

RESOLUTION NO. 16316

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF REDWOOD CITY AMENDING THE CITY'S CLASSIFICATION AND SALARY AND WAGE PLAN TO ESTABLISH THE NEW CLASSIFICATION OF CRISIS RESPONSE CLINICIAN

WHEREAS, the City Manager has requested that the new job description of Crisis Response Clinician be created to meet the current and future operational needs for the City; and

WHEREAS, the classification specifications as described in Exhibit A and Exhibit B were prepared by Human Resources staff in consultation with department management, to ensure the foreseeable needs of the organization were met.

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

1. The recitals set forth above are true and correct and are hereby incorporated by this reference as if fully set forth in their entirety.
2. The City's Classification and Salary and Wage Plan is hereby amended to create the job description for Crisis Response Clinician as listed in Exhibit A and to set the salary range for this position as listed in Exhibit B and in the full salary plan attached as Exhibit C.
3. This resolution shall be effective upon the date of its adoption.

* * *

EXHIBIT A

PROPOSED NEW JOB DESCRIPTION

CITY OF REDWOOD CITY CRISIS RESPONSE CLINICIAN

DEFINITION

The Crisis Response Clinician provides field-based crisis intervention, behavioral health assessments, de-escalation, and referrals as part of the Community Wellness and Crisis Response Team (CWCRT). This position will co-respond with law enforcement to mental health crisis calls within the City and work collaboratively with community service providers, behavioral health agencies, and local law enforcement to connect individuals including City employees and members of the community to appropriate resources.

SUPERVISION RECEIVED AND EXERCISED

Receives direction from a Police Lieutenant. General supervision is provided by a Police Captain.

May provide guidance and training to personnel and community partners.

EXAMPLES OF IMPORTANT AND ESSENTIAL DUTIES

Perform Crisis Intervention & Assessment.

Conduct on-scene mental health assessments alongside Law Enforcement.

Perform suicidal/homicidal/Grave Disability risk assessments and determine appropriate intervention strategies.

Determine 5150 holds when necessary and ensure proper procedural compliance.

Provide brief, solution-focused interventions for individuals experiencing a crisis.

Perform Resource Coordination & Case Management.

Connect individuals to behavioral health services, housing resources, substance use treatment, and other social services.

Conduct follow-up to ensure individuals are successfully linked to appropriate services.

Collaborate with community partners to coordinate ongoing care and reduce reliance on emergency services.

Partner with Law Enforcement to provide training.

CITY OF REDWOOD CITY
CRISIS RESOURCE CLINICIAN (*Continued*)

Work in tandem with Police Officers during crisis calls to ensure individuals receive the least restrictive and most appropriate intervention.

Educate and train Law Enforcement personnel on de-escalation techniques, behavioral health crisis response, and trauma-informed practices.

Provide consultation to officers and first responders regarding individuals with mental health conditions.

Perform Community Engagement & Data Collection.

Participate in public outreach, education, and prevention efforts related to mental health crisis response.

Maintain accurate records and documentation for program evaluation and reporting.

Contribute to ongoing program assessment in collaboration with Stanford University's John W. Gardner Center, which is conducting an evaluation of CWCRT.

Perform other duties as required.

Perform responsibilities in accordance with guidelines published by the California Board of Behavioral Sciences.

MINIMUM QUALIFICATIONS

Knowledge of:

Crisis intervention techniques, de-escalation, and trauma-informed care practices.

Legal and procedural requirements surrounding 5150 holds, involuntary hospitalizations, and conservatorships.

Co-occurring mental health and substance use disorders and appropriate treatment approaches.

Local behavioral health and social service systems in San Mateo County.

Principles of cultural competency, diversity, and equity in behavioral health services.

Ability to:

Quickly assess and respond to crisis situations with calmness and professionalism.

Work collaboratively with law enforcement, emergency responders, and social service providers.

Maintain confidentiality and adhere to ethical standards in mental health practice.

Communicate clearly, both verbally and in writing, in high-pressure situations.

CITY OF REDWOOD CITY
CRISIS RESOURCE CLINICIAN (*Continued*)

Use electronic health records and case management systems to document services provided.

Work evenings, weekends, and on-call shifts as needed.

Education and Experience Guidelines:

Any combination of education and experience that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Education:

A Master's Degree in Social Work, Psychology, Counseling, or a related behavioral health field.

Experience:

At least two (2) years of experience in the above areas, with demonstrated ability to work independently in a co-response model with Law Enforcement.

Licenses & Certifications:

Possession and maintenance of any one (1) of the following:

- Licensed Clinical Social Worker (LCSW)
- Licensed Marriage and Family Therapist (LMFT)
- Licensed Professional Clinical Counselor (LPCC), or
- Licensed Clinical Psychologist in the State of California.

Possession and maintenance of authorization from San Mateo County Medical Director to place individuals on W&I 5150 holds by date of hire.

Possession and maintenance of a valid Class C California Driver's License.

SPECIAL REQUIREMENTS

Successful completion of an extensive background investigation is required prior to appointment.

WORK ENVIRONMENT & PHYSICAL REQUIREMENTS

Essential duties require the following physical abilities and work environment:

Ability to work in both office and field settings, including police stations, community sites, and in homes; use standard office equipment, including a computer; vision to read printed materials and a computer screen; and hearing and speech to communicate in person, and over the telephone. Ability to travel to different locations, including but not limited to City or County facilities, and work flexible hours, including evenings and/or weekends.

CITY OF REDWOOD CITY
CRISIS RESOURCE CLINICIAN (*Continued*)

Exposure to individuals in acute psychiatric distress, high-stress environments, and unpredictable situations.

May require lifting, carrying, and physically positioning clients as needed.

Effective Date: May, 2025

Bargaining Group: Unrepresented / Executive Management

Status: FLSA Exempt / At-Will

DRAFT

EXHIBIT B

**CITY OF REDWOOD CITY
PROPOSED SALARY RANGE
CRISIS RESOURCE CLINICIAN
Effective 5-19-2025**

CLASSIFICATION TITLE	SALARY	BOTTOM OF RANGE	TOP OF RANGE
CRISIS RESOURCE CLINICIAN	MONTHLY	9,871.29	12,339.10
	BIWEEKLY	4,555.98	5,694.97
	HRLY RATE	56.95	71.19

EXHIBIT C
CITY OF REDWOOD CITY
SALARY RANGES
UPDATED 05-19-2025

	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	ACCOUNT CLERK I	E730	SEIU	2/10/2025	MONTHLY 5,647.48	5,647.48	5,928.67	6,225.31	6,536.38	6,861.86		8810
2					BIWEEKLY 2,606.53	2,606.53	2,736.31	2,873.22	3,016.79	3,167.01		
3					HRLY RATE 32.58	32.58	34.20	35.82	37.71	39.59		
4	ACCOUNT CLERK II	E700	SEIU	2/10/2025	MONTHLY 6,204.73	6,204.73	6,517.83	6,844.35	7,185.27	7,546.80		8810
5					BIWEEKLY 2,863.72	2,863.72	3,008.23	3,158.93	3,316.28	3,483.14		
6					HRLY RATE 35.80	35.80	37.60	39.49	41.45	43.54		
7	ACCOUNTANT	C440	RCMEA	10/7/2024	MONTHLY 9,492.47	9,492.47				11,393.85		9410
8					BIWEEKLY 4,381.14	4,381.14				5,258.70		
9					HRLY RATE 54.76	54.76				65.73		
10	ACCOUNTING TECHNICIAN I	E620	SEIU	2/10/2025	MONTHLY 6,485.92	6,485.92	6,803.15	7,149.23	7,508.71	7,884.66		8810
11					BIWEEKLY 2,993.50	2,993.50	3,139.91	3,299.65	3,465.56	3,639.07		
12					HRLY RATE 37.42	37.42	39.25	41.25	43.32	45.49		
13	ACCOUNTING TECHNICIAN II	E735	SEIU	2/10/2025	MONTHLY 7,135.83	7,135.83	7,491.19	7,867.15	8,256.47	8,673.62		8810
14					BIWEEKLY 3,293.46	3,293.46	3,457.47	3,630.99	3,810.66	4,003.21		
15					HRLY RATE 41.17	41.17	43.22	45.39	47.63	50.04		
16	ADMINISTRATIVE ASSISTANT	C715	RCMEA	10/7/2024	MONTHLY 8,693.21	8,693.21				10,439.04		8810
17					BIWEEKLY 4,012.25	4,012.25				4,818.02		
18					HRLY RATE 50.15	50.15				60.23		
19	ADMINISTRATIVE CLERK I	E795	SEIU	2/10/2025	MONTHLY 5,167.50	5,167.50	5,425.01	5,693.85	5,981.21	6,280.95		8810
20					BIWEEKLY 2,385.00	2,385.00	2,503.85	2,627.93	2,760.56	2,898.90		
21					HRLY RATE 29.81	29.81	31.30	32.85	34.51	36.24		
22	ADMINISTRATIVE CLERK II	E770	SEIU	2/10/2025	MONTHLY 5,687.65	5,687.65	5,971.94	6,267.56	6,584.78	6,909.24		8810
23					BIWEEKLY 2,625.07	2,625.07	2,756.28	2,892.72	3,039.13	3,188.88		
24					HRLY RATE 32.81	32.81	34.45	36.16	37.99	39.86		
25	ADMINISTRATIVE CLERK III	E710	SEIU	2/10/2025	MONTHLY 6,251.07	6,251.07	6,564.20	6,891.73	7,237.82	7,598.31		8810
26					BIWEEKLY 2,885.11	2,885.11	3,029.63	3,180.80	3,340.53	3,506.91		
27					HRLY RATE 36.06	36.06	37.87	39.76	41.76	43.84		
28	ADMINISTRATIVE SECRETARY	C710	RCMEA	10/7/2024	MONTHLY 8,313.13	8,313.13				9,973.49		8810
29					BIWEEKLY 3,836.83	3,836.83				4,603.15		
30					HRLY RATE 47.96	47.96				57.54		
31	ASSISTANT CITY ATTORNEY	C415	EXEC. SERV.	12/2/2024	MONTHLY 14,364.37	14,364.37				19,392.84		9410
32					BIWEEKLY 6,629.71	6,629.71				8,950.54		
33					HRLY RATE 82.87	82.87				111.88		
34	ASSISTANT CITY CLERK	C675	RCMEA	10/7/2024	MONTHLY 10,438.03	10,438.03				12,521.71		8810
35					BIWEEKLY 4,817.55	4,817.55				5,779.25		
36					HRLY RATE 60.22	60.22				72.24		
37	ASSISTANT CITY MANAGER	C110	EXEC. SERV.	12/2/2024	MONTHLY 19,081.99	19,081.99				25,761.02		9410
38					BIWEEKLY 8,807.07	8,807.07				11,889.70		
39					HRLY RATE 110.09	110.09				148.62		
40	ASSISTANT COMMUNITY DEVELOPMENT DIRECTOR	C140	EXEC. SERV.	12/2/2024	MONTHLY 13,930.76	13,930.76				18,806.78		9410
41					BIWEEKLY 6,429.58	6,429.58				8,680.05		
42					HRLY RATE 80.37	80.37				108.50		
43	ASSISTANT DIRECTOR OF ADMINISTRATIVE SERVICES	C141	EXEC. SERV.	12/2/2024	MONTHLY 15,363.49	15,363.49				20,742.13		9410
44					BIWEEKLY 7,090.84	7,090.84				9,573.29		
45					HRLY RATE 88.64	88.64				119.67		
46	ASSISTANT ENGINEER I	G700	SEIU	2/10/2025	MONTHLY 9,114.47	9,114.47	9,573.85	10,052.79	10,554.42	11,079.71		9410
47					BIWEEKLY 4,206.68	4,206.68	4,418.70	4,639.75	4,871.27	5,113.71		
48					HRLY RATE 52.58	52.58	55.23	58.00	60.89	63.82		
49	ASSISTANT ENGINEER II	G600	SEIU	2/10/2025	MONTHLY 10,023.95	10,023.95	10,529.70	11,057.04	11,613.25	12,189.02		9410
50					BIWEEKLY 4,626.44	4,626.44	4,859.86	5,103.25	5,359.96	5,625.70		
51					HRLY RATE 57.83	57.83	60.75	63.79	67.00	70.32		
52	ASSISTANT ENGINEERING AND TRANSPORTATION DIRECTOR	B134	EXEC. SERV.	12/2/2024	MONTHLY 13,930.76	13,930.76				18,806.78		9410
53					BIWEEKLY 6,429.58	6,429.58				8,680.05		
54					HRLY RATE 80.37	80.37				108.50		
55	ASSISTANT PARKS, RECREATION & COMMUNITY SERVICES DIRECTOR	C135	EXEC. SERV.	12/2/2024	MONTHLY 13,930.76	13,930.76				18,806.78		9410
56					BIWEEKLY 6,429.58	6,429.58				8,680.05		
57					HRLY RATE 80.37	80.37				108.50		
58	ASSISTANT PLANNER	H750	SEIU	2/10/2025	MONTHLY 9,009.41	9,009.41	9,464.67	9,934.34	10,431.85	10,954.06		9410
59					BIWEEKLY 4,158.19	4,158.19	4,368.31	4,585.08	4,814.70	5,055.72		
60					HRLY RATE 51.98	51.98	54.80	57.31	60.18	63.20		
61	ASSISTANT PUBLIC WORKS DIR. / CHIEF SUSTAINABILITY AND RESILIENCY OFFICER	C204	EXEC. SERV.	12/2/2024	MONTHLY 13,930.76	13,930.76				18,806.78		9410
62					BIWEEKLY 6,429.58	6,429.58				8,680.05		
63					HRLY RATE 80.37	80.37				108.50		
64	ASSOCIATE ENGINEER	G500	SEIU	2/10/2025	MONTHLY 11,034.40	11,034.40	11,584.41	12,165.34	12,770.96	13,410.61		9410
65					BIWEEKLY 5,082.80	5,082.80	5,346.65	5,614.77	5,894.29	6,189.51		
66					HRLY RATE 63.66	63.66	66.83	70.18	73.68	77.37		
67	ASSOCIATE PLANNER	H700	SEIU	2/10/2025	MONTHLY 9,912.72	9,912.72	10,408.15	10,926.24	11,479.35	12,051.00		9410
68					BIWEEKLY 4,575.10	4,575.10	4,803.76	5,042.88	5,298.16	5,562.00		
69					HRLY RATE 57.19	57.19	60.05	63.04	66.23	69.53		
70	BATTALION CHIEF	C300	COA	10/9/2023	MONTHLY 16,034.00	16,034.00				19,491.00		7706
71					BIWEEKLY 7,400.31	7,400.31				8,965.85		
72					HRLY RATE 66.07	66.07				80.32		
73	BATTALION CHIEF - 40 HR	C301	COA	10/9/2023	MONTHLY 17,421.00	17,421.00				21,177.00		7706
74					BIWEEKLY 8,040.46	8,040.46				9,774.00		
75					HRLY RATE 100.51	100.51				122.18		
76	BODY WORN CAMERA PROGRAM MANAGER	C528	RCMEA	10/7/2024	MONTHLY 10,438.03	10,438.03				12,521.71		9410
77					BIWEEKLY 4,817.55	4,817.55				5,779.25		
78					HRLY RATE 60.22	60.22				72.24		
79	BUILDING ATTENDANT III	N810	SEIU	2/10/2025	MONTHLY 3,683.70	3,683.70	3,841.90	4,034.52	4,234.32	4,448.56		8810
80					BIWEEKLY 1,690.94	1,690.94	1,773.19	1,862.09	1,954.30	2,053.18		
81					HRLY RATE 21.14	21.14	22.16	23.28	24.43	25.66		
82	BUILDING INSPECTOR	K710	SEIU	2/10/2025	MONTHLY 9,273.10	9,273.10	9,733.49	10,224.80	10,733.62	11,270.26		9410
83					BIWEEKLY 4,279.89	4,279.89	4,492.38	4,719.14	4,953.98	5,201.66		
84					HRLY RATE 53.50	53.50	56.15	58.99	61.92	65.02		
85	BUILDING MAINTENANCE WORKER	N670	SEIU	2/10/2025	MONTHLY 7,505.62	7,505.62	7,881.55	8,278.12	8,690.11	9,121.89		9420
86					BIWEEKLY 3,464.13	3,464.13	3,637.64	3,820.67	4,012.82	4,210.01		
87					HRLY RATE 43.30	43.30	45.47	47.76	50.14	52.63		
88	BUSINESS MANAGER	C431	CONFIDENTIAL	12/16/2024	MONTHLY 13,328.20	13,328.20				15,994.87		9410
89					BIWEEKLY 6,151.48	6,151.48				7,382.25		

EXHIBIT C
CITY OF REDWOOD CITY
SALARY RANGES
UPDATED 05-19-2025

A	B	C	D	E	F	G	H	I	J	K	L
121				HRLY RATE	76.89					92.28	
122											
123	CAPITAL IMPROVEMENT PROGRAM MANAGER	C435	RCMEA	10/7/2024	MONTHLY	13,705.19				16,439.82	9410
124					BIWEEKLY	6,325.47				7,587.61	
125					HRLY RATE	79.07				94.85	
126											
127	CDBG/HOME ADMINISTRATOR	C323	RCMEA	10/7/2024	MONTHLY	12,117.95				14,541.54	9410
128					BIWEEKLY	5,592.90				6,711.48	
129					HRLY RATE	69.91				83.89	
130											
131	CHILD CARE SPECIALIST	E925	SEIU	2/10/2025	MONTHLY	7,988.67	8,390.37	8,811.65	9,252.49	9,711.88	9410
132					BIWEEKLY	3,687.08	3,872.48	4,066.91	4,270.38	4,482.41	
133					HRLY RATE	46.09	48.41	50.84	53.38	56.03	
134											
135	CITY ATTORNEY	A170	EXEC. SERV.	12/2/2024	MONTHLY	27,783.51				27,783.51	9410
136					BIWEEKLY	12,823.16				12,823.16	
137					HRLY RATE	160.29				160.29	
138											
139	CITY CLERK	A180	EXEC. SERV.	12/2/2024	MONTHLY	12,090.13				16,322.41	9410
140					BIWEEKLY	5,580.06				7,533.42	
141					HRLY RATE	69.75				94.17	
142											
143	CITY COUNCIL MEMBER	A000	NOT REPRESENTED	1/22/2001	MONTHLY	750.00				750.00	9410
144					BIWEEKLY	346.15				346.15	
145					HRLY RATE	4.33				4.33	
146											
147	CITY MANAGER	A100	EXEC. SERV.	12/2/2024	MONTHLY	33,805.55				33,805.55	9410
148					BIWEEKLY	15,602.56				15,602.56	
149					HRLY RATE	195.03				195.03	
150											
151	CODE ENFORCEMENT OFFICER I	K750	SEIU	2/10/2025	MONTHLY	8,429.53	8,850.79	9,296.78	9,758.21	10,245.41	9410
152					BIWEEKLY	3,890.55	4,084.98	4,290.82	4,503.79	4,728.65	
153					HRLY RATE	48.63	51.06	53.64	56.30	59.11	
154											
155	CODE ENFORCEMENT OFFICER II	K755	SEIU	2/10/2025	MONTHLY	9,273.10	9,733.49	10,224.80	10,733.62	11,270.26	9410
156					BIWEEKLY	4,279.89	4,492.38	4,719.14	4,953.98	5,201.66	
157					HRLY RATE	53.50	56.15	58.99	61.92	65.02	
158											
159	COMMUNITY DEVELOPMENT DIRECTOR	B130	EXEC. SERV.	12/2/2024	MONTHLY	16,966.17				22,904.12	9410
160					BIWEEKLY	7,830.54				10,571.13	
161					HRLY RATE	97.88				132.14	
162											
163	COMMUNITY DEVELOPMENT MANAGER - BUILDING	C406	EXEC. SERV.	12/2/2024	MONTHLY	13,437.39				18,140.37	9410
164					BIWEEKLY	6,201.87				8,372.48	
165					HRLY RATE	77.52				104.66	
166											
167	COMMUNITY DEVELOPMENT MANAGER - PLANNING	C407	EXEC. SERV.	12/2/2024	MONTHLY	13,437.39				18,140.37	9410
168					BIWEEKLY	6,201.87				8,372.48	
169					HRLY RATE	77.52				104.66	
170											
171	COMMUNICATIONS MANAGER	C412	EXEC. SERV.	12/2/2024	MONTHLY	12,090.13				16,322.41	9410
172					BIWEEKLY	5,580.06				7,533.42	
173					HRLY RATE	69.75				94.17	
174											
175	COMMUNICATIONS MULTIMEDIA ANALYST	C542	RCMEA	10/7/2024	MONTHLY	10,100.20				12,124.13	8810
176					BIWEEKLY	4,661.63				5,595.75	
177					HRLY RATE	58.27				69.95	
178											
179	COMMUNICATIONS MULTIMEDIA ANALYST	C542	RCMEA	3/24/2025	MONTHLY	10,256.74				12,312.04	8810
180					BIWEEKLY	4,733.88				5,682.48	
181					HRLY RATE	59.17				71.03	
182											
183	COMMUNICATIONS SUPERVISOR	C800	RCMEA	10/7/2024	MONTHLY	12,116.91				14,540.50	9410
184					BIWEEKLY	5,592.42				6,711.00	
185					HRLY RATE	69.91				83.89	
186											
187	COMMUNITY SERVICE OFFICER	E705	SEIU	2/10/2025	MONTHLY	7,010.19	7,362.44	7,730.15	8,120.52	8,527.37	9410
188					BIWEEKLY	3,235.47	3,398.05	3,567.76	3,747.93	3,935.71	
189					HRLY RATE	40.44	42.48	44.60	46.85	49.20	
190											
191	CONSUMER SERVICE TECHNICIAN	M750	SEIU	2/10/2025	MONTHLY	7,069.92	7,425.37	7,789.90	8,181.29	8,591.22	9410
192					BIWEEKLY	3,263.04	3,427.05	3,595.34	3,775.98	3,965.18	
193					HRLY RATE	40.79	42.84	44.94	47.20	49.56	
194											
195	CRISIS RESOURCE CLINICIAN	TBD	EXEC. SERV.	5/19/2025	MONTHLY	9,871.29				12,339.10	9410
196					BIWEEKLY	4,565.98				5,694.97	
197					HRLY RATE	56.95				71.19	
198											
199	CUSTODIAL SERVICES SUPERVISOR	C825	RCMEA	10/7/2024	MONTHLY	9,030.02				10,837.67	9410
200					BIWEEKLY	4,167.70				5,002.00	
201					HRLY RATE	62.10				62.53	
202											
203	DEPUTY CITY ATTORNEY	C107	EXEC. SERV.	12/2/2024	MONTHLY	11,136.36				15,033.87	9410
204					BIWEEKLY	5,139.86				6,938.71	
205					HRLY RATE	64.25				86.73	
206											
207	DEPUTY CITY MANAGER	C855	EXEC. SERV.	12/2/2024	MONTHLY	15,677.83				21,163.42	9410
208					BIWEEKLY	7,235.83				9,767.73	
209					HRLY RATE	90.45				122.10	
210											
211	DEPUTY FIRE CHIEF	C319	COA	10/9/2023	MONTHLY	19,918.00				23,294.00	7706
212					BIWEEKLY	9,192.92				10,751.08	
213					HRLY RATE	114.91				134.39	
214											
215	DEPUTY FIRE MARSHAL	F800	FIRE	7/1/2024	MONTHLY	13,252.76	13,913.71	14,608.58	15,338.48	16,106.59	7706
216					BIWEEKLY	6,116.66	6,421.71	6,742.42	7,079.30	7,433.81	
217					HRLY RATE	76.46	80.27	84.28	88.49	92.92	
218											
219	ECONOMIC DEVELOPMENT MANAGER	C403	EXEC. SERV.	12/2/2024	MONTHLY	13,963.71				18,850.02	9410
220					BIWEEKLY	6,444.79				8,700.01	
221					HRLY RATE	80.56				108.75	
222											
223	EMERGENCY PREPAREDNESS & OUTREACH COORDINATOR	C518	RCMEA	10/7/2024	MONTHLY	10,438.03				12,521.71	9410
224					BIWEEKLY	4,817.55				5,779.25	
225					HRLY RATE	60.22				72.24	
226											
227	ENDPOINT & INFRASTRUCTURE INFORMATION TECHNOLOGY ANALYST I	C682	RCMEA	10/7/2024	MONTHLY	10,100.20				12,124.13	8810
228					BIWEEKLY	4,661.63				5,595.75	
229					HRLY RATE	58.27				69.95	
230											
231	ENDPOINT & INFRASTRUCTURE INFORMATION TECHNOLOGY ANALYST II	C692	RCMEA	10/7/2024	MONTHLY	11,115.76				13,340.58	8810
232					BIWEEKLY	5,130.35				6,157.19	
233					HRLY RATE	64.13				76.96	
234											
235	ENGINEERING AND TRANSPORTATION DIRECTOR	B133	EXEC. SERV.	12/2/2024	MONTHLY	16,966.17				22,904.12	9410
236					BIWEEKLY	7,830.54				10,571.13	
237					HRLY RATE	97.88				132.14	
238											
239	ENGINEERING TECHNICIAN I	G730	SEIU	2/10/2025	MONTHLY	6,769.17	7,111.13	7,465.45	7,841.38	8,231.75	9410
240					BIWEEKLY	3,124.23	3,282.06	3,445.59	3,619.10	3,799.27	
241					HRLY RATE	39.05	41.03	43.07	45.24	47.49	
242											
243	ENGINEERING TECHNICIAN II	G710	SEIU	2/10/2025	MONTHLY	7,439.68	7,814.60	8,207.03	8,619.04	9,048.54	9410
244					BIWEEKLY	3,433.70	3,606.74	3,787.86	3,978.02	4,176.25	
245											

EXHIBIT C
CITY OF REDWOOD CITY
SALARY RANGES
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A	B	C	D	E	F	G	H	I	J	K	L
393				HRLY RATE	73.58					99.33	
394											
395	HUMAN RESOURCES TECHNICIAN	C740	RCMEA	10/7/2024	MONTHLY	8,693.21				10,439.04	8810
396					BIWEEKLY	4,012.25				4,818.02	
397					HRLY RATE	50.15				60.23	
398											
399	HUMAN RESOURCES TECHNICIAN	C740	RCMEA	3/24/2025	MONTHLY	8,827.95				10,600.85	8810
400					BIWEEKLY	4,074.44				4,892.70	
401					HRLY RATE	50.93				61.16	
402											
403	HUMAN SERVICES MANAGER	E230	RCMEA	10/7/2024	MONTHLY	13,841.14				16,685.23	9410
404					BIWEEKLY	6,388.22				8,623.95	
405					HRLY RATE	79.85				107.80	
406											
407	HUMAN SERVICES MANAGER	E230	RCMEA	3/24/2025	MONTHLY	14,113.82				19,053.32	9410
408					BIWEEKLY	6,514.07				8,793.84	
409					HRLY RATE	81.43				109.92	
410											
411	HUMAN SERVICES SPECIALIST I	E210	SEIU	2/10/2025	MONTHLY	5,167.52	5,426.03	5,691.77	5,978.12	6,280.93	8810
412					BIWEEKLY	2,385.01	2,504.32	2,626.97	2,759.13	2,898.89	
413					HRLY RATE	29.81	31.30	32.84	34.49	36.24	
414											
415	HUMAN SERVICES SPECIALIST II	E220	SEIU	2/10/2025	MONTHLY	5,684.58	5,970.90	6,261.36	6,578.61	6,909.24	8810
416					BIWEEKLY	2,623.65	2,755.80	2,889.86	3,036.28	3,188.88	
417					HRLY RATE	32.80	34.45	36.12	37.95	39.86	
418											
419	HUMAN SERVICES SPECIALIST III	R230	SEIU	2/10/2025	MONTHLY	6,251.07	6,564.20	6,891.73	7,237.82	7,598.31	8810
420					BIWEEKLY	2,885.11	3,029.63	3,180.80	3,340.53	3,506.91	
421					HRLY RATE	36.06	37.87	39.76	41.76	43.84	
422											
423	INFORMATION TECHNOLOGY DIRECTOR	B136	EXEC. SERV.	12/2/2024	MONTHLY	16,489.27				22,260.36	9410
424					BIWEEKLY	7,610.43				10,274.01	
425					HRLY RATE	95.13				128.43	
426											
427	INFORMATION TECHNOLOGY MANAGER	C295	EXEC. SERV.	12/2/2024	MONTHLY	13,963.71				18,850.02	9410
428					BIWEEKLY	6,444.79				8,700.01	
429					HRLY RATE	80.56				108.75	
430											
431	JUVENILE AND FAMILY SERVICES SPECIALIST (PICK UP HERE)	C850	RCMEA	10/7/2024	MONTHLY	9,917.87				11,905.77	9410
432					BIWEEKLY	4,577.48				5,494.97	
433					HRLY RATE	57.22				68.69	
434											
435	LANDSCAPE ARCHITECT	C332	RCMEA	10/7/2024	MONTHLY	12,918.25				15,502.52	9410
436					BIWEEKLY	5,962.27				7,155.01	
437					HRLY RATE	74.53				89.44	
438											
439	LANDSCAPE ARCHITECT	C332	RCMEA	3/24/2025	MONTHLY	13,172.75				15,807.91	9410
440					BIWEEKLY	6,079.73				7,295.96	
441					HRLY RATE	76.00				91.20	
442											
443	LANDSCAPE EQUIPMENT OPERATOR	R705	SEIU	2/10/2025	MONTHLY	7,428.37	7,796.06	8,188.51	8,595.36	9,026.92	9420
444					BIWEEKLY	3,428.48	3,598.18	3,779.31	3,967.09	4,166.27	
445					HRLY RATE	42.86	44.98	47.24	49.59	52.08	
446											
447	LANDSCAPE GARDENER	R720	SEIU	2/10/2025	MONTHLY	6,827.86	7,164.69	7,524.14	7,901.14	8,291.51	9420
448					BIWEEKLY	3,151.32	3,306.78	3,472.88	3,646.88	3,826.85	
449					HRLY RATE	39.39	41.33	43.41	45.58	47.84	
450											
451	LANDSCAPE SUPERVISOR	C870	RCMEA	10/7/2024	MONTHLY	10,490.55				12,744.18	9410
452					BIWEEKLY	4,841.79				5,881.93	
453					HRLY RATE	60.52				73.52	
454											
455	LANDSCAPE SUPERVISOR	C870	RCMEA	3/24/2025	MONTHLY	10,697.20				12,985.23	9410
456					BIWEEKLY	4,937.17				5,997.80	
457					HRLY RATE	61.71				74.97	
458											
459	LEAD EQUIPMENT MECHANIC	N500	SEIU	2/10/2025	MONTHLY	8,740.57	9,173.19	9,632.57	10,113.57	10,621.37	9420
460					BIWEEKLY	4,034.11	4,233.78	4,445.80	4,667.80	4,902.17	
461					HRLY RATE	50.43	52.92	55.57	58.35	61.28	
462											
463	LEAD LANDSCAPE GARDENER	R680	SEIU	2/10/2025	MONTHLY	7,505.82	7,881.55	8,278.12	8,690.11	9,121.69	9420
464					BIWEEKLY	3,484.13	3,637.64	3,820.67	4,010.82	4,210.01	
465					HRLY RATE	43.30	45.47	47.76	50.14	52.63	
466											
467	LEAD MAINTENANCE CUSTODIAN	N780	SEIU	2/10/2025	MONTHLY	6,252.09	6,566.26	6,896.89	7,238.83	7,601.40	9420
468					BIWEEKLY	2,885.58	3,030.58	3,183.18	3,341.00	3,508.34	
469					HRLY RATE	36.07	37.88	39.79	41.76	43.85	
470											
471	LEAD POLICE CLERK	E685	SEIU	2/10/2025	MONTHLY	7,050.36	7,400.55	7,772.38	8,160.69	8,567.54	8810
472					BIWEEKLY	3,254.01	3,415.64	3,587.25	3,766.47	3,954.25	
473					HRLY RATE	40.68	42.70	44.84	47.08	49.43	
474											
475	LEAD PUBLIC WORKS MAINTENANCE WORKER	M620	SEIU	2/10/2025	MONTHLY	7,801.21	8,188.51	8,596.38	9,027.96	9,476.00	9420
476					BIWEEKLY	3,600.56	3,779.31	3,967.56	4,166.75	4,373.54	
477					HRLY RATE	45.01	47.24	49.59	52.08	54.67	
478											
479	LEAD PUBLIC WORKS MAINTENANCE WORKER - WASTEWATER	M621	SEIU	2/10/2025	MONTHLY	7,955.72	8,351.24	8,767.35	9,204.09	9,663.46	9420
480					BIWEEKLY	3,671.87	3,854.42	4,046.47	4,248.04	4,460.06	
481					HRLY RATE	45.90	48.18	50.58	53.10	55.75	
482											
483	LEAD WATER RESOURCES TECHNICIAN	M825	SEIU	2/10/2025	MONTHLY	8,183.35	8,593.28	9,021.76	9,471.89	9,948.77	9420
484					BIWEEKLY	3,776.93	3,966.13	4,163.89	4,371.64	4,591.74	
485					HRLY RATE	47.21	49.58	52.05	54.65	57.40	
486											
487	LIBRARIAN I	L720	SEIU	2/10/2025	MONTHLY	7,369.66	7,744.58	8,129.79	8,528.41	8,959.97	8810
488					BIWEEKLY	3,401.38	3,574.42	3,752.21	3,936.19	4,135.37	
489					HRLY RATE	44.76	47.03	49.37	51.79	54.41	
490											
491	LIBRARIAN II	L700	SEIU	2/10/2025	MONTHLY	8,103.01	8,512.94	8,939.36	9,384.33	9,856.08	8810
492					BIWEEKLY	3,739.85	3,929.05	4,125.86	4,331.23	4,548.96	
493					HRLY RATE	49.21	51.70	54.29	56.99	59.85	
494											
495	LIBRARY ASSISTANT I	L780	SEIU	2/10/2025	MONTHLY	5,467.24	5,740.19	6,024.46	6,325.24	6,641.44	8810
496					BIWEEKLY	2,523.34	2,649.32	2,780.52	2,919.34	3,065.28	
497					HRLY RATE	33.20	34.86	36.59	38.41	40.33	
498											
499	LIBRARY ASSISTANT II	L760	SEIU	2/10/2025	MONTHLY	6,017.27	6,316.98	6,631.15	6,957.64	7,310.94	8810
500					BIWEEKLY	2,777.20	2,915.53	3,060.53	3,211.22	3,374.28	
501					HRLY RATE	36.54	38.36	40.27	42.25	44.40	
502											
503	LIBRARY DIRECTOR	B160	EXEC. SERV.	12/2/2024	MONTHLY	16,489.27				22,260.36	9410
504					BIWEEKLY	7,610.43				10,274.01	
505					HRLY RATE	95.13				128.43	
506											
507	LIBRARY DIVISION MANAGER	C531	RCMEA	10/7/2024	MONTHLY	12,591.76				15,107.02	8810
508					BIWEEKLY	5,811.58				6,972.47	
509					HRLY RATE	72.64				87.16	
510											
511	LIBRARY INFORMATION TECHNOLOGY TECHNICIAN	L805	SEIU	2/10/2025	MONTHLY	7,829.03	8,220.42	8,632.43	9,061.93	9,516.17	8810
512					BIWEEKLY	3,613.40	3,794.04	3,984.20	4,182.43	4,392.08	
513					HRLY RATE	47.54	49.92	52.42	55.03	57.79	
514											
515	LIBRARY PROGRAM SPECIALIST	L800	SEIU	2/10/2025	MONTHLY	7,984.56	8,386.26	8,808.56	9,245.28	9,710.85	8810
516					BIWEEKLY	3,685.18	3,870.58	4,065.49	4,267.05	4,481.93	

EXHIBIT C
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	A	B	C	D	E	F	G	H	I	J	K	L
517					HRLY RATE	48.49	50.93	53.49	56.15	58.97		
518												
519	LIBRARY SERVICES SUPERVISOR	C661	RCMEA	10/7/2024	MONTHLY	10,956.12				13,145.88		8810
520					BIWEEKLY	5,056.67				6,067.33		
521					HRLY RATE	63.21				75.84		
522												
523	LITERACY TUTOR - STUDENT COORDINATOR	L690	SEIU	2/10/2025	MONTHLY	7,984.56	8,386.26	8,808.56	9,245.28	9,710.85		8810
524					BIWEEKLY	3,685.18	3,870.58	4,065.49	4,267.05	4,481.93		
525					HRLY RATE	48.49	50.93	53.49	56.15	58.97		
526												
527	MAINTENANCE CUSTODIAN	N770	SEIU	2/10/2025	MONTHLY	5,690.75	5,971.94	6,271.68	6,585.82	6,910.28		9420
528					BIWEEKLY	2,626.50	2,756.28	2,894.62	3,039.61	3,189.36		
529					HRLY RATE	32.83	34.45	36.18	38.00	39.87		
530												
531	MANAGEMENT ANALYST I	C513	RCMEA	10/7/2024	MONTHLY	10,438.03				12,521.71		9410
532					BIWEEKLY	4,817.55				5,779.25		
533					HRLY RATE	60.22				72.24		
534												
535	MANAGEMENT ANALYST I	C513	RCMEA	3/24/2025	MONTHLY	10,599.81				12,715.80		9410
536					BIWEEKLY	4,892.22				5,868.83		
537					HRLY RATE	61.15				73.36		
538												
539	MANAGEMENT ANALYST I - CONFIDENTIAL	C514	CONFIDENTIAL	12/16/2024	MONTHLY	10,599.81				12,715.80		9410
540					BIWEEKLY	4,892.22				5,868.83		
541					HRLY RATE	61.15				73.36		
542												
543	MANAGEMENT ANALYST II	C516	RCMEA	10/7/2024	MONTHLY	11,481.41				13,772.14		9410
544					BIWEEKLY	5,299.11				6,356.37		
545					HRLY RATE	66.24				79.45		
546												
547	MANAGEMENT ANALYST II	C516	RCMEA	3/24/2025	MONTHLY	11,659.38				13,985.60		9410
548					BIWEEKLY	5,381.25				6,454.89		
549					HRLY RATE	67.27				80.69		
550												
551	MANAGEMENT ANALYST II - Confidential	C517	CONFIDENTIAL	12/16/2024	MONTHLY	11,659.38				13,985.60		9410
552					BIWEEKLY	5,381.25				6,454.89		
553					HRLY RATE	67.27				80.69		
554												
555	PARALEGAL	C100	RCMEA	10/7/2024	MONTHLY	8,998.08				10,805.73		8810
556					BIWEEKLY	4,152.96				4,987.26		
557					HRLY RATE	51.91				62.34		
558												
559	PARKING ENFORCEMENT OFFICER I	E807	SEIU	2/10/2025	MONTHLY	4,729.77	4,963.57	5,211.81	5,472.39	5,749.47		9410
560					BIWEEKLY	2,182.97	2,290.88	2,405.45	2,525.72	2,653.60		
561					HRLY RATE	27.29	28.64	30.07	31.57	33.17		
562												
563	PARKING ENFORCEMENT OFFICER II	E810	SEIU	2/10/2025	MONTHLY	5,367.33	5,635.13	5,914.26	6,214.00	6,522.99		9410
564					BIWEEKLY	2,477.23	2,600.83	2,729.66	2,868.00	3,010.61		
565					HRLY RATE	30.97	32.51	34.12	35.85	37.63		
566												
567	PARKING METER COLLECTOR	E750	SEIU	2/10/2025	MONTHLY	5,367.33	5,635.13	5,914.26	6,214.00	6,522.99		9410
568					BIWEEKLY	2,477.23	2,600.83	2,729.66	2,868.00	3,010.61		
569					HRLY RATE	30.97	32.51	34.12	35.85	37.63		
570												
571	PARKING/TDM MANAGER	C543	RCMEA	10/7/2024	MONTHLY	11,709.04				14,051.27		8810
572					BIWEEKLY	5,404.17				6,485.20		
573					HRLY RATE	67.55				81.07		
574												
575	PARKS & RECREATION PROGRAM ASSISTANT I	E935	SEIU	2/10/2025	MONTHLY	5,832.88	6,124.39	6,432.36	6,753.72	7,091.54		9410
576					BIWEEKLY	2,692.10	2,826.64	2,968.78	3,117.10	3,273.02		
577					HRLY RATE	33.65	35.33	37.11	38.96	40.91		
578												
579	PARKS & RECREATION PROGRAM ASSISTANT II	E940	SEIU	2/10/2025	MONTHLY	6,482.82	6,806.24	7,147.16	7,503.56	7,879.50		9410
580					BIWEEKLY	2,992.07	3,141.34	3,298.69	3,463.18	3,636.69		
581					HRLY RATE	37.40	39.27	41.23	43.29	45.46		
582												
583	PARKS, RECREATION & COMMUNITY SERVICES DIRECTOR	B140	EXEC. SERV.	12/2/2024	MONTHLY	17,347.27				23,419.11		9410
584					BIWEEKLY	8,006.43				10,808.82		
585					HRLY RATE	100.08				135.11		
586												
587	PARKS, RECREATION & COMMUNITY SERVICES MANAGER	C400	RCMEA	10/7/2024	MONTHLY	12,558.78				15,067.87		9410
588					BIWEEKLY	5,796.36				6,954.40		
589					HRLY RATE	72.45				86.93		
590												
591	PARKS, RECREATION & COMMUNITY SERVICES MANAGER	C400	RCMEA	3/24/2025	MONTHLY	12,806.19				15,364.70		9410
592					BIWEEKLY	5,910.55				7,091.40		
593					HRLY RATE	73.88				88.64		
594												
595	PERMITS TECHNICIAN	E540	SEIU	2/10/2025	MONTHLY	7,720.87	8,113.30	8,513.98	8,940.40	9,386.39		8810
596					BIWEEKLY	3,563.48	3,744.80	3,929.53	4,126.34	4,332.18		
597					HRLY RATE	44.54	46.81	49.12	51.88	54.15		
598												
599	PLAN CHECK ENGINEER	C330	RCMEA	10/9/2023	MONTHLY	13,478.57				16,175.12		9410
600					BIWEEKLY	6,220.88				7,465.44		
601					HRLY RATE	77.76				93.32		
602												
603	PLAN CHECKER	H780	SEIU	2/10/2025	MONTHLY	10,203.18	10,715.10	11,248.64	11,811.02	12,403.26		9410
604					BIWEEKLY	4,709.16	4,945.43	5,191.68	5,451.24	5,724.58		
605					HRLY RATE	58.86	61.82	64.90	68.14	71.56		
606												
611	POLICE CAPTAIN	C241	EXEC. SERV.	12/2/2024	MONTHLY	19,691.53				26,597.70		7720
612					BIWEEKLY	9,088.40				12,275.86		
613					HRLY RATE	113.61				153.45		
614												
615	POLICE CHIEF	B120	EXEC. SERV.	12/2/2024	MONTHLY	21,660.69				29,257.45		7720
616					BIWEEKLY	9,987.24				13,503.44		
617					HRLY RATE	124.97				168.79		
618												
619	POLICE CLERK	E690	SEIU	2/10/2025	MONTHLY	6,413.81	6,731.05	7,065.80	7,423.22	7,789.88		8810
620					BIWEEKLY	2,960.22	3,106.64	3,261.14	3,426.10	3,595.33		
621					HRLY RATE	37.00	38.83	40.76	42.83	44.94		
622												
623	POLICE EVIDENCE & PROPERTY CLERK	E605	SEIU	2/10/2025	MONTHLY	6,413.81	6,731.05	7,065.80	7,423.22	7,789.88		8810
624					BIWEEKLY	2,960.22	3,106.64	3,261.14	3,426.10	3,595.33		
625					HRLY RATE	37.00	38.83	40.76	42.83	44.94		
626												
627	POLICE EVIDENCE & PROPERTY ROOM LEAD	E610	SEIU	2/10/2025	MONTHLY	9,870.49	10,363.86	10,879.90	11,421.67	11,998.48		8810
628					BIWEEKLY	4,555.61	4,783.32	5,021.49	5,271.54	5,537.76		
629					HRLY RATE	56.95	59.79	62.77	65.89	69.22		
630												
635	POLICE LIEUTENANT	C315	PSA	8/26/2024	MONTHLY	17,239.21	18,101.89	19,005.55	19,956.60	20,954.09		7720
636					BIWEEKLY	7,956.56	8,354.72	8,771.79	9,210.74	9,671.12		
637					HRLY RATE	99.46	104.43	109.65	115.13	120.89		

EXHIBIT C
CITY OF REDWOOD CITY
SALARY RANGES
UPDATED 05-19-2025

A	B	C	D	E	F	G	H	I	J	K	L
657				HRLY RATE	69.05	72.49	76.12	79.92	83.95		
658											
663	POLICE OFFICER - ADVANCED 10-YR	P710	POLICE	8/26/2024	MONTHLY	12,268.66	12,878.80	13,523.15	14,199.61	14,914.73	7720
664					BIWEEKLY	5,662.46	5,944.06	6,241.46	6,553.66	6,883.72	
665					HRLY RATE	70.78	74.30	78.02	81.92	86.05	
671	POLICE OFFICER - ADVANCED 15-YR	P711	POLICE	12/30/2024	MONTHLY	12,567.91	13,192.92	13,852.99	14,545.94	15,278.50	7720
672					BIWEEKLY	5,800.57	6,089.04	6,393.69	6,713.51	7,051.62	
673					HRLY RATE	72.51	76.11	79.92	83.92	88.15	
674											
675	POLICE OFFICER TRAINEE	P750	POLICE	8/26/2024	MONTHLY	11,969.43	12,564.68	13,193.32			7720
676					BIWEEKLY	5,524.35	5,799.08	6,089.23			
677					HRLY RATE	69.05	72.49	76.12			
678											
683	POLICE SERGEANT	P601	PSA	8/26/2024	MONTHLY	14,364.39	15,084.72	15,838.49	16,629.97	17,461.36	7720
684					BIWEEKLY	6,629.72	6,962.18	7,310.07	7,675.37	8,059.09	
685					HRLY RATE	82.87	87.03	91.38	95.94	100.74	
686											
691	POLICE SERGEANT - ADVANCED 10-YR	P602	PSA	8/26/2024	MONTHLY	14,723.50	15,461.83	16,234.44	17,045.71	17,897.90	7720
692					BIWEEKLY	6,795.46	7,136.23	7,492.82	7,867.25	8,260.57	
693					HRLY RATE	84.94	89.20	93.66	98.34	103.26	
694											
695	POLICE SERGEANT - ADVANCED 15-YR	TBD	PSA	3/24/2025	MONTHLY	15,082.60	15,838.96	16,630.40	17,461.47	18,334.44	7720
696					BIWEEKLY	6,961.20	7,310.29	7,675.57	8,059.14	8,462.05	
697					HRLY RATE	87.02	91.38	95.94	100.74	105.78	
698											
699	PRINCIPAL ANALYST - ADMINISTRATIVE SERVICES	C363	CONFIDENTIAL	12/16/2024	MONTHLY	12,628.83				15,151.30	9410
700					BIWEEKLY	5,828.69				6,992.91	
701					HRLY RATE	72.86				87.41	
702											
703	PRINCIPAL ANALYST - WORKERS COMPENSATION	C535	CONFIDENTIAL	12/16/2024	MONTHLY	12,628.83				15,151.30	8810
704					BIWEEKLY	5,828.69				6,992.91	
705					HRLY RATE	72.86				87.41	
706											
707	PRINCIPAL PLANNER	C325	RCMEA	10/7/2024	MONTHLY	13,477.56				16,174.08	8810
708					BIWEEKLY	6,220.41				7,464.96	
709					HRLY RATE	77.76				93.31	
710											
711	PROJECT READ ASSISTANT	E915	SEIU	2/10/2025	MONTHLY	6,254.15	6,568.32	6,896.87	7,245.01	7,603.46	8810
712					BIWEEKLY	2,886.53	3,031.53	3,183.17	3,343.85	3,509.29	
713					HRLY RATE	36.08	37.89	39.79	41.80	43.87	
714											
715	PUBLIC SAFETY COMMUNICATIONS DISPATCHER	E670	SEIU	2/10/2025	MONTHLY	8,971.30	9,416.27	9,894.17	10,387.54	10,907.69	8810
716					BIWEEKLY	4,140.60	4,345.97	4,566.54	4,794.25	5,034.32	
717					HRLY RATE	51.76	54.32	57.08	59.93	62.93	
718											
719	PUBLIC SAFETY COMMUNICATIONS LEAD DISPATCHER	E675	SEIU	2/10/2025	MONTHLY	9,870.49	10,363.86	10,879.90	11,421.67	11,988.48	8810
720					BIWEEKLY	4,555.61	4,783.32	5,021.49	5,271.54	5,537.76	
721					HRLY RATE	66.95	69.79	72.77	75.89	79.22	
722											
723	PUBLIC WORKS FIELD SUPERVISOR	C837	RCMEA	10/7/2024	MONTHLY	10,490.55				12,744.18	9410
724					BIWEEKLY	4,841.79				5,881.93	
725					HRLY RATE	60.52				73.52	
726											
727	PUBLIC WORKS MAINTENANCE WORKER I	M775	SEIU	2/10/2025	MONTHLY	6,424.10	6,745.46	7,083.31	7,436.61	7,810.49	9420
728					BIWEEKLY	2,964.97	3,113.29	3,269.22	3,432.28	3,604.84	
729					HRLY RATE	37.06	38.92	40.87	42.90	45.06	
730											
731	PUBLIC WORKS MAINTENANCE WORKER I - WASTEWATER	M776	SEIU	2/10/2025	MONTHLY	6,552.87	6,877.30	7,222.37	7,586.97	7,963.95	9420
732					BIWEEKLY	3,024.40	3,174.14	3,333.40	3,501.68	3,675.67	
733					HRLY RATE	37.81	39.68	41.67	43.77	45.95	
734											
735	PUBLIC WORKS MAINTENANCE WORKER II	M735	SEIU	2/10/2025	MONTHLY	7,069.92	7,425.28	7,789.88	8,161.29	8,549.22	9420
736					BIWEEKLY	3,263.04	3,427.05	3,595.33	3,775.98	3,965.18	
737					HRLY RATE	40.79	42.84	44.94	47.20	49.56	
738											
739	PUBLIC WORKS MAINTENANCE WORKER II - WASTEWATER	M736	SEIU	2/10/2025	MONTHLY	7,211.04	7,569.47	7,945.43	8,345.07	8,759.12	9420
740					BIWEEKLY	3,328.17	3,493.60	3,667.12	3,851.57	4,042.67	
741					HRLY RATE	41.60	43.67	45.84	48.14	50.53	
742											
743	PUBLIC WORKS MAINTENANCE WORKER III / EQUIPMENT OPERATOR	M700	SEIU	2/10/2025	MONTHLY	7,428.35	7,796.08	8,186.51	8,595.34	9,026.92	9420
744					BIWEEKLY	3,428.47	3,598.19	3,779.31	3,967.08	4,166.27	
745					HRLY RATE	42.86	44.98	47.24	49.59	52.08	
746											
747	PUBLIC WORKS MAINTENANCE WORKER III / EQUIPMENT OPERATOR - WASTEWATER	M701	SEIU	2/10/2025	MONTHLY	7,576.68	7,951.60	8,351.24	8,766.33	9,203.05	9420
748					BIWEEKLY	3,496.93	3,669.97	3,854.42	4,046.00	4,247.56	
749					HRLY RATE	43.71	45.87	48.18	50.58	53.09	
750											
751	PUBLIC WORKS SERVICES DIRECTOR	B200	EXEC. SERV.	12/2/2024	MONTHLY	16,966.17				22,904.12	9410
752					BIWEEKLY	7,830.54				10,571.13	
753					HRLY RATE	97.88				132.14	
754											
755	PUBLIC WORKS SUPERINTENDENT	C525	RCMEA	10/7/2024	MONTHLY	14,020.37				16,830.19	9420
756					BIWEEKLY	6,470.94				7,767.78	
757					HRLY RATE	80.89				97.10	
758											
759	REAL PROPERTY MANAGER	C544	RCMEA	10/7/2024	MONTHLY	10,699.63				12,839.99	9410
760					BIWEEKLY	4,938.29				5,926.15	
761					HRLY RATE	61.73				74.08	
762											
763	RECORDS SUPERVISOR	C570	RCMEA	10/7/2024	MONTHLY	10,038.38				12,186.96	8810
764					BIWEEKLY	4,633.10				5,624.75	
765					HRLY RATE	57.91				70.31	
766											
767	RECORDS SUPERVISOR	C570	RCMEA	3/24/2025	MONTHLY	10,332.75				12,396.58	8810
768					BIWEEKLY	4,768.96				5,721.50	
769					HRLY RATE	59.61				71.52	
770											
771	RECREATION & COMMUNITY SERVICES PROGRAM COORDINATOR	E930	SEIU - TERM	2/10/2025	MONTHLY	7,627.14	8,007.22	8,408.92	8,828.13	9,271.04	9410
772					BIWEEKLY	3,520.22	3,695.64	3,881.04	4,074.52	4,278.94	
773					HRLY RATE	44.00	46.20	48.51	50.93	53.49	
774											
775	RECREATION PROGRAM COORDINATOR/SPECIAL EVENTS	E920	SEIU	2/10/2025	MONTHLY	7,988.67	8,390.37	8,811.66	9,252.49	9,711.87	9410
776					BIWEEKLY	3,687.08	3,872.48	4,066.92	4,270.38	4,482.40	
777					HRLY RATE	46.09	48.41	50.84	53.38	56.03	
778											
779	RECREATION SPECIALIST I	R765	SEIU	2/10/2025	MONTHLY	3,275.39	3,439.17	3,612.22	3,792.49		9410
780					BIWEEKLY	1,511.72	1,587.31	1,667.18	1,750.38		
781					HRLY RATE	18.90	19.84	20.84	21.88		
782											
783	RECREATION SPECIALIST II	R766	SEIU	2/10/2025	MONTHLY	3,909.88	4,105.57	4,311.58			9410
784					BIWEEKLY	1,804.56	1,894.88	1,989.96			
785					HRLY RATE	22.56	23.69	24.87			
786											
787	RECREATION SPECIALIST III	R767	SEIU	2/10/2025	MONTHLY	4,436.21	4,657.66	4,889.41			9410
788					BIWEEKLY	2,047.48	2,149.69				

EXHIBIT C
CITY OF REDWOOD CITY
SALARY RANGES
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	A	B	C	D	E	F	G	H	I	J	K	L
#797					HRLY RATE		79.07					94.85
#798												
#799	SECRETARY	E600	SEIU	2/10/2025	MONTHLY	6,907.18	7,254.28	7,609.64	7,989.71	8,393.47		8810
#800					BIWEEKLY	3,187.93	3,348.13	3,512.14	3,687.56	3,873.91		
#801					HRLY RATE	39.85	41.85	43.90	46.09	48.42		
#802												
#803	SENIOR ACCOUNTANT	C445	RCMEA	10/7/2024	MONTHLY	11,448.45				13,734.02		9410
#804					BIWEEKLY	5,283.90				6,338.78		
#805					HRLY RATE	66.05				79.23		
#806												
#807	SENIOR ASSISTANT CITY ATTORNEY	C414	EXEC. SERV.	12/2/2024	MONTHLY	15,802.26				21,331.31		9410
#808					BIWEEKLY	7,293.35				9,845.22		
#809					HRLY RATE	91.17				123.07		
#810												
#811	SENIOR BUILDING INSPECTOR	K700	RCMEA	10/7/2024	MONTHLY	11,474.19				13,952.38		9410
#812					BIWEEKLY	5,295.78				6,439.56		
#813					HRLY RATE	66.20				80.49		
#814												
#815	SENIOR BUILDING MAINTENANCE WORKER	N630	SEIU	2/10/2025	MONTHLY	8,251.34	8,670.55	9,104.16	9,557.36	10,032.21		9420
#816					BIWEEKLY	3,808.31	4,001.79	4,201.92	4,411.09	4,630.25		
#817					HRLY RATE	47.60	50.02	52.52	55.14	57.88		
#818												
#819	SENIOR CIVIL ENGINEER	C310	RCMEA	10/7/2024	MONTHLY	14,286.09				17,143.32		9410
#820					BIWEEKLY	6,593.58				7,912.30		
#821					HRLY RATE	82.42				98.90		
#822												
#823	SENIOR CONSTRUCTION TECHNICIAN	N815	SEIU	2/10/2025	MONTHLY	10,387.54	10,907.69	11,452.57	12,025.26	12,628.83		8810
#824					BIWEEKLY	4,794.25	5,034.32	5,285.80	5,550.12	5,828.69		
#825					HRLY RATE	59.93	62.93	66.07	69.38	72.86		
#826												
#827	SENIOR CRAFTS SPECIALIST	R675	SEIU	2/10/2025	MONTHLY	7,505.62	7,881.55	8,278.12	8,690.11	9,121.89		9420
#828					BIWEEKLY	3,464.13	3,637.64	3,820.67	4,010.82	4,210.01		
#829					HRLY RATE	43.30	45.47	47.76	50.14	52.63		
#830												
#831	SENIOR ENDPOINT & INFRASTRUCTURE INFORMATION TECHNOLOGY ANALYST	C642	RCMEA	10/7/2024	MONTHLY	12,229.19				14,673.38		8810
#832					BIWEEKLY	5,644.24				6,772.33		
#833					HRLY RATE	70.55				84.65		
#834												
#835	SENIOR ENGINEERING TECHNICIAN	G680	SEIU	2/10/2025	MONTHLY	9,273.10	9,733.49	10,224.80	10,733.82	11,270.26		9410
#836					BIWEEKLY	4,279.89	4,492.38	4,719.14	4,953.98	5,201.66		
#837					HRLY RATE	63.50	66.15	68.99	71.92	75.02		
#838												
#839	SENIOR HUMAN RESOURCES ANALYST	C512	CONFIDENTIAL	12/18/2024	MONTHLY	11,481.41				13,772.13		9410
#840					BIWEEKLY	5,299.11				6,356.37		
#841					HRLY RATE	66.24				79.45		
#842												
#843	SENIOR LIBRARY ASSISTANT	L745	SEIU	2/10/2025	MONTHLY	6,613.82	6,946.31	7,288.28	7,651.87	8,038.12		8810
#844					BIWEEKLY	3,052.44	3,205.99	3,363.82	3,531.63	3,709.90		
#845					HRLY RATE	40.16	42.18	44.26	46.47	48.81		
#846												
#847	SENIOR LIBRARY PAGE	E910	SEIU	1/1/2025	MONTHLY	3,160.73	3,311.69	3,484.65	3,659.74	3,843.19		8810
#848					BIWEEKLY	1,458.80	1,528.47	1,608.30	1,689.11	1,773.78		
#849					HRLY RATE	18.23	19.11	20.10	21.11	22.17		
#850												
#851	SENIOR LIBRARY PAGE	E910	SEIU	2/10/2025	MONTHLY	3,255.55	3,411.03	3,589.19	3,769.52	3,958.50		8810
#852					BIWEEKLY	1,502.56	1,574.32	1,656.55	1,739.78	1,827.00		
#853					HRLY RATE	18.78	19.68	20.71	21.75	22.84		
#854												
#855	SENIOR PLANNER	C320	RCMEA	10/7/2024	MONTHLY	12,253.91				14,706.34		9410
#856					BIWEEKLY	5,655.65				6,787.54		
#857					HRLY RATE	70.70				84.84		
#858												
#859	SENIOR PROJECT MANAGER	TBD	RCMEA	3/10/2025	MONTHLY	13,328.21				15,994.88		9410
#860					BIWEEKLY	6,151.48				7,382.25		
#861					HRLY RATE	76.89				92.28		
#862												
#863	SENIOR SOFTWARE DEVELOPMENT & APPLICATION SUPPORT ANALYST	C641	RCMEA	10/7/2024	MONTHLY	12,229.19				14,673.38		8810
#864					BIWEEKLY	5,644.24				6,772.33		
#865					HRLY RATE	70.55				84.65		
#866												
#867	SENIOR TRANSPORTATION COORDINATOR	C333	RCMEA	10/7/2024	MONTHLY	14,286.11				17,143.34		9410
#868					BIWEEKLY	6,593.59				7,912.31		
#869					HRLY RATE	82.42				98.90		
#870												
#871	SENIOR TRANSPORTATION PLANNER	H650	SEIU	2/10/2025	MONTHLY	11,559.69	12,139.57	12,745.22	13,382.79	14,051.27		9410
#872					BIWEEKLY	5,335.24	5,602.88	5,882.41	6,176.67	6,485.20		
#873					HRLY RATE	66.69	70.04	73.53	77.21	81.07		
#874												
#875	SOFTWARE DEVELOPMENT & APPLICATION SUPPORT ANALYST I	C681	RCMEA	10/7/2024	MONTHLY	10,100.20				12,124.13		8810
#876					BIWEEKLY	4,861.63				5,595.75		
#877					HRLY RATE	58.27				69.85		
#878												
#879	SOFTWARE DEVELOPMENT & APPLICATION SUPPORT ANALYST II	C691	RCMEA	10/7/2024	MONTHLY	11,115.76				13,340.58		8810
#880					BIWEEKLY	5,130.35				6,157.19		
#881					HRLY RATE	64.13				76.96		
#882												
#883	SPECIALIST LIBRARIAN	L590	SEIU	2/10/2025	MONTHLY	8,386.28	8,801.37	9,245.28	9,710.83	10,192.87		8810
#884					BIWEEKLY	3,870.59	4,062.17	4,267.05	4,481.92	4,704.40		
#885					HRLY RATE	50.93	53.45	56.15	58.97	61.90		
#886												
#887	SUPERVISING INFORMATION TECHNOLOGY ANALYST	C645	RCMEA	10/7/2024	MONTHLY	14,283.01				17,137.14		9410
#888					BIWEEKLY	6,592.16				7,909.45		
#889					HRLY RATE	82.40				98.87		
#890												
#891	SUPERVISING CIVIL ENGINEER	C220	RCMEA	10/7/2024	MONTHLY	15,717.80				18,867.24		9410
#892					BIWEEKLY	7,254.37				8,703.34		
#893					HRLY RATE	90.68				108.79		
#894												
#895	TREE MAINTENANCE WORKER I	R710	SEIU	2/10/2025	MONTHLY	6,495.17	6,821.69	7,153.34	7,515.93	7,893.10		9420
#896					BIWEEKLY	2,997.77	3,148.47	3,301.54	3,468.89	3,642.97		
#897					HRLY RATE	37.47	39.36	41.27	43.36	45.54		
#898												
#899	TREE MAINTENANCE WORKER II	R730	SEIU	2/10/2025	MONTHLY	7,147.16	7,505.62	7,876.42	8,277.08	8,690.11		9420
#900					BIWEEKLY	3,298.69	3,464.13	3,635.27	3,820.19	4,010.82		
#901					HRLY RATE	41.23	43.30	45.44	47.75	50.14		
#902												
#903	TREE MAINTENANCE LEADER	R690	SEIU	2/10/2025	MONTHLY	7,855.81	8,248.24	8,665.39	9,093.87	9,551.19		9420
#904					BIWEEKLY	3,625.76	3,806.88	3,999.41	4,197.17	4,408.24		
#905					HRLY RATE	45.32	47.59	49.99	52.46	55.10		
#906												
#907	UTILITIES FIELD SUPERVISOR	C520	RCMEA	10/7/2024	MONTHLY	11,677.12				14,010.06		9410
#908					BIWEEKLY	5,389.44				6,466.18		
#909					HRLY RATE	67.37				80.83		
#910												

EXHIBIT C
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SALARY RANGES
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	A	B	C	D	E	F	G	H	I	J	K	L
925					HRLY RATE	47.21	49.58	52.05	54.65	57.40		
926												
927	UTILITIES WORKER - WASTEWATER	M681	SEIU	2/10/2025	MONTHLY	8,348.15	8,762.22	9,199.97	9,658.31	10,147.56		9420
928					BIWEEKLY	3,852.99	4,044.10	4,246.14	4,457.68	4,683.49		
929					HRLY RATE	48.16	50.55	53.08	55.72	58.54		
930												
931	UTILITY LOCATOR	M650	SEIU	2/10/2025	MONTHLY	7,801.21	8,188.51	8,596.38	9,027.96	9,476.00		9420
932					BIWEEKLY	3,600.56	3,779.31	3,967.56	4,166.75	4,373.54		
933					HRLY RATE	45.01	47.24	49.59	52.08	54.67		
934												
935	WATER QUALITY SPECIALIST	M810	SEIU	2/10/2025	MONTHLY	9,002.20	9,455.40	9,927.15	10,426.69	10,946.85		9420
936					BIWEEKLY	4,154.86	4,364.03	4,581.76	4,812.32	5,052.39		
937					HRLY RATE	51.94	54.55	57.27	60.15	63.15		
938												
939	WATER RESOURCES SPECIALIST	M820	SEIU	2/10/2025	MONTHLY	9,002.20	9,455.40	9,927.15	10,426.69	10,946.85		9420
940					BIWEEKLY	4,154.86	4,364.03	4,581.76	4,812.32	5,052.39		
941					HRLY RATE	51.94	54.55	57.27	60.15	63.15		
942												
943	WATER RESOURCES TECHNICIAN	M830	SEIU	2/10/2025	MONTHLY	7,211.04	7,574.62	7,945.43	8,345.07	8,764.28		9420
944					BIWEEKLY	3,328.17	3,495.98	3,667.12	3,851.57	4,045.05		
945					HRLY RATE	41.60	43.70	45.84	48.14	50.56		
946												
947												
948												
949												
950												
951												
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957												
958												
959	MANAGERIAL / PROFESSIONAL LEVEL I	X111	NOT REPRESENTED	7/1/2017	MONTHLY	4,333.00				6,933.00		9410
960					BIWEEKLY	1,999.85				3,199.85		
961					HRLY RATE	25.00				40.00		
962												
963	MANAGERIAL / PROFESSIONAL LEVEL II	X110	NOT REPRESENTED	7/1/2017	MONTHLY	6,067.00				9,533.00		9410
964					BIWEEKLY	2,800.15				4,399.85		
965					HRLY RATE	35.00				55.00		
966												
967	OFFICE CLERICAL LEVEL I	X150	NOT REPRESENTED	1/1/2025	MONTHLY	3,154.67				6,066.67		8810
968					BIWEEKLY	1,456.00				2,800.00		
969					HRLY RATE	18.20				35.00		
970												
971	OFFICE CLERICAL LEVEL II	X151	NOT REPRESENTED	12/16/2024	MONTHLY	6,066.67				13,866.67		8810
972					BIWEEKLY	2,800.00				6,400.00		
973					HRLY RATE	35.00				80.00		
974												
975	OFFICIAL / EXECUTIVE / PROFESSIONAL LEVEL I	X105	NOT REPRESENTED	7/1/2017	MONTHLY	6,933.00				10,400.00		9410
976					BIWEEKLY	3,199.85				4,800.00		
977					HRLY RATE	40.00				60.00		
978												
979	OFFICIAL / EXECUTIVE / PROFESSIONAL LEVEL II	X104	NOT REPRESENTED	7/1/2017	MONTHLY	9,533.00				13,867.00		9410
980					BIWEEKLY	4,400.00				6,400.15		
981					HRLY RATE	55.00				80.00		
982												
983	OFFICIAL / EXECUTIVE / PROFESSIONAL LEVEL III	X103	NOT REPRESENTED	7/1/2017	MONTHLY	13,867.00				29,466.00		9410
984					BIWEEKLY	6,400.15				13,599.69		
985					HRLY RATE	80.00				170.00		
986												
987	PARAPROFESSIONAL	X140	NOT REPRESENTED	1/1/2025	MONTHLY	3,154.67				6,413.00		9410
988					BIWEEKLY	1,456.00				2,959.85		
989					HRLY RATE	18.20				37.00		
990												
991	PROTECTIVE SERVICE	X130	NOT REPRESENTED	1/1/2025	MONTHLY	3,154.67				11,267.00		7706
992					BIWEEKLY	1,456.00				5,200.15		
993					HRLY RATE	18.20				65.00		
994												
995	SERVICE MAINTENANCE	X170	NOT REPRESENTED	1/1/2025	MONTHLY	3,154.67				5,027.00		9420
996					BIWEEKLY	1,456.00				2,320.15		
997					HRLY RATE	18.20				29.00		
998												
999	SKILLED CRAFT	X160	NOT REPRESENTED	7/1/2017	MONTHLY	3,467.00				6,933.00		9420
1000					BIWEEKLY	1,600.15				3,199.85		
1001					HRLY RATE	20.00				40.00		
1002												
1003	TECHNICAL LEVEL I	X121	NOT REPRESENTED	7/1/2017	MONTHLY	3,467.00				6,067.00		9410
1004					BIWEEKLY	1,600.15				2,800.15		
1005					HRLY RATE	20.00				35.00		
1006												
1007	TECHNICAL LEVEL II	X120	NOT REPRESENTED	7/1/2017	MONTHLY	6,067.00				9,533.00		9410
1008					BIWEEKLY	2,800.15				4,399.85		
1009					HRLY RATE	35.00				55.00		
1010												
1011	WEEKLY HOURLY RATE=											
1012	38 HOURS FOR LIBRARY PERSONNEL											
1013	56 HOURS FOR FIRE SHIFT PERSONNEL											
1014	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 19th day of May 2025 by the following votes:

AYES: Chu, Gee, Howard, Padilla, Sturken, Vice Mayor Eakin,
and Mayor Martínez Saballos

NOES: None

ABSENT: None

ABSTAINED: None

RECUSED: None



Elmer Martínez Saballos
Mayor of the City of Redwood City

Attest:



Yessika Castro, CMC, CPMC
City Clerk of Redwood City

I hereby approve the foregoing resolution this
19th day of May 2025.



Elmer Martínez Saballos
Mayor of the City of Redwood City