

**RESOLUTION NO. 16193**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF REDWOOD CITY AMENDING THE CITY OF REDWOOD CITY'S CLASSIFICATION AND WAGE AND SALARY PLAN TO ADJUST SALARY RANGES FOR EMPLOYEES REPRESENTED BY THE REDWOOD CITY POLICE OFFICERS ASSOCIATION, EMPLOYEES REPRESENTED BY THE POLICE SUPERVISORS ASSOCIATION, THE EXECUTIVE MANAGEMENT CLASSIFICATION OF POLICE CAPTAIN, AND THE NON-REPRESENTED CLASSIFICATION OF POLICE OFFICER TRAINEE**

**WHEREAS**, the City of Redwood City and the Redwood City Police Officers Association ("RCPOA") have reached a settlement agreement to resolve the RCPOA's September 25, 2023, grievance regarding a total compensation survey; and

**WHEREAS**, under the terms of the settlement, effective September 11, 2023, step 5 for the classification of Police Officer will be adjusted to \$14,127.14 and the lower steps will be adjusted in accordance with the City's regular methodology for step adjustment; and

**WHEREAS**, Section 7.1.6 of the RCPOA 2021-2024 Memorandum of Understanding with the RCPOA provides that Police Officer-Advanced salary range shall be set at 2.5% above the Police Officer salary range; and

**WHEREAS**, the Redwood City Police Supervisors Association ("RCPSA") 2021-2023 Memorandum of Understanding provides for a minimum 20% differential between top step Police Sergeant and top step Police Officer classification salaries, and between top step Police Lieutenant and top step Police Sergeant classification salaries; and

**WHEREAS**, the RCPSA 2021-2023 Memorandum of Understanding further provides that the Police Sergeant-Advanced and Police Lieutenant-Advanced salary ranges shall be set at 2.5% above the Police Sergeant and Police Lieutenant salary ranges, respectively; and

**WHEREAS**, staff recommends salary adjustments to Step 5 (top step) for the classifications of Police Sergeant, Police Sergeant-Advanced, Police Lieutenant and Police Lieutenant-Advanced based on the above differential requirements effective September 11, 2023; and

**WHEREAS**, the Executive Summary of Benefits provides for a minimum 10% differential between top step salary for Executive Management classifications and top step salary for highest paid direct report; and

**WHEREAS**, to establish a minimum differential of 10% above the subordinate classification of Police Lieutenant-Advanced (salary plus incentive pays not available to Police Captains), staff recommends a 9.53% increase for the Police Captain salary range effective September 11, 2023; and

**WHEREAS**, City Council previously approved the unrepresented classification of Police Officer Trainee salary be aligned with Steps 1-3 of the Police Officer classification.

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

1. The City's Classification and Wage and Salary Plan will be amended as set forth on attached Exhibit A, to adjust salary ranges for classifications of Police Officer Trainee, Police Officer, Police Officer-Advanced, Police Sergeant, Police Sergeant-Advanced, Police Lieutenant, Police Lieutenant-Advanced, and Police Captain.
2. This resolution shall be effective upon the date of its adoption.

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# EXHIBIT A

## Amendment to the City's Salary Plan

### POA

Effective September 11, 2023

Additional 0.55% Equity Adjustment (added to 4.14% already processed) over Salary in Effect 9/10/23

New Classification	Minimum Monthly Salary	Maximum Monthly Salary
POLICE OFFICER	11,621	14,127
POLICE OFFICER - ADVANCED	11,911	14,480

### UNREPRESENTED

Effective September 11, 2023

Additional 0.55% Equity Adjustment (added to 4.14% already processed) over Salary in Effect 9/10/23

New Classification	Minimum Monthly Salary	Maximum Monthly Salary
POLICE OFFICER TRAINEE	11,621	12,810

### PSA

Effective September 11, 2023

Additional 0.55% Equity Adjustment (added to 4.14% already processed) over Salary in Effect 9/10/23

New Classification	Minimum Monthly Salary	Maximum Monthly Salary
POLICE SERGEANT	13,946	16,952
POLICE SERGEANT - ADVANCED	14,295	17,377
POLICE LIEUTENANT	16,737	20,343
POLICE LIEUTENANT – ADVANCED	17,154	20,853

### EXECUTIVE MANAGEMENT

Effective September 11, 2023

9.53% Salary increase

New Classification	Minimum Monthly Salary	Maximum Monthly Salary
POLICE CAPTAIN	19,118	25,823

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 18<sup>th</sup> day of December 2023 by the following votes:

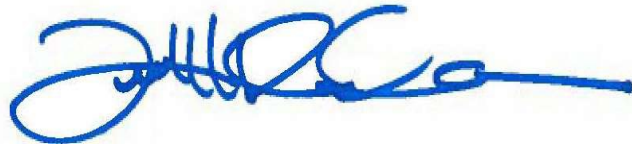
AYES: Aguirre, Eakin, Howard, Martinez Saballos, Sturken, Vice  
Mayor Espinoza-Garnica, and Mayor Gee

NOES: None

ABSENT: None

ABSTAINED: None


RECUSED: None



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Jeff Gee  
Mayor of the City of Redwood City

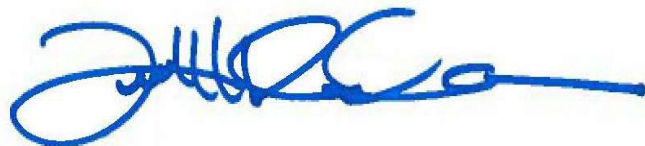
Attest:



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Yessika Castro, CMC, CPMC  
City Clerk of Redwood City

I hereby approve the foregoing resolution this  
19<sup>th</sup> day of December 2023.



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Jeff Gee  
Mayor of the City of Redwood City