-five (55) retirement formula, and the Public Safety members Section 21362.2 three percent (3%) at age fifty (50) retirement formula. Final compensation is calculated based on the single highest year in accordance with Government Code Section 20042.

Tier 2: - Retirement benefits for employees hired on or after October 24, 2011, and do not meet the definition of “new member” as set forth in Government Code Section 7522.02(f), shall be those established by the Public Employees’ Retirement System (PERS) for Local Miscellaneous Members two percent (2%) at sixty (60) formula retirement plan in accordance with Government Code Section 21353, and for Safety Members three percent (3%) at Age Fifty-Five (55) formula retirement plan in accordance with Government Code Section 21363.1. Final compensation is calculated based on the

average of three years of employment in accordance with Government Code Section 20037.

Tier 3: - For employees hired on or after January 1, 2013 and meet the definition of “new member” as set forth in Government Code Section 7522.02(f) the City will provide the CalPERS two percent (2%) at age sixty-two (62) formula retirement plan for Local Miscellaneous Members, and two and seven-tenths percent (2.7%) at age fifty-seven (57) formula retirement plan for Local Safety members in accordance with Government Code Section 7522.20. Final compensation is calculated based on the average of three years of employment, in accordance with Government Code Section 7522.32.

The City shall pay the rate prescribed by the Public Employees’ Retirement System for employer contributions to the Public Employees’ Retirement System in accordance with the rules and regulations governing such employer contributions, which consists of one-half of the total normal costs for pension. New members shall be subject to the provisions of the Public Employee Pension Reform Act (PEPRA), including provisions governing reportable compensation.

Employee Member Contribution

Effective October 31, 2016 the employee shall pay the full required employee contribution in accordance with the established plan. The current required contribution rates are as follows:

	Miscellaneous Members	Public Safety Members
Tier 1	8%	9%
Tier 2	7%	9%
Tier 3*	6.25%	12.75%

*The mandatory contribution for Tier 3 Members is 50% of the normal cost of the benefit, subject to change each fiscal year.

Employee Contribution to Employer Share of Pension - The City shall pay the rate prescribed by the Public Employees’ Retirement System for employer contributions to the Public Employees’ Retirement System in accordance with the rules and regulations governing such employer contributions.

Effective July 10, 2017 in accordance with Section 20516(f) of the Government Code, Miscellaneous Member employees in Tier 1 and Tier 2 retirement formula plans shall pay a total of seven percent (7%) of salary toward the employer cost of retirement. Public Safety Member employees in Tier 1 and Tier 2 retirement formula plans shall continue to pay a total of nine percent (9%) of salary toward the employer cost of retirement. All employees in the Tier 3 retirement formula plans shall continue to pay a total of two percent (2%) of salary toward the employer cost of retirement. The current contribution rates are as follows:

	Miscellaneous Members	Public Safety Members
Tier 1	7%	9%
Tier 2	7%	9%
Tier 3*	2%	2%

The contributions to the employer share of pension shall not be credited to the employee account at CalPERS and shall not be reimbursed to the contributor by the City at any time for any reason.

PERS Military Leave Credit Option – Members who are qualified may apply to PERS for up to four- (4) year’s military credit. The individual employee would be responsible for payment of all the costs of this benefit except for the contractual option between the City of Redwood City and the Public Employees Retirement System.

VI. REIMBURSEMENTS/ALLOWANCES

- a. Educational Expense Reimbursement** - Executive Management employees shall be eligible for reimbursement of costs of tuition, registration fees, books and supplies, and other educational expenses incurred in connection with enrollment in and successful completion of courses of instruction related to the employee's position with the City or a higher position with the City.

An Executive Management employee shall be eligible to receive reimbursement not to exceed one thousand five hundred dollars (\$1,500.00) per fiscal year, provided that the courses of instruction require attendance at an accredited community college or university, are part of a curriculum leading to a degree, are approved in advance of enrollment by the Human Resources Division, and the employee successfully completes such course submitted for reimbursement with a grade of "C" or better. The Educational Expense Reimbursement Program may be used for professional development workshops or seminars, and with approval of both the Department Head and City Manager, for participation in leadership development programs.

- b. Professional Development Reimbursement** – Reimbursement for authorized personal development and improvements will be granted to Executive Management up to a maximum of seven hundred and fifty dollars (\$750.00) per fiscal year. The following items are examples: Civic, community and professional organizations; professional development costs such as purchase of personal computers and related devices, tuition for job-related seminars, conferences and educational work or other professional development membership costs not included in the departmental budget. With department head and City Manager

approval, personal well-being activities such as fitness and gym membership fees can be applied to the \$750.00 per year.

Professional development requires approval by both the Department Head and City Manager.

Taxability of this benefit allowance is governed by the provisions of the Internal Revenue Code and State and local regulations. Upon separation of employment, the employee retains ownership of any devices purchased with Professional Development funds.

- c. **Auto Allowance** - Executive Management employees who are required to keep available a privately-owned vehicle for use in traveling on City business during his/her working days as a condition of employment shall receive an amount equal to estimated actual costs, including costs of fuel, maintenance, repairs insurance and depreciation, which amount shall not exceed \$400.00 per month for Department Heads and \$300.00 for all other Executive Management employees.

Executive Management employees may receive additional compensation based on the current prescribed IRS mileage reimbursement rate per mile for work-related travel outside the Bay Area, where the total round-trip exceeds 150 miles from the employee's regular work location. Mileage records shall be maintained for establishing such payment.

For travel where the total round-trip exceeds three hundred (300) miles, additional compensation shall not exceed actual coach air fare when such fare is less than the amount computed at the aforesaid rates. For the purposes of this subsection, the actual cost of fuel, maintenance, repairs, insurance and depreciation, shall be deemed equal to the maximum allowance provided.

Executive Management employees may be eligible to receive a city vehicle in-lieu of auto allowance upon authorization from the City Manager.

- d. **Uniform Allowance** – Effective July 1, 2018, Fire Chief, Police Chief, Deputy Police Chief and Police Captains shall be paid an annual uniform allowance of eight hundred dollars (\$800.00). Uniform allowance will be paid on a pay period basis at twenty eight dollars and forty-six cents (\$30.77) per pay period as part of their regular paychecks. For classic CalPERS members as defined by PEPR, the City will report to CalPERS the monetary value of this uniform allowance on a per pay period basis.
- e. **Cellular Phone Stipend** – Employees required to use a cell phone for City business shall receive a cellular phone stipend of thirty-four dollars and sixty-two cents (\$34.62) per pay period. Employees who are issued a City-owned cellular

phone for City business are ineligible for the cellular phone stipend. The City Manager may authorize a cell phone stipend for certain employees in the Confidential Unit.

- f. **Other Expenses** - Upon approval of the City Manager and department head, the City will reimburse employees for expenses incurred in performance of their assigned job duties when such other expenses are other than, or in addition to, expenses based upon mileage transportation costs, in accordance with the City's travel policy.
- g. **Compensation for Vehicular Damage** - The existing City policy on Use of City Owned and Private Vehicles for City Business in effect currently and as subsequently amended, shall be followed.
- h. **Licenses and Certificates** - Employees who are required by State or Federal agencies to be licensed or certified shall be reimbursed for the fees for such license or certificate, excluding licenses required by the Department of Motor Vehicles.
- i. **Service Credit** - Executive Management employees shall have all years of service with the City of Redwood City credited toward accrual rates and benefit vesting privileges.

Appendix A

401(a) Retirement Plan Employee Contributions

Effective January 1, 2017, or upon Council approval of the amended 401(a) plan document, employee contributions shall be as follows:

Group 1: Executive members appointed prior to January 1, 2015 shall continue with the mandatory employee contribution designated at the time of appointment

Group 2: Executive members appointed on or after January 1, 2015 shall have mandatory employee contributions as follows:

City Manager and City Attorney	5% of Salary
<u>Department Heads:</u> <ul style="list-style-type: none">• Public Safety• Miscellaneous Tier 3 (PEPRA)	5% of Salary
All other Executive Members	No Employee Contribution

**EXECUTIVE MANAGEMENT
SALARY RANGES
3.5% COLA Effective July 6, 2020**

	Minimum Monthly Salary	Maximum Monthly Salary
Department Heads		
Assistant City Manager	\$16,334	\$22,052
City Clerk	\$10,743	\$14,503
Comm. Devel. & Transp. Director	\$14,663	\$19,793
Deputy City Manager	\$13,931	\$18,806
Fire Chief	\$18,731	\$23,415
Human Resources Director	\$14,385	\$19,421
Library Director	\$14,355	\$19,380
Police Chief	\$17,628	\$23,798
PRCS Director	\$15,005	\$20,257
PWS Director	\$15,005	\$20,257

	Minimum Monthly Salary	Maximum Monthly Salary
Division Heads, Deputy/Assistant Director, and Other Executives		
Assistant City Attorney	\$12,764	\$17,232
Assistant PRCS Director	\$12,378	\$16,711
Assistant Public Works Director	\$12,378	\$16,711
CD Manager Building	\$11,333	\$15,299
CD Manager Engineering	\$13,651	\$18,430
CD Manager Planning	\$11,940	\$16,119
Communications Manager	\$10,743	\$14,503
Deputy City Attorney	\$9,895	\$13,359
Deputy Police Chief	\$16,784	\$22,658
Economic Development Manager	\$12,408	\$16,750
Financial Services Manager	\$12,408	\$16,750
Information Technology Manager	\$12,408	\$16,750
Police Captain	\$15,975	\$21,577
Senior Assistant City Attorney	\$14,041	\$18,955

**EXHIBIT B
CITY OF REDWOOD CITY
PROPOSED SALARY RANGES
LAST UPDATED 11/22/2021**

CLASSIFICATION TITLE	CLASS CODE	BARGAINING UNIT	SALARY EFFECTIVE DATE	SALARY	STEP 1 / BOTTOM OF RANGE				STEP 5 / BOTTOM OF RANGE		COMP
					STEP 2	STEP 3	STEP 4	STEP 6			
ACCOUNT CLERK I	E730	SEIU	2/1/2021	5,017.00 MONTHLY 2,315.54 BIWEEKLY 28.94 HRLY RATE	5,287.00 5,791.00 30.39	5,531.00 2,552.77 31.91	5,808.00 2,800.82 33.51	6,097.00 2,814.00 35.18		8810	
ACCOUNT CLERK II	E700	SEIU	2/1/2021	5,514.00 MONTHLY 2,544.92 BIWEEKLY 31.81 HRLY RATE	5,791.00 2,790.00 34.88	6,081.00 2,806.82 33.41	6,384.00 2,946.48 35.08	6,706.00 3,095.08 38.69		8810	
ACCOUNTANT	C440	RCMEA	10/12/2020	8,434.00 MONTHLY 3,892.82 BIWEEKLY 48.66 HRLY RATE				10,123.00 4,672.15 58.40		9410	
ACCOUNTING TECHNICIAN I	E620	SEIU	2/1/2021	5,763.00 MONTHLY 2,659.85 BIWEEKLY 33.25 HRLY RATE	8,045.00 2,790.00 34.88	8,352.00 2,931.89 36.65	8,872.00 3,079.38 38.49	7,006.00 3,233.54 40.42		8810	
ACCOUNTING TECHNICIAN II	E735	SEIU	2/1/2021	6,340.00 MONTHLY 2,926.15 BIWEEKLY 36.58 HRLY RATE	6,655.00 3,071.54 38.39	6,990.00 3,226.15 40.33	7,336.00 3,385.85 42.32	7,707.00 3,557.08 44.46		8810	
ADMINISTRATIVE ASSISTANT	C715	RCMEA	10/12/2020	7,723.00 MONTHLY 3,564.46 BIWEEKLY 44.56 HRLY RATE				9,275.00 4,280.77 53.51		8810	
ADMINISTRATIVE CLERK I	E795	SEIU	2/1/2021	4,591.00 MONTHLY 2,118.92 BIWEEKLY 26.49 HRLY RATE	4,820.00 2,224.82 27.81	5,059.00 2,334.92 29.19	5,315.00 2,453.08 30.66	5,581.00 2,575.85 32.20		8810	
ADMINISTRATIVE CLERK II	E770	SEIU	2/1/2021	5,053.00 MONTHLY 2,332.15 BIWEEKLY 29.15 HRLY RATE	5,308.00 2,448.92 30.61	5,569.00 2,570.31 32.13	5,850.00 2,700.00 33.75	6,139.00 2,833.38 35.42		8810	
ADMINISTRATIVE CLERK III	E710	SEIU	2/1/2021	5,553.00 MONTHLY 2,562.92 BIWEEKLY 32.04 HRLY RATE	5,832.00 2,691.69 33.85	6,123.00 2,826.00 35.33	6,430.00 2,967.69 37.10	6,750.00 3,115.38 38.94		8810	
ADMINISTRATIVE SECRETARY	C710	RCMEA	10/12/2020	7,388.00 MONTHLY 3,408.92 BIWEEKLY 42.61 HRLY RATE				8,881.00 4,089.69 51.12		8810	
ASSISTANT CITY ATTORNEY	C415	EXEC SERV	7/6/2020	12,764.00 MONTHLY 5,891.08 BIWEEKLY 73.84 HRLY RATE				17,232.00 7,953.23 99.42		9410	
ASSISTANT CITY CLERK	C675	RCMEA	10/12/2020	9,274.00 MONTHLY 4,280.31 BIWEEKLY 53.50 HRLY RATE				11,125.00 5,134.62 64.18		8810	
ASSISTANT CITY MANAGER	C110	EXEC SERV	7/6/2020	16,334.00 MONTHLY 7,538.77 BIWEEKLY 94.23 HRLY RATE				22,052.00 10,177.65 127.22		9410	
ASSISTANT COMMUNITY DEVELOPMENT & TRANSPORTATION DIRECTOR	C140	EXEC SERV	7/6/2020	12,378.00 MONTHLY 5,712.92 BIWEEKLY 71.41 HRLY RATE				16,711.00 7,712.77 96.41		9410	
ASSISTANT ENGINEER I	G700	SEIU	2/1/2021	8,098.00 MONTHLY 3,737.54 BIWEEKLY 46.72 HRLY RATE	8,508.00 3,925.85 49.07	8,932.00 4,122.48 51.53	9,378.00 4,328.31 54.10	9,845.00 4,543.85 56.80		9410	
ASSISTANT ENGINEER II	G600	SEIU	2/1/2021	8,907.00 MONTHLY 4,110.92 BIWEEKLY 51.39 HRLY RATE	9,355.00 4,317.69 53.97	9,823.00 4,533.69 56.67	10,318.00 4,762.15 59.53	10,829.00 4,998.00 62.48		9410	
ASSISTANT PARKS, RECREATION & COMMUNITY SERVICES DIRECTOR	C135	EXEC SERV	7/6/2020	12,378.00 MONTHLY 5,712.92 BIWEEKLY 71.41 HRLY RATE				16,711.00 7,712.77 96.41		9410	
ASSISTANT PLANNER	H750	SEIU	2/1/2021	8,005.00 MONTHLY 3,694.82 BIWEEKLY 48.18 HRLY RATE	8,409.00 3,881.08 48.51	8,826.00 4,073.54 50.92	9,269.00 4,278.00 53.46	9,732.00 4,491.69 56.15		9410	
ASSISTANT PUBLIC WORKS DIRECTOR	C204	EXEC SERV	7/6/2020	12,378.00 MONTHLY 5,712.92 BIWEEKLY 71.41 HRLY RATE				16,711.00 7,712.77 96.41		9410	
ASSOCIATE ENGINEER	G500	SEIU	2/1/2021	9,804.00 MONTHLY 4,524.92 BIWEEKLY 56.56 HRLY RATE	10,292.00 4,750.15 59.38	10,809.00 4,988.77 62.36	11,347.00 5,237.08 65.46	11,916.00 5,499.69 68.75		9410	
ASSOCIATE PLANNER	H700	SEIU	2/1/2021	8,808.00 MONTHLY 4,085.23 BIWEEKLY 50.82 HRLY RATE	9,248.00 4,268.31 53.35	9,708.00 4,480.62 56.01	10,199.00 4,707.23 58.84	10,707.00 4,941.89 61.77		9410	
BATTALION CHIEF	C300	COA	10/12/2020	14,674.00 MONTHLY 6,772.62 BIWEEKLY 84.47 HRLY RATE				17,837.00 8,232.48 97.50		7706	
BATTALION CHIEF - 40 HR	C301	COA	10/12/2020	15,921.00 MONTHLY 7,348.15 BIWEEKLY 91.85 HRLY RATE				19,351.00 8,931.23 111.64		7706	
BODY WORN CAMERA PROGRAM MANAGER	C528	RCMEA	6/28/2021	10,201.00 MONTHLY 4,708.15 BIWEEKLY 58.85 HRLY RATE				12,237.00 5,647.85 70.60		9410	
BUILDING ATTENDANT III	N810	SEIU	2/1/2021	3,254.00 MONTHLY 1,501.85 BIWEEKLY 18.77 HRLY RATE	3,414.00 1,575.69 19.70	3,584.00 1,654.15 20.68	3,762.00 1,738.31 21.70	3,952.00 1,824.00 22.80		8810	
BUILDING INSPECTOR	K710	SEIU	2/1/2021	8,239.00 MONTHLY 3,802.82 BIWEEKLY 47.53 HRLY RATE	8,649.00 3,991.85 49.90	9,084.00 4,192.82 52.41	9,536.00 4,401.23 55.02	10,014.00 4,821.85 57.77		9410	
BUILDING MAINTENANCE WORKER	N870	SEIU	2/1/2021	8,669.00 MONTHLY 3,078.00 BIWEEKLY 38.48 HRLY RATE	7,003.00 3,232.15 40.40	7,355.00 3,394.82 42.43	7,720.00 3,563.08 44.54	8,105.00 3,740.77 46.76		9420	
CAPITAL IMPROVEMENT PROGRAM MANAGER	C435	RCMEA	10/12/2020	12,177.00 MONTHLY 5,820.15 BIWEEKLY 70.25 HRLY RATE				14,607.00 8,741.69 84.27		9410	
COB/HOME ADMINISTRATOR	C323	RCMEA	10/12/2020	10,766.00 MONTHLY 4,968.92 BIWEEKLY 62.11 HRLY RATE				12,920.00 5,963.08 74.54		9410	
CHILD CARE SPECIALIST	E925	SEIU	2/1/2021	7,098.00 MONTHLY 3,278.00 BIWEEKLY 40.95 HRLY RATE	7,550.00 3,440.77 43.01	7,829.00 3,613.38 45.17	8,220.00 3,793.85 47.42	8,828.00 3,982.15 49.78		9410	
CITY ATTORNEY	A170	EXEC SERV	7/5/2021	23,756.00 MONTHLY 10,964.31 BIWEEKLY 137.05 HRLY RATE				23,756.00 10,964.31 137.05		9410	
CITY CLERK	A180	EXEC SERV	7/6/2020	10,743.00 MONTHLY 4,958.31 BIWEEKLY 61.98 HRLY RATE				14,503.00 6,693.89 83.67		9410	
CITY COUNCIL MEMBER	A000	NOT REPRESENTED	1/22/2001	7,500.00 MONTHLY 348.15 BIWEEKLY 4.33 HRLY RATE				7,500.00 348.15 4.33		9410	
CITY MANAGER	A100	EXEC SERV	7/5/2021	27,854.00 MONTHLY 12,855.89 BIWEEKLY 160.70 HRLY RATE				27,854.00 12,855.89 160.70		9410	

**EXHIBIT B
CITY OF REDWOOD CITY
PROPOSED SALARY RANGES
LAST UPDATED 11/22/2021**

CLASSIFICATION TITLE	CLASS CODE	BARGAINING UNIT	SALARY EFFECTIVE DATE	SALARY	STEP 1 / BOTTOM OF RANGE				STEP 5 / BOTTOM OF RANGE		COMP
					STEP 2	STEP 3	STEP 4	STEP 6			
CODE ENFORCEMENT OFFICER I	K750	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	7,490.00 3,456.92 43.21	7,864.00 3,629.54 45.37	8,200.00 3,812.31 47.65	8,670.00 4,001.54 50.02	9,103.00 4,201.38 52.52	9410	
CODE ENFORCEMENT OFFICER II	K755	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	8,239.00 3,802.62 47.53	8,649.00 3,991.85 49.90	9,084.00 4,192.62 52.41	9,536.00 4,401.23 55.02	10,014.00 4,621.85 57.77	9410	
COMMUNITY DEVELOPMENT MANAGER - BUILDING	C406	EXEC SERV	7/6/2020	MONTHLY BIWEEKLY HRLY RATE	11,333.00 5,230.62 65.38				15,299.00 7,061.08 88.26	9410	
COMMUNITY DEVELOPMENT MANAGER - ENGINEERING	C408	EXEC SERV	7/6/2020	MONTHLY BIWEEKLY HRLY RATE	13,651.00 6,300.46 78.76				18,430.00 8,506.15 106.33	9410	
COMMUNITY DEVELOPMENT MANAGER - PLANNING	C407	EXEC SERV	7/8/2020	MONTHLY BIWEEKLY HRLY RATE	11,940.00 5,510.77 68.88				16,119.00 7,439.54 92.99	9410	
COMMUNICATIONS DISPATCHER	E670	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	7,971.00 3,678.92 45.99	8,366.00 3,861.23 48.27	8,790.00 4,056.92 50.71	9,229.00 4,259.54 53.24	9,692.00 4,473.23 55.92	8810	
COMMUNICATIONS MANAGER	C412	EXEC SERV	7/6/2020	MONTHLY BIWEEKLY HRLY RATE	10,743.00 4,958.31 61.98				14,503.00 6,693.69 83.87	9410	
COMMUNICATIONS MULTIMEDIA ANALYST	C542	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	8,974.00 4,141.85 51.77				10,772.00 4,971.69 62.15	8810	
COMMUNICATIONS SUPERVISOR	C800	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	10,765.00 4,968.46 62.11				12,919.00 5,962.82 74.53	9410	
COMMUNITY DEVELOPMENT AND TRANSPORTATION DIRECTOR	B130	EXEC SERV	7/6/2020	MONTHLY BIWEEKLY HRLY RATE	14,663.00 6,767.54 84.59				19,793.00 9,135.23 114.19	9410	
COMMUNITY SERVICE OFFICER	E705	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	6,229.00 2,874.92 35.94	6,542.00 3,019.38 37.74	6,888.00 3,169.95 39.62	7,215.00 3,300.00 41.63	7,577.00 3,497.08 43.71	9410	
CONSUMER SERVICE TECHNICIAN	M750	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	6,282.00 2,899.38 36.24	6,597.00 3,044.77 38.06	6,921.00 3,194.31 39.93	7,269.00 3,354.92 41.94	7,633.00 3,522.92 44.04	9410	
CUSTODIAL SERVICES SUPERVISOR	C825	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	8,023.00 3,702.92 46.29				9,629.00 4,444.15 55.55	9410	
DEPUTY CITY ATTORNEY	C107	EXEC SERV	7/6/2020	MONTHLY BIWEEKLY HRLY RATE	9,895.00 4,566.92 57.09				13,359.00 6,165.69 77.07	9410	
DEPUTY CITY MANAGER	C855	EXEC SERV	7/6/2020	MONTHLY BIWEEKLY HRLY RATE	13,931.00 6,429.69 80.37				18,806.00 8,979.69 108.50	9410	
DEPUTY FIRE CHIEF	C319	COA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	18,197.00 8,398.62 104.98				21,286.00 9,824.31 122.80	7706	
DEPUTY FIRE MARSHAL	F800	FIRE	1/4/2021	MONTHLY BIWEEKLY HRLY RATE	11,587.00 5,347.85 66.85	12,165.00 5,614.62 70.18	12,774.00 5,895.69 73.70	13,412.00 6,190.15 77.38	14,083.00 6,499.85 81.25	7706	
DEPUTY POLICE CHIEF	C230	EXEC SERV	7/6/2020	MONTHLY BIWEEKLY HRLY RATE	16,784.00 7,746.46 96.63				22,658.00 10,457.54 130.72	7720	
ECONOMIC DEVELOPMENT MANAGER	C403	EXEC SERV	7/6/2020	MONTHLY BIWEEKLY HRLY RATE	12,408.00 5,726.77 71.58				16,750.00 7,730.77 96.63	9410	
EMERGENCY PREPAREDNESS AND OUTREACH COORDINATOR	C518	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	9,274.00 4,280.31 53.50				11,125.00 5,134.62 64.18	9410	
ENDPOINT AND INFRASTRUCTURE INFORMATION TECHNOLOGY ANALYST I	C682	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	8,974.00 4,141.85 51.77				10,772.00 4,971.69 62.15	8810	
ENDPOINT AND INFRASTRUCTURE INFORMATION TECHNOLOGY ANALYST II	C692	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	9,877.00 4,558.62 56.98				11,853.00 5,470.62 68.38	8810	
ENGINEERING TECHNICIAN I	G730	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	6,015.00 2,776.15 34.70	6,318.00 2,916.00 36.45	6,633.00 3,061.38 38.27	6,967.00 3,215.54 40.19	7,314.00 3,375.69 42.20	9410	
ENGINEERING TECHNICIAN II	G710	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	6,611.00 3,051.23 38.14	6,943.00 3,204.46 40.06	7,292.00 3,365.54 42.07	7,657.00 3,534.00 44.18	8,040.00 3,710.77 46.38	9410	
ENVIRONMENTAL INITIATIVES COORDINATOR	C541	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	9,274.00 4,280.31 53.50				11,125.00 5,134.62 64.18	9410	
EQUIPMENT MECHANIC I	N710	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	6,417.00 2,961.69 37.02	6,741.00 3,111.23 38.89	7,074.00 3,284.92 40.81	7,428.00 3,428.31 42.85	7,802.00 3,600.92 45.01	9420	
EQUIPMENT MECHANIC II	N600	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	7,056.00 3,256.62 40.71	7,407.00 3,418.62 42.73	7,776.00 3,588.92 44.86	8,167.00 3,769.38 47.12	8,574.00 3,957.23 49.47	9420	
EQUIPMENT SERVICE WORKER	N750	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	5,579.00 2,574.92 32.19	5,853.00 2,701.36 33.77	6,144.00 2,835.69 35.45	6,454.00 2,978.77 37.23	6,781.00 3,129.69 39.12	9420	
FACILITIES MAINTENANCE SUPERVISOR	C385	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	10,240.00 4,726.15 59.08				12,286.00 5,670.46 70.88	9410	
FACILITY AIDE	N790	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	4,595.00 2,120.77 26.51	4,824.00 2,226.46 27.83	5,064.00 2,337.23 29.22	5,319.00 2,454.92 30.69	5,584.00 2,577.23 32.22	9420	
FACILITY LEADER	N745	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	5,305.00 2,448.46 30.61	5,569.00 2,570.31 32.13	5,848.00 2,699.08 33.74	6,138.00 2,832.92 35.41	6,447.00 2,975.54 37.19	9420	
FINANCE DIRECTOR	B135	EXEC SERV	7/6/2020	MONTHLY BIWEEKLY HRLY RATE	14,663.00 6,767.54 84.59				19,793.00 9,135.23 114.19	9410	
FINANCIAL SERVICES MANAGER	C360	EXEC SERV	7/6/2020	MONTHLY BIWEEKLY HRLY RATE	12,408.00 5,726.77 71.58				16,750.00 7,730.77 96.63	9410	
FIRE CAPTAIN	F630	FIRE	1/4/2021	MONTHLY BIWEEKLY	10,929.00 5,044.15	11,472.00 5,294.77	12,048.00 5,560.82	12,647.00 5,837.08	13,279.00 6,128.77	7706	

**EXHIBIT B
CITY OF REDWOOD CITY
PROPOSED SALARY RANGES
LAST UPDATED 11/22/2021**

CLASSIFICATION TITLE	CLASS CODE	BARGAINING UNIT	SALARY EFFECTIVE DATE	SALARY	STEP 1 / BOTTOM OF RANGE				STEP 5 / BOTTOM OF RANGE			COMP
					STEP 2	STEP 3	STEP 4	STEP 6				
FIRE CHIEF	B150	EXEC SERV	7/8/2020	HRLY RATE 18,731.00 MONTHLY 8,645.08 BIWEEKLY 108.06 HRLY RATE	45.04	47.27	49.65	52.12	54.72	23,415.00 10,806.92 13,509	7706	
FIRE FIGHTER/ENGINEER	F700	FIRE	1/4/2021	MONTHLY 8,392.00 BIWEEKLY 3,873.23 HRLY RATE 34.58	8,813.00	9,254.00	9,720.00	10,205.00	10,712.00	4,067.54 4,271.08 4,486.15 4,710.00 4,944.00 42.05 44.14	7706	
FIRE FIGHTER/ENGINEER - 40 HR	F702	FIRE	1/4/2021	MONTHLY 8,392.00 BIWEEKLY 3,873.23 HRLY RATE 48.42	8,813.00	9,254.00	9,720.00	10,205.00	10,712.00	4,067.54 4,271.08 4,486.15 4,710.00 4,944.00 58.88 61.80	7706	
FIRE MARSHAL	C306	COA	10/12/2020	MONTHLY 15,921.00 BIWEEKLY 7,348.15 HRLY RATE 91.85	10,294.00	10,809.00	11,349.00	11,931.00	19,351.00	10,205.00 10,712.00 11,227.00 11,742.00 12,257.00 8,931.23 111.64	7706	
FIRE PLAN CHECKER	K760	SEIU	2/1/2021	MONTHLY 9,338.00 BIWEEKLY 4,309.85 HRLY RATE 53.87	9,806.00	10,294.00	10,809.00	11,349.00	11,931.00	9,806.00 4,525.85 4,751.08 5,039.39 5,268.77 65.48	9410	
FIRE PREVENTION OFFICER	K715	FIRE	1/4/2021	MONTHLY 9,853.00 BIWEEKLY 4,547.54 HRLY RATE 58.84	10,351.00	10,863.00	11,409.00	11,980.00	12,500.00	10,351.00 4,777.38 5,013.69 5,265.69 5,529.23 69.12	9410	
FLEET SUPERVISOR	C835	RCMEA	10/12/2020	MONTHLY 9,320.00 BIWEEKLY 4,301.54 HRLY RATE 53.77	9,806.00	10,294.00	10,809.00	11,349.00	11,931.00	9,320.00 4,301.54 5,226.00 65.33	9410	
GIS MANAGER	C335	RCMEA	10/12/2020	MONTHLY 11,408.00 BIWEEKLY 5,265.23 HRLY RATE 65.82	11,408.00	11,408.00	11,408.00	11,408.00	11,408.00	11,408.00 5,265.23 6,317.54 78.97	9410	
GIS TECHNICIAN	G750	SEIU	2/1/2021	MONTHLY 8,239.00 BIWEEKLY 3,802.62 HRLY RATE 47.53	8,649.00	9,084.00	9,536.00	10,014.00	10,510.00	8,649.00 3,991.85 4,192.62 4,401.23 4,621.85 57.77	9410	
GRAPHIC DESIGN SPECIALIST	L748	SEIU	2/1/2021	MONTHLY 5,876.00 BIWEEKLY 2,712.00 HRLY RATE 35.88	6,172.00	6,476.00	6,799.00	7,142.00	7,500.00	6,172.00 2,848.62 2,989.92 3,138.00 3,296.31 37.48 39.33 41.29 43.37	8810	
HOUSING AND ECONOMIC DEVELOPMENT SPECIALIST II	K745	SEIU	2/1/2021	MONTHLY 8,239.00 BIWEEKLY 3,802.62 HRLY RATE 47.53	8,649.00	9,084.00	9,536.00	10,014.00	10,510.00	8,239.00 3,802.62 4,192.62 4,401.23 4,621.85 57.77	9410	
HOUSING AND ECONOMIC DEVELOPMENT SPECIALIST I	K740	SEIU	2/1/2021	MONTHLY 7,490.00 BIWEEKLY 3,456.92 HRLY RATE 43.21	7,851.00	8,260.00	8,700.00	9,100.00	9,500.00	7,490.00 3,456.92 4,321.31 4,501.54 4,681.77 52.50	9410	
HOUSING LEADERSHIP MANAGER	C409	RCMEA	10/12/2020	MONTHLY 12,268.00 BIWEEKLY 5,676.00 HRLY RATE 70.95	12,268.00	12,268.00	12,268.00	12,268.00	12,268.00	12,268.00 5,676.00 7,662.46 95.78	9410	
HUMAN RESOURCES ANALYST I	C741	CONFIDENTIAL	10/12/2020	MONTHLY 8,270.00 BIWEEKLY 3,818.92 HRLY RATE 47.71	8,270.00	8,270.00	8,270.00	8,270.00	8,270.00	8,270.00 3,818.92 4,580.31 57.25	8810	
HUMAN RESOURCES ANALYST II	C742	CONFIDENTIAL	10/12/2020	MONTHLY 9,553.00 BIWEEKLY 4,409.08 HRLY RATE 55.11	9,553.00	9,553.00	9,553.00	9,553.00	9,553.00	9,553.00 4,409.08 5,021.08 62.76	8810	
HUMAN RESOURCES DIRECTOR	B190	EXEC SERV	7/8/2020	MONTHLY 14,385.00 BIWEEKLY 6,639.23 HRLY RATE 82.99	14,385.00	14,385.00	14,385.00	14,385.00	14,385.00	14,385.00 6,639.23 8,963.54 112.04	9410	
HUMAN RESOURCES TECHNICIAN	C740	RCMEA	10/12/2020	MONTHLY 7,723.00 BIWEEKLY 3,564.46 HRLY RATE 44.58	7,723.00	7,723.00	7,723.00	7,723.00	7,723.00	7,723.00 3,564.46 4,280.77 53.51	8810	
HUMAN SERVICES SPECIALIST I	E210	SEIU	2/1/2021	MONTHLY 4,591.00 BIWEEKLY 2,118.92 HRLY RATE 26.49	4,821.00	5,057.00	5,312.00	5,581.00	5,860.00	4,591.00 2,225.08 2,334.00 2,451.69 2,575.85 27.81 29.18 30.65 32.20	8810	
HUMAN SERVICES SPECIALIST II	E220	SEIU	2/1/2021	MONTHLY 5,050.00 BIWEEKLY 2,330.77 HRLY RATE 29.13	5,305.00	5,563.00	5,845.00	6,139.00	6,440.00	5,050.00 2,448.46 2,567.54 2,697.69 2,833.38 30.61 32.09 33.72 35.42	8810	
HUMAN SERVICES SPECIALIST III	R230	SEIU	2/1/2021	MONTHLY 5,530.00 BIWEEKLY 2,562.92 HRLY RATE 32.04	5,832.00	6,123.00	6,430.00	6,750.00	7,080.00	5,530.00 2,691.69 2,826.00 2,967.69 3,115.38 33.65 35.33 37.10 38.94	8810	
INFORMATION TECHNOLOGY ANALYST I	C680	RCMEA	10/12/2020	MONTHLY 8,974.00 BIWEEKLY 4,141.85 HRLY RATE 51.77	8,974.00	8,974.00	8,974.00	8,974.00	8,974.00	8,974.00 4,141.85 4,971.69 62.15	8810	
INFORMATION TECHNOLOGY ANALYST II	C690	RCMEA/CONFIDENTIAL	10/12/2020	MONTHLY 9,877.00 BIWEEKLY 4,558.62 HRLY RATE 56.99	9,877.00	9,877.00	9,877.00	9,877.00	9,877.00	9,877.00 4,558.62 5,470.62 68.38	8810	
INFORMATION TECHNOLOGY MANAGER	C295	EXEC SERV	7/8/2020	MONTHLY 12,408.00 BIWEEKLY 5,726.77 HRLY RATE 71.58	12,408.00	12,408.00	12,408.00	12,408.00	12,408.00	12,408.00 5,726.77 7,730.77 96.63	9410	
JUVENILE AND FAMILY SERVICES SPECIALIST	C850	RCMEA	10/12/2020	MONTHLY 8,813.00 BIWEEKLY 4,067.54 HRLY RATE 50.84	8,813.00	8,813.00	8,813.00	8,813.00	8,813.00	8,813.00 4,067.54 4,882.15 61.03	9410	
LANDSCAPE ARCHITECT	C332	RCMEA	10/12/2020	MONTHLY 11,478.00 BIWEEKLY 5,297.54 HRLY RATE 66.22	11,478.00	11,478.00	11,478.00	11,478.00	11,478.00	11,478.00 5,297.54 6,357.23 79.47	9410	
LANDSCAPE EQUIPMENT OPERATOR	R705	SEIU	2/1/2021	MONTHLY 6,600.00 BIWEEKLY 3,046.15 HRLY RATE 38.08	6,927.00	7,275.00	7,637.00	8,020.00	8,420.00	6,600.00 3,197.08 3,357.69 3,524.77 3,701.54 39.96 41.97 44.06 46.27	9420	
LANDSCAPE GARDENER	R720	SEIU	2/1/2021	MONTHLY 6,067.00 BIWEEKLY 2,800.15 HRLY RATE 35.00	6,365.00	6,684.00	7,020.00	7,367.00	7,730.00	6,067.00 2,937.69 3,084.92 3,240.00 3,400.15 36.72 38.56 40.50 42.50	9420	
LANDSCAPE SUPERVISOR	C870	RCMEA	10/12/2020	MONTHLY 8,023.00 BIWEEKLY 3,702.92 HRLY RATE 48.29	8,023.00	8,023.00	8,023.00	8,023.00	8,023.00	8,023.00 3,702.92 4,444.15 55.55	9410	
LEAD EQUIPMENT MECHANIC	N500	SEIU	2/1/2021	MONTHLY 7,766.00 BIWEEKLY 3,584.31 HRLY RATE 44.80	8,150.00	8,559.00	8,985.00	9,437.00	9,900.00	7,766.00 3,761.54 3,950.31 4,146.92 4,355.54 47.02 49.38 51.84 54.44	9420	
LEAD LANDSCAPE GARDENER	R680	SEIU	2/1/2021	MONTHLY 8,689.00 BIWEEKLY 3,078.00 HRLY RATE 38.48	9,003.00	9,355.00	9,720.00	10,100.00	10,500.00	8,689.00 3,232.15 3,394.62 3,563.08 3,740.77 40.40 42.43 44.54 46.76	9420	
LEAD MAINTENANCE CUSTODIAN	N780	SEIU	2/1/2021	MONTHLY 5,554.00 BIWEEKLY 2,583.38 HRLY RATE 32.04	5,834.00	6,128.00	6,430.00	6,750.00	7,080.00	5,554.00 2,692.62 2,823.11 2,968.15 3,115.38 33.66 35.35 37.10 38.96	9420	
LEAD POLICE CLERK	E685	SEIU	2/1/2021	MONTHLY 6,264.00 BIWEEKLY 2,891.08 HRLY RATE 36.14	6,578.00	6,906.00	7,250.00	7,613.00	8,000.00	6,264.00 3,035.08 3,187.38 3,348.15 3,513.69 37.94 39.84 41.83 43.92	8810	
LEAD PUBLIC SAFETY DISPATCHER	E875	SEIU	2/1/2021	MONTHLY 8,770.00 BIWEEKLY 4,047.69 HRLY RATE 50.60	9,208.00	9,666.00	10,148.00	10,661.00	11,150.00	8,770.00 4,249.85 4,461.23 4,683.89 4,920.46 53.12 55.77 58.55 61.51	8810	
LEAD PUBLIC WORKS MAINTENANCE WORKER	M620	SEIU	2/1/2021	MONTHLY 6,931.00	7,275.00	7,638.00	8,021.00	8,419.00	8,830.00	6,931.00 7,275.00 7,638.00 8,021.00 8,419.00	9420	

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					STEP 2	STEP 3	STEP 4	STEP 6			
					BIWEEKLY	3,198.92	3,357.69	3,525.23	3,702.00	3,885.69	
					HRLY RATE	39.99	41.97	44.07	46.28	48.57	
LEAD PUBLIC WORKS MAINTENANCE WORKER - WASTEWATER	M621	SEIU	2/1/2021		MONTHLY	7,069.00	7,420.00	7,789.00	8,178.00	8,586.00	9420
					BIWEEKLY	3,262.62	3,424.82	3,594.92	3,774.46	3,962.77	
					HRLY RATE	40.78	42.81	44.94	47.18	49.53	
LEAD WATER RESOURCES TECHNICIAN	M825	SEIU	2/1/2021		MONTHLY	7,271.00	7,635.00	8,016.00	8,416.00	8,840.00	9420
					BIWEEKLY	3,355.85	3,523.85	3,899.89	4,080.00	4,300.00	
					HRLY RATE	41.95	44.05	46.25	48.55	51.00	
LIBRARIAN I	L720	SEIU	8/2/2021		MONTHLY	6,549.00	6,881.00	7,223.00	7,578.00	7,961.00	8810
					BIWEEKLY	3,022.82	3,175.85	3,333.69	3,497.54	3,674.31	
					HRLY RATE	39.77	41.79	43.86	46.02	48.35	
LIBRARIAN II	L700	SEIU	8/2/2021		MONTHLY	7,200.00	7,563.00	7,943.00	8,338.00	8,756.00	8810
					BIWEEKLY	3,323.08	3,490.62	3,666.00	3,848.31	4,041.23	
					HRLY RATE	43.72	45.93	48.24	50.64	53.17	
LIBRARY ASSISTANT I	L780	SEIU	2/1/2021		MONTHLY	4,857.00	5,100.00	5,353.00	5,619.00	5,901.00	8810
					BIWEEKLY	2,241.69	2,353.85	2,470.62	2,593.38	2,723.54	
					HRLY RATE	29.50	30.97	32.51	34.12	35.84	
LIBRARY ASSISTANT II	L760	SEIU	2/1/2021		MONTHLY	5,347.00	5,613.00	5,891.00	6,182.00	6,495.00	8810
					BIWEEKLY	2,467.85	2,590.82	2,718.92	2,853.23	2,997.89	
					HRLY RATE	32.47	34.09	35.78	37.54	39.44	
LIBRARY DIRECTOR	B160	EXEC SERV	7/8/2020		MONTHLY	14,355.00				19,380.00	9410
					BIWEEKLY	6,625.38				8,944.62	
					HRLY RATE	82.82				111.81	
LIBRARY DIVISION MANAGER	C531	RCMEA	10/12/2020		MONTHLY	11,187.00				13,422.00	8810
					BIWEEKLY	5,163.23				6,194.77	
					HRLY RATE	64.54				77.43	
LIBRARY INFORMATION TECHNOLOGY TECHNICIAN	L805	SEIU	2/1/2021		MONTHLY	8,956.00	7,304.00	7,670.00	8,051.00	8,455.00	8810
					BIWEEKLY	3,210.46	3,371.08	3,540.00	3,715.85	3,902.31	
					HRLY RATE	42.24	44.36	46.38	48.89	51.35	
LIBRARY PROGRAM SPECIALIST	L800	SEIU	2/1/2021		MONTHLY	7,094.00	7,451.00	7,826.00	8,215.00	8,627.00	8810
					BIWEEKLY	3,274.15	3,438.92	3,612.00	3,791.54	3,981.69	
					HRLY RATE	43.08	45.25	47.53	49.89	52.39	
LIBRARY SERVICES SUPERVISOR	C661	RCMEA	10/12/2020		MONTHLY	9,734.00				11,880.00	8810
					BIWEEKLY	4,492.62				5,390.77	
					HRLY RATE	56.16				67.38	
LITERACY TUTOR - STUDENT COORDINATOR	L890	SEIU	2/1/2021		MONTHLY	7,094.00	7,451.00	7,826.00	8,215.00	8,627.00	8810
					BIWEEKLY	3,274.15	3,438.92	3,612.00	3,791.54	3,981.69	
					HRLY RATE	43.08	45.25	47.53	49.89	52.39	
MAINTENANCE CUSTODIAN	N770	SEIU	2/1/2021		MONTHLY	5,056.00	5,366.00	5,673.00	5,981.00	6,140.00	9420
					BIWEEKLY	2,333.54	2,448.92	2,572.15	2,700.46	2,833.85	
					HRLY RATE	29.17	30.61	32.15	33.76	35.42	
MANAGEMENT ANALYST I	C513	RCMEA	10/12/2020		MONTHLY	9,274.00				11,125.00	9410
					BIWEEKLY	4,280.31				5,134.82	
					HRLY RATE	53.50				64.18	
MANAGEMENT ANALYST II	C516	RCMEA	10/12/2020		MONTHLY	10,201.00				12,237.00	9410
					BIWEEKLY	4,708.15				5,647.85	
					HRLY RATE	58.85				70.60	
MANAGERIAL ACCOUNTANT	C991	NOT REPRESENTED			MONTHLY	5,200.00				8,667.00	9410
					BIWEEKLY	2,400.00				4,000.00	
					HRLY RATE	30.00				50.00	
PARALEGAL	C100	RCMEA	10/12/2020		MONTHLY	7,995.00				9,600.00	8810
					BIWEEKLY	3,890.00				4,430.77	
					HRLY RATE	46.13				55.38	
PARKING ENFORCEMENT OFFICER I	E807	SEIU	2/1/2021		MONTHLY	4,202.00	4,411.00	4,631.00	4,862.00	5,108.00	9410
					BIWEEKLY	1,939.38	2,035.85	2,137.38	2,244.00	2,357.54	
					HRLY RATE	24.24	25.45	26.72	28.05	29.47	
PARKING ENFORCEMENT OFFICER II	E810	SEIU	2/1/2021		MONTHLY	4,769.00	5,007.00	5,255.00	5,520.00	5,796.00	9410
					BIWEEKLY	2,201.08	2,310.92	2,425.38	2,547.69	2,675.08	
					HRLY RATE	27.51	28.89	30.32	31.85	33.44	
PARKING METER COLLECTOR	E750	SEIU	2/1/2021		MONTHLY	4,769.00	5,007.00	5,255.00	5,520.00	5,796.00	9410
					BIWEEKLY	2,201.08	2,310.92	2,425.38	2,547.69	2,675.08	
					HRLY RATE	27.51	28.89	30.32	31.85	33.44	
PARKING/TDM MANAGER	C543	RCMEA	10/12/2020		MONTHLY	10,404.00				12,484.00	8810
					BIWEEKLY	4,801.85				5,761.85	
					HRLY RATE	60.02				72.02	
PARKS AND RECREATION PROGRAM ASSISTANT I	E835	SEIU	2/1/2021		MONTHLY	5,183.00	5,442.00	5,715.00	6,001.00	6,300.00	9410
					BIWEEKLY	2,392.15	2,511.89	2,637.69	2,769.89	2,907.69	
					HRLY RATE	29.90	31.40	32.97	34.62	36.35	
PARKS AND RECREATION PROGRAM ASSISTANT II	E940	SEIU	2/1/2021		MONTHLY	5,760.00	6,048.00	6,350.00	6,667.00	7,001.00	9410
					BIWEEKLY	2,658.46	2,791.38	2,930.77	3,077.08	3,231.23	
					HRLY RATE	33.23	34.89	36.63	38.46	40.39	
PARKS, RECREATION AND COMMUNITY SERVICES MANAGER	C400	RCMEA	10/12/2020		MONTHLY	11,158.00				13,387.00	9410
					BIWEEKLY	5,149.85				6,178.82	
					HRLY RATE	64.37				77.23	
PARKS, RECREATION AND COMMUNITY SERVICES DIRECTOR	B140	EXEC SERV	7/6/2020		MONTHLY	15,005.00				20,257.00	9410
					BIWEEKLY	6,925.38				9,349.38	
					HRLY RATE	86.57				118.87	
PERMITS TECHNICIAN	E540	SEIU	2/1/2021		MONTHLY	6,860.00	7,209.00	7,564.00	7,944.00	8,340.00	8810
					BIWEEKLY	3,166.15	3,327.23	3,491.08	3,666.46	3,849.23	
					HRLY RATE	39.58	41.59	43.64	45.83	48.12	
PLAN CHECK ENGINEER	C330	RCMEA	10/12/2020		MONTHLY	11,976.00				14,373.00	9410
					BIWEEKLY	5,527.38				6,633.23	
					HRLY RATE	69.09				82.92	
PLAN CHECKER	H780	SEIU	2/1/2021		MONTHLY	9,065.00	9,520.00	9,994.00	10,494.00	11,019.00	9410
					BIWEEKLY	4,183.85	4,393.85	4,612.62	4,843.38	5,085.69	
					HRLY RATE	52.30	54.62	57.66	60.54	63.57	
POLICE CAPTAIN	C241	EXEC SERV	7/8/2020		MONTHLY	15,975.00				21,577.00	7720
					BIWEEKLY	7,373.08				9,958.62	
					HRLY RATE	92.18				124.48	
POLICE CHIEF	B120	EXEC SERV	7/6/2020		MONTHLY	17,628.00				23,798.00	7720
					BIWEEKLY	8,138.00				10,983.69	
					HRLY RATE	101.70				137.30	
POLICE CLERK	E690	SEIU	2/1/2021		MONTHLY	5,699.00	5,981.00	6,278.00	6,590.00	6,921.00	8810
					BIWEEKLY	2,630.31	2,760.46	2,897.54	3,043.85	3,194.31	
					HRLY RATE	32.88	34.51	36.22	38.05	39.93	
POLICE EVIDENCE AND PROPERTY CLERK	E605	SEIU	2/1/2021		MONTHLY	5,699.00	5,981.00	6,278.00	6,590.00	6,921.00	8810
					BIWEEKLY	2,630.31	2,760.46	2,897.54	3,043.85	3,194.31	
					HRLY RATE	32.88	34.51	36.22	38.05	39.93	
POLICE EVIDENCE AND PROPERTY ROOM COORDINATOR	E610	SEIU	2/1/2021		MONTHLY	8,017.00	8,418.00	8,838.00	9,280.00	9,743.00	8810
					BIWEEKLY	3,700.15	3,852.23	4,019.08	4,203.08	4,406.77	
					HRLY RATE	48.25	48.57	50.99	53.54	56.21	

**EXHIBIT B
CITY OF REDWOOD CITY
PROPOSED SALARY RANGES
LAST UPDATED 11/22/2021**

CLASSIFICATION TITLE	CLASS CODE	BARGAINING UNIT	SALARY EFFECTIVE DATE	SALARY	STEP 1 / BOTTOM OF RANGE				STEP 5 / BOTTOM OF RANGE		COMP
					STEP 2	STEP 3	STEP 4	STEP 6			
POLICE LIEUTENANT	C315	PSA	9/14/2020	MONTHLY 6,936.00 HRLY RATE	15,028.00 15,780.00 86.70	15,780.00 16,532.00 75.20	16,532.00 17,284.00 75.20	17,284.00 18,036.00 75.20	18,036.00 18,788.00 75.20	18,788.00 19,540.00 75.20	7720
POLICE LIEUTENANT - ADVANCED	C314	PSA	9/14/2020	MONTHLY 7,109.08 HRLY RATE	15,403.00 16,174.00 77.00	16,174.00 16,945.00 77.10	16,945.00 17,716.00 77.10	17,716.00 18,487.00 77.10	18,487.00 19,258.00 77.10	19,258.00 20,029.00 77.10	7720
POLICE OFFICER	P700	POLICE	9/14/2020	MONTHLY 4,758.00 HRLY RATE	10,309.00 10,821.00 51.20	10,821.00 11,333.00 47.30	11,333.00 11,845.00 45.20	11,845.00 12,357.00 43.10	12,357.00 12,869.00 41.80	12,869.00 13,381.00 40.50	7720
POLICE OFFICER - ADVANCED	P710	POLICE	9/14/2020	MONTHLY 4,876.62 HRLY RATE	10,566.00 11,091.00 52.40	11,091.00 11,616.00 47.50	11,616.00 12,141.00 45.50	12,141.00 12,666.00 43.50	12,666.00 13,191.00 42.20	13,191.00 13,716.00 40.90	7720
POLICE OFFICER TRAINEE	P750	POLICE	9/14/2020	MONTHLY 4,758.00 HRLY RATE	10,309.00 10,821.00 51.20	10,821.00 11,333.00 47.30	11,333.00 11,845.00 45.20	11,845.00 12,357.00 43.10	12,357.00 12,869.00 41.80	12,869.00 13,381.00 40.50	7720
POLICE SERGEANT	P601	PSA	9/14/2020	MONTHLY 5,779.38 HRLY RATE	12,522.00 13,150.00 56.70	13,150.00 13,778.00 48.50	13,778.00 14,406.00 46.30	14,406.00 15,034.00 44.10	15,034.00 15,662.00 41.90	15,662.00 16,290.00 40.70	7720
POLICE SERGEANT - ADVANCED	P602	PSA	9/14/2020	MONTHLY 5,924.31 HRLY RATE	12,836.00 13,478.00 54.30	13,478.00 14,120.00 47.60	14,120.00 14,762.00 45.80	14,762.00 15,404.00 44.00	15,404.00 16,046.00 42.20	16,046.00 16,688.00 40.50	7720
PRINCIPAL ANALYST - FINANCE	C363	CONFIDENTIAL	10/12/2020	MONTHLY 5,178.46 HRLY RATE	11,220.00 11,745.00 53.50	11,745.00 12,270.00 45.50	12,270.00 12,795.00 44.00	12,795.00 13,320.00 42.50	13,320.00 13,845.00 41.00	13,845.00 14,370.00 39.50	9410
PRINCIPAL ANALYST - WORKERS COMP	C535	CONFIDENTIAL	10/12/2020	MONTHLY 5,178.46 HRLY RATE	11,220.00 11,745.00 53.50	11,745.00 12,270.00 45.50	12,270.00 12,795.00 44.00	12,795.00 13,320.00 42.50	13,320.00 13,845.00 41.00	13,845.00 14,370.00 39.50	8810
PRINCIPAL PLANNER	C325	RCMEA	10/12/2020	MONTHLY 5,526.92 HRLY RATE	11,975.00 12,522.00 50.30	12,522.00 13,069.00 44.50	13,069.00 13,616.00 43.00	13,616.00 14,163.00 41.50	14,163.00 14,710.00 39.50	14,710.00 15,257.00 37.00	8810
PROJECT READ ASSISTANT	E915	SEIU	2/1/2021	MONTHLY 2,564.31 HRLY RATE	5,556.00 5,836.00 27.10	5,836.00 6,116.00 28.00	6,116.00 6,396.00 28.00	6,396.00 6,676.00 28.00	6,676.00 6,956.00 28.00	6,956.00 7,236.00 28.00	8810
PUBLIC WORKS FIELD SUPERVISOR	C837	RCMEA	10/12/2020	MONTHLY 4,301.54 HRLY RATE	9,320.00 9,777.00 45.70	9,777.00 10,234.00 46.60	10,234.00 10,691.00 45.70	10,691.00 11,148.00 42.80	11,148.00 11,605.00 41.90	11,605.00 12,062.00 39.00	9410
PUBLIC WORKS MAINTENANCE WORKER I	M775	SEIU	2/1/2021	MONTHLY 2,634.46 HRLY RATE	5,708.00 5,993.00 28.50	5,993.00 6,278.00 28.50	6,278.00 6,563.00 28.50	6,563.00 6,848.00 28.50	6,848.00 7,133.00 28.50	7,133.00 7,418.00 28.50	9420
PUBLIC WORKS MAINTENANCE WORKER I - WASTEWATER	M776	SEIU	2/1/2021	MONTHLY 2,687.08 HRLY RATE	5,822.00 6,111.00 30.90	6,111.00 6,400.00 28.90	6,400.00 6,689.00 28.90	6,689.00 6,978.00 28.90	6,978.00 7,267.00 28.90	7,267.00 7,556.00 28.90	9420
PUBLIC WORKS MAINTENANCE WORKER II	M735	SEIU	2/1/2021	MONTHLY 2,899.38 HRLY RATE	6,282.00 6,597.00 31.50	6,597.00 6,912.00 31.50	6,912.00 7,227.00 31.50	7,227.00 7,542.00 31.50	7,542.00 7,857.00 31.50	8,172.00 8,487.00 31.50	9420
PUBLIC WORKS MAINTENANCE WORKER II - WASTEWATER	M736	SEIU	2/1/2021	MONTHLY 2,957.08 HRLY RATE	6,407.00 6,726.00 31.90	6,726.00 7,045.00 31.90	7,045.00 7,364.00 31.90	7,364.00 7,683.00 31.90	7,683.00 7,992.00 31.90	8,312.00 8,621.00 31.90	9420
PUBLIC WORKS MAINTENANCE WORKER III / EQUIPMENT OPERATOR	M700	SEIU	2/1/2021	MONTHLY 3,046.15 HRLY RATE	6,600.00 6,927.00 32.70	6,927.00 7,254.00 32.70	7,254.00 7,581.00 32.70	7,581.00 7,908.00 32.70	7,908.00 8,235.00 32.70	8,235.00 8,562.00 32.70	9420
PUBLIC WORKS SERVICES DIRECTOR	B200	EXEC SERV	7/8/2020	MONTHLY 6,925.38 HRLY RATE	15,005.00 15,625.00 61.40	15,625.00 16,245.00 62.00	16,245.00 16,865.00 62.00	16,865.00 17,485.00 62.00	17,485.00 18,105.00 62.00	18,105.00 18,725.00 62.00	9410
PUBLIC WORKS SUPERINTENDENT	C525	RCMEA	10/12/2020	MONTHLY 5,749.38 HRLY RATE	12,457.00 13,087.00 53.20	13,087.00 13,717.00 53.00	13,717.00 14,347.00 52.80	14,347.00 14,977.00 52.60	14,977.00 15,607.00 52.40	15,607.00 16,237.00 52.20	9420
PUBLIC WORKS MAINTENANCE WORKER III / EQUIPMENT OPERATOR - WASTEWATER	M701	SEIU	2/1/2021	MONTHLY 3,107.08 HRLY RATE	6,732.00 7,065.00 33.30	7,065.00 7,398.00 33.30	7,398.00 7,731.00 33.30	7,731.00 8,064.00 33.30	8,064.00 8,397.00 33.30	8,397.00 8,730.00 33.30	9420
REAL PROPERTY MANAGER	C544	RCMEA	10/12/2020	MONTHLY 4,387.38 HRLY RATE	9,506.00 10,028.00 52.20	10,028.00 10,550.00 52.00	10,550.00 11,072.00 51.80	11,072.00 11,594.00 51.60	11,594.00 12,116.00 51.40	12,116.00 12,638.00 51.20	9410
RECORDS SUPERVISOR	C570	RCMEA	10/12/2020	MONTHLY 4,116.00 HRLY RATE	8,918.00 9,375.00 45.60	9,375.00 9,832.00 45.70	9,832.00 10,289.00 45.80	10,289.00 10,746.00 45.90	10,746.00 11,203.00 46.00	11,203.00 11,660.00 46.10	8810
RECREATION AND COMMUNITY SERVICES PROGRAM COORDINATOR	E930	SEIU - TERM	2/1/2021	MONTHLY 3,127.85 HRLY RATE	6,777.00 7,115.00 33.80	7,115.00 7,453.00 33.80	7,453.00 7,791.00 33.80	7,791.00 8,129.00 33.80	8,129.00 8,467.00 33.80	8,467.00 8,805.00 33.80	9410
RECREATION PROGRAM COORDINATOR/SPECIAL EVENTS	E920	SEIU	2/1/2021	MONTHLY 3,276.00 HRLY RATE	7,098.00 7,455.00 34.60	7,455.00 7,812.00 34.70	7,812.00 8,169.00 34.80	8,169.00 8,526.00 34.90	8,526.00 8,883.00 35.00	8,883.00 9,240.00 35.10	9410
RECREATION SPECIALIST I	R765	SEIU	2/1/2021	MONTHLY 1,343.08 HRLY RATE	2,910.00 3,056.00 14.60	3,056.00 3,202.00 14.60	3,202.00 3,348.00 14.60	3,348.00 3,494.00 14.60	3,494.00 3,640.00 14.60	3,640.00 3,786.00 14.60	9410
RECREATION SPECIALIST II	R766	SEIU	2/1/2021	MONTHLY 1,803.38 HRLY RATE	3,474.00 3,648.00 17.40	3,648.00 3,822.00 17.40	3,822.00 3,996.00 17.40	3,996.00 4,170.00 17.40	4,170.00 4,344.00 17.40	4,344.00 4,518.00 17.40	9410
RECREATION SPECIALIST III	R767	SEIU	2/1/2021	MONTHLY 1,819.38 HRLY RATE	3,942.00 4,138.00 19.40	4,138.00 4,334.00 19.40	4,334.00 4,530.00 19.40	4,530.00 4,726.00 19.40	4,726.00 4,922.00 19.40	4,922.00 5,118.00 19.40	9410
RECREATION SUPERVISOR	C500	RCMEA	10/12/2020	MONTHLY 4,155.23 HRLY RATE	9,003.00 9,459.00 45.60	9,459.00 9,915.00 46.60	9,915.00 10,371.00 46.60	10,371.00 10,827.00 46.60	10,827.00 11,283.00 46.60	11,283.00 11,739.00 46.60	9410
REVENUE SERVICES MANAGER	C480	RCMEA	10/12/2020	MONTHLY 5,620.15 HRLY RATE	12,177.00 12,702.00 52.50	12,702.00 13,227.00 52.50	13,227.00 13,752.00 52.50	13,752.00 14,277.00 52.50	14,277.00 14,802.00 52.50	14,802.00 15,327.00 52.50	9410
SECRETARY	E600	SEIU	2/1/2021	MONTHLY 2,832.46 HRLY RATE	6,137.00 6,446.00 30.90	6,446.00 6,755.00 30.90	6,755.00 7,064.00 30.90	7,064.00 7,373.00 30.90	7,373.00 7,682.00 30.90	7,682.00 7,991.00 30.90	8810
SENIOR ACCOUNTANT	C445	RCMEA	10/12/2020	MONTHLY 4,694.77 HRLY RATE	10,172.00 10,697.00 52.60	10,697.00 11,222.00 52.60	11,222.00 11,747.00 52.60	11,747.00 12,272.00 52.60	12,272.00 12,797.00 52.60	12,797.00 13,322.00 52.60	9410
SENIOR ASSISTANT CITY ATTORNEY	C414	EXEC SERV	7/8/2020	MONTHLY 6,480.46 HRLY RATE	14,041.00 14,688.00 62.80	14,688.00 15,335.00 62.80	15,335.00 15,982.00 62.80	15,982.00 16,629.00 62.80	16,629.00 17,276.00 62.80	17,276.00 17,923.00 62.80	9410
SENIOR BUILDING INSPECTOR	K700	RCMEA	10/12/2020	MONTHLY 4,705.38 HRLY RATE	10,195.00 10,720.00 51.40	10,720.00 11,245.00 51.40	11,245.00 11,770.00 51.40	11,770.00 12,295.00 51.40	12,295.00 12,820.00 51.40	12,820.00 13,345.00 51.40	9410
SENIOR BUILDING MAINTENANCE WORKER	N630	SEIU	2/1/2021	MONTHLY 3,383.54 HRLY RATE	7,331.00 7,704.00 40.50	7,704.00 8,077.00 40.50	8,077.00 8,450.00 40.50	8,450.00 8,823.00 40.50	8,823.00 9,196.00 40.50	9,196.00 9,569.00 40.50	9420

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CITY OF REDWOOD CITY
PROPOSED SALARY RANGES
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CLASSIFICATION TITLE	CLASS CODE	BARGAINING UNIT	SALARY EFFECTIVE DATE	SALARY	STEP 1 / BOTTOM OF RANGE				STEP 5 / BOTTOM OF RANGE		COMP
					STEP 2	STEP 3	STEP 4	STEP 6			
SENIOR CIVIL ENGINEER	C310	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	12,693.00 5,858.31 73.23				15,231.00 7,029.69 87.87		9410
SENIOR CONSTRUCTION TECHNICIAN	N815	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	9,229.00 4,259.54 53.24	9,692.00 4,473.23 55.92	10,176.00 4,696.62 58.71	10,684.00 4,931.08 61.84	11,220.00 5,178.46 64.73		8810
SENIOR CRAFTS SPECIALIST	R675	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	6,669.00 3,078.00 38.48	7,003.00 3,232.15 40.40	7,355.00 3,394.62 42.43	7,720.00 3,563.08 44.54	8,105.00 3,740.77 46.76		9420
SENIOR ENDPOINT AND INFRASTRUCTURE INFORMATION TECHNOLOGY ANALYST	C642	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	10,865.00 5,014.62 62.68				13,037.00 6,017.08 75.21		8810
SENIOR ENGINEERING TECHNICIAN	G680	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	8,239.00 3,802.62 47.53	8,649.00 3,991.85 49.90	9,084.00 4,192.62 52.41	9,536.00 4,401.23 55.02	10,014.00 4,621.85 57.77		9410
SENIOR HUMAN RESOURCES ANALYST	C512	CONFIDENTIAL	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	10,201.00 4,708.15 58.85				12,237.00 5,647.85 70.60		9410
SENIOR INFORMATION TECHNOLOGY ANALYST	C640	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	10,865.00 5,014.62 62.68				13,037.00 6,017.08 75.21		8810
SENIOR LIBRARY ASSISTANT	L745	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	5,876.00 2,712.00 35.68	6,172.00 2,848.62 37.48	6,476.00 2,988.92 39.33	6,799.00 3,138.00 41.29	7,142.00 3,296.31 43.37		8810
SENIOR LIBRARY PAGE	E910	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	2,842.00 1,311.69 16.40	2,978.00 1,374.46 17.18	3,133.00 1,446.00 18.08	3,290.00 1,518.46 18.98	3,455.00 1,594.62 19.93		8810
SENIOR PLANNER	C320	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	10,887.00 5,024.77 62.81				13,066.00 6,030.46 75.38		9410
SENIOR SOFTWARE DEVELOPMENT AND APPLICATION SUPPORT ANALYST	C641	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	10,865.00 5,014.62 62.68				13,037.00 6,017.08 75.21		8810
SENIOR TRANSPORTATION COORDINATOR	C333	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	12,693.00 5,858.31 73.23				15,231.00 7,029.69 87.87		9410
SENIOR TRANSPORTATION PLANNER	H650	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	10,271.00 4,740.46 59.26	10,786.00 4,978.15 62.23	11,324.00 5,226.46 65.33	11,891.00 5,488.15 68.60	12,484.00 5,761.85 72.02		9410
SOFTWARE DEVELOPMENT AND APPLICATION SUPPORT ANALYST I	C681	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	8,974.00 4,141.85 51.77				10,772.00 4,971.69 62.15		8810
SOFTWARE DEVELOPMENT AND APPLICATION SUPPORT ANALYST II	C691	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	9,877.00 4,558.62 56.98				11,853.00 5,470.82 68.38		8810
SPECIALIST LIBRARIAN	L590	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	7,451.00 3,438.92 45.25	7,819.00 3,608.77 47.48	8,215.00 3,791.54 49.89	8,627.00 3,981.69 52.39	9,056.00 4,179.69 55.00		8810
SUPERVISING INFORMATION TECHNOLOGY ANALYST	C645	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	12,690.00 5,856.92 73.21				15,226.00 7,027.38 87.84		9410
SUPERVISING CIVIL ENGINEER	C220	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	13,965.00 6,445.38 80.57				16,754.00 7,732.62 96.66		9410
TREE MAINTENANCE WORKER I	R710	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	5,771.00 2,663.54 33.29	6,081.00 2,797.38 34.97	6,356.00 2,933.54 36.67	6,678.00 3,082.15 38.53	7,013.00 3,236.77 40.46		9420
TREE MAINTENANCE WORKER II	R730	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	6,350.00 2,930.77 36.63	6,669.00 3,078.00 38.48	6,998.00 3,229.85 40.37	7,354.00 3,394.15 42.43	7,720.00 3,563.08 44.54		9420
TREE MAINTENANCE LEADER	R690	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	6,980.00 3,221.54 40.27	7,329.00 3,382.62 42.28	7,699.00 3,553.38 44.42	8,080.00 3,729.23 46.62	8,466.00 3,916.62 48.96		9420
UTILITIES FIELD SUPERVISOR	C520	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	10,375.00 4,788.46 59.86				12,448.00 5,745.23 71.82		9410
UTILITIES SPECIALIST	M690	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	7,998.00 3,691.38 46.14	8,401.00 3,877.38 48.47	8,819.00 4,070.31 50.88	9,264.00 4,275.69 53.45	9,725.00 4,488.46 56.11		9420
UTILITIES SPECIALIST - WASTEWATER	M691	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	8,159.00 3,765.69 47.07	8,568.00 3,954.46 49.43	8,994.00 4,151.08 51.89	9,446.00 4,359.69 54.50	9,914.00 4,575.69 57.20		9420
UTILITIES WORKER	M680	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	7,271.00 3,355.85 41.95	7,635.00 3,523.85 44.05	8,016.00 3,699.69 46.25	8,416.00 3,884.31 48.55	8,840.00 4,080.00 51.00		9420
UTILITIES WORKER - WASTEWATER	M681	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	7,417.00 3,423.23 42.79	7,784.00 3,592.62 44.91	8,174.00 3,772.62 47.16	8,582.00 3,960.92 49.51	9,016.00 4,161.23 52.02		9420
UTILITY LOCATOR	M650	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	6,931.00 3,198.92 39.99	7,275.00 3,357.69 41.97	7,638.00 3,525.23 44.07	8,021.00 3,702.00 46.28	8,419.00 3,885.69 48.57		9420
WATER QUALITY SPECIALIST	M810	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	7,998.00 3,691.38 46.14	8,401.00 3,877.38 48.47	8,819.00 4,070.31 50.88	9,264.00 4,275.69 53.45	9,725.00 4,488.46 56.11		9420
WATER RESOURCES SPECIALIST	M820	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	7,998.00 3,691.38 46.14	8,401.00 3,877.38 48.47	8,819.00 4,070.31 50.88	9,264.00 4,275.69 53.45	9,725.00 4,488.46 56.11		9420
WATER RESOURCES TECHNICIAN	M830	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	6,407.00 2,957.08 36.96	6,730.00 3,106.15 38.83	7,059.00 3,258.00 40.73	7,415.00 3,422.31 42.78	7,786.00 3,593.54 44.92		9420

NOTES: HOURLY RATE

38 HOURS FOR LIBRARY PERSONNEL
56 HOURS FOR FIRE SHIFT PERSONNEL
40 HOURS FOR ALL OTHER PERSONNEL

**EXHIBIT B
CITY OF REDWOOD CITY
PROPOSED SALARY RANGES
LAST UPDATED 11/22/2021**

CLASSIFICATION TITLE	CLASS CODE	BARGAINING UNIT	SALARY EFFECTIVE DATE	SALARY	STEP 1 / BOTTOM OF RANGE				STEP 5 / BOTTOM OF RANGE		COMP
					STEP 2	STEP 3	STEP 4	STEP 6			
MANAGERIAL / PROFESSIONAL LEVEL I	X111	NOT REPRESENTED	7/1/2017	MONTHLY BIWEEKLY HRLY RATE	4,333.00 1,999.85 29.00				6,933.00 3,199.85 40.00		9410
MANAGERIAL / PROFESSIONAL LEVEL II	X110	NOT REPRESENTED	7/1/2017	MONTHLY BIWEEKLY HRLY RATE	6,067.00 2,800.15 35.00				9,533.00 4,399.85 55.00		9410
OFFICE CLERICAL	X150	NOT REPRESENTED	1/1/2021	MONTHLY BIWEEKLY HRLY RATE	2,708.00 1,249.85 15.62				5,027.00 2,320.15 29.00		8810
OFFICIAL / EXECUTIVE / PROFESSIONAL LEVEL I	X105	NOT REPRESENTED	7/1/2017	MONTHLY BIWEEKLY HRLY RATE	6,933.00 3,199.85 40.00				10,400.00 4,800.00 60.00		9410
OFFICIAL / EXECUTIVE / PROFESSIONAL LEVEL II	X104	NOT REPRESENTED	7/1/2017	MONTHLY BIWEEKLY HRLY RATE	9,533.00 4,400.00 55.00				13,867.00 6,400.15 80.00		9410
OFFICIAL / EXECUTIVE / PROFESSIONAL LEVEL III	X103	NOT REPRESENTED	7/1/2017	MONTHLY BIWEEKLY HRLY RATE	13,867.00 6,400.15 80.00				29,466.00 13,599.69 170.00		9410
PARAPROFESSIONAL	X140	NOT REPRESENTED	1/1/2021	MONTHLY BIWEEKLY HRLY RATE	2,708.00 1,249.85 15.62				6,413.00 2,959.85 37.00		9410
PROTECTIVE SERVICE	X130	NOT REPRESENTED	7/1/2017	MONTHLY BIWEEKLY HRLY RATE	3,120.00 1,440.00 18.00				11,267.00 5,200.15 65.00		7706
SERVICE MAINTENANCE	X170	NOT REPRESENTED	1/1/2021	MONTHLY BIWEEKLY HRLY RATE	2,708.00 1,249.85 15.62				5,027.00 2,320.15 29.00		9420
SKILLED CRAFT	X160	NOT REPRESENTED	7/1/2017	MONTHLY BIWEEKLY HRLY RATE	3,467.00 1,600.15 20.00				6,933.00 3,199.85 40.00		9420
TECHNICAL LEVEL I	X121	NOT REPRESENTED	7/1/2017	MONTHLY BIWEEKLY HRLY RATE	3,467.00 1,600.15 20.00				6,067.00 2,800.15 35.00		9410
TECHNICAL LEVEL II	X120	NOT REPRESENTED	7/1/2017	MONTHLY BIWEEKLY HRLY RATE	6,067.00 2,800.15 35.00				9,533.00 4,399.85 55.00		9410