

RESOLUTION NO. 16015

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF REDWOOD CITY 1) AMENDING THE CITY'S CLASSIFICATION AND WAGE AND SALARY PLAN TO UPDATE SALARY RANGES FOR CLASSIFICATIONS IN EXECUTIVE MANAGEMENT AND TO UPDATE THE SALARY RANGES FOR CERTAIN CLASSIFICATIONS TO MEET LOCAL MINIMUM WAGE REQUIREMENTS, AND 2) AMENDING THE EXECUTIVE MANAGEMENT SUMMARY OF BENEFITS

WHEREAS, pursuant to its authority, the Redwood City Council periodically determines whether to make adjustments to the salary and benefits plan for appointed and Executive Management classifications; and

WHEREAS, Redwood City Council approved a cost-of-living adjustment in the amount of 2% for Executive Management, effective the first full pay period on or after July 1, 2021; and

WHEREAS, staff recommend that the Executive Management Summary of Benefits be updated to accurately reflect the list of classifications, show a 2% COLA increase for classifications within Executive Management effective first full payperiod on or after July 1, 2021, amend language to reflect current practice on how sick leave cash out requests are submitted, add the Juneteenth Holiday, and to update terminology; and

WHEREAS, the City Council adopted an Ordinance to increase minimum wage for employees that work within the City of Redwood City to \$16.20 per hour, effective January 1, 2022, and the wage ranges for certain hourly and temporary positions must be adjusted accordingly.

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

1. The recitals set forth above are true and correct and are hereby incorporated by this reference as if fully set forth in their entirety.

2. The Executive Management Summary of Benefits shall be amended as set forth in Exhibit A to accurately reflect list of classifications, show a 2% COLA for classifications within Executive Management effective first full pay period on or after July 1, 2021, amend language to reflect current practice on how sick leave cash out requests are submitted, add Juneteenth Holiday, and to update terminology.

3. The City's Classification and Salary Plan is hereby amended as listed in the full salary plan attached as Exhibit B.

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

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**EXHIBIT A
PROPOSED EXECUTIVE MANAGEMENT SUMMARY OF BENEFITS 7-1-21**

CITY OF REDWOOD CITY



**EXECUTIVE MANAGEMENT
SUMMARY OF BENEFITS**

**Revised
July 1, 2021**

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

Juneteenth (observed June 19)

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 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 their 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 parent, sibling, spouse, domestic partner, child, half-sibling, stepsibling, parent-in-law, grandparent, grandchild, and stepparent, 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 their original position or if that position is not in existence, to an equivalent position within their 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 their 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 their 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 Department, 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 their 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
2% COLA Effective July 5, 2021**

	Minimum Monthly Salary	Maximum Monthly Salary
Department Heads		
Assistant City Manager	\$16,661	\$22,493
City Clerk	\$10,958	\$14,793
Community Development and Transportation Director	\$14,956	\$20,189
Deputy City Manager	\$14,210	\$19,182
Fire Chief	\$19,106	\$23,883
Human Resources Director	\$14,673	\$19,809
Library Director	\$14,642	\$19,768
Police Chief	\$17,981	\$24,274
PRCS Director	\$15,305	\$20,662
PWS Director	\$15,305	\$20,662

	Minimum Monthly Salary	Maximum Monthly Salary
Division Heads, Deputy/Assistant Director, and Other Executives		
Assistant City Attorney	\$13,019	\$17,577
Assistant Community Development and Transportation Director	\$12,626	\$17,045
Assistant PRCS Director	\$12,626	\$17,045
Assistant Public Works Director	\$12,626	\$17,045
CD Manager Building	\$11,560	\$15,605
CD Manager Engineering	\$13,924	\$18,799
CD Manager Planning	\$12,179	\$16,441
Communications Manager	\$10,958	\$14,793
Deputy City Attorney	\$10,093	\$13,626
Deputy Police Chief	\$17,120	\$23,111
Economic Development Manager	\$12,656	\$17,085
Financial Services Manager	\$12,656	\$17,085
Information Technology Manager	\$12,656	\$17,085
Police Captain	\$16,295	\$22,009
Senior Assistant City Attorney	\$14,322	\$19,334

**EXHIBIT B
CITY OF REDWOOD CITY
PROPOSED SALARY RANGES
LAST UPDATED 12/20/2021**

CLASSIFICATION TITLE	CLASS CODE	BARGAINING UNIT	SALARY EFFECTIVE DATE	SALARY	STEP 1 / BOTTOM OF RANGE				STEP 5 / BOTTOM OF RANGE	STEP 6	COMP
					STEP 2	STEP 3	STEP 4	STEP 5			
ACCOUNT CLERK I	E730	SEIU	2/1/2021	5,017.00 MONTHLY 2,315.54 BIWEEKLY HRLY RATE 28.04	5,207.00 2,420.92	5,531.00 2,552.77	5,888.00 2,800.02	6,097.00 2,814.00		8810	
ACCOUNT CLERK II	E700	SEIU	2/1/2021	5,514.00 MONTHLY 2,544.02 BIWEEKLY HRLY RATE 31.81	5,701.00 2,672.77	6,081.00 2,808.03	6,384.00 2,940.40	6,708.00 3,065.08		8810	
ACCOUNTANT	C440	RCMEA	10/12/2020	8,434.00 MONTHLY 3,892.02 BIWEEKLY HRLY RATE 48.98				10,123.00 4,672.15		9410	
ACCOUNTING TECHNICIAN I	E620	SEIU	2/1/2021	5,703.00 MONTHLY 2,698.05 BIWEEKLY HRLY RATE 33.25	6,045.00 2,780.00	6,352.00 2,931.89	6,672.00 3,070.38	7,008.00 3,233.54		8810	
ACCOUNTING TECHNICIAN II	E735	SEIU	2/1/2021	6,340.00 MONTHLY 2,928.15 BIWEEKLY HRLY RATE 36.58	6,655.00 3,071.54	6,980.00 3,228.15	7,328.00 3,385.85	7,697.00 3,557.08		8810	
ADMINISTRATIVE ASSISTANT	C715	RCMEA	10/12/2020	7,723.00 MONTHLY 3,584.48 BIWEEKLY HRLY RATE 44.58				9,275.00 4,280.77		8810	
ADMINISTRATIVE CLERK I	E795	SEIU	2/1/2021	4,991.00 MONTHLY 2,118.92 BIWEEKLY HRLY RATE 26.48	4,820.00 2,224.92	5,050.00 2,334.92	5,315.00 2,453.08	5,581.00 2,575.85		8810	
ADMINISTRATIVE CLERK II	E770	SEIU	2/1/2021	5,053.00 MONTHLY 2,332.15 BIWEEKLY HRLY RATE 29.15	5,308.00 2,448.92	5,569.00 2,570.31	5,850.00 2,700.00	6,139.00 2,833.38		8810	
ADMINISTRATIVE CLERK III	E710	SEIU	2/1/2021	5,553.00 MONTHLY 2,582.02 BIWEEKLY HRLY RATE 32.04	5,832.00 2,691.09	6,123.00 2,826.00	6,430.00 2,887.69	6,748.00 3,115.38		8810	
ADMINISTRATIVE SECRETARY	C710	RCMEA	10/12/2020	7,389.00 MONTHLY 3,408.62 BIWEEKLY HRLY RATE 42.61				8,861.00 4,089.69		8810	
ASSISTANT CITY ATTORNEY	C415	EXEC SERV.	7/5/2021	13,018.00 MONTHLY 6,008.77 BIWEEKLY HRLY RATE 75.11				13,577.00 6,112.48		9410	
ASSISTANT CITY CLERK	C675	RCMEA	10/12/2020	9,274.00 MONTHLY 4,280.31 BIWEEKLY HRLY RATE 53.50				11,125.00 5,134.82		8810	
ASSISTANT CITY MANAGER	C110	EXEC SERV.	7/5/2021	16,881.00 MONTHLY 7,889.69 BIWEEKLY HRLY RATE 98.12				22,493.00 10,381.38		9410	
ASSISTANT COMMUNITY DEVELOPMENT & TRANSPORTATION DIRECTOR	C140	EXEC SERV.	7/5/2021	12,820.00 MONTHLY 5,827.38 BIWEEKLY HRLY RATE 72.84				17,045.00 7,850.92		9410	
ASSISTANT ENGINEER I	G700	SEIU	2/1/2021	8,068.00 MONTHLY 3,737.54 BIWEEKLY HRLY RATE 46.72	8,509.00 3,925.85	8,932.00 4,122.46	9,378.00 4,328.31	9,845.00 4,543.85		9410	
ASSISTANT ENGINEER II	G600	SEIU	2/1/2021	8,807.00 MONTHLY 4,110.92 BIWEEKLY HRLY RATE 51.39	9,355.00 4,317.60	9,823.00 4,533.90	10,318.00 4,762.15	10,828.00 4,968.00		9410	
ASSISTANT PARKS, RECREATION & COMMUNITY SERVICES DIRECTOR	C135	EXEC SERV.	7/5/2021	12,820.00 MONTHLY 5,827.38 BIWEEKLY HRLY RATE 72.84				17,045.00 7,850.92		9410	
ASSISTANT PLANNER I	H750	SEIU	2/1/2021	8,005.00 MONTHLY 3,694.02 BIWEEKLY HRLY RATE 46.18	8,409.00 3,881.08	8,826.00 4,073.54	9,269.00 4,278.00	9,722.00 4,491.69		9410	
ASSISTANT PUBLIC WORKS DIRECTOR	C204	EXEC SERV.	7/5/2021	12,820.00 MONTHLY 5,827.38 BIWEEKLY HRLY RATE 72.84				17,045.00 7,850.92		9410	
ASSOCIATE ENGINEER	G500	SEIU	2/1/2021	9,804.00 MONTHLY 4,524.92 BIWEEKLY HRLY RATE 56.58	10,292.00 4,750.15	10,806.00 4,888.77	11,347.00 5,237.08	11,918.00 5,469.09		9410	
ASSOCIATE PLANNER	H700	SEIU	2/1/2021	8,808.00 MONTHLY 4,085.23 BIWEEKLY HRLY RATE 50.82	9,248.00 4,268.31	9,706.00 4,480.92	10,189.00 4,707.23	10,707.00 4,941.89		9410	
BATTALION CHIEF	C300	COA	10/12/2020	14,874.00 MONTHLY 6,772.62 BIWEEKLY HRLY RATE 80.47				17,837.00 8,232.48		7700	
BATTALION CHIEF - 40 HR	C301	COA	10/12/2020	15,921.00 MONTHLY 7,348.15 BIWEEKLY HRLY RATE 91.85				18,351.00 8,031.23		7700	
BODY WORN CAMERA PROGRAM MANAGER	C528	RCMEA	6/28/2021	8,274.00 MONTHLY 4,280.31 BIWEEKLY HRLY RATE 53.50				11,125.00 5,134.82		9410	
BUILDING ATTENDANT III	N810	SEIU	2/1/2021	3,254.00 MONTHLY 1,501.85 BIWEEKLY HRLY RATE 18.77	3,414.00 1,575.09	3,584.00 1,654.15	3,762.00 1,738.31	3,952.00 1,824.00		8810	
BUILDING INSPECTOR	K710	SEIU	2/1/2021	8,230.00 MONTHLY 3,802.02 BIWEEKLY HRLY RATE 47.53	8,649.00 3,991.85	9,084.00 4,192.62	9,526.00 4,401.23	10,014.00 4,621.85		9410	
BUILDING MAINTENANCE WORKER	N670	SEIU	2/1/2021	6,889.00 MONTHLY 3,078.00 BIWEEKLY HRLY RATE 38.48	7,003.00 3,252.15	7,355.00 3,384.62	7,726.00 3,583.08	8,105.00 3,740.77		9420	
CAPITAL IMPROVEMENT PROGRAM MANAGER	C435	RCMEA	10/12/2020	12,177.00 MONTHLY 5,620.15 BIWEEKLY HRLY RATE 70.25				14,607.00 6,741.09		9410	
COBG/HOME ADMINISTRATOR	C323	RCMEA	10/12/2020	10,788.00 MONTHLY 4,988.92 BIWEEKLY HRLY RATE 62.11				12,020.00 5,063.08		9410	
CHILD CARE SPECIALIST	E925	SEIU	2/1/2021	7,086.00 MONTHLY 3,278.00 BIWEEKLY HRLY RATE 40.85	7,455.00 3,440.77	7,826.00 3,613.38	8,220.00 3,793.85	8,628.00 3,982.15		9410	
CITY ATTORNEY	A170	EXEC SERV.	7/5/2021	23,758.00 MONTHLY 10,884.31 BIWEEKLY HRLY RATE 137.05				23,758.00 10,884.31		9410	
CITY CLERK	A180	EXEC SERV.	7/5/2021	10,958.00 MONTHLY 5,057.54 BIWEEKLY HRLY RATE 63.22				14,783.00 6,827.54		9410	
CITY COUNCIL MEMBER	A000	NOT REPRESENTED	1/22/2001	750.00 MONTHLY 348.15 BIWEEKLY HRLY RATE 4.33				750.00 348.15		9410	
CITY MANAGER	A100	EXEC SERV.	7/5/2021	27,854.00 MONTHLY 12,856.68 BIWEEKLY HRLY RATE 160.70				27,854.00 12,856.68		9410	

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					STEP 2	STEP 3	STEP 4	STEP 6			
CODE ENFORCEMENT OFFICER I	K750	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	7,490 00 3,458 92 43 21	7,804 00 3,629 54 45 37	8,260 00 3,812 31 47 85	8,870 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	8,230 00 3,802 62 47 53	8,549 00 3,901 83 49 89	9,084 00 4,192 82 52 41	9,538 00 4,401 23 55 02	10,014 00 4,621 85 57 77	9410	
COMMUNITY DEVELOPMENT MANAGER - BUILDING	C406	EXEC. SERV.	7/5/2021	MONTHLY BIWEEKLY HRLY RATE	11,560 00 5,335 38 89 89				15,805 00 7,202 31 89 03	9410	
COMMUNITY DEVELOPMENT MANAGER - ENGINEERING	C408	EXEC. SERV.	7/5/2021	MONTHLY BIWEEKLY HRLY RATE	13,924 00 6,428 46 90 33				18,700 00 8,676 46 106 46	9410	
COMMUNITY DEVELOPMENT MANAGER - PLANNING	C407	EXEC. SERV.	7/5/2021	MONTHLY BIWEEKLY HRLY RATE	12,179 00 5,621 08 70 26				16,441 00 7,588 15 94 85	9410	
COMMUNICATIONS DISPATCHER	E670	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	7,971 00 3,678 92 45 99	8,396 00 3,881 23 48 27	8,790 00 4,058 92 50 71	9,229 00 4,256 54 53 24	9,992 00 4,473 23 55 92	8810	
COMMUNICATIONS MANAGER	C412	EXEC. SERV.	7/5/2021	MONTHLY BIWEEKLY HRLY RATE	10,959 00 5,057 54 83 22				14,793 00 6,827 54 85 34	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	10,785 00 4,988 48 62 11				12,819 00 5,982 62 74 53	9410	
COMMUNITY DEVELOPMENT AND TRANSPORTATION DIRECTOR	B130	EXEC. SERV.	7/5/2021	MONTHLY BIWEEKLY HRLY RATE	14,986 00 6,902 77 88 28				20,188 00 9,318 00 119 48	9410	
COMMUNITY SERVICE OFFICER	E705	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	8,220 00 2,874 92 35 94	8,542 00 3,019 38 37 74	8,868 00 3,199 85 38 82	7,215 00 3,330 00 41 83	7,577 00 3,497 08 43 71	9410	
CONSUMER SERVICE TECHNICIAN	M750	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	8,282 00 2,898 38 36 24	8,597 00 3,044 77 38 69	8,921 00 3,194 31 39 63	7,260 00 3,354 92 41 64	7,833 00 3,522 82 44 04	9410	
CUSTODIAL SERVICES SUPERVISOR	C825	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	8,023 00 3,792 62 48 29				9,929 00 4,444 15 55 55	9410	
DEPUTY CITY ATTORNEY	C107	EXEC. SERV.	7/5/2021	MONTHLY BIWEEKLY HRLY RATE	10,993 00 4,958 31 58 23				13,629 00 6,288 92 76 01	9410	
DEPUTY CITY MANAGER	C855	EXEC. SERV.	7/5/2021	MONTHLY BIWEEKLY HRLY RATE	14,210 00 6,558 46 81 88				19,182 00 8,853 23 110 87	9410	
DEPUTY FIRE CHIEF	C319	COA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	18,197 00 8,398 62 104 98				21,266 00 9,824 31 122 80	7708	
DEPUTY FIRE MARSHAL	F800	FIRE	1/4/2021	MONTHLY BIWEEKLY HRLY RATE	11,587 00 5,347 85 86 85	12,165 00 5,814 92 70 18	12,774 00 5,985 60 73 70	13,412 00 6,190 15 77 38	14,083 00 6,496 85 81 25	7708	
DEPUTY POLICE CHIEF	C230	EXEC. SERV.	7/5/2021	MONTHLY BIWEEKLY HRLY RATE	17,120 00 7,901 54 88 77				23,111 00 10,868 92 133 33	7720	
ECONOMIC DEVELOPMENT MANAGER	C403	EXEC. SERV.	7/5/2021	MONTHLY BIWEEKLY HRLY RATE	12,858 00 5,841 23 73 02				17,085 00 7,885 38 98 57	9410	
EMERGENCY PREPAREDNESS & OUTREACH COORDINATOR	C518	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	8,274 00 4,280 31 53 50				11,126 00 5,134 92 84 18	9410	
ENDPOINT & 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 & INFRASTRUCTURE INFORMATION TECHNOLOGY ANALYST II	C692	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	8,877 00 4,556 62 56 98				11,853 00 5,470 82 68 38	8810	
ENGINEERING TECHNICIAN I	G730	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	8,815 00 2,778 15 34 70	9,318 00 3,204 45 40 88	9,833 00 3,385 54 42 07	9,997 00 3,534 00 44 18	7,316 00 3,375 99 42 20	9410	
ENGINEERING TECHNICIAN II	G710	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	8,911 00 3,051 23 38 14	9,343 00 3,204 45 40 88	7,282 00 3,385 54 42 07	7,857 00 3,534 00 44 18	8,040 00 3,710 77 48 38	9410	
ENVIRONMENTAL INITIATIVES COORDINATOR	C541	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	8,274 00 4,280 31 53 50				11,126 00 5,134 92 84 18	9410	
EQUIPMENT MECHANIC I	N710	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	6,417 00 2,981 69 37 82	6,741 00 3,111 23 38 89	7,074 00 3,264 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	7,058 00 3,259 62 40 71	7,497 00 3,418 62 42 73	7,778 00 3,588 92 44 88	8,167 00 3,769 38 47 12	8,574 00 3,957 23 48 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 2,791 38 33 77	6,144 00 2,835 89 35 46	6,454 00 2,978 77 37 23	6,781 00 3,129 08 38 12	9420	
FACILITIES MAINTENANCE SUPERVISOR	C385	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	10,240 00 4,729 15 59 08				12,286 00 5,670 46 70 88	9410	
FACILITY AIDE	N790	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	4,585 00 2,129 77 28 51	4,824 00 2,220 46 28 51	5,084 00 2,337 23 28 22	5,319 00 2,454 82 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 49 30 61	5,599 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.	7/5/2021	MONTHLY BIWEEKLY HRLY RATE	14,986 00 6,902 77 88 28				20,188 00 9,318 00 119 48	9410	
FINANCIAL SERVICES MANAGER	C360	EXEC. SERV.	7/5/2021	MONTHLY BIWEEKLY HRLY RATE	12,858 00 5,841 23 73 02				17,085 00 7,885 38 98 57	9410	
FIRE CAPTAIN	F530	FIRE	1/4/2021	MONTHLY BIWEEKLY	10,829 00 5,044 15	11,472 00 5,284 77	12,048 00 5,580 82	12,847 00 5,837 08	13,279 00 5,128 77	7708	

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					STEP 2	STEP 3	STEP 4	STEP 6	STEP 8			
FIRE CHIEF	B190	EXEC. SERV.	7/5/2021	HRLY RATE 19,108.00 MONTHLY 8,618.15 BIWEEKLY 119.23	45.04	47.27	49.65	52.12	54.72	23,883.00 11,022.92	137.70	7700
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	4,271.08	4,688.15	4,710.00	10,205.00 4,710.00	10,712.00 4,944.00	7700
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	4,271.08	4,688.15	4,710.00	10,205.00 4,710.00	10,712.00 4,944.00	7700
FIRE MARSHAL	C306	COA	10/12/2020	MONTHLY 7,348.15 BIWEEKLY 91.85	15,824.00	10,351.00	10,800.00	10,800.00	11,349.00	10,351.00 8,031.23	111.64	7700
FIRE PLAN CHECKER	K760	SEIU	2/1/2021	MONTHLY 4,308.85 BIWEEKLY 53.87	9,808.00	4,525.85	10,264.00	4,751.08	10,800.00	11,349.00	5,238.00	9410
FIRE PREVENTION OFFICER	K715	FIRE	1/4/2021	MONTHLY 4,547.54 BIWEEKLY 56.84	8,853.00	10,351.00	10,803.00	5,013.09	11,409.00	11,880.00	5,529.23	9410
FLEET SUPERVISOR	C835	RCMEA	10/12/2020	MONTHLY 4,301.54 BIWEEKLY 53.77	9,320.00	4,301.54	9,320.00	4,301.54	4,301.54	11,323.00	5,226.00	9410
GIS MANAGER	C335	RCMEA	10/12/2020	MONTHLY 5,285.23 BIWEEKLY 65.82	11,408.00	5,285.23	11,408.00	5,285.23	5,285.23	13,888.00	6,317.54	9410
GIS TECHNICIAN	G750	SEIU	2/1/2021	MONTHLY 3,802.82 BIWEEKLY 47.53	8,239.00	3,802.82	8,848.00	3,991.85	4,192.82	10,014.00	4,821.85	9410
GRAPHIC DESIGN SPECIALIST	L748	SEIU	2/1/2021	MONTHLY 2,712.00 BIWEEKLY 35.68	5,876.00	2,712.00	6,172.00	2,848.82	3,033.33	6,769.00	3,266.31	8810
HOUSING & ECONOMIC DEVELOPMENT SPECIALIST I	K740	SEIU	2/1/2021	MONTHLY 3,458.92 BIWEEKLY 43.21	7,480.00	3,458.92	7,861.00	3,828.15	4,012.31	8,870.00	4,200.00	9410
HOUSING & ECONOMIC DEVELOPMENT SPECIALIST II	K745	SEIU	2/1/2021	MONTHLY 3,802.82 BIWEEKLY 47.53	8,239.00	3,802.82	8,848.00	3,991.85	4,192.82	10,014.00	4,821.85	9410
HOUSING LEADERSHIP MANAGER	C409	RCMEA	10/12/2020	MONTHLY 5,876.00 BIWEEKLY 70.85	12,288.00	5,876.00	12,288.00	5,876.00	5,876.00	15,802.00	7,862.48	9410
HUMAN RESOURCES ANALYST I	C741	CONFIDENTIAL	10/12/2020	MONTHLY 4,409.88 BIWEEKLY 55.11	8,270.00	4,409.88	8,270.00	4,409.88	4,409.88	9,874.00	4,580.31	8810
HUMAN RESOURCES ANALYST II	C742	CONFIDENTIAL	10/12/2020	MONTHLY 4,409.88 BIWEEKLY 55.11	8,270.00	4,409.88	8,270.00	4,409.88	4,409.88	9,874.00	4,580.31	8810
HUMAN RESOURCES DIRECTOR	B190	EXEC. SERV.	7/5/2021	MONTHLY 8,772.15 BIWEEKLY 94.85	14,873.00	8,772.15	14,873.00	8,772.15	8,772.15	19,809.00	9,142.82	9410
HUMAN RESOURCES TECHNICIAN	C740	RCMEA	10/12/2020	MONTHLY 3,584.48 BIWEEKLY 44.58	7,723.00	3,584.48	7,723.00	3,584.48	3,584.48	9,275.00	4,280.77	8810
HUMAN SERVICES SPECIALIST I	E210	SEIU	2/1/2021	MONTHLY 2,118.82 BIWEEKLY 26.40	4,581.00	2,118.82	4,821.00	2,225.06	2,334.00	5,581.00	2,575.85	8810
HUMAN SERVICES SPECIALIST II	E220	SEIU	2/1/2021	MONTHLY 2,330.77 BIWEEKLY 29.13	5,050.00	2,330.77	5,305.00	2,448.48	2,597.54	6,845.00	3,138.28	8810
HUMAN SERVICES SPECIALIST III	R230	SEIU	2/1/2021	MONTHLY 2,582.82 BIWEEKLY 32.04	5,553.00	2,582.82	5,832.00	2,891.69	3,026.00	7,430.00	3,115.38	8810
INFORMATION TECHNOLOGY ANALYST I	C680	RCMEA	10/12/2020	MONTHLY 4,141.85 BIWEEKLY 51.77	8,974.00	4,141.85	8,974.00	4,141.85	4,141.85	10,772.00	4,971.09	8810
INFORMATION TECHNOLOGY ANALYST II	C690	RCMEA	10/12/2020	MONTHLY 4,558.82 BIWEEKLY 58.98	8,877.00	4,558.82	8,877.00	4,558.82	4,558.82	11,853.00	5,470.62	8810
INFORMATION TECHNOLOGY MANAGER	C295	EXEC. SERV.	7/5/2021	MONTHLY 5,841.23 BIWEEKLY 73.92	12,856.00	5,841.23	12,856.00	5,841.23	5,841.23	17,085.00	7,885.38	9410
JUVENILE AND FAMILY SERVICES SPECIALIST	C850	RCMEA	10/12/2020	MONTHLY 4,087.54 BIWEEKLY 50.84	8,813.00	4,087.54	8,813.00	4,087.54	4,087.54	10,978.00	4,882.15	9410
LANDSCAPE ARCHITECT	C332	RCMEA	10/12/2020	MONTHLY 5,297.54 BIWEEKLY 66.22	11,478.00	5,297.54	11,478.00	5,297.54	5,297.54	13,774.00	6,367.23	9410
LANDSCAPE EQUIPMENT OPERATOR	R705	SEIU	2/1/2021	MONTHLY 3,049.15 BIWEEKLY 38.08	6,000.00	3,049.15	6,927.00	3,197.08	3,357.89	8,020.00	3,701.54	9420
LANDSCAPE GARDENER	R720	SEIU	2/1/2021	MONTHLY 2,800.15 BIWEEKLY 35.90	6,067.00	2,800.15	6,385.00	2,937.89	3,084.82	7,920.00	3,400.15	9420
LANDSCAPE SUPERVISOR	C870	RCMEA	10/12/2020	MONTHLY 3,782.92 BIWEEKLY 48.29	8,023.00	3,782.92	8,023.00	3,782.92	3,782.92	9,820.00	4,444.15	9410
LEAD EQUIPMENT MECHANIC	N500	SEIU	2/1/2021	MONTHLY 3,684.31 BIWEEKLY 44.80	7,288.00	3,684.31	8,150.00	3,781.54	3,950.31	9,859.00	4,355.54	9420
LEAD LANDSCAPE GARDENER	R680	SEIU	2/1/2021	MONTHLY 3,078.00 BIWEEKLY 38.48	6,898.00	3,078.00	7,003.00	3,232.15	3,384.82	8,720.00	3,740.77	9420
LEAD MAINTENANCE CUSTODIAN	N780	SEIU	2/1/2021	MONTHLY 2,663.38 BIWEEKLY 32.04	5,594.00	2,663.38	5,834.00	2,862.82	2,828.31	8,421.00	3,116.77	9420
LEAD POLICE CLERK	E685	SEIU	2/1/2021	MONTHLY 2,881.08 BIWEEKLY 36.14	6,284.00	2,881.08	6,576.00	3,035.08	3,187.38	7,250.00	3,513.88	8810
LEAD PUBLIC SAFETY DISPATCHER	E875	SEIU	2/1/2021	MONTHLY 4,047.60 BIWEEKLY 50.60	8,770.00	4,047.60	9,208.00	4,249.85	4,481.23	10,148.00	4,820.48	8810
LEAD PUBLIC WORKS MAINTENANCE WORKER	M820	SEIU	2/1/2021	MONTHLY 6,931.00 BIWEEKLY 86.39	7,275.00	6,931.00	7,275.00	6,931.00	6,931.00	8,021.00	8,419.00	9420

**EXHIBIT B
CITY OF REDWOOD CITY
PROPOSED SALARY RANGES
LAST UPDATED 12/20/2021**

CLASSIFICATION TITLE	CLASS CODE	BARGAINING UNIT	SALARY EFFECTIVE DATE	SALARY	STEP 1 / BOTTOM OF RANGE				STEP 5 / BOTTOM OF RANGE	STEP 6	COMP
					STEP 2	STEP 3	STEP 4	STEP 5			
LEAD PUBLIC WORKS MAINTENANCE WORKER - WASTEWATER	M621	SEIU	2/1/2021	BIWEEKLY	3,198.92	3,357.09	3,526.23	3,702.90	3,885.00		
				HRLY RATE	39.89	41.97	44.07	46.28	48.57		
				MONTHLY	7,069.00	7,420.00	7,789.00	8,178.00	8,580.00		9420
LEAD WATER RESOURCES TECHNICIAN	M826	SEIU	2/1/2021	BIWEEKLY	3,262.92	3,424.62	3,594.92	3,774.46	3,962.77		
				HRLY RATE	40.78	42.81	44.94	47.18	49.53		
				MONTHLY	7,271.00	7,635.00	8,018.00	8,419.00	8,840.00		9420
LIBRARIAN I	L720	SEIU	8/2/2021	BIWEEKLY	3,355.85	3,523.85	3,699.89	3,884.31	4,080.00		
				HRLY RATE	41.95	44.05	46.25	48.55	51.00		
				MONTHLY	6,549.00	6,881.00	7,223.00	7,579.00	7,991.00		8810
LIBRARIAN II	L700	SEIU	8/2/2021	BIWEEKLY	3,022.92	3,175.85	3,333.00	3,497.54	3,674.31		
				HRLY RATE	39.77	41.79	43.66	46.02	48.35		
				MONTHLY	7,200.00	7,593.00	7,943.00	8,338.00	8,758.00		8810
LIBRARY ASSISTANT I	L780	SEIU	2/1/2021	BIWEEKLY	3,323.08	3,490.62	3,666.00	3,848.31	4,041.23		
				HRLY RATE	43.72	45.23	48.24	50.64	53.17		
				MONTHLY	4,857.00	5,109.00	5,353.00	5,619.00	5,901.00		8810
LIBRARY ASSISTANT II	L760	SEIU	2/1/2021	BIWEEKLY	2,241.09	2,353.85	2,470.82	2,592.38	2,723.54		
				HRLY RATE	28.50	30.97	32.51	34.12	35.84		
				MONTHLY	5,247.00	5,613.00	5,901.00	6,182.00	6,485.00		8810
LIBRARY DIRECTOR	B160	EXEC. SERV.	7/5/2021	BIWEEKLY	2,487.85	2,580.92	2,718.92	2,892.23	2,607.99		
				HRLY RATE	32.47	34.08	35.78	37.54	39.44		
				MONTHLY	14,842.00	15,785.00	16,313.00	17,353.00	15,687.00		9410
LIBRARY DIVISION MANAGER	C531	RCMEA	10/12/2020	BIWEEKLY	8,757.85	9,147.00	9,580.00	10,057.00	10,578.00		
				HRLY RATE	84.47	88.44	92.86	96.84	101.23		
				MONTHLY	11,187.00	11,589.00	12,052.00	12,471.00	12,897.00		8810
LIBRARY INFORMATION TECHNOLOGY TECHNICIAN	L805	SEIU	2/1/2021	BIWEEKLY	5,103.23	5,303.00	5,507.00	5,715.00	5,927.00		
				HRLY RATE	64.54	67.44	70.00	72.69	75.44		
				MONTHLY	9,958.00	10,446.00	10,914.00	11,373.00	11,844.00		8810
LIBRARY PROGRAM SPECIALIST	L800	SEIU	2/1/2021	BIWEEKLY	4,274.00	4,438.00	4,607.00	4,780.00	4,957.00		
				HRLY RATE	42.24	44.38	46.58	48.89	51.35		
				MONTHLY	7,084.00	7,451.00	7,874.00	8,215.00	8,577.00		8810
LIBRARY SERVICES SUPERVISOR	C681	RCMEA	10/12/2020	BIWEEKLY	3,274.15	3,438.92	3,612.00	3,791.54	3,981.69		
				HRLY RATE	43.08	45.25	47.53	49.66	52.29		
				MONTHLY	6,548.00	6,877.00	7,224.00	7,583.00	7,963.00		8810
LITERACY TUTOR - STUDENT COORDINATOR	L690	SEIU	2/1/2021	BIWEEKLY	4,482.02	4,658.00	4,838.00	5,021.00	5,207.00		
				HRLY RATE	56.16	58.22	60.47	62.77	65.19		
				MONTHLY	7,094.00	7,451.00	7,876.00	8,215.00	8,577.00		8810
MAINTENANCE CUSTODIAN	N770	SEIU	2/1/2021	BIWEEKLY	3,274.15	3,438.92	3,612.00	3,791.54	3,981.69		
				HRLY RATE	43.08	45.25	47.53	49.66	52.29		
				MONTHLY	6,548.00	6,877.00	7,224.00	7,583.00	7,963.00		9420
MANAGEMENT ANALYST I	C513	RCMEA	10/12/2020	BIWEEKLY	4,280.31	4,464.00	4,652.00	4,844.00	5,039.00		
				HRLY RATE	53.50	55.80	58.15	60.55	62.99		
				MONTHLY	8,274.00	8,728.00	9,104.00	9,488.00	9,878.00		9410
MANAGEMENT ANALYST II	C516	RCMEA/CONFIDENTIAL	10/12/2020	BIWEEKLY	4,280.31	4,464.00	4,652.00	4,844.00	5,039.00		
				HRLY RATE	53.50	55.80	58.15	60.55	62.99		
				MONTHLY	8,274.00	8,728.00	9,104.00	9,488.00	9,878.00		9410
MANAGERIAL ACCOUNTANT	C991	NOT REPRESENTED		BIWEEKLY	2,400.00	2,500.00	2,600.00	2,700.00	2,800.00		
				HRLY RATE	30.00	31.25	32.50	33.75	35.00		
				MONTHLY	4,800.00	5,000.00	5,200.00	5,400.00	5,600.00		9410
PARALEGAL	C100	RCMEA	10/12/2020	BIWEEKLY	3,890.00	4,080.00	4,270.00	4,460.00	4,650.00		
				HRLY RATE	48.63	51.00	53.38	55.75	58.13		
				MONTHLY	7,780.00	8,160.00	8,540.00	8,920.00	9,300.00		8810
PARKING ENFORCEMENT OFFICER I	E807	SEIU	2/1/2021	BIWEEKLY	4,202.00	4,411.00	4,631.00	4,862.00	5,108.00		
				HRLY RATE	49.38	55.14	58.15	61.29	64.47		
				MONTHLY	8,404.00	8,822.00	9,262.00	9,724.00	10,216.00		9410
PARKING ENFORCEMENT OFFICER II	E810	SEIU	2/1/2021	BIWEEKLY	2,201.08	2,310.92	2,425.38	2,544.99	2,670.08		
				HRLY RATE	27.51	28.89	30.32	31.81	33.44		
				MONTHLY	4,402.00	4,621.00	4,850.00	5,089.00	5,340.00		9410
PARKING METER COLLECTOR	E750	SEIU	2/1/2021	BIWEEKLY	2,201.08	2,310.92	2,425.38	2,544.99	2,670.08		
				HRLY RATE	27.51	28.89	30.32	31.81	33.44		
				MONTHLY	4,402.00	4,621.00	4,850.00	5,089.00	5,340.00		9410
PARKING/TDM MANAGER	C543	RCMEA	10/12/2020	BIWEEKLY	4,801.85	5,000.00	5,200.00	5,400.00	5,600.00		
				HRLY RATE	60.02	62.50	65.00	67.50	70.00		
				MONTHLY	9,603.00	10,000.00	10,400.00	10,800.00	11,200.00		8810
PARKS & RECREATION PROGRAM ASSISTANT I	E935	SEIU	2/1/2021	BIWEEKLY	2,382.15	2,511.09	2,637.99	2,769.08	2,907.98		
				HRLY RATE	29.80	31.40	32.97	34.62	36.35		
				MONTHLY	4,764.00	5,022.00	5,275.00	5,538.00	5,815.00		9410
PARKS & RECREATION PROGRAM ASSISTANT II	E940	SEIU	2/1/2021	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		
				MONTHLY	5,316.00	5,582.00	5,861.00	6,154.00	6,462.00		9410
PARKS, RECREATION & COMMUNITY SERVICES MANAGER	C400	RCMEA	10/12/2020	BIWEEKLY	11,158.00	11,485.00	11,815.00	12,148.00	12,484.00		
				HRLY RATE	140.73	143.56	146.44	149.36	152.31		
				MONTHLY	22,316.00	22,970.00	23,630.00	24,296.00	24,968.00		9410
PARKS, RECREATION & COMMUNITY SERVICES DIRECTOR	B140	EXEC. SERV.	7/5/2021	BIWEEKLY	15,205.00	15,785.00	16,365.00	16,945.00	17,525.00		
				HRLY RATE	189.38	197.31	204.56	211.81	219.06		
				MONTHLY	30,410.00	31,570.00	32,730.00	33,890.00	35,050.00		9410
PERMITS TECHNICIAN	E540	SEIU	2/1/2021	BIWEEKLY	3,188.15	3,327.23	3,491.08	3,669.48	3,848.23		
				HRLY RATE	39.85	41.59	43.64	45.83	48.12		
				MONTHLY	6,376.00	6,654.00	6,982.00	7,338.00	7,696.00		8810
PLAN CHECK ENGINEER	C330	RCMEA	10/12/2020	BIWEEKLY	5,527.38	5,720.00	5,914.00	6,109.00	6,305.00		
				HRLY RATE	69.09	71.50	73.92	76.35	78.81		
				MONTHLY	11,054.00	11,440.00	11,828.00	12,218.00	12,610.00		9410
PLAN CHECKER	H780	SEIU	2/1/2021	BIWEEKLY	4,085.00	4,290.85	4,512.00	4,738.00	4,969.00		
				HRLY RATE	52.30	54.62	57.00	59.47	61.94		
				MONTHLY	8,170.00	8,581.00	9,024.00	9,476.00	9,938.00		9410
POLICE CAPTAIN	C241	EXEC. SERV.	7/5/2021	BIWEEKLY	10,285.00	10,720.00	11,155.00	11,590.00	12,025.00		
				HRLY RATE	128.56	134.00	139.44	144.88	150.32		
				MONTHLY	20,570.00	21,440.00	22,310.00	23,180.00	24,050.00		7720
POLICE CHIEF	B120	EXEC. SERV.	7/5/2021	BIWEEKLY	17,981.00	18,580.00	19,179.00	19,778.00	20,377.00		
				HRLY RATE	224.76	232.25	239.74	247.23	254.72		
				MONTHLY	35,962.00	37,160.00	38,358.00	39,556.00	40,754.00		7720
POLICE CLERK	E690	SEIU	2/1/2021	BIWEEKLY	2,030.31	2,180.46	2,330.61	2,480.76	2,630.91		
				HRLY RATE	25.38	27.25	29.12	30.99	32.86		
				MONTHLY	4,060.00	4,360.00	4,660.00	4,960.00	5,260.00		8810
POLICE EVIDENCE & PROPERTY CLERK	E605	SEIU	2/1/2021	BIWEEKLY	3,499.00	3,680.00	3,861.00	4,042.00	4,223.00		
				HRLY RATE	43.74	46.00	48.26	50.52	52.78		
				MONTHLY	6,998.00	7,360.00	7,722.00	8,084.00	8,446.00		8810
POLICE EVIDENCE & PROPERTY ROOM COORDINATOR	E610	SEIU	2/1/2021	BIWEEKLY	3,700.15	3,885.23	4,070.31	4,255.39	4,440.47		
				HRLY RATE	46.25	48.57	50.89	53.21	55.53		
				MONTHLY	7,400.00	7,770.00	8,140.00	8,510.00	8,880.00		8810

**EXHIBIT B
CITY OF REDWOOD CITY
PROPOSED SALARY RANGES
LAST UPDATED 12/20/2021**

CLASSIFICATION TITLE	CLASS CODE	BARGAINING UNIT	SALARY EFFECTIVE DATE	SALARY	STEP 1 / BOTTOM OF RANGE				STEP 5 / BOTTOM OF RANGE		COMP
					RANGE	STEP 2	STEP 3	STEP 4	RANGE	STEP 6	
POLICE LIEUTENANT	C315	PSA	9/14/2020	MONTHLY 0,838 00 BIWEEKLY 86 70 HRLY RATE 86 70	15,028 00 15,780 00 16,174 00	15,780 00 16,174 00 16,568 00	16,568 00 16,962 00 17,356 00	17,356 00 17,750 00 18,144 00	18,287 00 18,681 00 19,075 00	7720	
POLICE LIEUTENANT - ADVANCED	C314	PSA	9/14/2020	MONTHLY 7,108 00 BIWEEKLY 88 86 HRLY RATE 88 86	15,403 00 15,800 00 16,197 00	15,800 00 16,197 00 16,594 00	16,594 00 16,991 00 17,388 00	17,388 00 17,785 00 18,182 00	18,723 00 19,119 00 19,515 00	7720	
POLICE OFFICER	P700	POLICE	9/14/2020	MONTHLY 4,758 00 BIWEEKLY 59 48 HRLY RATE 59 48	10,309 00 10,621 00 10,933 00	10,621 00 10,933 00 11,245 00	11,245 00 11,557 00 11,869 00	11,869 00 12,181 00 12,493 00	12,531 00 12,843 00 13,155 00	7720	
POLICE OFFICER - ADVANCED	P710	POLICE	9/14/2020	MONTHLY 4,878 00 BIWEEKLY 60 98 HRLY RATE 60 98	10,599 00 10,911 00 11,223 00	10,911 00 11,223 00 11,535 00	11,535 00 11,847 00 12,159 00	12,159 00 12,471 00 12,783 00	12,844 00 13,156 00 13,468 00	7720	
POLICE OFFICER TRAINEE	P750	POLICE	9/14/2020	MONTHLY 4,758 00 BIWEEKLY 59 48 HRLY RATE 59 48	10,309 00 10,621 00 10,933 00	10,621 00 10,933 00 11,245 00	11,245 00 11,557 00 11,869 00	11,869 00 12,181 00 12,493 00	12,531 00 12,843 00 13,155 00	7720	
POLICE SERGEANT	P601	PSA	9/14/2020	MONTHLY 5,778 38 BIWEEKLY 72 24 HRLY RATE 72 24	12,522 00 12,834 00 13,146 00	12,834 00 13,146 00 13,458 00	13,458 00 13,770 00 14,082 00	14,082 00 14,394 00 14,706 00	15,222 00 15,534 00 15,846 00	7720	
POLICE SERGEANT - ADVANCED	P602	PSA	9/14/2020	MONTHLY 5,924 31 BIWEEKLY 74 05 HRLY RATE 74 05	12,839 00 13,151 00 13,463 00	13,151 00 13,463 00 13,775 00	13,775 00 14,087 00 14,400 00	14,400 00 14,712 00 15,024 00	15,803 00 16,115 00 16,427 00	7720	
PRINCIPAL ANALYST - FINANCE	C363	CONFIDENTIAL	10/12/2020	MONTHLY 5,178 48 BIWEEKLY 64 73 HRLY RATE 64 73	11,220 00 11,532 00 11,844 00	11,532 00 11,844 00 12,156 00	12,156 00 12,468 00 12,780 00	12,780 00 13,092 00 13,404 00	13,468 00 13,780 00 14,092 00	9410	
PRINCIPAL ANALYST - WORKERS COMPENSATION	C635	CONFIDENTIAL	10/12/2020	MONTHLY 5,178 48 BIWEEKLY 64 73 HRLY RATE 64 73	11,220 00 11,532 00 11,844 00	11,532 00 11,844 00 12,156 00	12,156 00 12,468 00 12,780 00	12,780 00 13,092 00 13,404 00	13,468 00 13,780 00 14,092 00	8810	
PRINCIPAL PLANNER	C325	RCMEA	10/12/2020	MONTHLY 5,520 92 BIWEEKLY 69 09 HRLY RATE 69 09	11,875 00 12,187 00 12,499 00	12,187 00 12,499 00 12,811 00	12,811 00 13,123 00 13,435 00	13,435 00 13,747 00 14,059 00	14,371 00 14,683 00 14,995 00	8810	
PROJECT READ ASSISTANT	E915	SEIU	2/1/2021	MONTHLY 2,504 31 BIWEEKLY 32 05 HRLY RATE 32 05	5,958 00 6,270 00 6,582 00	6,270 00 6,582 00 6,894 00	6,894 00 7,206 00 7,518 00	7,206 00 7,518 00 7,830 00	8,154 00 8,466 00 8,778 00	8810	
PUBLIC WORKS FIELD SUPERVISOR	C837	RCMEA	10/12/2020	MONTHLY 4,301 54 BIWEEKLY 53 77 HRLY RATE 53 77	9,320 00 9,632 00 9,944 00	9,632 00 9,944 00 10,256 00	10,256 00 10,568 00 10,880 00	10,880 00 11,192 00 11,504 00	11,920 00 12,232 00 12,544 00	9410	
PUBLIC WORKS MAINTENANCE WORKER I	M775	SEIU	2/1/2021	MONTHLY 2,634 46 BIWEEKLY 33 03 HRLY RATE 33 03	5,708 00 6,020 00 6,332 00	6,020 00 6,332 00 6,644 00	6,644 00 6,956 00 7,268 00	6,956 00 7,268 00 7,580 00	8,160 00 8,472 00 8,784 00	9420	
PUBLIC WORKS MAINTENANCE WORKER I - WASTEWATER	M778	SEIU	2/1/2021	MONTHLY 2,687 08 BIWEEKLY 33 59 HRLY RATE 33 59	5,822 00 6,134 00 6,446 00	6,134 00 6,446 00 6,758 00	6,758 00 7,070 00 7,382 00	7,070 00 7,382 00 7,694 00	8,706 00 9,018 00 9,330 00	9420	
PUBLIC WORKS MAINTENANCE WORKER II	M735	SEIU	2/1/2021	MONTHLY 2,809 38 BIWEEKLY 36 24 HRLY RATE 36 24	6,282 00 6,594 00 6,906 00	6,594 00 6,906 00 7,218 00	7,218 00 7,530 00 7,842 00	7,530 00 7,842 00 8,154 00	8,630 00 8,942 00 9,254 00	9420	
PUBLIC WORKS MAINTENANCE WORKER II - WASTEWATER	M738	SEIU	2/1/2021	MONTHLY 2,957 08 BIWEEKLY 38 08 HRLY RATE 38 08	6,407 00 6,719 00 7,031 00	6,719 00 7,031 00 7,343 00	7,343 00 7,655 00 7,967 00	7,655 00 7,967 00 8,279 00	8,780 00 9,092 00 9,404 00	9420	
PUBLIC WORKS MAINTENANCE WORKER III / EQUIPMENT OPERATOR	M700	SEIU	2/1/2021	MONTHLY 3,048 15 BIWEEKLY 38 08 HRLY RATE 38 08	6,800 00 7,112 00 7,424 00	7,112 00 7,424 00 7,736 00	7,736 00 8,048 00 8,360 00	8,048 00 8,360 00 8,672 00	9,600 00 9,912 00 10,224 00	9420	
PUBLIC WORKS SERVICES DIRECTOR	B200	EXEC. SERV.	7/5/2021	MONTHLY 7,063 85 BIWEEKLY 88 30 HRLY RATE 88 30	15,305 00 15,617 00 15,929 00	15,617 00 15,929 00 16,241 00	16,241 00 16,553 00 16,865 00	16,553 00 16,865 00 17,177 00	18,682 00 18,994 00 19,306 00	9410	
PUBLIC WORKS SUPERINTENDENT	C525	RCMEA	10/12/2020	MONTHLY 5,149 38 BIWEEKLY 64 37 HRLY RATE 64 37	12,457 00 12,769 00 13,081 00	12,769 00 13,081 00 13,393 00	13,393 00 13,705 00 14,017 00	13,705 00 14,017 00 14,329 00	14,953 00 15,265 00 15,577 00	9420	
PUBLIC WORKS MAINTENANCE WORKER III / EQUIPMENT OPERATOR - WASTEWATER	M701	SEIU	2/1/2021	MONTHLY 3,107 08 BIWEEKLY 38 84 HRLY RATE 38 84	6,732 00 7,044 00 7,356 00	7,044 00 7,356 00 7,668 00	7,668 00 7,980 00 8,292 00	7,980 00 8,292 00 8,604 00	9,177 00 9,489 00 9,801 00	9420	
REAL PROPERTY MANAGER	C544	RCMEA	10/12/2020	MONTHLY 4,387 38 BIWEEKLY 54 84 HRLY RATE 54 84	9,506 00 9,818 00 10,130 00	9,818 00 10,130 00 10,442 00	10,442 00 10,754 00 11,066 00	10,754 00 11,066 00 11,378 00	11,408 00 11,720 00 12,032 00	9410	
RECORDS SUPERVISOR	C570	RCMEA	10/12/2020	MONTHLY 4,116 00 BIWEEKLY 51 45 HRLY RATE 51 45	8,918 00 9,230 00 9,542 00	9,230 00 9,542 00 9,854 00	9,854 00 10,166 00 10,478 00	10,166 00 10,478 00 10,790 00	10,827 00 11,139 00 11,451 00	8810	
RECREATION & COMMUNITY SERVICES PROGRAM COORDINATOR	E930	SEIU - TERM	2/1/2021	MONTHLY 3,127 85 BIWEEKLY 39 10 HRLY RATE 39 10	6,777 00 7,089 00 7,401 00	7,089 00 7,401 00 7,713 00	7,713 00 8,025 00 8,337 00	8,025 00 8,337 00 8,649 00	9,237 00 9,549 00 9,861 00	9410	
RECREATION PROGRAM COORDINATOR/SPECIAL EVENTS	E920	SEIU	2/1/2021	MONTHLY 3,276 00 BIWEEKLY 40 65 HRLY RATE 40 65	7,089 00 7,401 00 7,713 00	7,401 00 7,713 00 8,025 00	8,025 00 8,337 00 8,649 00	8,337 00 8,649 00 8,961 00	9,828 00 10,140 00 10,452 00	9410	
RECREATION SPECIALIST I	R785	SEIU	2/1/2021	MONTHLY 1,343 08 BIWEEKLY 18 78 HRLY RATE 18 78	2,910 00 3,222 00 3,534 00	3,222 00 3,534 00 3,846 00	3,846 00 4,158 00 4,470 00	4,158 00 4,470 00 4,782 00	5,370 00 5,682 00 5,994 00	9410	
RECREATION SPECIALIST II	R786	SEIU	2/1/2021	MONTHLY 1,603 28 BIWEEKLY 20 04 HRLY RATE 20 04	3,474 00 3,786 00 4,098 00	3,786 00 4,098 00 4,410 00	4,410 00 4,722 00 5,034 00	4,722 00 5,034 00 5,346 00	6,370 00 6,682 00 6,994 00	9410	
RECREATION SPECIALIST III	R787	SEIU	2/1/2021	MONTHLY 1,810 38 BIWEEKLY 22 74 HRLY RATE 22 74	3,942 00 4,254 00 4,566 00	4,254 00 4,566 00 4,878 00	4,878 00 5,190 00 5,502 00	5,190 00 5,502 00 5,814 00	7,370 00 7,682 00 7,994 00	9410	
RECREATION SUPERVISOR	C500	RCMEA	10/12/2020	MONTHLY 4,156 23 BIWEEKLY 51 94 HRLY RATE 51 94	8,003 00 8,315 00 8,627 00	8,315 00 8,627 00 8,939 00	8,939 00 9,251 00 9,563 00	9,251 00 9,563 00 9,875 00	10,801 00 11,113 00 11,425 00	9410	
REVENUE SERVICES MANAGER	C480	RCMEA	10/12/2020	MONTHLY 5,820 15 BIWEEKLY 70 25 HRLY RATE 70 25	12,177 00 12,489 00 12,801 00	12,489 00 12,801 00 13,113 00	13,113 00 13,425 00 13,737 00	13,425 00 13,737 00 14,049 00	14,607 00 14,919 00 15,231 00	9410	
SECRETARY	E600	SEIU	2/1/2021	MONTHLY 2,832 48 BIWEEKLY 35 41 HRLY RATE 35 41	6,137 00 6,449 00 6,761 00	6,449 00 6,761 00 7,073 00	7,073 00 7,385 00 7,697 00	7,385 00 7,697 00 8,009 00	8,458 00 8,770 00 9,082 00	8810	
SENIOR ACCOUNTANT	C445	RCMEA	10/12/2020	MONTHLY 4,894 77 BIWEEKLY 61 18 HRLY RATE 61 18	10,172 00 10,484 00 10,796 00	10,484 00 10,796 00 11,108 00	11,108 00 11,420 00 11,732 00	11,420 00 11,732 00 12,044 00	12,203 00 12,515 00 12,827 00	9410	
SENIOR ASSISTANT CITY ATTORNEY	C414	EXEC. SERV.	7/5/2021	MONTHLY 8,010 15 BIWEEKLY 100 13 HRLY RATE 100 13	14,322 00 14,634 00 14,946 00	14,634 00 14,946 00 15,258 00	15,258 00 15,570 00 15,882 00	15,570 00 15,882 00 16,194 00	18,334 00 18,646 00 18,958 00	9410	
SENIOR BUILDING INSPECTOR	K700	RCMEA	10/12/2020	MONTHLY 4,705 38 BIWEEKLY 58 82 HRLY RATE 58 82	10,185 00 10,497 00 10,809 00	10,497 00 10,809 00 11,121 00	11,121 00 11,433 00 11,745 00	11,433 00 11,745 00 12,057 00	12,389 00 12,701 00 13,013 00	9410	
SENIOR BUILDING MAINTENANCE WORKER	N630	SEIU	2/1/2021	MONTHLY 7,331 00 BIWEEKLY 91 64 HRLY RATE 91 64	15,311 00 15,623 00 15,935 00	15,623 00 15,935 00 16,247 00	16,247 00 16,559 00 16,871 00	16,559 00 16,871 00 17,183 00	18,114 00 18,426 00 18,738 00	9420	

**EXHIBIT B
CITY OF REDWOOD CITY
PROPOSED SALARY RANGES
LAST UPDATED 12/20/2021**

CLASSIFICATION TITLE	CLASS CODE	BARGAINING UNIT	SALARY EFFECTIVE DATE	SALARY	STEP 1 / BOTTOM OF RANGE					STEP 5 / BOTTOM OF RANGE	STEP 6	COMP
					STEP 2	STEP 3	STEP 4	STEP 5	STEP 6			
SENIOR CIVIL ENGINEER	C310	RCMEA	10/12/2020	HRLY RATE	42.20	44.45	46.67	48.89	51.43			
				MONTHLY	12,660.00				15,231.00			0410
				BIWEEKLY	5,858.31				7,029.69			
				HRLY RATE	73.23				87.87			
SENIOR CONSTRUCTION TECHNICIAN	N815	SEIU	2/1/2021	MONTHLY	9,220.00	9,692.00	10,176.00	10,664.00	11,220.00			0810
				BIWEEKLY	4,250.54	4,473.23	4,699.02	4,931.08	5,178.48			
				HRLY RATE	53.24	55.92	58.71	61.64	64.73			
SENIOR CRAFTS SPECIALIST	R675	SEIU	2/1/2021	MONTHLY	8,800.00	7,003.00	7,355.00	7,720.00	8,105.00			0420
				BIWEEKLY	3,078.00	3,232.15	3,361.02	3,583.08	3,740.77			
				HRLY RATE	38.48	40.40	42.43	44.54	46.78			
SENIOR ENDPOINT & INFRASTRUCTURE INFORMATION TECHNOLOGY ANALYST	C642	RCMEA	10/12/2020	MONTHLY	10,865.00				13,037.00			0810
				BIWEEKLY	5,014.02				6,017.08			
				HRLY RATE	82.68				75.21			
SENIOR ENGINEERING TECHNICIAN	G880	SEIU	2/1/2021	MONTHLY	8,238.00	8,649.00	9,084.00	9,536.00	10,014.00			0410
				BIWEEKLY	3,802.62	3,991.85	4,192.02	4,401.23	4,621.85			
				HRLY RATE	47.53	49.80	52.41	55.02	57.77			
SENIOR HUMAN RESOURCES ANALYST	C512	CONFIDENTIAL	10/12/2020	MONTHLY	10,201.00				12,237.00			0410
				BIWEEKLY	4,708.15				5,647.85			
				HRLY RATE	58.85				70.00			
SENIOR INFORMATION TECHNOLOGY ANALYST	C640	RCMEA	10/12/2020	MONTHLY	10,865.00				13,037.00			0810
				BIWEEKLY	5,014.02				6,017.08			
				HRLY RATE	82.68				75.21			
SENIOR LIBRARY ASSISTANT	L745	SEIU	2/1/2021	MONTHLY	5,876.00	6,172.00	6,476.00	6,789.00	7,142.00			0810
				BIWEEKLY	2,712.00	2,848.02	2,998.02	3,138.00	3,288.31			
				HRLY RATE	35.68	37.48	39.33	41.29	43.37			
SENIOR LIBRARY PAGE	E910	SEIU	2/1/2021	MONTHLY	2,842.00	2,978.00	3,123.00	3,289.00	3,455.00			0810
				BIWEEKLY	1,311.00	1,374.00	1,448.00	1,518.00	1,584.00			
				HRLY RATE	16.40	17.18	18.08	18.98	19.93			
SENIOR PLANNER	C320	RCMEA	10/12/2020	MONTHLY	10,697.00				13,089.00			0410
				BIWEEKLY	5,024.77				6,020.48			
				HRLY RATE	82.81				75.38			
SENIOR SOFTWARE DEVELOPMENT & APPLICATION SUPPORT ANALYST	C641	RCMEA	10/12/2020	MONTHLY	10,865.00				13,037.00			0810
				BIWEEKLY	5,014.02				6,017.08			
				HRLY RATE	82.68				75.21			
SENIOR TRANSPORTATION COORDINATOR	C333	RCMEA	10/12/2020	MONTHLY	12,693.00				15,231.00			0410
				BIWEEKLY	5,858.31				7,029.69			
				HRLY RATE	73.23				87.87			
SENIOR TRANSPORTATION PLANNER	H650	SEIU	2/1/2021	MONTHLY	10,271.00	10,788.00	11,324.00	11,881.00	12,484.00			0410
				BIWEEKLY	4,740.48	4,978.15	5,220.48	5,488.15	5,761.85			
				HRLY RATE	59.28	62.23	65.33	68.60	72.02			
SOFTWARE DEVELOPMENT & APPLICATION SUPPORT ANALYST I	C681	RCMEA	10/12/2020	MONTHLY	8,974.00				10,772.00			0810
				BIWEEKLY	4,141.85				4,871.69			
				HRLY RATE	51.77				62.15			
SOFTWARE DEVELOPMENT & APPLICATION SUPPORT ANALYST II	C691	RCMEA	10/12/2020	MONTHLY	8,877.00				11,853.00			0810
				BIWEEKLY	4,558.62				5,470.62			
				HRLY RATE	58.68				68.38			
SPECIALIST LIBRARIAN	L680	SEIU	2/1/2021	MONTHLY	7,451.00	7,819.00	8,215.00	8,627.00	9,058.00			0810
				BIWEEKLY	3,438.62	3,608.77	3,781.54	3,951.60	4,178.60			
				HRLY RATE	45.25	47.46	49.89	52.39	55.00			
SUPERVISING INFORMATION TECHNOLOGY ANALYST	C645	RCMEA	10/12/2020	MONTHLY	12,690.00				15,229.00			0410
				BIWEEKLY	5,856.92				7,027.38			
				HRLY RATE	73.21				87.84			
SUPERVISING CIVIL ENGINEER	C220	RCMEA	10/12/2020	MONTHLY	13,965.00				16,754.00			0410
				BIWEEKLY	6,445.38				7,732.62			
				HRLY RATE	80.57				98.98			
TREE MAINTENANCE WORKER I	R710	SEIU	2/1/2021	MONTHLY	5,771.00	6,081.00	6,358.00	6,678.00	7,019.00			0420
				BIWEEKLY	2,683.54	2,797.38	2,933.54	3,082.15	3,238.77			
				HRLY RATE	33.28	34.97	36.67	38.53	40.46			
TREE MAINTENANCE WORKER II	R730	SEIU	2/1/2021	MONTHLY	6,350.00	6,650.00	6,958.00	7,354.00	7,720.00			0420
				BIWEEKLY	2,930.77	3,076.00	3,226.85	3,384.15	3,553.08			
				HRLY RATE	38.63	39.46	40.37	42.43	44.54			
TREE MAINTENANCE LEADER	R690	SEIU	2/1/2021	MONTHLY	8,880.00	7,329.00	7,869.00	8,480.00	9,160.00			0420
				BIWEEKLY	3,221.84	3,382.02	3,553.38	3,729.23	3,916.02			
				HRLY RATE	40.27	42.28	44.42	46.62	48.98			
UTILITIES FIELD SUPERVISOR	C520	RCMEA	10/12/2020	MONTHLY	10,375.00				12,448.00			0410
				BIWEEKLY	4,788.48				5,145.23			
				HRLY RATE	58.90				71.82			
UTILITIES SPECIALIST	M680	SEIU	2/1/2021	MONTHLY	7,698.00	8,401.00	8,819.00	9,284.00	9,725.00			0420
				BIWEEKLY	3,691.38	3,871.38	4,070.31	4,275.98	4,488.48			
				HRLY RATE	46.14	48.47	50.88	53.45	56.11			
UTILITIES SPECIALIST - WASTEWATER	M691	SEIU	2/1/2021	MONTHLY	8,159.00	8,568.00	8,994.00	9,488.00	9,914.00			0420
				BIWEEKLY	3,465.69	3,954.00	4,151.08	4,358.00	4,575.69			
				HRLY RATE	47.07	49.43	51.89	54.50	57.29			
UTILITIES WORKER	M680	SEIU	2/1/2021	MONTHLY	7,271.00	7,635.00	8,016.00	8,416.00	8,840.00			0420
				BIWEEKLY	3,365.85	3,523.85	3,669.89	3,884.31	4,080.00			
				HRLY RATE	41.95	44.05	46.25	48.65	51.00			
UTILITIES WORKER - WASTEWATER	M681	SEIU	2/1/2021	MONTHLY	7,417.00	7,784.00	8,174.00	8,582.00	9,016.00			0420
				BIWEEKLY	3,423.23	3,592.62	3,772.62	3,960.02	4,161.23			
				HRLY RATE	42.79	44.91	47.18	49.51	52.02			
UTILITY LOCATOR	M650	SEIU	2/1/2021	MONTHLY	6,931.00	7,275.00	7,638.00	8,021.00	8,419.00			0420
				BIWEEKLY	3,188.92	3,357.69	3,525.23	3,702.00	3,885.69			
				HRLY RATE	39.90	41.67	44.07	46.28	48.57			
WATER QUALITY SPECIALIST	M810	SEIU	2/1/2021	MONTHLY	7,988.00	8,401.00	8,819.00	9,284.00	9,725.00			0420
				BIWEEKLY	3,691.38	3,871.38	4,070.31	4,275.98	4,488.48			
				HRLY RATE	46.14	48.47	50.88	53.45	56.11			
WATER RESOURCES SPECIALIST	M820	SEIU	2/1/2021	MONTHLY	7,898.00	8,401.00	8,819.00	9,284.00	9,725.00			0420
				BIWEEKLY	3,691.38	3,871.38	4,070.31	4,275.98	4,488.48			
				HRLY RATE	46.14	48.47	50.88	53.45	56.11			
WATER RESOURCES TECHNICIAN	M830	SEIU	2/1/2021	MONTHLY	6,407.00	6,730.00	7,059.00	7,415.00	7,789.00			0420
				BIWEEKLY	2,957.08	3,106.15	3,258.00	3,422.51	3,592.54			
				HRLY RATE	39.98	41.83	43.73	45.78	47.92			

WEEKLY HOURLY RATE=
38 HOURS FOR LIBRARY PERSONNEL
58 HOURS FOR FIRE SHIFT PERSONNEL
40 HOURS FOR ALL OTHER PERSONNEL

**EXHIBIT B
CITY OF REDWOOD CITY
PROPOSED SALARY RANGES
LAST UPDATED 12/20/2021**

CLASSIFICATION TITLE	CLASS CODE	BARGAINING UNIT	SALARY EFFECTIVE DATE	SALARY	STEP 1 / BOTTOM OF RANGE				STEP 4 / BOTTOM OF RANGE		COMP
					STEP 2	STEP 3	STEP 4	RANGE	STEP 5	STEP 6	
MANAGERIAL / PROFESSIONAL LEVEL I	X111	NOT REPRESENTED	7/1/2017	MONTHLY BIWEEKLY HRLY RATE	4,333.00 1,099.85 25.00				6,033.00 3,169.85 40.00		0410
MANAGERIAL / PROFESSIONAL LEVEL II	X110	NOT REPRESENTED	7/1/2017	MONTHLY BIWEEKLY HRLY RATE	6,087.00 2,800.15 35.00				8,533.00 4,389.85 55.00		0410
OFFICE CLERICAL	X150	NOT REPRESENTED	1/1/2022	MONTHLY BIWEEKLY HRLY RATE	2,808.00 1,298.00 16.20				5,027.00 2,320.15 29.00		8810
OFFICIAL / EXECUTIVE / PROFESSIONAL LEVEL I	X105	NOT REPRESENTED	7/1/2017	MONTHLY BIWEEKLY HRLY RATE	6,833.00 3,189.85 40.00				10,400.00 4,800.00 60.00		0410
OFFICIAL / EXECUTIVE / PROFESSIONAL LEVEL II	X104	NOT REPRESENTED	7/1/2017	MONTHLY BIWEEKLY HRLY RATE	9,533.00 4,400.00 55.00				13,887.00 6,400.15 80.00		0410
OFFICIAL / EXECUTIVE / PROFESSIONAL LEVEL III	X103	NOT REPRESENTED	7/1/2017	MONTHLY BIWEEKLY HRLY RATE	13,887.00 6,400.15 80.00				26,489.00 13,569.85 170.00		0410
PARAPROFESSIONAL	X140	NOT REPRESENTED	1/1/2022	MONTHLY BIWEEKLY HRLY RATE	2,808.00 1,298.00 16.20				8,413.00 2,958.85 37.00		0410
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	1/1/2022	MONTHLY BIWEEKLY HRLY RATE	2,808.00 1,298.00 16.20				5,027.00 2,320.15 29.00		0420
SKILLED CRAFT	X180	NOT REPRESENTED	7/1/2017	MONTHLY BIWEEKLY HRLY RATE	3,487.00 1,600.15 20.00				6,033.00 3,169.85 40.00		0420
TECHNICAL LEVEL I	X121	NOT REPRESENTED	7/1/2017	MONTHLY BIWEEKLY HRLY RATE	2,487.00 1,000.15 20.00				6,087.00 2,800.15 35.00		0410
TECHNICAL LEVEL II	X120	NOT REPRESENTED	7/1/2017	MONTHLY BIWEEKLY HRLY RATE	6,087.00 2,800.15 36.00				9,533.00 4,389.85 55.00		0410

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 20th day of December, 2021 by the following votes:

AYES: Aguirre, Espinoza-Garnica, Gee, Howard, Reddy, Smith
and Mayor Hale
NOES: None
ABSENT: None
ABSTAINED: None
RECUSED: None



Giselle Hale
Mayor of the City of Redwood City

Attest:



Pamela Aguilar, CMC
City Clerk of Redwood City

I hereby approve the foregoing resolution this
22nd day of December 2021.



Giselle Hale
Mayor of the City of Redwood City

RESO. # 16015
MUFF # 905

**EXHIBIT A
PROPOSED EXECUTIVE MANAGEMENT SUMMARY OF BENEFITS 7-1-21**

CITY OF REDWOOD CITY



**EXECUTIVE MANAGEMENT
SUMMARY OF BENEFITS**

**Revised
July 1, 20210**

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

Juneteenth (observed June 19)

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~~ their 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. 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~~ parent, brother, sister sibling, spouse, domestic partner, child, ~~half brother, half sister~~ half-sibling, stepbrother, stepsister stepsibling, ~~mother-in-law, father-in-law~~, parent-in-law, grandparent, grandchild, and ~~stepparent~~ 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~~ their original position or if that position is not in existence, to an equivalent position within ~~his/her~~ their 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~~ their 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~~ their 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~~ Department, 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~~ their 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 PEPRA, 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. Community Development and Transportation 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 Director of Administrative Services		
Assistant Community Development and Transportation Director		
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

**EXECUTIVE MANAGEMENT
SALARY RANGES
2% COLA Effective July 5, 2021**

<u>Department Heads</u>	<u>Minimum Monthly Salary</u>	<u>Maximum Monthly Salary</u>
<u>Assistant City Manager</u>	<u>\$16,661</u>	<u>\$22,493</u>
<u>City Clerk</u>	<u>\$10,958</u>	<u>\$14,793</u>
<u>Community Development and Transportation Director</u>	<u>\$14,956</u>	<u>\$20,189</u>
<u>Deputy City Manager</u>	<u>\$14,210</u>	<u>\$19,182</u>
<u>Fire Chief</u>	<u>\$19,106</u>	<u>\$23,883</u>
<u>Human Resources Director</u>	<u>\$14,673</u>	<u>\$19,809</u>
<u>Library Director</u>	<u>\$14,642</u>	<u>\$19,768</u>
<u>Police Chief</u>	<u>\$17,981</u>	<u>\$24,274</u>
<u>PRCS Director</u>	<u>\$15,305</u>	<u>\$20,662</u>
<u>PWS Director</u>	<u>\$15,305</u>	<u>\$20,662</u>

<u>Division Heads, Deputy/Assistant Director, and Other Executives</u>	<u>Minimum Monthly Salary</u>	<u>Maximum Monthly Salary</u>
<u>Assistant City Attorney</u>	<u>\$13,019</u>	<u>\$17,577</u>
<u>Assistant Community Development and Transportation Director</u>	<u>\$12,626</u>	<u>\$17,045</u>
<u>Assistant Director of Administrative Services</u>	<u>TBD</u>	<u>TBD</u>
<u>Assistant PRCS Director</u>	<u>\$12,626</u>	<u>\$17,045</u>
<u>Assistant Public Works Director</u>	<u>\$12,626</u>	<u>\$17,045</u>
<u>CD Manager Building</u>	<u>\$11,560</u>	<u>\$15,605</u>
<u>CD Manager Engineering</u>	<u>\$13,924</u>	<u>\$18,799</u>
<u>CD Manager Planning</u>	<u>\$12,179</u>	<u>\$16,441</u>
<u>Communications Manager</u>	<u>\$10,958</u>	<u>\$14,793</u>
<u>Deputy City Attorney</u>	<u>\$10,093</u>	<u>\$13,626</u>
<u>Deputy Police Chief</u>	<u>\$17,120</u>	<u>\$23,111</u>
<u>Economic Development Manager</u>	<u>\$12,656</u>	<u>\$17,085</u>
<u>Financial Services Manager</u>	<u>\$12,656</u>	<u>\$17,085</u>
<u>Information Technology Manager</u>	<u>\$12,656</u>	<u>\$17,085</u>
<u>Police Captain</u>	<u>\$16,295</u>	<u>\$22,009</u>
<u>Senior Assistant City Attorney</u>	<u>\$14,322</u>	<u>\$19,334</u>