

RESOLUTION NO. 16185

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

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

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

WHEREAS, the City Council seeks to acknowledge the performance of the City Attorney and ensure that salary remains competitive.

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

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

* * *

EXHIBIT A

FIFTH AMENDMENT TO CITY ATTORNEY EMPLOYMENT AGREEMENT

This FIFTH AMENDMENT to the EMPLOYMENT AGREEMENT dated August 22, 2016 between the City of Redwood City, a Charter City and Municipal Corporation of the State of California ("City"), and Veronica Ramirez ("Employee") is entered into as of the 24th day of October, 2023.

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

WHEREAS, it is now the mutual desire and intent of the parties to amend the Agreement to increase Employee's annual salary to \$323,691 effective September 4, 2023.

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

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

3. COMPENSATION & BENEFITS

A. Employee shall be paid three hundred twenty-three thousand six-hundred and ninety-one dollars (\$323,691) per year effective September 4, 2023, payable in installments at the same time other City executive management employees are paid. Hereafter, Employee shall receive the compensation adjustments (cost of living [COLA], lump sum payments, one-time leave hours) approved by the City Council in the same amount and at the same time as they are approved for unrepresented department heads.

B. The City Council shall conduct an annual evaluation each year and may also conduct quarterly evaluations. The evaluation process shall address goals and objectives set for the past twelve-month period and establish goals and objectives for the upcoming 12-month period. The City Council shall provide Employee with its written comments, if any, during its annual evaluation of Employee, and may discuss its evaluation with Employee. At the time of evaluation, the City Council will consider performance-based salary adjustments. The City Council shall also provide an informal mid-year performance review of the Employee after their first six months of employment.

C. Employee shall be entitled to the benefits specified in City of Redwood City Executive Management Summary of Benefits (Dated July 1, 2023), as it may be amended from time to time, and which is attached hereto as **Exhibit A** and incorporated herein by reference, except that Employee's annual professional development allowance shall be \$2,400. Employee's annual professional development allowance may be adjusted hereafter by Council resolution. In addition, Employee shall receive a cell phone allowance of \$75 per month, as compensation for the regular use of a personal cell phone in the course of work.

Vacation accrual shall continue at the rate of one hundred and sixty (160) hours annually and shall increase in accordance with the schedule set forth in the Executive Management Summary of Benefits. Vacation shall not be accumulated in excess of two (2) years of accrued vacation leave computed to the 31st of December, except upon written authorization of the City Council.

D. The City Council agrees to budget for and pay Employee's annual California State Bar Association dues. The City Council also agrees to budget for and pay the professional dues, subscriptions, courses, institutes, seminars and travel expenses of Employee for participation in professional activities required by law or authorized by City Council. To the extent provided for in the City's annual budget, the City Council encourages Employee to attain positions of leadership in national, state, regional and local associations and organizations relevant to Employee's profession. Subject to budgetary limitations imposed by the City Council, the City Council agrees to pay for travel and subsistence expenses necessary to discharge Employee's official duties for such associations and organizations.

2. Effect of Amendment. Except to the extent the Agreement is modified by this Fifth Amendment, the remaining terms and provisions of the Agreement shall remain unmodified and in full force and effect.

3. Counterparts. This Fifth Amendment may be executed in counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same Fifth Amendment.

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

EMPLOYEE:

**VERONICA RAMIREZ
CITY ATTORNEY**

Dated: _____

CITY OF REDWOOD CITY:

**JEFF GEE
MAYOR**

Dated: _____

ATTEST:

**YESSIKA CASTRO
INTERIM CITY CLERK**

Dated: _____

APPROVED AS TO FORM:

**ELEONOR IGNACIO
SENIOR ASSISTANT CITY ATTORNEY**

Dated: _____

EXHIBIT A

CITY OF REDWOOD CITY



**EXECUTIVE MANAGEMENT
SUMMARY OF BENEFITS**

**Revised
July 1, 2023**

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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 Director of Administrative Services	Equity and Inclusion Officer
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	Human Resources Manager
Community Development Services Manager – Engineering	Information Technology Manager
Community Development Services Manager - Planning	Library Director
Communications Manager	Parks, Recreation and Community Services Director
Deputy City Attorney	Police Captain
	Police Chief
	Public Works Services Director
	Senior Assistant City Attorney

Individuals in the above classifications are at-will employees and shall serve at the pleasure of the City Manager.

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 classification 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.

TERMINATION AND SEVERANCE PAY

The Chiefs of Police and Fire, as well as all Directors and the Assistant City Manager shall be offered employment agreements which shall include an offer of severance pay. Said employment agreements will be required for newly hired or promoted employees in these classifications and optional for current employees in these classifications. The severance pay offered to the Chiefs of Police and Fire, Directors, and Assistant City Managers is a one-time lump sum equal to six (6) full months of monthly base salary plus the equivalent of six (6) months of 401(a) contributions and City-sponsored health, dental and vision benefits premiums. Said employment agreements shall be approved as to form by the City Attorney and may be amended from time to time as necessary.

Nothing in this Summary of Benefits shall be interpreted to be in conflict with, or to eliminate or modify in any way, the at-will employment status of any employee. The at-will employment status of an employee may be modified only in a writing expressly so stating signed by the City Manager and approved by the City Council in open session at a public meeting.

Pursuant to California Government Code sections 3304, subdivision (c), and 3254, subdivision (c), Police and Fire Chiefs shall not be removed without written notice and the reason(s) therefor and an opportunity for an administrative appeal. Such administrative appeal must be filed in writing by the Police Chief with the City Manager or their designee within ten (10) work days from the date of termination; and unless so filed, the right of appeal is lost. "Work day" is defined as any day when City Hall is open for public business. The Fire Chief appeal process will follow the appeal process in the Chief Officers' Association (COA) MOU.

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. An employee may request bereavement leave to attend the funeral of a close relation not listed herein, subject to the approval of the City Manager or designee. An employee may take additional unpaid bereavement leave for a total of five (5) regularly scheduled working days; however, employees may use accrued paid leave for the unpaid days. The five (5) days of bereavement leave may be taken intermittently, but

must be completed within three (3) months of the family member's or close relation's date of death, subject to the approval of the City Manager or designee.

- 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.

- I. 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:

- a. 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.

- b. 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 as of July 1, 2023 are as follows:

	Miscellaneous Members	Public Safety Members
Tier 1	8.00%	9.00%
Tier 2	7.00%	9.00%
Tier 3*	7.00%	13.25%

*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 as of July 1, 2023 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 fiscal year.

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

Requests for educational, professional development, personal well-being and /or technology reimbursements must be approved and submitted to Finance by May 31st of each year.

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 PEPRRA, 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

Appendix B

EXECUTIVE MANAGEMENT SALARY RANGES 3% COLA Effective July 3, 2023

Department Heads	Minimum Monthly Salary	Maximum Monthly Salary
Assistant City Manager	\$17,847	\$24,095
City Clerk	\$11,738	\$15,847
Community Development and Transportation Director	\$16,021	\$21,627
Deputy City Manager	\$15,221	\$20,547
Fire Chief	\$20,646	\$25,808
Human Resources Director	\$16,009	\$21,612
Library Director	\$15,826	\$21,283
Police Chief	\$20,224	\$27,302
PRCS Director	\$16,842	\$22,737
PWS Director	\$16,472	\$22,237

Division Heads, Deputy/Assistant Director, and Other Executives	Minimum Monthly Salary	Maximum Monthly Salary
Assistant City Attorney	\$13,946	\$18,828
Assistant Community Development and Transportation Director	\$13,525	\$18,259
Assistant Director of Administrative Services	\$14,915	\$20,138
Assistant PRCS Director	\$13,525	\$18,259
Assistant Public Works Director	\$13,525	\$18,259
CD Manager Building	\$12,383	\$16,716
CD Manager Engineering	\$14,915	\$20,138
CD Manager Planning	\$13,046	\$17,612
Communications Manager	\$11,738	\$15,847
Deputy City Attorney	\$10,812	\$14,596
Deputy Police Chief	\$19,256	\$25,994
Economic Development Manager	\$13,557	\$18,301
Equity and Inclusion Officer	\$11,738	\$15,847
Financial Services Manager	\$13,557	\$18,301
Human Resources Manager	\$12,383	\$16,716
Information Technology Manager	\$13,557	\$18,301
Police Captain	\$17,455	\$23,576
Senior Assistant City Attorney	\$15,342	\$20,710

**EXHIBIT B
CITY OF REDWOOD CITY
SALARY RANGES
UPDATED 10-23-2023**

	A	B	C	D	E	F	G	H	I	J	K	L
	CLASSIFICATION TITLE	CLASS CODE	BARGAINING UNIT	SALARY EFFECTIVE DATE	SALARY	STEP 1 / BOTTOM OF RANGE	STEP 2	STEP 3	STEP 4	STEP 5 / TOP OF RANGE	STEP 6 / TOP OF RANGE FIRE FIGHTER / ENGINEER	COMP
1												
2												
3	ACCOUNT CLERK I	E730	SEIU	2/13/2023	MONTHLY	5,323.00	5,588.00	5,868.00	6,161.00	6,468.00		8810
4					BIWEEKLY	2,456.77	2,579.08	2,708.31	2,843.54	2,985.23		
5					HRLY RATE	30.71	32.24	33.85	35.54	37.32		
6												
7	ACCOUNT CLERK II	E700	SEIU	2/13/2023	MONTHLY	5,849.00	6,144.00	6,451.00	6,773.00	7,114.00		8810
8					BIWEEKLY	2,699.54	2,835.69	2,977.38	3,126.00	3,283.38		
9					HRLY RATE	33.74	35.45	37.22	39.08	41.04		
10												
11	ACCOUNTANT	C440	RCMEA	10/9/2023	MONTHLY	9,216.00				11,062.00		9410
12					BIWEEKLY	4,253.54				5,105.54		
13					HRLY RATE	53.17				63.82		
14												
15	ACCOUNTING TECHNICIAN I	E620	SEIU	2/13/2023	MONTHLY	6,114.00	6,413.00	6,739.00	7,078.00	7,432.00		8810
16					BIWEEKLY	2,821.85	2,959.85	3,110.31	3,266.77	3,430.15		
17					HRLY RATE	35.27	37.00	38.88	40.83	42.88		
18												
19	ACCOUNTING TECHNICIAN II	E735	SEIU	2/13/2023	MONTHLY	6,726.00	7,061.00	7,416.00	7,783.00	8,176.00		8810
20					BIWEEKLY	3,104.31	3,258.92	3,422.77	3,592.15	3,773.54		
21					HRLY RATE	38.80	40.74	42.78	44.90	47.17		
22												
23	ADMINISTRATIVE ASSISTANT	C715	RCMEA	10/9/2023	MONTHLY	8,440.00				10,135.00		8810
24					BIWEEKLY	3,895.38				4,677.69		
25					HRLY RATE	48.69				58.47		
26												
27	ADMINISTRATIVE CLERK I	E795	SEIU	2/13/2023	MONTHLY	4,871.00	5,114.00	5,367.00	5,638.00	5,920.00		8810
28					BIWEEKLY	2,248.15	2,360.31	2,477.08	2,602.15	2,732.31		
29					HRLY RATE	28.10	29.50	30.96	32.53	34.15		
30												
31	ADMINISTRATIVE CLERK II	E770	SEIU	2/13/2023	MONTHLY	5,361.00	5,629.00	5,908.00	6,207.00	6,513.00		8810
32					BIWEEKLY	2,474.31	2,598.00	2,726.77	2,864.77	3,006.00		
33					HRLY RATE	30.93	32.48	34.08	35.81	37.58		
34												
35	ADMINISTRATIVE CLERK III	E710	SEIU	2/13/2023	MONTHLY	5,892.00	6,187.00	6,496.00	6,822.00	7,162.00		8810
36					BIWEEKLY	2,719.38	2,855.54	2,998.15	3,148.62	3,305.54		
37					HRLY RATE	33.99	35.69	37.48	39.36	41.32		
38												
39	ADMINISTRATIVE SECRETARY	C710	RCMEA	10/9/2023	MONTHLY	8,071.00				9,683.00		8810
40					BIWEEKLY	3,725.08				4,469.08		
41					HRLY RATE	46.56				55.86		
42												
43	ASSISTANT CITY ATTORNEY	C415	EXEC. SERV.	7/3/2023	MONTHLY	13,946.00				18,828.00		9410
44					BIWEEKLY	6,436.62				8,689.85		
45					HRLY RATE	80.46				108.62		
46												
47	ASSISTANT CITY CLERK	C675	RCMEA	10/9/2023	MONTHLY	10,134.00				12,157.00		8810
48					BIWEEKLY	4,677.23				5,610.92		
49					HRLY RATE	58.47				70.14		
50												
51	ASSISTANT CITY MANAGER	C110	EXEC. SERV.	7/3/2023	MONTHLY	17,847.00				24,095.00		9410
52					BIWEEKLY	8,237.08				11,120.77		
53					HRLY RATE	102.96				139.01		
54												
55	ASSISTANT COMMUNITY DEVELOPMENT & TRANSPORTATION DIRECTOR	C140	EXEC. SERV.	7/3/2023	MONTHLY	13,525.00				18,259.00		9410
56					BIWEEKLY	6,242.31				8,427.23		
57					HRLY RATE	78.03				105.34		
58												
59	ASSISTANT DIRECTOR OF ADMINISTRATIVE SERVICES	C141	EXEC. SERV.	7/3/2023	MONTHLY	14,916.00				20,138.00		9410
60					BIWEEKLY	6,884.31				9,294.46		
61					HRLY RATE	86.05				116.18		
62												
63	ASSISTANT ENGINEER I	G700	SEIU	2/13/2023	MONTHLY	8,591.00	9,024.00	9,476.00	9,949.00	10,444.00		9410
64					BIWEEKLY	3,965.08	4,164.92	4,373.54	4,591.85	4,820.31		
65					HRLY RATE	49.56	52.06	54.67	57.40	60.25		
66												
67	ASSISTANT ENGINEER II	G600	SEIU	2/13/2023	MONTHLY	9,449.00	9,925.00	10,422.00	10,947.00	11,489.00		9410

**EXHIBIT B
CITY OF REDWOOD CITY
SALARY RANGES
UPDATED 10-23-2023**

	A	B	C	D	E	F	G	H	I	J	K	L
68					BIWEEKLY	4,361.08	4,580.77	4,810.15	5,052.46	5,302.62		
69					HRLY RATE	54.51	57.26	60.13	63.16	66.28		
70												
71	ASSISTANT PARKS, RECREATION & COMMUNITY SERVICES DIRECTOR	C135	EXEC. SERV.	7/3/2023	MONTHLY	13,525.00				18,259.00		9410
72					BIWEEKLY	6,242.31				8,427.23		
73					HRLY RATE	78.03				105.34		
74												
75	ASSISTANT PLANNER	H750	SEIU	2/13/2023	MONTHLY	8,492.00	8,921.00	9,364.00	9,833.00	10,325.00		9410
76					BIWEEKLY	3,919.38	4,117.38	4,321.85	4,538.31	4,765.38		
77					HRLY RATE	48.99	51.47	54.02	56.73	59.57		
78												
79	ASSISTANT PUBLIC WORKS DIRECTOR / CHIEF SUSTAINABILITY AND RESILIENCY OFFICER	C204	EXEC. SERV.	7/3/2023	MONTHLY	13,525.00				18,259.00		9410
80					BIWEEKLY	6,242.31				8,427.23		
81					HRLY RATE	78.03				105.34		
82												
83	ASSOCIATE ENGINEER	G500	SEIU	2/13/2023	MONTHLY	10,401.00	10,919.00	11,467.00	12,038.00	12,641.00		9410
84					BIWEEKLY	4,800.46	5,039.54	5,292.46	5,556.00	5,834.31		
85					HRLY RATE	60.01	62.99	66.16	69.45	72.93		
86												
87	ASSOCIATE PLANNER	H700	SEIU	2/13/2023	MONTHLY	9,344.00	9,811.00	10,299.00	10,820.00	11,359.00		9410
88					BIWEEKLY	4,312.62	4,528.15	4,753.38	4,993.85	5,242.62		
89					HRLY RATE	53.91	56.60	59.42	62.42	65.53		
90												
91	BATTALION CHIEF	C300	COA	10/10/2022	MONTHLY	15,567.00				18,923.00		7706
92					BIWEEKLY	7,184.77				8,733.69		
93					HRLY RATE	64.15				77.98		
94												
95	BATTALION CHIEF - 40 HR	C301	COA	10/10/2022	MONTHLY	16,891.00				20,530.00		7706
96					BIWEEKLY	7,795.85				9,475.38		
97					HRLY RATE	97.45				118.44		
98												
99	BODY WORN CAMERA PROGRAM MANAGER	C528	RCMEA	10/9/2023	MONTHLY	10,134.00				12,157.00		9410
100					BIWEEKLY	4,677.23				5,610.92		
101					HRLY RATE	58.47				70.14		
102												
103	BUILDING ATTENDANT III	N810	SEIU	2/13/2023	MONTHLY	3,453.00	3,621.00	3,803.00	3,991.00	4,193.00		8810
104					BIWEEKLY	1,593.69	1,671.23	1,755.23	1,842.00	1,935.23		
105					HRLY RATE	19.92	20.89	21.94	23.03	24.19		
106												
107	BUILDING INSPECTOR	K710	SEIU	2/13/2023	MONTHLY	8,741.00	9,175.00	9,638.00	10,117.00	10,623.00		9410
108					BIWEEKLY	4,034.31	4,234.62	4,448.31	4,669.38	4,902.92		
109					HRLY RATE	50.43	52.93	55.60	58.37	61.29		
110												
111	BUILDING MAINTENANCE WORKER	N670	SEIU	2/13/2023	MONTHLY	7,075.00	7,429.00	7,803.00	8,191.00	8,598.00		9420
112					BIWEEKLY	3,265.38	3,428.77	3,601.38	3,780.46	3,968.31		
113					HRLY RATE	40.82	42.86	45.02	47.26	49.60		
114												
115	BUSINESS MANAGER	C431	CONFIDENTIAL	10/9/2023	MONTHLY	12,940.00				15,529.00		9410
116					BIWEEKLY	5,972.14				7,167.23		
117					HRLY RATE	74.65				89.59		
118												
119	CAPITAL IMPROVEMENT PROGRAM MANAGER	C435	RCMEA	10/9/2023	MONTHLY	13,306.00				15,961.00		9410
120					BIWEEKLY	6,141.23				7,366.62		
121					HRLY RATE	76.77				92.08		
122												
123	CDBG/HOME ADMINISTRATOR	C323	RCMEA	10/9/2023	MONTHLY	11,765.00				14,118.00		9410
124					BIWEEKLY	5,430.00				6,516.00		
125					HRLY RATE	67.88				81.45		
126												
127	CHILD CARE SPECIALIST	E925	SEIU	2/13/2023	MONTHLY	7,530.00	7,909.00	8,306.00	8,721.00	9,154.00		9410
128					BIWEEKLY	3,475.38	3,650.31	3,833.54	4,025.08	4,224.92		
129					HRLY RATE	43.44	45.63	47.92	50.31	52.81		
130												
131	CITY ATTORNEY	A170	EXEC. SERV.	9/4/2023	MONTHLY	26,974.00				26,974.00		9410
132					BIWEEKLY	12,449.54				12,449.54		
133					HRLY RATE	155.62				155.62		
134												
135	CITY CLERK	A180	EXEC. SERV.	7/3/2023	MONTHLY	11,738.00				15,847.00		9410
136					BIWEEKLY	5,417.54				7,314.00		
137					HRLY RATE	67.72				91.43		
138												
139	CITY COUNCIL MEMBER	A000	NOT REPRESENTED	1/22/2001	MONTHLY	750.00				750.00		9410

**EXHIBIT B
CITY OF REDWOOD CITY
SALARY RANGES
UPDATED 10-23-2023**

	A	B	C	D	E	F	G	H	I	J	K	L
140					BIWEEKLY	346.15				346.15		
141					HRLY RATE	4.33				4.33		
142												
143	CITY MANAGER	A100	EXEC. SERV.	7/3/2023	MONTHLY	29,837.00				29,837.00		9410
144					BIWEEKLY	13,770.92				13,770.92		
145					HRLY RATE	172.14				172.14		
146												
147	CODE ENFORCEMENT OFFICER I	K750	SEIU	2/13/2023	MONTHLY	7,946.00	8,343.00	8,763.00	9,198.00	9,657.00		9410
148					BIWEEKLY	3,667.38	3,850.62	4,044.46	4,245.23	4,457.08		
149					HRLY RATE	45.84	48.13	50.56	53.07	55.71		
150												
151	CODE ENFORCEMENT OFFICER II	K755	SEIU	2/13/2023	MONTHLY	8,741.00	9,175.00	9,638.00	10,117.00	10,623.00		9410
152					BIWEEKLY	4,034.31	4,234.62	4,448.31	4,669.38	4,902.92		
153					HRLY RATE	50.43	52.93	55.60	58.37	61.29		
154												
155	COMMUNITY DEVELOPMENT MANAGER - BUILDING	C406	EXEC. SERV.	7/3/2023	MONTHLY	12,383.00				16,716.00		9410
156					BIWEEKLY	5,715.23				7,715.08		
157					HRLY RATE	71.44				96.44		
158												
159	COMMUNITY DEVELOPMENT MANAGER - ENGINEERING	C408	EXEC. SERV.	7/3/2023	MONTHLY	14,915.00				20,138.00		9410
160					BIWEEKLY	6,883.85				9,294.46		
161					HRLY RATE	86.05				116.18		
162												
163	COMMUNITY DEVELOPMENT MANAGER - PLANNING	C407	EXEC. SERV.	7/3/2023	MONTHLY	13,046.00				17,612.00		9410
164					BIWEEKLY	6,021.23				8,128.62		
165					HRLY RATE	75.27				101.61		
166												
167	COMMUNICATIONS MANAGER	C412	EXEC. SERV.	7/3/2023	MONTHLY	11,738.00				15,847.00		9410
168					BIWEEKLY	5,417.54				7,314.00		
169					HRLY RATE	67.72				91.43		
170												
171	COMMUNICATIONS MULTIMEDIA ANALYST	C542	RCMEA	10/9/2023	MONTHLY	9,806.00				11,771.00		8810
172					BIWEEKLY	4,525.85				5,432.77		
173					HRLY RATE	56.57				67.91		
174												
175	COMMUNICATIONS SUPERVISOR	C800	RCMEA	10/9/2023	MONTHLY	11,764.00				14,117.00		9410
176					BIWEEKLY	5,429.54				6,515.54		
177					HRLY RATE	67.87				81.44		
178												
179	COMMUNITY DEVELOPMENT AND TRANSPORTATION DIRECTOR	B130	EXEC. SERV.	7/3/2023	MONTHLY	16,021.00				21,627.00		9410
180					BIWEEKLY	7,394.31				9,981.69		
181					HRLY RATE	92.43				124.77		
182												
183	COMMUNITY SERVICE OFFICER	E705	SEIU	2/13/2023	MONTHLY	6,608.00	6,940.00	7,286.00	7,654.00	8,038.00		9410
184					BIWEEKLY	3,049.85	3,203.08	3,362.77	3,532.62	3,709.85		
185					HRLY RATE	38.12	40.04	42.03	44.16	46.37		
186												
187	CONSUMER SERVICE TECHNICIAN	M750	SEIU	2/13/2023	MONTHLY	6,664.00	6,999.00	7,343.00	7,712.00	8,098.00		9410
188					BIWEEKLY	3,075.69	3,230.31	3,389.08	3,559.38	3,737.54		
189					HRLY RATE	38.45	40.38	42.36	44.49	46.72		
190												
191	CUSTODIAL SERVICES SUPERVISOR	C825	RCMEA	10/9/2023	MONTHLY	8,767.00				10,522.00		9410
192					BIWEEKLY	4,046.31				4,856.31		
193					HRLY RATE	50.58				60.70		
194												
195	DEPUTY CITY ATTORNEY	C107	EXEC. SERV.	7/3/2023	MONTHLY	10,812.00				14,596.00		9410
196					BIWEEKLY	4,990.15				6,736.62		
197					HRLY RATE	62.38				84.21		
198												
199	DEPUTY CITY MANAGER	C855	EXEC. SERV.	7/3/2023	MONTHLY	15,221.00				20,547.00		9410
200					BIWEEKLY	7,025.08				9,483.23		
201					HRLY RATE	87.81				118.54		
202												
203	DEPUTY FIRE CHIEF	C319	COA	10/10/2022	MONTHLY	19,305.00				22,583.00		7706
204					BIWEEKLY	8,910.00				10,422.92		
205					HRLY RATE	111.38				130.29		
206												
207	DEPUTY FIRE MARSHAL	F800	FIRE	7/3/2023	MONTHLY	12,492.00	13,115.00	13,770.00	14,458.00	15,182.00		7706
208					BIWEEKLY	5,765.54	6,053.08	6,355.38	6,672.92	7,007.08		
209					HRLY RATE	72.07	75.66	79.44	83.41	87.59		
210												
211	DEPUTY POLICE CHIEF (deactivated 7-1-2023)	C230	EXEC. SERV.	7/4/2022	MONTHLY	18,695.00				25,237.00		7720

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SALARY RANGES
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	A	B	C	D	E	F	G	H	I	J	K	L
212					BIWEEKLY	8,628.46				11,647.85		
213					HRLY RATE	107.86				145.60		
214												
215	ECONOMIC DEVELOPMENT MANAGER	C403	EXEC. SERV.	7/3/2023	MONTHLY	13,557.00				18,301.00		9410
216					BIWEEKLY	6,257.08				8,446.62		
217					HRLY RATE	78.21				105.58		
218												
219	EMERGENCY PREPAREDNESS & OUTREACH COORDINATOR	C518	RCMEA	10/9/2023	MONTHLY	10,134.00				12,157.00		9410
220					BIWEEKLY	4,677.23				5,610.92		
221					HRLY RATE	58.47				70.14		
222												
223	ENDPOINT & INFRASTRUCTURE INFORMATION TECHNOLOGY ANALYST I	C682	RCMEA	10/9/2023	MONTHLY	9,806.00				11,771.00		8810
224					BIWEEKLY	4,525.85				5,432.77		
225					HRLY RATE	56.57				67.91		
226												
227	ENDPOINT & INFRASTRUCTURE INFORMATION TECHNOLOGY ANALYST II	C692	RCMEA	10/9/2023	MONTHLY	10,792.00				12,952.00		8810
228					BIWEEKLY	4,980.92				5,977.85		
229					HRLY RATE	62.26				74.72		
230												
231	ENGINEERING TECHNICIAN I	G730	SEIU	2/13/2023	MONTHLY	6,381.00	6,703.00	7,037.00	7,391.00	7,759.00		9410
232					BIWEEKLY	2,945.08	3,093.69	3,247.85	3,411.23	3,581.08		
233					HRLY RATE	36.81	38.67	40.60	42.64	44.76		
234												
235	ENGINEERING TECHNICIAN II	G710	SEIU	2/13/2023	MONTHLY	7,013.00	7,366.00	7,736.00	8,124.00	8,529.00		9410
236					BIWEEKLY	3,236.77	3,399.69	3,570.46	3,749.54	3,936.46		
237					HRLY RATE	40.46	42.50	44.63	46.87	49.21		
238												
239	ENVIRONMENTAL INITIATIVES COORDINATOR	C541	RCMEA	10/9/2023	MONTHLY	10,134.00				12,157.00		9410
240					BIWEEKLY	4,677.23				5,610.92		
241					HRLY RATE	58.47				70.14		
242												
243	EQUIPMENT MECHANIC I	N710	SEIU	2/13/2023	MONTHLY	6,808.00	7,151.00	7,505.00	7,881.00	8,277.00		9420
244					BIWEEKLY	3,142.15	3,300.46	3,463.85	3,637.38	3,820.15		
245					HRLY RATE	39.28	41.26	43.30	45.47	47.75		
246												
247	EQUIPMENT MECHANIC II	N600	SEIU	2/13/2023	MONTHLY	7,486.00	7,858.00	8,249.00	8,664.00	9,096.00		9420
248					BIWEEKLY	3,455.08	3,626.77	3,807.23	3,998.77	4,198.15		
249					HRLY RATE	43.19	45.33	47.59	49.98	52.48		
250												
251	EQUIPMENT SERVICE WORKER	N750	SEIU	2/13/2023	MONTHLY	5,918.00	6,210.00	6,518.00	6,847.00	7,194.00		9420
252					BIWEEKLY	2,731.38	2,866.15	3,008.31	3,160.15	3,320.31		
253					HRLY RATE	34.14	35.83	37.60	39.50	41.50		
254												
255	EQUITY AND INCLUSION OFFICER	C191	EXEC. SERV.	7/3/2023	MONTHLY	11,738.00				15,847.00		9410
256					BIWEEKLY	5,417.54				7,314.00		
257					HRLY RATE	67.72				91.43		
258												
259	FACILITIES MAINTENANCE SUPERVISOR	C385	RCMEA	10/9/2023	MONTHLY	11,189.00				13,426.00		9410
260					BIWEEKLY	5,164.15				6,196.62		
261					HRLY RATE	64.55				77.46		
262												
263	FACILITY AIDE	N790	SEIU	2/13/2023	MONTHLY	4,875.00	5,118.00	5,372.00	5,643.00	5,925.00		9420
264					BIWEEKLY	2,250.00	2,362.15	2,479.38	2,604.46	2,734.62		
265					HRLY RATE	28.13	29.53	30.99	32.56	34.18		
266												
267	FACILITY LEADER	N745	SEIU	2/13/2023	MONTHLY	5,628.00	5,908.00	6,204.00	6,512.00	6,839.00		9420
268					BIWEEKLY	2,597.54	2,726.77	2,863.38	3,005.54	3,156.46		
269					HRLY RATE	32.47	34.08	35.79	37.57	39.46		
270												
271	FINANCE DIRECTOR	B135	EXEC. SERV.	7/3/2023	MONTHLY	16,021.00				21,627.00		9410
272					BIWEEKLY	7,394.31				9,981.69		
273					HRLY RATE	92.43				124.77		
274												
275	FINANCIAL SERVICES MANAGER	C360	EXEC. SERV.	7/3/2023	MONTHLY	13,557.00				18,301.00		9410
276					BIWEEKLY	6,257.08				8,446.62		
277					HRLY RATE	78.21				105.58		
278												
279	FIRE CAPTAIN	F630	FIRE	7/3/2023	MONTHLY	12,048.00	12,646.00	13,281.00	13,942.00	14,638.00		7706
280					BIWEEKLY	5,560.62	5,836.62	6,129.69	6,434.77	6,756.00		
281					HRLY RATE	49.65	52.11	54.73	57.45	60.32		
282												
283	FIRE CHIEF	B150	EXEC. SERV.	7/3/2023	MONTHLY	20,646.00				25,808.00		7706

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	A	B	C	D	E	F	G	H	I	J	K	L
284					BIWEEKLY	9,528.92				11,911.38		
285					HRLY RATE	119.11				148.89		
286												
287	FIREFIGHTER/ENGINEER	F700	FIRE	7/3/2023	MONTHLY	9,251.00	9,715.00	10,202.00	10,715.00	11,249.00	11,808.00	7706
288					BIWEEKLY	4,269.69	4,483.85	4,708.62	4,945.38	5,191.85	5,449.85	
289					HRLY RATE	38.12	40.03	42.04	44.16	46.36	48.66	
290												
291	FIREFIGHTER/ENGINEER - 40 HR	F702	FIRE	7/3/2023	MONTHLY	9,251.00	9,715.00	10,202.00	10,715.00	11,249.00	11,808.00	7706
292					BIWEEKLY	4,269.69	4,483.85	4,708.62	4,945.38	5,191.85	5,449.85	
293					HRLY RATE	53.37	56.05	58.86	61.82	64.90	68.12	
294												
295	FIREFIGHTER TRAINEE	F703	NOT REPRESENTED	7/3/2023	MONTHLY	7,396.00						7706
296					BIWEEKLY	3,413.54						
297					HRLY RATE	42.67						
298												
299	FIRE MARSHAL	C306	COA	10/10/2022	MONTHLY	16,891.00				20,530.00		7706
300					BIWEEKLY	7,795.85				9,475.38		
301					HRLY RATE	97.45				118.44		
302												
303	FIRE PLAN CHECKER	K760	SEIU	2/13/2023	MONTHLY	9,907.00	10,403.00	10,921.00	11,467.00	12,040.00		9410
304					BIWEEKLY	4,572.46	4,801.38	5,040.46	5,292.46	5,556.92		
305					HRLY RATE	57.16	60.02	63.01	66.16	69.46		
306												
307	FIRE PREVENTION OFFICER	K715	FIRE	1/3/2023	MONTHLY	10,559.00	11,093.00	11,641.00	12,226.00	12,838.00		9410
308					BIWEEKLY	4,873.38	5,119.85	5,372.77	5,642.77	5,925.23		
309					HRLY RATE	60.92	64.00	67.16	70.53	74.07		
310												
311	FLEET SUPERVISOR	C835	RCMEA	10/9/2023	MONTHLY	11,189.00				13,426.00		9410
312					BIWEEKLY	5,164.15				6,196.62		
313					HRLY RATE	64.55				77.46		
314												
315	GIS MANAGER	C335	RCMEA	10/9/2023	MONTHLY	12,466.00				14,958.00		9410
316					BIWEEKLY	5,753.54				6,903.69		
317					HRLY RATE	71.92				86.30		
318												
319	GIS TECHNICIAN	G750	SEIU	2/13/2023	MONTHLY	8,741.00	9,175.00	9,638.00	10,117.00	10,623.00		9410
320					BIWEEKLY	4,034.31	4,234.62	4,448.31	4,669.38	4,902.92		
321					HRLY RATE	50.43	52.93	55.60	58.37	61.29		
322												
323	GRAPHIC DESIGN SPECIALIST	L748	SEIU	2/13/2023	MONTHLY	6,234.00	6,548.00	6,870.00	7,213.00	7,577.00		8810
324					BIWEEKLY	2,877.23	3,022.15	3,170.77	3,329.08	3,497.08		
325					HRLY RATE	37.86	39.77	41.72	43.80	46.01		
326												
327	HOUSING & ECONOMIC DEVELOPMENT SPECIALIST I	K740	SEIU	2/13/2023	MONTHLY	7,946.00	8,340.00	8,763.00	9,198.00	9,654.00		9410
328					BIWEEKLY	3,667.38	3,849.23	4,044.46	4,245.23	4,455.69		
329					HRLY RATE	45.84	48.12	50.56	53.07	55.70		
330												
331	HOUSING & ECONOMIC DEVELOPMENT SPECIALIST II	K745	SEIU	2/13/2023	MONTHLY	8,741.00	9,175.00	9,638.00	10,117.00	10,623.00		9410
332					BIWEEKLY	4,034.31	4,234.62	4,448.31	4,669.38	4,902.92		
333					HRLY RATE	50.43	52.93	55.60	58.37	61.29		
334												
335	HOUSING LEADERSHIP MANAGER	C409	RCMEA	10/9/2023	MONTHLY	13,438.00				18,141.00		9410
336					BIWEEKLY	6,202.15				8,372.77		
337					HRLY RATE	77.53				104.66		
338												
339	HUMAN RESOURCES ANALYST I	C741	CONFIDENTIAL	10/9/2023	MONTHLY	9,037.00				10,845.00		8810
340					BIWEEKLY	4,170.92				5,005.38		
341					HRLY RATE	52.14				62.57		
342												
343	HUMAN RESOURCES ANALYST II	C742	CONFIDENTIAL	10/9/2023	MONTHLY	10,439.00				11,887.00		8810
344					BIWEEKLY	4,818.00				5,486.31		
345					HRLY RATE	60.23				68.58		
346												
347	HUMAN RESOURCES DIRECTOR	B190	EXEC. SERV.	7/3/2023	MONTHLY	16,009.00				21,612.00		9410
348					BIWEEKLY	7,388.77				9,974.77		
349					HRLY RATE	92.36				124.68		
350												
351	HUMAN RESOURCES MANAGER	C190	EXEC. SERV.	7/3/2023	MONTHLY	12,383.00				16,716.00		9410
352					BIWEEKLY	5,715.23				7,715.08		
353					HRLY RATE	71.44				96.44		
354												
355	HUMAN RESOURCES TECHNICIAN	C740	RCMEA	10/9/2023	MONTHLY	8,440.00				10,135.00		8810

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	A	B	C	D	E	F	G	H	I	J	K	L
356					BIWEEKLY	3,895.38				4,677.69		
357					HRLY RATE	48.69				58.47		
358												
359	HUMAN SERVICES MANAGER	E230	RCMEA	10/9/2023	MONTHLY	13,438.00				18,141.00		9410
360					BIWEEKLY	6,202.34				8,372.95		
361					HRLY RATE	77.53				104.66		
362												
363	HUMAN SERVICES SPECIALIST I	E210	SEIU	2/13/2023	MONTHLY	4,871.00	5,115.00	5,365.00	5,635.00	5,920.00		8810
364					BIWEEKLY	2,248.15	2,360.77	2,476.15	2,600.77	2,732.31		
365					HRLY RATE	28.10	29.51	30.95	32.51	34.15		
366												
367	HUMAN SERVICES SPECIALIST II	E220	SEIU	2/13/2023	MONTHLY	5,358.00	5,628.00	5,902.00	6,201.00	6,513.00		8810
368					BIWEEKLY	2,472.92	2,597.54	2,724.00	2,862.00	3,006.00		
369					HRLY RATE	30.91	32.47	34.05	35.78	37.58		
370												
371	HUMAN SERVICES SPECIALIST III	R230	SEIU	2/13/2023	MONTHLY	5,892.00	6,187.00	6,496.00	6,822.00	7,162.00		8810
372					BIWEEKLY	2,719.38	2,855.54	2,998.15	3,148.62	3,305.54		
373					HRLY RATE	33.99	35.69	37.48	39.36	41.32		
374												
375	INFORMATION TECHNOLOGY MANAGER	C295	EXEC. SERV.	7/3/2023	MONTHLY	13,557.00				18,301.00		9410
376					BIWEEKLY	6,257.08				8,446.62		
377					HRLY RATE	78.21				105.58		
378												
379	JUVENILE AND FAMILY SERVICES SPECIALIST	C850	RCMEA	10/9/2023	MONTHLY	9,629.00				11,559.00		9410
380					BIWEEKLY	4,444.15				5,334.92		
381					HRLY RATE	55.55				66.69		
382												
383	LANDSCAPE ARCHITECT	C332	RCMEA	10/9/2023	MONTHLY	12,542.00				15,051.00		9410
384					BIWEEKLY	5,788.62				6,946.62		
385					HRLY RATE	72.36				86.83		
386												
387	LANDSCAPE EQUIPMENT OPERATOR	R705	SEIU	2/13/2023	MONTHLY	7,002.00	7,349.00	7,718.00	8,102.00	8,509.00		9420
388					BIWEEKLY	3,231.69	3,391.85	3,562.15	3,739.38	3,927.23		
389					HRLY RATE	40.40	42.40	44.53	46.74	49.09		
390												
391	LANDSCAPE GARDENER	R720	SEIU	2/13/2023	MONTHLY	6,436.00	6,753.00	7,092.00	7,448.00	7,816.00		9420
392					BIWEEKLY	2,970.46	3,116.77	3,273.23	3,437.54	3,607.38		
393					HRLY RATE	37.13	38.96	40.92	42.97	45.09		
394												
395	LANDSCAPE SUPERVISOR	C870	RCMEA	10/9/2023	MONTHLY	10,185.00				12,373.00		9410
396					BIWEEKLY	4,700.77				5,710.62		
397					HRLY RATE	58.76				71.38		
398												
399	LEAD EQUIPMENT MECHANIC	N500	SEIU	2/13/2023	MONTHLY	8,239.00	8,647.00	9,080.00	9,533.00	10,012.00		9420
400					BIWEEKLY	3,802.62	3,990.92	4,190.77	4,399.85	4,620.92		
401					HRLY RATE	47.53	49.89	52.38	55.00	57.76		
402												
403	LEAD LANDSCAPE GARDENER	R680	SEIU	2/13/2023	MONTHLY	7,075.00	7,429.00	7,803.00	8,191.00	8,598.00		9420
404					BIWEEKLY	3,265.38	3,428.77	3,601.38	3,780.46	3,968.31		
405					HRLY RATE	40.82	42.86	45.02	47.26	49.60		
406												
407	LEAD MAINTENANCE CUSTODIAN	N780	SEIU	2/13/2023	MONTHLY	5,893.00	6,189.00	6,501.00	6,823.00	7,165.00		9420
408					BIWEEKLY	2,719.85	2,856.46	3,000.46	3,149.08	3,306.92		
409					HRLY RATE	34.00	35.71	37.51	39.36	41.34		
410												
411	LEAD POLICE CLERK	E685	SEIU	2/13/2023	MONTHLY	6,646.00	6,976.00	7,326.00	7,692.00	8,076.00		8810
412					BIWEEKLY	3,067.38	3,219.69	3,381.23	3,550.15	3,727.38		
413					HRLY RATE	38.34	40.25	42.27	44.38	46.59		
414												
415	LEAD PUBLIC WORKS MAINTENANCE WORKER	M620	SEIU	2/13/2023	MONTHLY	7,353.00	7,718.00	8,103.00	8,510.00	8,932.00		9420
416					BIWEEKLY	3,393.69	3,562.15	3,739.85	3,927.69	4,122.46		
417					HRLY RATE	42.42	44.53	46.75	49.10	51.53		
418												
419	LEAD PUBLIC WORKS MAINTENANCE WORKER - WASTEWATER	M621	SEIU	2/13/2023	MONTHLY	7,499.00	7,872.00	8,264.00	8,676.00	9,109.00		9420
420					BIWEEKLY	3,461.08	3,633.23	3,814.15	4,004.31	4,204.15		
421					HRLY RATE	43.26	45.42	47.68	50.05	52.55		
422												
423	LEAD WATER RESOURCES TECHNICIAN	M825	SEIU	2/13/2023	MONTHLY	7,714.00	8,100.00	8,504.00	8,928.00	9,378.00		9420
424					BIWEEKLY	3,560.31	3,738.46	3,924.92	4,120.62	4,328.31		
425					HRLY RATE	44.50	46.73	49.06	51.51	54.10		
426												
427	LIBRARIAN I	L720	SEIU	2/13/2023	MONTHLY	6,947.00	7,300.00	7,663.00	8,039.00	8,446.00		8810

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	A	B	C	D	E	F	G	H	I	J	K	L
428					BIWEEKLY	3,206.31	3,369.23	3,536.77	3,710.31	3,898.15		
429					HRLY RATE	42.19	44.33	46.54	48.82	51.29		
430												
431	LIBRARIAN II	L700	SEIU	2/13/2023	MONTHLY	7,638.00	8,024.00	8,426.00	8,846.00	9,290.00		8810
432					BIWEEKLY	3,525.23	3,703.38	3,888.92	4,082.77	4,287.69		
433					HRLY RATE	46.38	48.73	51.17	53.72	56.42		
434												
435	LIBRARY ASSISTANT I	L780	SEIU	2/13/2023	MONTHLY	5,153.00	5,411.00	5,679.00	5,962.00	6,260.00		8810
436					BIWEEKLY	2,378.31	2,497.38	2,621.08	2,751.69	2,889.23		
437					HRLY RATE	31.29	32.86	34.49	36.21	38.02		
438												
439	LIBRARY ASSISTANT II	L760	SEIU	2/13/2023	MONTHLY	5,672.00	5,954.00	6,250.00	6,558.00	6,891.00		8810
440					BIWEEKLY	2,617.85	2,748.00	2,884.62	3,026.77	3,180.46		
441					HRLY RATE	34.45	36.16	37.96	39.83	41.85		
442												
443	LIBRARY DIRECTOR	B160	EXEC. SERV.	7/3/2023	MONTHLY	15,826.00				21,283.00		9410
444					BIWEEKLY	7,304.31				9,822.92		
445					HRLY RATE	91.30				122.79		
446												
447	LIBRARY DIVISION MANAGER	C531	RCMEA	10/9/2023	MONTHLY	12,225.00				14,667.00		8810
448					BIWEEKLY	5,642.31				6,769.38		
449					HRLY RATE	70.53				84.62		
450												
451	LIBRARY INFORMATION TECHNOLOGY TECHNICIAN	L805	SEIU	2/13/2023	MONTHLY	7,380.00	7,749.00	8,137.00	8,542.00	8,970.00		8810
452					BIWEEKLY	3,406.15	3,576.46	3,755.54	3,942.46	4,140.00		
453					HRLY RATE	44.82	47.06	49.42	51.87	54.47		
454												
455	LIBRARY PROGRAM SPECIALIST	L800	SEIU	2/13/2023	MONTHLY	7,526.00	7,905.00	8,303.00	8,715.00	9,153.00		8810
456					BIWEEKLY	3,473.54	3,648.46	3,832.15	4,022.31	4,224.46		
457					HRLY RATE	45.70	48.01	50.42	52.93	55.59		
458												
459	LIBRARY SERVICES SUPERVISOR	C661	RCMEA	10/9/2023	MONTHLY	10,637.00				12,763.00		8810
460					BIWEEKLY	4,909.38				5,890.62		
461					HRLY RATE	61.37				73.63		
462												
463	LITERACY TUTOR - STUDENT COORDINATOR	L690	SEIU	2/13/2023	MONTHLY	7,526.00	7,905.00	8,303.00	8,715.00	9,153.00		8810
464					BIWEEKLY	3,473.54	3,648.46	3,832.15	4,022.31	4,224.46		
465					HRLY RATE	45.70	48.01	50.42	52.93	55.59		
466												
467	MAINTENANCE CUSTODIAN	N770	SEIU	2/13/2023	MONTHLY	5,364.00	5,629.00	5,912.00	6,208.00	6,514.00		9420
468					BIWEEKLY	2,475.69	2,598.00	2,728.62	2,865.23	3,006.46		
469					HRLY RATE	30.95	32.48	34.11	35.82	37.58		
470												
471	MANAGEMENT ANALYST I	C513	RCMEA	10/9/2023	MONTHLY	10,134.00				12,157.00		9410
472					BIWEEKLY	4,677.23				5,610.92		
473					HRLY RATE	58.47				70.14		
474												
475	MANAGEMENT ANALYST II	C516	RCMEA/CONFIDENTIAL	10/9/2023	MONTHLY	11,147.00				13,371.00		9410
476					BIWEEKLY	5,144.77				6,171.23		
477					HRLY RATE	64.31				77.14		
478												
479	MANAGERIAL ACCOUNTANT	C991	NOT REPRESENTED		MONTHLY	5,200.00				8,667.00		9410
480					BIWEEKLY	2,400.00				4,000.00		
481					HRLY RATE	30.00				50.00		
482												
483	PARALEGAL	C100	RCMEA	10/9/2023	MONTHLY	8,736.00				10,491.00		8810
484					BIWEEKLY	4,032.00				4,842.00		
485					HRLY RATE	50.40				60.53		
486												
487	PARKING ENFORCEMENT OFFICER I	E807	SEIU	2/13/2023	MONTHLY	4,458.00	4,679.00	4,913.00	5,158.00	5,419.00		9410
488					BIWEEKLY	2,057.54	2,159.54	2,267.54	2,380.62	2,501.08		
489					HRLY RATE	25.72	26.99	28.34	29.76	31.26		
490												
491	PARKING ENFORCEMENT OFFICER II	E810	SEIU	2/13/2023	MONTHLY	5,059.00	5,312.00	5,575.00	5,857.00	6,149.00		9410
492					BIWEEKLY	2,334.92	2,451.69	2,573.08	2,703.23	2,838.00		
493					HRLY RATE	29.19	30.65	32.16	33.79	35.48		
494												
495	PARKING METER COLLECTOR	E750	SEIU	2/13/2023	MONTHLY	5,059.00	5,312.00	5,575.00	5,857.00	6,149.00		9410
496					BIWEEKLY	2,334.92	2,451.69	2,573.08	2,703.23	2,838.00		
497					HRLY RATE	29.19	30.65	32.16	33.79	35.48		
498												
499	PARKING/TDM MANAGER	C543	RCMEA	10/9/2023	MONTHLY	11,368.00				13,642.00		8810

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	A	B	C	D	E	F	G	H	I	J	K	L
500					BIWEEKLY	5,246.77				6,296.31		
501					HRLY RATE	65.58				78.70		
502												
503	PARKS & RECREATION PROGRAM ASSISTANT I	E935	SEIU	2/13/2023	MONTHLY	5,498.00	5,773.00	6,063.00	6,366.00	6,684.00		9410
504					BIWEEKLY	2,537.54	2,664.46	2,798.31	2,938.15	3,084.92		
505					HRLY RATE	31.72	33.31	34.98	36.73	38.56		
506												
507	PARKS & RECREATION PROGRAM ASSISTANT II	E940	SEIU	2/13/2023	MONTHLY	6,111.00	6,416.00	6,737.00	7,073.00	7,427.00		9410
508					BIWEEKLY	2,820.46	2,961.23	3,109.38	3,264.46	3,427.85		
509					HRLY RATE	35.26	37.02	38.87	40.81	42.85		
510												
511	PARKS, RECREATION & COMMUNITY SERVICES MANAGER	C400	RCMEA	10/9/2023	MONTHLY	12,193.00				14,629.00		9410
512					BIWEEKLY	5,627.54				6,751.85		
513					HRLY RATE	70.34				84.40		
514												
515	PARKS, RECREATION & COMMUNITY SERVICES DIRECTOR	B140	EXEC. SERV.	7/3/2023	MONTHLY	16,842.00				22,737.00		9410
516					BIWEEKLY	7,773.23				10,494.00		
517					HRLY RATE	97.17				131.18		
518												
519	PERMITS TECHNICIAN	E540	SEIU	2/13/2023	MONTHLY	7,278.00	7,648.00	8,025.00	8,427.00	8,848.00		8810
520					BIWEEKLY	3,359.08	3,529.85	3,703.85	3,889.38	4,083.69		
521					HRLY RATE	41.99	44.12	46.30	48.62	51.05		
522												
523	PLAN CHECK ENGINEER	C330	RCMEA	10/9/2023	MONTHLY	13,086.00				15,704.00		9410
524					BIWEEKLY	6,039.69				7,248.00		
525					HRLY RATE	75.50				90.60		
526												
527	PLAN CHECKER	H780	SEIU	2/13/2023	MONTHLY	9,617.00	10,100.00	10,603.00	11,133.00	11,691.00		9410
528					BIWEEKLY	4,438.62	4,661.54	4,893.69	5,138.31	5,395.85		
529					HRLY RATE	55.48	58.27	61.17	64.23	67.45		
530												
531	POLICE CAPTAIN	C241	EXEC. SERV.	7/3/2023	MONTHLY	17,455.00				23,576.00		7720
532					BIWEEKLY	8,056.15				10,881.23		
533					HRLY RATE	100.70				136.02		
534												
535	POLICE CHIEF	B120	EXEC. SERV.	7/3/2023	MONTHLY	20,224.00				27,302.00		7720
536					BIWEEKLY	9,334.15				12,600.92		
537					HRLY RATE	116.68				157.51		
538												
539	POLICE CLERK	E690	SEIU	2/13/2023	MONTHLY	6,046.00	6,345.00	6,660.00	6,997.00	7,343.00		8810
540					BIWEEKLY	2,790.46	2,928.46	3,073.85	3,229.38	3,389.08		
541					HRLY RATE	34.88	36.61	38.42	40.37	42.36		
542												
543	POLICE EVIDENCE & PROPERTY CLERK	E605	SEIU	2/13/2023	MONTHLY	6,046.00	6,345.00	6,660.00	6,997.00	7,343.00		8810
544					BIWEEKLY	2,790.46	2,928.46	3,073.85	3,229.38	3,389.08		
545					HRLY RATE	34.88	36.61	38.42	40.37	42.36		
546												
547	POLICE EVIDENCE & PROPERTY ROOM COORDINATOR	E610	SEIU	2/13/2023	MONTHLY	8,506.00	8,931.00	9,376.00	9,845.00	10,336.00		8810
548					BIWEEKLY	3,925.85	4,122.00	4,327.38	4,543.85	4,770.46		
549					HRLY RATE	49.07	51.53	54.09	56.80	59.63		
550												
551	POLICE LIEUTENANT	C315	PSA	9/11/2023	MONTHLY	16,649.00	17,482.00	18,355.00	19,273.00	20,236.00		7720
552					BIWEEKLY	7,684.15	8,068.62	8,471.54	8,895.23	9,339.69		
553					HRLY RATE	96.05	100.86	105.89	111.19	116.75		
554												
555	POLICE LIEUTENANT - ADVANCED	C314	PSA	9/11/2023	MONTHLY	17,064.00	17,918.00	18,813.00	19,755.00	20,743.00		7720
556					BIWEEKLY	7,875.69	8,269.85	8,682.92	9,117.69	9,573.69		
557					HRLY RATE	98.45	103.37	108.54	113.97	119.67		
558												
559	POLICE OFFICER	P700	POLICE	9/11/2023	MONTHLY	11,560.00	12,134.00	12,742.00	13,379.00	14,053.00		7720
560					BIWEEKLY	5,335.38	5,600.31	5,880.92	6,174.92	6,486.00		
561					HRLY RATE	66.69	70.00	73.51	77.19	81.08		
562												
563	POLICE OFFICER - ADVANCED	P710	POLICE	9/11/2023	MONTHLY	11,848.00	12,437.00	13,059.00	13,715.00	14,404.00		7720
564					BIWEEKLY	5,468.31	5,740.15	6,027.23	6,330.00	6,648.00		
565					HRLY RATE	68.35	71.75	75.34	79.13	83.10		
566												
567	POLICE OFFICER TRAINEE	P750	POLICE	9/11/2023	MONTHLY	11,560.00	12,134.00	12,742.00				7720
568					BIWEEKLY	5,335.38	5,600.31	5,880.92				
569					HRLY RATE	66.69	70.00	73.51				
570												
571	POLICE SERGEANT	P601	PSA	9/11/2023	MONTHLY	13,872.00	14,568.00	15,296.00	16,060.00	16,863.00		7720

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	A	B	C	D	E	F	G	H	I	J	K	L
572					BIWEEKLY	6,402.46	6,723.69	7,059.69	7,412.31	7,782.92		
573					HRLY RATE	80.03	84.05	88.25	92.65	97.29		
574												
575	POLICE SERGEANT - ADVANCED	P602	PSA	9/11/2023	MONTHLY	14,220.00	14,932.00	15,678.00	16,461.00	17,285.00		7720
576					BIWEEKLY	6,563.08	6,891.69	7,236.00	7,597.38	7,977.69		
577					HRLY RATE	82.04	86.15	90.45	94.97	99.72		
578												
579	PRINCIPAL ANALYST - ADMINISTRATIVE SERVICES	C363	CONFIDENTIAL	10/9/2023	MONTHLY	12,261.00				14,710.00		9410
580					BIWEEKLY	5,658.92				6,789.23		
581					HRLY RATE	70.74				84.87		
582												
583	PRINCIPAL ANALYST - WORKERS COMPENSATION	C535	CONFIDENTIAL	10/9/2023	MONTHLY	12,261.00				14,710.00		8810
584					BIWEEKLY	5,658.92				6,789.23		
585					HRLY RATE	70.74				84.87		
586												
587	PRINCIPAL PLANNER	C325	RCMEA	10/9/2023	MONTHLY	13,085.00				15,703.00		8810
588					BIWEEKLY	6,039.23				7,247.54		
589					HRLY RATE	75.49				90.59		
590												
591	PROJECT READ ASSISTANT	E915	SEIU	2/13/2023	MONTHLY	5,895.00	6,191.00	6,501.00	6,829.00	7,167.00		8810
592					BIWEEKLY	2,720.77	2,857.38	3,000.46	3,151.85	3,307.85		
593					HRLY RATE	34.01	35.72	37.51	39.40	41.35		
594												
595	PUBLIC SAFETY COMMUNICATIONS DISPATCHER	E670	SEIU	2/13/2023	MONTHLY	8,456.00	8,876.00	9,326.00	9,791.00	10,282.00		8810
596					BIWEEKLY	3,902.77	4,096.62	4,304.31	4,518.92	4,745.54		
597					HRLY RATE	48.78	51.21	53.80	56.49	59.32		
598												
599	PUBLIC SAFETY COMMUNICATIONS LEAD DISPATCHER	E675	SEIU	2/13/2023	MONTHLY	9,304.00	9,769.00	10,255.00	10,766.00	11,310.00		8810
600					BIWEEKLY	4,294.15	4,508.77	4,733.08	4,968.92	5,220.00		
601					HRLY RATE	53.68	56.36	59.16	62.11	65.25		
602												
603	PUBLIC WORKS FIELD SUPERVISOR	C837	RCMEA	10/9/2023	MONTHLY	10,185.00				12,373.00		9410
604					BIWEEKLY	4,700.77				5,710.62		
605					HRLY RATE	58.76				71.38		
606												
607	PUBLIC WORKS MAINTENANCE WORKER I	M775	SEIU	2/13/2023	MONTHLY	6,055.00	6,358.00	6,677.00	7,010.00	7,362.00		9420
608					BIWEEKLY	2,794.62	2,934.46	3,081.69	3,235.38	3,397.85		
609					HRLY RATE	34.93	36.68	38.52	40.44	42.47		
610												
611	PUBLIC WORKS MAINTENANCE WORKER I - WASTEWATER	M776	SEIU	2/13/2023	MONTHLY	6,177.00	6,483.00	6,808.00	7,151.00	7,507.00		9420
612					BIWEEKLY	2,850.92	2,992.15	3,142.15	3,300.46	3,464.77		
613					HRLY RATE	35.64	37.40	39.28	41.26	43.31		
614												
615	PUBLIC WORKS MAINTENANCE WORKER II	M735	SEIU	2/13/2023	MONTHLY	6,664.00	6,999.00	7,343.00	7,712.00	8,098.00		9420
616					BIWEEKLY	3,075.69	3,230.31	3,389.08	3,559.38	3,737.54		
617					HRLY RATE	38.45	40.38	42.36	44.49	46.72		
618												
619	PUBLIC WORKS MAINTENANCE WORKER II - WASTEWATER	M736	SEIU	2/13/2023	MONTHLY	6,797.00	7,135.00	7,489.00	7,866.00	8,256.00		9420
620					BIWEEKLY	3,137.08	3,293.08	3,456.46	3,630.46	3,810.46		
621					HRLY RATE	39.21	41.16	43.21	45.38	47.63		
622												
623	PUBLIC WORKS MAINTENANCE WORKER III / EQUIPMENT OPERATOR	M700	SEIU	2/13/2023	MONTHLY	7,002.00	7,349.00	7,718.00	8,102.00	8,509.00		9420
624					BIWEEKLY	3,231.69	3,391.85	3,562.15	3,739.38	3,927.23		
625					HRLY RATE	40.40	42.40	44.53	46.74	49.09		
626												
627	PUBLIC WORKS MAINTENANCE WORKER III / EQUIPMENT OPERATOR - WASTEWATER	M701	SEIU	2/13/2023	MONTHLY	7,142.00	7,495.00	7,872.00	8,263.00	8,675.00		9420
628					BIWEEKLY	3,296.31	3,459.23	3,633.23	3,813.69	4,003.85		
629					HRLY RATE	41.20	43.24	45.42	47.67	50.05		
630												
631	PUBLIC WORKS SERVICES DIRECTOR	B200	EXEC. SERV.	7/3/2023	MONTHLY	16,472.00				22,237.00		9410
632					BIWEEKLY	7,602.46				10,263.23		
633					HRLY RATE	95.03				128.29		
634												
635	PUBLIC WORKS SUPERINTENDENT	C525	RCMEA	10/9/2023	MONTHLY	13,612.00				16,340.00		9420
636					BIWEEKLY	6,282.46				7,541.54		
637					HRLY RATE	78.53				94.27		
638												
639	REAL PROPERTY MANAGER	C544	RCMEA	10/9/2023	MONTHLY	10,388.00				12,466.00		9410
640					BIWEEKLY	4,794.46				5,753.54		
641					HRLY RATE	59.93				71.92		
642												
643	RECORDS SUPERVISOR	C570	RCMEA	10/9/2023	MONTHLY	9,746.00				11,832.00		8810

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	A	B	C	D	E	F	G	H	I	J	K	L
644					BIWEEKLY	4,498.15				5,460.92		
645					HRLY RATE	56.23				68.26		
646												
647	RECREATION & COMMUNITY SERVICES PROGRAM COORDINATOR	E930	SEIU - TERM	2/13/2023	MONTHLY	7,189.00	7,548.00	7,926.00	8,321.00	8,739.00		9410
648					BIWEEKLY	3,318.00	3,483.69	3,658.15	3,840.46	4,033.38		
649					HRLY RATE	41.48	43.55	45.73	48.01	50.42		
650												
651	RECREATION PROGRAM COORDINATOR/SPECIAL EVENTS	E920	SEIU	2/13/2023	MONTHLY	7,530.00	7,909.00	8,306.00	8,721.00	9,154.00		9410
652					BIWEEKLY	3,475.38	3,650.31	3,833.54	4,025.08	4,224.92		
653					HRLY RATE	43.44	45.63	47.92	50.31	52.81		
654												
655	RECREATION SPECIALIST I	R765	SEIU	2/13/2023	MONTHLY	3,087.00	3,242.00	3,405.00	3,575.00			9410
656					BIWEEKLY	1,424.77	1,496.31	1,571.54	1,650.00			
657					HRLY RATE	17.81	18.70	19.64	20.63			
658												
659	RECREATION SPECIALIST II	R766	SEIU	2/13/2023	MONTHLY	3,685.00	3,870.00	4,064.00				9410
660					BIWEEKLY	1,700.77	1,786.15	1,875.69				
661					HRLY RATE	21.26	22.33	23.45				
662												
663	RECREATION SPECIALIST III	R767	SEIU	2/13/2023	MONTHLY	4,182.00	4,390.00	4,609.00				9410
664					BIWEEKLY	1,930.15	2,026.15	2,127.23				
665					HRLY RATE	24.13	25.33	26.59				
666												
667	RECREATION SUPERVISOR	C500	RCMEA	10/9/2023	MONTHLY	9,838.00				11,803.00		9410
668					BIWEEKLY	4,540.62				5,447.54		
669					HRLY RATE	56.76				68.09		
670												
671	REVENUE SERVICES MANAGER	C480	RCMEA	10/9/2023	MONTHLY	13,306.00				15,961.00		9410
672					BIWEEKLY	6,141.23				7,366.62		
673					HRLY RATE	76.77				92.08		
674												
675	SECRETARY	E600	SEIU	2/13/2023	MONTHLY	6,511.00	6,838.00	7,173.00	7,531.00	7,912.00		8810
676					BIWEEKLY	3,005.08	3,156.00	3,310.62	3,475.85	3,651.69		
677					HRLY RATE	37.56	39.45	41.38	43.45	45.65		
678												
679	SENIOR ACCOUNTANT	C445	RCMEA	10/9/2023	MONTHLY	11,115.00				13,334.00		9410
680					BIWEEKLY	5,130.00				6,154.15		
681					HRLY RATE	64.13				76.93		
682												
683	SENIOR ASSISTANT CITY ATTORNEY	C414	EXEC. SERV.	7/3/2023	MONTHLY	15,342.00				20,710.00		9410
684					BIWEEKLY	7,080.92				9,558.46		
685					HRLY RATE	88.51				119.48		
686												
687	SENIOR BUILDING INSPECTOR	K700	RCMEA	10/9/2023	MONTHLY	11,140.00				13,546.00		9410
688					BIWEEKLY	5,141.54				6,252.00		
689					HRLY RATE	64.27				78.15		
690												
691	SENIOR BUILDING MAINTENANCE WORKER	N630	SEIU	2/13/2023	MONTHLY	7,778.00	8,173.00	8,582.00	9,009.00	9,456.00		9420
692					BIWEEKLY	3,589.85	3,772.15	3,960.92	4,158.00	4,364.31		
693					HRLY RATE	44.87	47.15	49.51	51.98	54.55		
694												
695	SENIOR CIVIL ENGINEER	C310	RCMEA	10/9/2023	MONTHLY	13,870.00				16,644.00		9410
696					BIWEEKLY	6,401.54				7,881.85		
697					HRLY RATE	80.02				96.02		
698												
699	SENIOR CONSTRUCTION TECHNICIAN	N815	SEIU	2/13/2023	MONTHLY	9,791.00	10,282.00	10,795.00	11,335.00	11,904.00		8810
700					BIWEEKLY	4,518.92	4,745.54	4,982.31	5,231.54	5,494.15		
701					HRLY RATE	56.49	59.32	62.28	65.39	68.68		
702												
703	SENIOR CRAFTS SPECIALIST	R675	SEIU	2/13/2023	MONTHLY	7,075.00	7,429.00	7,803.00	8,191.00	8,598.00		9420
704					BIWEEKLY	3,265.38	3,428.77	3,601.38	3,780.46	3,968.31		
705					HRLY RATE	40.82	42.86	45.02	47.26	49.60		
706												
707	SENIOR ENDPOINT & INFRASTRUCTURE INFORMATION TECHNOLOGY ANALYST	C642	RCMEA	10/9/2023	MONTHLY	11,873.00				14,246.00		8810
708					BIWEEKLY	5,479.85				6,575.08		
709					HRLY RATE	68.50				82.19		
710												
711	SENIOR ENGINEERING TECHNICIAN	G680	SEIU	2/13/2023	MONTHLY	8,741.00	9,175.00	9,638.00	10,117.00	10,623.00		9410
712					BIWEEKLY	4,034.31	4,234.62	4,448.31	4,669.38	4,902.92		
713					HRLY RATE	50.43	52.93	55.60	58.37	61.29		
714												
715	SENIOR HUMAN RESOURCES ANALYST	C512	CONFIDENTIAL	10/9/2023	MONTHLY	11,147.00				13,371.00		9410

**EXHIBIT B
CITY OF REDWOOD CITY
SALARY RANGES
UPDATED 10-23-2023**

	A	B	C	D	E	F	G	H	I	J	K	L
716					BIWEEKLY	5,144.77				6,171.23		
717					HRLY RATE	64.31				77.14		
718												
719	SENIOR LIBRARY ASSISTANT	L745	SEIU	2/13/2023	MONTHLY	6,234.00	6,548.00	6,870.00	7,213.00	7,577.00		8810
720					BIWEEKLY	2,877.23	3,022.15	3,170.77	3,329.08	3,497.08		
721					HRLY RATE	37.86	39.77	41.72	43.80	46.01		
722												
723	SENIOR LIBRARY PAGE	E910	SEIU	2/13/2023	MONTHLY	3,015.00	3,159.00	3,324.00	3,491.00	3,666.00		8810
724					BIWEEKLY	1,391.54	1,458.00	1,534.15	1,611.23	1,692.00		
725					HRLY RATE	17.39	18.23	19.18	20.14	21.15		
726												
727	SENIOR PLANNER	C320	RCMEA	10/9/2023	MONTHLY	11,897.00				14,278.00		9410
728					BIWEEKLY	5,490.92				6,589.85		
729					HRLY RATE	68.64				82.37		
730												
731	SENIOR SOFTWARE DEVELOPMENT & APPLICATION SUPPORT ANALYST	C641	RCMEA	10/9/2023	MONTHLY	11,873.00				14,246.00		8810
732					BIWEEKLY	5,479.85				6,575.08		
733					HRLY RATE	68.50				82.19		
734												
735	SENIOR TRANSPORTATION COORDINATOR	C333	RCMEA	10/9/2023	MONTHLY	13,870.00				16,644.00		9410
736					BIWEEKLY	6,401.54				7,681.85		
737					HRLY RATE	80.02				96.02		
738												
739	SENIOR TRANSPORTATION PLANNER	H650	SEIU	2/13/2023	MONTHLY	10,896.00	11,443.00	12,014.00	12,615.00	13,245.00		9410
740					BIWEEKLY	5,028.92	5,281.38	5,544.92	5,822.31	6,113.08		
741					HRLY RATE	62.86	66.02	69.31	72.78	76.41		
742												
743	SOFTWARE DEVELOPMENT & APPLICATION SUPPORT ANALYST I	C681	RCMEA	10/9/2023	MONTHLY	9,806.00				11,771.00		8810
744					BIWEEKLY	4,525.85				5,432.77		
745					HRLY RATE	56.57				67.91		
746												
747	SOFTWARE DEVELOPMENT & APPLICATION SUPPORT ANALYST II	C691	RCMEA	10/9/2023	MONTHLY	10,792.00				12,952.00		8810
748					BIWEEKLY	4,980.92				5,977.85		
749					HRLY RATE	62.26				74.72		
750												
751	SPECIALIST LIBRARIAN	L590	SEIU	2/13/2023	MONTHLY	7,905.00	8,296.00	8,715.00	9,153.00	9,608.00		8810
752					BIWEEKLY	3,648.46	3,828.92	4,022.31	4,224.46	4,434.46		
753					HRLY RATE	48.01	50.38	52.93	55.59	58.35		
754												
755	SUPERVISING INFORMATION TECHNOLOGY ANALYST	C645	RCMEA	10/9/2023	MONTHLY	13,867.00				16,638.00		9410
756					BIWEEKLY	6,400.15				7,679.08		
757					HRLY RATE	80.00				95.99		
758												
759	SUPERVISING CIVIL ENGINEER	C220	RCMEA	10/9/2023	MONTHLY	15,260.00				18,308.00		9410
760					BIWEEKLY	7,043.08				8,449.85		
761					HRLY RATE	88.04				105.62		
762												
763	TREE MAINTENANCE WORKER I	R710	SEIU	2/13/2023	MONTHLY	6,122.00	6,430.00	6,743.00	7,084.00	7,440.00		9420
764					BIWEEKLY	2,825.54	2,967.69	3,112.15	3,269.54	3,433.85		
765					HRLY RATE	35.32	37.10	38.90	40.87	42.92		
766												
767	TREE MAINTENANCE WORKER II	R730	SEIU	2/13/2023	MONTHLY	6,737.00	7,075.00	7,424.00	7,802.00	8,191.00		9420
768					BIWEEKLY	3,109.38	3,265.38	3,426.46	3,600.92	3,780.46		
769					HRLY RATE	38.87	40.82	42.83	45.01	47.26		
770												
771	TREE MAINTENANCE LEADER	R690	SEIU	2/13/2023	MONTHLY	7,405.00	7,775.00	8,168.00	8,572.00	9,003.00		9420
772					BIWEEKLY	3,417.69	3,588.46	3,769.85	3,956.31	4,155.23		
773					HRLY RATE	42.72	44.86	47.12	49.45	51.94		
774												
775	UTILITIES FIELD SUPERVISOR	C520	RCMEA	10/9/2023	MONTHLY	11,337.00				13,602.00		9410
776					BIWEEKLY	5,232.46				6,277.85		
777					HRLY RATE	65.41				78.47		
778												
779	UTILITIES SPECIALIST	M690	SEIU	2/13/2023	MONTHLY	8,485.00	8,913.00	9,357.00	9,828.00	10,318.00		9420
780					BIWEEKLY	3,916.15	4,113.69	4,318.62	4,536.00	4,762.15		
781					HRLY RATE	48.95	51.42	53.98	56.70	59.53		
782												
783	UTILITIES SPECIALIST - WASTEWATER	M691	SEIU	2/13/2023	MONTHLY	8,656.00	9,090.00	9,542.00	10,021.00	10,517.00		9420
784					BIWEEKLY	3,995.08	4,195.38	4,404.00	4,625.08	4,854.00		
785					HRLY RATE	49.94	52.44	55.05	57.81	60.68		
786												
787	UTILITIES WORKER	M680	SEIU	2/13/2023	MONTHLY	7,714.00	8,100.00	8,504.00	8,928.00	9,378.00		9420

**EXHIBIT B
CITY OF REDWOOD CITY
SALARY RANGES
UPDATED 10-23-2023**

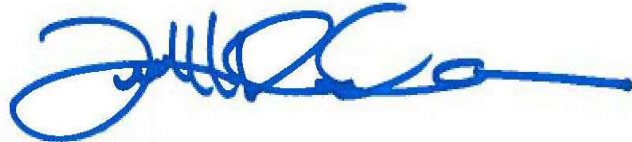
	A	B	C	D	E	F	G	H	I	J	K	L
788					BIWEEKLY	3,560.31	3,738.46	3,924.92	4,120.62	4,328.31		
789					HRLY RATE	44.50	46.73	49.06	51.51	54.10		
790												
791	UTILITIES WORKER - WASTEWATER	M681	SEIU	2/13/2023	MONTHLY	7,869.00	8,259.00	8,672.00	9,104.00	9,565.00		9420
792					BIWEEKLY	3,631.85	3,811.85	4,002.46	4,201.85	4,414.62		
793					HRLY RATE	45.40	47.65	50.03	52.52	55.18		
794												
795	UTILITY LOCATOR	M650	SEIU	2/13/2023	MONTHLY	7,353.00	7,718.00	8,103.00	8,510.00	8,932.00		9420
796					BIWEEKLY	3,393.69	3,562.15	3,739.85	3,927.69	4,122.46		
797					HRLY RATE	42.42	44.53	46.75	49.10	51.53		
798												
799	WATER QUALITY SPECIALIST	M810	SEIU	2/13/2023	MONTHLY	8,485.00	8,913.00	9,357.00	9,828.00	10,318.00		9420
800					BIWEEKLY	3,916.15	4,113.69	4,318.62	4,536.00	4,762.15		
801					HRLY RATE	48.95	51.42	53.98	56.70	59.53		
802												
803	WATER RESOURCES SPECIALIST	M820	SEIU	2/13/2023	MONTHLY	8,485.00	8,913.00	9,357.00	9,828.00	10,318.00		9420
804					BIWEEKLY	3,916.15	4,113.69	4,318.62	4,536.00	4,762.15		
805					HRLY RATE	48.95	51.42	53.98	56.70	59.53		
806												
807	WATER RESOURCES TECHNICIAN	M830	SEIU	2/13/2023	MONTHLY	6,797.00	7,140.00	7,489.00	7,866.00	8,261.00		9420
808					BIWEEKLY	3,137.08	3,295.38	3,456.46	3,630.46	3,812.77		
809					HRLY RATE	39.21	41.19	43.21	45.38	47.66		
810												
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**EXHIBIT B
CITY OF REDWOOD CITY
SALARY RANGES
UPDATED 10-23-2023**

	A	B	C	D	E	F	G	H	I	J	K	L
858	MANAGERIAL / PROFESSIONAL LEVEL I	X111	NOT REPRESENTED	7/1/2017	MONTHLY	4,333.00				6,933.00		9410
859					BIWEEKLY	1,999.85				3,199.85		
860					HRLY RATE	25.00				40.00		
861												
862	MANAGERIAL / PROFESSIONAL LEVEL II	X110	NOT REPRESENTED	7/1/2017	MONTHLY	6,067.00				9,533.00		9410
863					BIWEEKLY	2,800.15				4,399.85		
864					HRLY RATE	35.00				55.00		
865												
866	OFFICE CLERICAL	X150	NOT REPRESENTED	1/1/2023	MONTHLY	2,947.00				5,027.00		8810
867					BIWEEKLY	1,360.15				2,320.15		
868					HRLY RATE	17.00				29.00		
869												
870	OFFICIAL / EXECUTIVE / PROFESSIONAL LEVEL I	X105	NOT REPRESENTED	7/1/2017	MONTHLY	6,933.00				10,400.00		9410
871					BIWEEKLY	3,199.85				4,800.00		
872					HRLY RATE	40.00				60.00		
873												
874	OFFICIAL / EXECUTIVE / PROFESSIONAL LEVEL II	X104	NOT REPRESENTED	7/1/2017	MONTHLY	9,533.00				13,867.00		9410
875					BIWEEKLY	4,400.00				6,400.15		
876					HRLY RATE	55.00				80.00		
877												
878	OFFICIAL / EXECUTIVE / PROFESSIONAL LEVEL III	X103	NOT REPRESENTED	7/1/2017	MONTHLY	13,867.00				29,466.00		9410
879					BIWEEKLY	6,400.15				13,599.69		
880					HRLY RATE	80.00				170.00		
881												
882	PARAPROFESSIONAL	X140	NOT REPRESENTED	1/1/2023	MONTHLY	2,947.00				6,413.00		9410
883					BIWEEKLY	1,360.15				2,959.85		
884					HRLY RATE	17.00				37.00		
885												
886	PROTECTIVE SERVICE	X130	NOT REPRESENTED	7/1/2017	MONTHLY	3,120.00				11,267.00		7706
887					BIWEEKLY	1,440.00				5,200.15		
888					HRLY RATE	18.00				65.00		
889												
890	SERVICE MAINTENANCE	X170	NOT REPRESENTED	1/1/2023	MONTHLY	2,947.00				5,027.00		9420
891					BIWEEKLY	1,360.15				2,320.15		
892					HRLY RATE	17.00				29.00		
893												
894	SKILLED CRAFT	X160	NOT REPRESENTED	7/1/2017	MONTHLY	3,467.00				6,933.00		9420
895					BIWEEKLY	1,600.15				3,199.85		
896					HRLY RATE	20.00				40.00		
897												
898	TECHNICAL LEVEL I	X121	NOT REPRESENTED	7/1/2017	MONTHLY	3,467.00				6,067.00		9410
899					BIWEEKLY	1,600.15				2,800.15		
900					HRLY RATE	20.00				35.00		
901												
902	TECHNICAL LEVEL II	X120	NOT REPRESENTED	7/1/2017	MONTHLY	6,067.00				9,533.00		9410
903					BIWEEKLY	2,800.15				4,399.85		
904					HRLY RATE	35.00				55.00		
905												
906	WEEKLY HOURLY RATE=											
907	38 HOURS FOR LIBRARY PERSONNEL											
908	56 HOURS FOR FIRE SHIFT PERSONNEL											
909	40 HOURS FOR ALL OTHER PERSONNEL											

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 23rd day of October 2023 by the following votes:

AYES: Aguirre, Eakin, Howard, Martinez Saballos, Sturken, Vice
Mayor Espinoza-Garnica and Mayor Gee
NOES: None
ABSENT: None
ABSTAINED: None
RECUSED: None



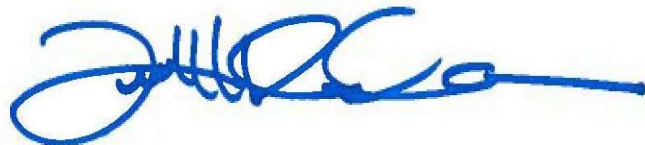
Jeff Gee
Mayor of the City of Redwood City

Attest:



Yessika Castro, CMC, CPMC
Interim City Clerk of Redwood City

I hereby approve the foregoing resolution this
24th day of October 2023.



Jeff Gee
Mayor of the City of Redwood City