

RESOLUTION NO. 16319

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF REDWOOD CITY AMENDING THE CITY'S CLASSIFICATION AND SALARY AND WAGE PLAN TO UPDATE SALARY RANGES FOR ALL CLASSIFICATIONS REPRESENTED BY CHIEF OFFICERS' ASSOCIATION

WHEREAS, the City and the Chief Officers' Association (COA) have reached agreement on a Successor Memorandum of Understanding for the period of October 1, 2024 through September 30, 2027; and

WHEREAS, the parties agreed to a 3% cost-of-living adjustment effective October 7, 2024, as listed in Exhibit A-3 and Exhibit B, a 3% cost-of-living adjustment effective October 6, 2025, and a 3% cost-of-living adjustment effective October 5, 2026, and an equity adjustment of 1.5% effective June 2, 2025, will be applied as listed in Exhibit A-4 and Exhibit B; and

WHEREAS, the parties previously agreed to applicable equity adjustments during the term of the successor MOU of which an equity adjustment of 2.11% effective January 1, 2024, and an equity adjustment of 3% effective July 1, 2024, as listed in Exhibits A-1, A-2, and B.

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 amended to increase salaries for COA classifications as listed in Exhibits A-1, A-2, A-3, and A-4, and in the full salary plan attached as Exhibit B; and
3. This resolution shall be effective upon the date of its adoption.

* * *

EXHIBIT A-1

**CITY OF REDWOOD CITY
SALARY RANGES
CHIEF OFFICERS ASSOCIATION
2. 11% Equity Adjustment Effective 1-1-2024**

CLASSIFICATION TITLE	SALARY	STEP 1 / BOTTOM OF RANGE	STEP 2	STEP 3	STEP 4	STEP 5 / TOP OF RANGE
BATTALION CHIEF - 56 HOURS	MONTHLY	16,372.33				19,902.26
	BIWEEKLY	7,556.46				9,185.66
	HRLY RATE	94.46				114.82
BATTALION CHIEF - 40 HOURS	MONTHLY	17,788.57				21,623.83
	BIWEEKLY	8,210.11				9,980.23
	HRLY RATE	102.63				124.75
FIRE MARSHAL	MONTHLY	17,788.57				21,623.83
	BIWEEKLY	8,210.11				9,980.23
	HRLY RATE	102.63				124.75
DEPUTY FIRE CHIEF	MONTHLY	20,338.26				23,785.52
	BIWEEKLY	9,386.89				10,977.93
	HRLY RATE	117.34				137.22

EXHIBIT A-2

**CITY OF REDWOOD CITY
SALARY RANGES
CHIEF OFFICERS ASSOCIATION
3% Equity Adjustment Effective 7-1-2024**

CLASSIFICATION TITLE	SALARY	STEP 1 / BOTTOM OF RANGE	STEP 2	STEP 3	STEP 4	STEP 5 / TOP OF RANGE
BATTALION CHIEF - 56 HOURS	MONTHLY	16,863.49				20,499.33
	BIWEEKLY	7,783.15				9,461.23
	HRLY RATE	97.29				118.27
BATTALION CHIEF - 40 HOURS	MONTHLY	18,322.22				22,272.55
	BIWEEKLY	8,456.41				10,279.64
	HRLY RATE	105.71				128.50
FIRE MARSHAL	MONTHLY	18,322.22				22,272.55
	BIWEEKLY	8,456.41				10,279.64
	HRLY RATE	105.71				128.50
DEPUTY FIRE CHIEF	MONTHLY	20,948.42				24,499.09
	BIWEEKLY	9,668.50				11,307.27
	HRLY RATE	120.86				141.34

EXHIBIT A-3

**CITY OF REDWOOD CITY
SALARY RANGES
CHIEF OFFICERS ASSOCIATION
3% Cost of Living Effective October 7, 2024**

CLASSIFICATION TITLE	SALARY	STEP 1 / BOTTOM OF RANGE	STEP 2	STEP 3	STEP 4	STEP 5 / TOP OF RANGE
BATTALION CHIEF - 56 HOURS	MONTHLY	17,369.39				21,114.32
	BIWEEKLY	8,016.64				9,745.07
	HRLY RATE	100.21				121.81
BATTALION CHIEF - 40 HOURS	MONTHLY	18,871.88				22,940.73
	BIWEEKLY	8,710.10				10,588.03
	HRLY RATE	108.88				132.35
FIRE MARSHAL	MONTHLY	18,871.88				22,940.73
	BIWEEKLY	8,710.10				10,588.03
	HRLY RATE	108.88				132.35
DEPUTY FIRE CHIEF	MONTHLY	21,576.88				25,234.06
	BIWEEKLY	9,958.56				11,646.49
	HRLY RATE	124.48				145.58

EXHIBIT A-4

**CITY OF REDWOOD CITY
SALARY RANGES
CHIEF OFFICERS ASSOCIATION
1.5% Equity Adjustment effective June 2, 2025**

CLASSIFICATION TITLE	SALARY	STEP 1 / BOTTOM OF RANGE	STEP 2	STEP 3	STEP 4	STEP 5 / TOP OF RANGE
BATTALION CHIEF - 56 HOURS	MONTHLY	17,629.93				21,431.02
	BIWEEKLY	8,136.89				9,891.24
	HRLY RATE	101.71				123.64
BATTALION CHIEF - 40 HOURS	MONTHLY	19,154.96				23,284.84
	BIWEEKLY	8,840.75				10,746.85
	HRLY RATE	110.51				134.34
FIRE MARSHAL	MONTHLY	19,154.96				23,284.84
	BIWEEKLY	8,840.75				10,746.85
	HRLY RATE	110.51				134.34
DEPUTY FIRE CHIEF	MONTHLY	21,900.54				25,612.58
	BIWEEKLY	10,107.94				11,821.19
	HRLY RATE	126.35				147.76

**EXHIBIT B
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	5,928.67	6,225.31	6,536.38	6,861.86			8810
2					BIWEEKLY 2,606.53	2,736.31	2,873.22	3,016.79	3,167.01			
3					HRLY RATE 32.58	34.20	35.82	37.71	39.59			
4	ACCOUNT CLERK II	E700	SEIU	2/10/2025	MONTHLY 6,204.73	6,517.83	6,844.35	7,185.27	7,546.80			8810
5					BIWEEKLY 2,863.72	3,008.23	3,158.93	3,316.28	3,483.14			
6					HRLY RATE 35.80	37.60	39.49	41.45	43.54			
7	ACCOUNTANT	C440	RCMEA	10/7/2024	MONTHLY 9,492.47				11,393.85			9410
8					BIWEEKLY 4,381.14				5,258.70			
9					HRLY RATE 54.76				65.73			
10	ACCOUNTING TECHNICIAN I	E620	SEIU	2/10/2025	MONTHLY 6,485.92	6,803.15	7,149.23	7,508.71	7,884.66			8810
11					BIWEEKLY 2,993.50	3,139.91	3,299.65	3,465.56	3,639.07			
12					HRLY RATE 37.42	39.25	41.25	43.32	45.49			
13	ACCOUNTING TECHNICIAN II	E735	SEIU	2/10/2025	MONTHLY 7,135.83	7,491.19	7,867.15	8,256.47	8,673.62			8810
14					BIWEEKLY 3,293.46	3,457.47	3,630.99	3,810.66	4,003.21			
15					HRLY RATE 41.17	43.22	45.39	47.63	50.04			
16	ADMINISTRATIVE ASSISTANT	C715	RCMEA	10/7/2024	MONTHLY 8,693.21				10,439.04			8810
17					BIWEEKLY 4,012.25				4,818.02			
18					HRLY RATE 50.15				60.23			
19	ADMINISTRATIVE CLERK I	E795	SEIU	2/10/2025	MONTHLY 5,167.50	5,425.01	5,693.85	5,981.21	6,280.95			8810
20					BIWEEKLY 2,385.00	2,503.85	2,627.93	2,760.56	2,898.90			
21					HRLY RATE 29.81	31.30	32.85	34.51	36.24			
22	ADMINISTRATIVE CLERK II	E770	SEIU	2/10/2025	MONTHLY 5,687.65	5,971.94	6,267.56	6,584.78	6,909.24			8810
23					BIWEEKLY 2,625.07	2,756.28	2,892.72	3,039.13	3,188.88			
24					HRLY RATE 32.81	34.45	36.16	37.99	39.86			
25	ADMINISTRATIVE CLERK III	E710	SEIU	2/10/2025	MONTHLY 6,251.07	6,564.20	6,891.73	7,237.82	7,598.31			8810
26					BIWEEKLY 2,885.11	3,029.63	3,180.80	3,340.53	3,506.91			
27					HRLY RATE 36.06	37.87	39.76	41.76	43.84			
28	ADMINISTRATIVE SECRETARY	C710	RCMEA	10/7/2024	MONTHLY 8,313.13				9,973.49			8810
29					BIWEEKLY 3,836.83				4,603.15			
30					HRLY RATE 47.96				57.54			
31	ASSISTANT CITY ATTORNEY	C415	EXEC. SERV.	12/2/2024	MONTHLY 14,364.37				19,392.84			9410
32					BIWEEKLY 6,629.71				8,950.54			
33					HRLY RATE 82.87				111.88			
34	ASSISTANT CITY CLERK	C675	RCMEA	10/7/2024	MONTHLY 10,438.03				12,521.71			8810
35					BIWEEKLY 4,817.55				5,779.25			
36					HRLY RATE 60.22				72.24			
37	ASSISTANT CITY MANAGER	C110	EXEC. SERV.	12/2/2024	MONTHLY 19,081.99				25,761.02			9410
38					BIWEEKLY 8,807.07				11,889.70			
39					HRLY RATE 110.09				148.62			
40	ASSISTANT COMMUNITY DEVELOPMENT DIRECTOR	C140	EXEC. SERV.	12/2/2024	MONTHLY 13,930.76				18,806.78			9410
41					BIWEEKLY 6,429.58				8,680.05			
42					HRLY RATE 80.37				108.50			
43	ASSISTANT DIRECTOR OF ADMINISTRATIVE SERVICES	C141	EXEC. SERV.	12/2/2024	MONTHLY 15,363.49				20,742.13			9410
44					BIWEEKLY 7,090.84				9,573.29			
45					HRLY RATE 88.64				119.67			
46	ASSISTANT ENGINEER I	G700	SEIU	2/10/2025	MONTHLY 9,114.47	9,573.85	10,052.79	10,554.42	11,079.71			9410
47					BIWEEKLY 4,206.68	4,418.70	4,639.75	4,871.27	5,113.71			
48					HRLY RATE 52.58	55.23	58.00	60.89	63.92			
49	ASSISTANT ENGINEER II	G600	SEIU	2/10/2025	MONTHLY 10,023.95	10,529.70	11,057.04	11,613.25	12,189.02			9410
50					BIWEEKLY 4,626.44	4,859.86	5,103.25	5,359.96	5,625.70			
51					HRLY RATE 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				18,806.78			9410
53					BIWEEKLY 6,429.58				8,680.05			
54					HRLY RATE 80.37				108.50			
55	ASSISTANT PARKS, RECREATION & COMMUNITY SERVICES DIRECTOR	C135	EXEC. SERV.	12/2/2024	MONTHLY 13,930.76				18,806.78			9410
56					BIWEEKLY 6,429.58				8,680.05			
57					HRLY RATE 80.37				108.50			
58	ASSISTANT PLANNER	H750	SEIU	2/10/2025	MONTHLY 9,009.41	9,464.67	9,934.34	10,431.85	10,964.06			9410
59					BIWEEKLY 4,158.19	4,368.31	4,585.08	4,814.70	5,055.72			
60					HRLY RATE 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				18,806.78			9410
62					BIWEEKLY 6,429.58				8,680.05			
63					HRLY RATE 80.37				108.50			
64	ASSOCIATE ENGINEER	G500	SEIU	2/10/2025	MONTHLY 11,034.40	11,584.41	12,165.34	12,770.96	13,410.61			9410
65					BIWEEKLY 5,082.80	5,346.65	5,614.77	5,894.29	6,189.51			
66					HRLY RATE 63.66	66.83	70.18	73.68	77.37			
67	ASSOCIATE PLANNER	H700	SEIU	2/10/2025	MONTHLY 9,912.72	10,408.15	10,926.24	11,479.35	12,051.00			9410
68					BIWEEKLY 4,575.10	4,803.76	5,042.88	5,298.16	5,562.00			
69					HRLY RATE 57.19	60.05	63.04	66.23	69.53			
70	BATTALION CHIEF	C300	COA	1/1/2024	MONTHLY 16,372.33				19,902.26			7706
71					BIWEEKLY 7,556.46				9,185.66			
72					HRLY RATE 67.47				82.01			
73	BATTALION CHIEF	C300	COA	7/1/2024	MONTHLY 16,863.49				20,499.33			7706
74					BIWEEKLY 7,783.15				9,461.23			
75					HRLY RATE 69.49				84.48			
76	BATTALION CHIEF	C300	COA	10/7/2024	MONTHLY 17,369.39				21,114.32			7706
77					BIWEEKLY 8,016.64				9,745.07			
78					HRLY RATE 71.58				87.01			
79	BATTALION CHIEF	C300	COA	6/2/2025	MONTHLY 17,629.93				21,431.02			7706
80					BIWEEKLY 8,136.89				9,891.24			
81					HRLY RATE 72.65				88.31			
82	BATTALION CHIEF - 40 HR	C301	COA	1/1/2024	MONTHLY 17,788.57				21,623.83			7706
83					BIWEEKLY 8,210.11				9,980.23			
84					HRLY RATE 102.63				124.75			
85	BATTALION CHIEF - 40 HR	C301	COA	7/1/2024	MONTHLY 18,322.22				22,272.55			7706
86					BIWEEKLY 8,456.41				10,279.64			
87					HRLY RATE 105.71				128.50			
88	BATTALION CHIEF - 40 HR	C301	COA	10/7/2024	MONTHLY 18,871.88				22,940.73			7706
89					BIWEEKLY 8,710.10				10,588.03			

**EXHIBIT B
CITY OF REDWOOD CITY
SALARY RANGES
UPDATED 05-19-2025**

A	B	C	D	E	F	G	H	I	J	K	L
				HRLY RATE	108.88						132.35
121											
122											
123	BATTALION CHIEF - 40 HR	C301	COA	6/2/2025	MONTHLY	19,154.96				23,284.84	7706
124					BIWEEKLY	8,840.75				10,746.85	
125					HRLY RATE	110.51				134.34	
126											
127	BODY WORN CAMERA PROGRAM MANAGER	C528	RCMEA	10/7/2024	MONTHLY	10,438.03				12,521.71	9410
128					BIWEEKLY	4,817.55				5,779.25	
129					HRLY RATE	60.22				72.24	
130											
131	BUILDING ATTENDANT III	N810	SEIU	2/10/2025	MONTHLY	3,663.70	3,841.90	4,034.52	4,234.32	4,448.56	8810
132					BIWEEKLY	1,690.94	1,773.19	1,862.09	1,954.30	2,053.18	
133					HRLY RATE	21.14	22.16	23.28	24.43	25.66	
134											
135	BUILDING INSPECTOR	K710	SEIU	2/10/2025	MONTHLY	9,273.10	9,733.49	10,224.80	10,733.62	11,270.26	9410
136					BIWEEKLY	4,279.89	4,492.38	4,719.14	4,953.98	5,201.66	
137					HRLY RATE	53.50	56.15	58.99	61.92	65.02	
138											
139	BUILDING MAINTENANCE WORKER	N670	SEIU	2/10/2025	MONTHLY	7,505.62	7,881.55	8,278.12	8,690.11	9,121.69	9420
140					BIWEEKLY	3,464.13	3,637.64	3,820.67	4,010.82	4,210.01	
141					HRLY RATE	43.30	45.47	47.76	50.14	52.63	
142											
143	BUSINESS MANAGER	C431	CONFIDENTIAL	12/16/2024	MONTHLY	13,328.20				15,994.87	9410
144					BIWEEKLY	6,151.48				7,382.25	
145					HRLY RATE	76.89				92.28	
146											
147	CAPITAL IMPROVEMENT PROGRAM MANAGER	C435	RCMEA	10/7/2024	MONTHLY	13,705.19				16,439.82	9410
148					BIWEEKLY	6,325.47				7,587.61	
149					HRLY RATE	79.07				94.85	
150											
151	CDBG/HOME ADMINISTRATOR	C323	RCMEA	10/7/2024	MONTHLY	12,117.95				14,541.54	9410
152					BIWEEKLY	5,592.90				6,711.48	
153					HRLY RATE	69.91				83.89	
154											
155	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
156					BIWEEKLY	3,687.08	3,872.48	4,066.91	4,270.38	4,482.41	
157					HRLY RATE	46.09	48.41	50.84	53.38	56.03	
158											
159	CITY ATTORNEY	A170	EXEC. SERV.	12/2/2024	MONTHLY	27,783.51				27,783.51	9410
160					BIWEEKLY	12,823.16				12,823.16	
161					HRLY RATE	160.29				160.29	
162											
163	CITY CLERK	A180	EXEC. SERV.	12/2/2024	MONTHLY	12,090.13				16,322.41	9410
164					BIWEEKLY	5,580.06				7,533.42	
165					HRLY RATE	69.75				94.17	
166											
167	CITY COUNCIL MEMBER	A000	NOT REPRESENTED	1/22/2001	MONTHLY	750.00				750.00	9410
168					BIWEEKLY	346.15				346.15	
169					HRLY RATE	4.33				4.33	
170											
171	CITY MANAGER	A100	EXEC. SERV.	12/2/2024	MONTHLY	33,805.55				33,805.55	9410
172					BIWEEKLY	15,602.56				15,602.56	
173					HRLY RATE	195.03				195.03	
174											
175	CODE ENFORCEMENT OFFICER I	K750	SEIU	2/10/2025	MONTHLY	8,429.63	8,850.79	9,296.78	9,758.21	10,245.41	9410
176					BIWEEKLY	3,890.55	4,084.98	4,290.82	4,503.79	4,728.65	
177					HRLY RATE	48.63	51.06	53.64	56.30	59.11	
178											
179	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
180					BIWEEKLY	4,279.89	4,492.38	4,719.14	4,953.98	5,201.66	
181					HRLY RATE	53.50	56.15	58.99	61.92	65.02	
182											
183	COMMUNITY DEVELOPMENT DIRECTOR	B130	EXEC. SERV.	12/2/2024	MONTHLY	16,966.17				22,904.12	9410
184					BIWEEKLY	7,830.54				10,571.13	
185					HRLY RATE	97.88				132.14	
186											
187	COMMUNITY DEVELOPMENT MANAGER - BUILDING	C406	EXEC. SERV.	12/2/2024	MONTHLY	13,437.39				18,140.37	9410
188					BIWEEKLY	6,201.87				8,372.48	
189					HRLY RATE	77.52				104.66	
190											
191	COMMUNITY DEVELOPMENT MANAGER - PLANNING	C407	EXEC. SERV.	12/2/2024	MONTHLY	13,437.39				18,140.37	9410
192					BIWEEKLY	6,201.87				8,372.48	
193					HRLY RATE	77.52				104.66	
194											
195	COMMUNICATIONS MANAGER	C412	EXEC. SERV.	12/2/2024	MONTHLY	12,090.13				16,322.41	9410
196					BIWEEKLY	5,580.06				7,533.42	
197					HRLY RATE	69.75				94.17	
198											
199	COMMUNICATIONS MULTIMEDIA ANALYST	C542	RCMEA	10/7/2024	MONTHLY	10,100.20				12,124.13	8810
200					BIWEEKLY	4,661.63				5,595.75	
201					HRLY RATE	58.27				69.85	
202											
203	COMMUNICATIONS MULTIMEDIA ANALYST	C542	RCMEA	3/24/2025	MONTHLY	10,256.74				12,312.04	8810
204					BIWEEKLY	4,733.88				5,682.48	
205					HRLY RATE	59.17				71.03	
206											
207	COMMUNICATIONS SUPERVISOR	C800	RCMEA	10/7/2024	MONTHLY	12,116.91				14,540.50	9410
208					BIWEEKLY	5,592.42				6,711.00	
209					HRLY RATE	69.91				83.89	
210											
211	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
212					BIWEEKLY	3,235.47	3,398.05	3,567.76	3,747.93	3,935.71	
213					HRLY RATE	40.44	42.48	44.60	46.85	49.20	
214											
215	CONSUMER SERVICE TECHNICIAN	M750	SEIU	2/10/2025	MONTHLY	7,069.92	7,425.27	7,789.90	8,181.29	8,591.22	9410
216					BIWEEKLY	3,263.04	3,427.05	3,595.34	3,775.98	3,965.18	
217					HRLY RATE	40.79	42.84	44.94	47.20	49.56	
218											
219	CUSTODIAL SERVICES SUPERVISOR	C825	RCMEA	10/7/2024	MONTHLY	9,030.02				10,837.67	9410
220					BIWEEKLY	4,167.70				5,002.00	
221					HRLY RATE	52.10				62.53	
222											
223	DEPUTY CITY ATTORNEY	C107	EXEC. SERV.	12/2/2024	MONTHLY	11,136.36				15,033.87	9410
224					BIWEEKLY	5,139.86				6,938.71	
225					HRLY RATE	64.25				86.73	
226											
227	DEPUTY CITY MANAGER	C855	EXEC. SERV.	12/2/2024	MONTHLY	15,677.63				21,163.42	9410
228					BIWEEKLY	7,235.83				9,767.73	
229					HRLY RATE	90.45				122.10	
230											
231	DEPUTY FIRE CHIEF	C319	COA	1/1/2024	MONTHLY	20,338.26				23,785.52	7706
232					BIWEEKLY	9,386.89				10,977.93	
233					HRLY RATE	117.34				137.22	
234											
239	DEPUTY FIRE CHIEF	C319	COA	7/1/2024	MONTHLY	20,948.42				24,499.09	7706
240					BIWEEKLY	9,668.50				11,307.27	
241					HRLY RATE	120.86				141.34	
242											
243	DEPUTY FIRE CHIEF	C319	COA	10/7/2024	MONTHLY	21,576.88				25,234.06	7706
244					BIWEEKLY	9,958.56				11,646.49	
245					HRLY RATE	124.48				145.58	
246											
247	DEPUTY FIRE CHIEF	C319	COA	6/2/2025	MONTHLY	21,900.54				25,61	

**EXHIBIT B
CITY OF REDWOOD CITY
SALARY RANGES
UPDATED 05-19-2025**

	A	B	C	D	E	F	G	H	I	J	K	L
393					HRLY RATE	74.08					88.89	
394												
395	GIS TECHNICIAN	G750	SEIU	2/10/2025	MONTHLY	9,273.10	9,733.49	10,224.80	10,733.62	11,270.26		9410
396					BIWEEKLY	4,279.89	4,492.38	4,719.14	4,953.98	5,201.66		
397					HRLY RATE	53.50	56.15	58.99	61.92	65.02		
398												
399	GRAPHIC DESIGN SPECIALIST	L748	SEIU	2/10/2025	MONTHLY	6,613.62	6,946.31	7,288.28	7,651.87	8,038.12		8810
400					BIWEEKLY	3,052.44	3,205.99	3,363.82	3,531.63	3,709.90		
401					HRLY RATE	40.16	42.18	44.26	46.47	48.81		
402												
403	HOUSING & ECONOMIC DEVELOPMENT SPECIALIST I	K740	SEIU	2/10/2025	MONTHLY	8,429.53	8,847.71	9,296.80	9,758.23	10,242.33		9410
404					BIWEEKLY	3,890.55	4,083.56	4,290.83	4,503.80	4,727.23		
405					HRLY RATE	48.63	51.04	53.64	56.30	59.09		
406												
407	HOUSING & ECONOMIC DEVELOPMENT SPECIALIST II	K745	SEIU	2/10/2025	MONTHLY	9,273.10	9,733.49	10,224.80	10,733.62	11,270.26		9410
408					BIWEEKLY	4,279.89	4,492.38	4,719.14	4,953.98	5,201.66		
409					HRLY RATE	53.50	56.15	58.99	61.92	65.02		
410												
411	HOUSING LEADERSHIP MANAGER	C409	RCMEA	10/7/2024	MONTHLY	13,841.14				18,141.00		9410
412					BIWEEKLY	6,388.22				8,372.77		
413					HRLY RATE	79.85				104.66		
414												
415	HOUSING MANAGEMENT ANALYST I	C519	RCMEA	12/16/2024	MONTHLY	10,599.81				12,715.80		9410
416					BIWEEKLY	4,892.22				5,868.83		
417					HRLY RATE	61.15				73.36		
418												
419	HOUSING MANAGEMENT ANALYST II	C521	RCMEA	12/16/2024	MONTHLY	11,659.38				13,985.60		9410
420					BIWEEKLY	5,381.25				6,454.89		
421					HRLY RATE	67.27				80.69		
422												
423	HUMAN RESOURCES ANALYST I	C741	CONFIDENTIAL	12/16/2024	MONTHLY	9,308.11				11,170.35		8810
424					BIWEEKLY	4,296.05				5,155.55		
425					HRLY RATE	53.70				64.44		
426												
427	HUMAN RESOURCES ANALYST II	C742	CONFIDENTIAL	12/16/2024	MONTHLY	10,752.17				12,243.61		8810
428					BIWEEKLY	4,962.54				5,650.90		
429					HRLY RATE	62.03				70.64		
430												
431	HUMAN RESOURCES DIRECTOR	B190	EXEC. SERV.	12/2/2024	MONTHLY	16,489.27				22,260.36		9410
432					BIWEEKLY	7,610.43				10,274.01		
433					HRLY RATE	95.13				128.43		
434												
435	HUMAN RESOURCES MANAGER	C190	EXEC. SERV.	12/2/2024	MONTHLY	12,754.50				17,217.48		9410
436					BIWEEKLY	5,886.69				7,946.53		
437					HRLY RATE	73.58				99.33		
438												
439	HUMAN RESOURCES TECHNICIAN	C740	RCMEA	10/7/2024	MONTHLY	8,693.21				10,439.04		8810
440					BIWEEKLY	4,012.25				4,818.02		
441					HRLY RATE	50.15				60.23		
442												
443	HUMAN RESOURCES TECHNICIAN	C740	RCMEA	3/24/2025	MONTHLY	8,827.95				10,600.85		8810
444					BIWEEKLY	4,074.44				4,892.70		
445					HRLY RATE	50.93				61.16		
446												
447	HUMAN SERVICES MANAGER	E230	RCMEA	10/7/2024	MONTHLY	13,841.14				18,685.23		9410
448					BIWEEKLY	6,388.22				8,623.95		
449					HRLY RATE	79.85				107.80		
450												
451	HUMAN SERVICES MANAGER	E230	RCMEA	3/24/2025	MONTHLY	14,113.82				19,053.32		9410
452					BIWEEKLY	6,514.07				8,793.84		
453					HRLY RATE	81.43				109.92		
454												
455	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
456					BIWEEKLY	2,385.01	2,504.32	2,626.87	2,759.13	2,898.89		
457					HRLY RATE	29.81	31.30	32.84	34.49	36.24		
458												
459	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
460					BIWEEKLY	2,623.65	2,755.80	2,889.86	3,036.28	3,188.88		
461					HRLY RATE	32.80	34.45	36.12	37.95	39.86		
462												
463	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
464					BIWEEKLY	2,885.11	3,029.63	3,180.80	3,340.53	3,506.91		
465					HRLY RATE	36.06	37.87	39.76	41.76	43.84		
466												
467	INFORMATION TECHNOLOGY DIRECTOR	B136	EXEC. SERV.	12/2/2024	MONTHLY	16,489.27				22,260.36		9410
468					BIWEEKLY	7,610.43				10,274.01		
469					HRLY RATE	95.13				128.43		
470												
471	INFORMATION TECHNOLOGY MANAGER	C295	EXEC. SERV.	12/2/2024	MONTHLY	13,963.71				18,850.02		9410
472					BIWEEKLY	6,444.79				8,700.91		
473					HRLY RATE	80.56				108.75		
474												
475	JUVENILE AND FAMILY SERVICES SPECIALIST (PICK UP HERE)	C850	RCMEA	10/7/2024	MONTHLY	9,917.87				11,905.77		9410
476					BIWEEKLY	4,577.48				5,494.97		
477					HRLY RATE	57.22				68.69		
478												
479	LANDSCAPE ARCHITECT	C332	RCMEA	10/7/2024	MONTHLY	12,918.25				15,502.52		9410
480					BIWEEKLY	5,962.27				7,155.01		
481					HRLY RATE	74.53				89.44		
482												
483	LANDSCAPE ARCHITECT	C332	RCMEA	3/24/2025	MONTHLY	13,172.75				15,807.91		9410
484					BIWEEKLY	6,079.73				7,295.96		
485					HRLY RATE	76.00				91.20		
486												
487	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
488					BIWEEKLY	3,428.48	3,598.18	3,779.31	3,967.09	4,166.27		
489					HRLY RATE	42.86	44.88	47.24	49.59	52.08		
490												
491	LANDSCAPE GARDENER	R720	SEIU	2/10/2025	MONTHLY	6,827.86	7,164.69	7,524.14	7,901.14	8,291.51		9420
492					BIWEEKLY	3,151.32	3,306.78	3,472.68	3,646.68	3,826.85		
493					HRLY RATE	39.39	41.33	43.41	45.58	47.84		
494												
495	LANDSCAPE SUPERVISOR	C870	RCMEA	10/7/2024	MONTHLY	10,490.55				12,744.18		9410
496					BIWEEKLY	4,841.79				5,881.93		
497					HRLY RATE	60.52				73.52		
498												
499	LANDSCAPE SUPERVISOR	C870	RCMEA	3/24/2025	MONTHLY	10,697.20				12,995.23		9410
500					BIWEEKLY	4,937.17				5,997.80		
501					HRLY RATE	61.71				74.97		
502												
503	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
504					BIWEEKLY	4,034.11	4,233.78	4,445.80	4,667.80	4,902.17		
505					HRLY RATE	50.43	52.92	55.57	58.35	61.28		
506												
507	LEAD LANDSCAPE GARDENER	R680	SEIU	2/10/2025	MONTHLY	7,505.62	7,881.55	8,278.12	8,690.11	9,121.69		9420
508					BIWEEKLY	3,464.13						

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	A	B	C	D	E	F	G	H	I	J	K	L
517					HRLY RATE	40.68	42.70	44.84	47.08	49.43		
518												
519	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
520					BIWEEKLY	3,600.56	3,779.31	3,967.56	4,166.75	4,373.54		
521					HRLY RATE	45.01	47.24	49.59	52.08	54.67		
522												
523	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
524					BIWEEKLY	3,671.87	3,854.42	4,046.47	4,248.04	4,460.06		
525					HRLY RATE	45.90	48.18	50.58	53.10	55.75		
526												
527	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
528					BIWEEKLY	3,776.93	3,966.13	4,163.89	4,371.64	4,591.74		
529					HRLY RATE	47.21	49.58	52.05	54.65	57.40		
530												
531	LIBRARIAN I	L720	SEIU	2/10/2025	MONTHLY	7,369.66	7,744.58	8,129.79	8,528.41	8,959.97		8810
532					BIWEEKLY	3,401.38	3,574.42	3,752.21	3,936.19	4,135.37		
533					HRLY RATE	44.76	47.03	49.37	51.79	54.41		
534												
535	LIBRARIAN II	L700	SEIU	2/10/2025	MONTHLY	8,103.01	8,512.94	8,939.36	9,384.33	9,856.08		8810
536					BIWEEKLY	3,739.85	3,929.05	4,125.86	4,331.23	4,548.96		
537					HRLY RATE	49.21	51.70	54.29	56.99	59.85		
538												
539	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
540					BIWEEKLY	2,523.34	2,649.32	2,780.52	2,919.34	3,065.28		
541					HRLY RATE	33.20	34.86	36.59	38.41	40.33		
542												
543	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
544					BIWEEKLY	2,777.20	2,915.53	3,060.53	3,211.22	3,374.28		
545					HRLY RATE	36.54	38.36	40.27	42.25	44.40		
546												
547	LIBRARY DIRECTOR	B160	EXEC. SERV.	12/2/2024	MONTHLY	16,489.27				22,260.36		9410
548					BIWEEKLY	7,610.43				10,274.01		
549					HRLY RATE	95.13				128.43		
550												
551	LIBRARY DIVISION MANAGER	C531	RCMEA	10/7/2024	MONTHLY	12,591.76				15,107.02		8810
552					BIWEEKLY	5,811.58				6,972.47		
553					HRLY RATE	72.84				87.16		
554												
555	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
556					BIWEEKLY	3,613.40	3,794.04	3,984.20	4,182.43	4,392.08		
557					HRLY RATE	47.54	49.92	52.42	55.03	57.79		
558												
559	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
560					BIWEEKLY	3,685.18	3,870.58	4,065.49	4,267.05	4,481.93		
561					HRLY RATE	48.49	50.93	53.49	56.15	58.97		
562												
563	LIBRARY SERVICES SUPERVISOR	C661	RCMEA	10/7/2024	MONTHLY	10,956.12				13,145.88		8810
564					BIWEEKLY	5,056.67				6,067.33		
565					HRLY RATE	63.21				75.84		
566												
567	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
568					BIWEEKLY	3,685.18	3,870.58	4,065.49	4,267.05	4,481.93		
569					HRLY RATE	48.49	50.93	53.49	56.15	58.97		
570												
571	MAINTENANCE CUSTODIAN	N770	SEIU	2/10/2025	MONTHLY	5,690.75	5,971.94	6,271.68	6,585.82	6,910.28		9420
572					BIWEEKLY	2,626.50	2,756.28	2,894.62	3,039.61	3,189.36		
573					HRLY RATE	32.83	34.45	36.18	38.00	39.87		
574												
575	MANAGEMENT ANALYST I	C513	RCMEA	10/7/2024	MONTHLY	10,438.03				12,521.71		9410
576					BIWEEKLY	4,817.55				5,779.25		
577					HRLY RATE	60.22				72.24		
578												
579	MANAGEMENT ANALYST I	C513	RCMEA	3/24/2025	MONTHLY	10,599.81				12,715.80		9410
580					BIWEEKLY	4,892.22				5,868.83		
581					HRLY RATE	61.15				73.36		
582												
583	MANAGEMENT ANALYST I - CONFIDENTIAL	C514	CONFIDENTIAL	12/16/2024	MONTHLY	10,599.81				12,715.80		9410
584					BIWEEKLY	4,892.22				5,868.83		
585					HRLY RATE	61.15				73.36		
586												
587	MANAGEMENT ANALYST II	C516	RCMEA	10/7/2024	MONTHLY	11,481.41				13,772.14		9410
588					BIWEEKLY	5,299.11				6,356.37		
589					HRLY RATE	66.24				79.45		
590												
591	MANAGEMENT ANALYST II	C516	RCMEA	3/24/2025	MONTHLY	11,659.38				13,985.60		9410
592					BIWEEKLY	5,381.25				6,454.89		
593					HRLY RATE	67.27				80.69		
594												
595	MANAGEMENT ANALYST II - Confidential	C517	CONFIDENTIAL	12/16/2024	MONTHLY	11,659.38				13,985.60		9410
596					BIWEEKLY	5,381.25				6,454.89		
597					HRLY RATE	67.27				80.69		
598												
599	PARALEGAL	C100	RCMEA	10/7/2024	MONTHLY	8,998.08				10,805.73		8810
600					BIWEEKLY	4,152.96				4,987.26		
601					HRLY RATE	51.91				62.34		
602												
603	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
604					BIWEEKLY	2,182.97	2,290.88	2,405.45	2,525.72	2,653.60		
605					HRLY RATE	27.29	28.64	30.07	31.57	33.17		
606												
607	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
608					BIWEEKLY	2,477.23	2,600.83	2,729.66	2,868.00	3,010.61		
609					HRLY RATE	30.97	32.51	34.12	35.85	37.63		
610												
611	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
612					BIWEEKLY	2,477.23	2,600.83	2,729.66	2,868.00	3,010.61		
613					HRLY RATE	30.97	32.51	34.12	35.85	37.63		
614												
615	PARKING/TDM MANAGER	C543	RCMEA	10/7/2024	MONTHLY	11,709.04				14,051.27		8810
616					BIWEEKLY	5,404.17				6,485.20		
617					HRLY RATE	67.55				81.07		
618												
619	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
620					BIWEEKLY	2,692.10	2,826.64	2,968.78	3,117.10	3,273.02		
621					HRLY RATE	33.65	35.33	37.11	38.96	40.91		
622												
623	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
624					BIWEEKLY	2,992.07	3,141.34	3,298.69	3,463.18	3,636.69		
625					HRLY RATE	37.40	39.27	41.23	43.29	45.46		
626												
627	PARKS, RECREATION & COMMUNITY SERVICES DIRECTOR	B140	EXEC. SERV.	12/2/2024	MONTHLY	17,347.27				23,419.11		9410
628												

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A	B	C	D	E	F	G	H	I	J	K	L
641				HRLY RATE	44.54	46.81	49.12	51.58	54.15		
642											
643	PLAN CHECK ENGINEER	C330	RCMEA	10/9/2023	MONTHLY	13,478.57				16,175.12	9410
644					BIWEEKLY	6,220.88				7,465.44	
645					HRLY RATE	77.76				93.32	
646											
647	PLAN CHECKER	H780	SEIU	2/10/2025	MONTHLY	10,203.18	10,715.10	11,248.64	11,811.02	12,403.26	9410
648					BIWEEKLY	4,709.16	4,945.43	5,191.68	5,451.24	5,724.58	
649					HRLY RATE	58.86	61.82	64.90	68.14	71.56	
650											
655	POLICE CAPTAIN	C241	EXEC. SERV.	12/2/2024	MONTHLY	19,691.53				26,597.70	7720
656					BIWEEKLY	9,088.40				12,275.86	
657					HRLY RATE	113.61				153.45	
658											
659	POLICE CHIEF	B120	EXEC. SERV.	12/2/2024	MONTHLY	21,660.69				29,257.45	7720
660					BIWEEKLY	9,997.24				13,503.44	
661					HRLY RATE	124.97				168.79	
662											
663	POLICE CLERK	E690	SEIU	2/10/2025	MONTHLY	6,413.81	6,731.05	7,065.80	7,423.22	7,789.88	8810
664					BIWEEKLY	2,960.22	3,106.64	3,261.14	3,426.10	3,595.33	
665					HRLY RATE	37.00	38.83	40.76	42.83	44.94	
666											
667	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
668					BIWEEKLY	2,960.22	3,106.64	3,261.14	3,426.10	3,595.33	
669					HRLY RATE	37.00	38.83	40.76	42.83	44.94	
670											
671	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
672					BIWEEKLY	4,555.61	4,783.32	5,021.49	5,271.54	5,537.76	
673					HRLY RATE	56.95	59.79	62.77	65.89	69.22	
674											
679	POLICE LIEUTENANT	C315	PSA	8/26/2024	MONTHLY	17,239.21	18,101.89	19,005.55	19,956.60	20,954.09	7720
680					BIWEEKLY	7,956.56	8,354.72	8,771.79	9,210.74	9,671.12	
681					HRLY RATE	99.46	104.43	109.65	115.13	120.89	
682											
687	POLICE LIEUTENANT - ADVANCED 10-YR	C314	PSA	8/26/2024	MONTHLY	17,670.19	18,554.45	19,480.67	20,455.52	21,477.95	7720
688					BIWEEKLY	8,155.47	8,563.59	8,991.08	9,441.01	9,912.90	
689					HRLY RATE	101.94	107.04	112.39	118.01	123.91	
690											
695	POLICE LIEUTENANT - ADVANCED 15-YR	TBD	PSA	3/24/2025	MONTHLY	18,101.18	19,007.00	19,955.82	20,954.44	22,001.81	7720
696					BIWEEKLY	8,354.39	8,772.46	9,210.38	9,671.28	10,154.68	
697					HRLY RATE	104.43	109.66	115.13	120.89	126.93	
698											
699	POLICE OFFICER	P700	POLICE	8/26/2024	MONTHLY	11,969.43	12,564.68	13,193.32	13,853.27	14,550.95	7720
700					BIWEEKLY	5,524.35	5,799.08	6,089.23	6,393.82	6,715.83	
701					HRLY RATE	69.05	72.49	76.12	79.92	83.95	
702											
707	POLICE OFFICER - ADVANCED 10-YR	P710	POLICE	8/26/2024	MONTHLY	12,288.66	12,878.80	13,523.15	14,199.81	14,914.73	7720
708					BIWEEKLY	5,662.46	5,944.06	6,241.46	6,553.66	6,883.72	
709					HRLY RATE	70.78	74.30	78.02	81.92	86.05	
710											
715	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
716					BIWEEKLY	5,800.57	6,089.04	6,393.69	6,713.51	7,051.62	
717					HRLY RATE	72.51	76.11	79.92	83.92	88.15	
718											
719	POLICE OFFICER TRAINEE	P750	POLICE	8/26/2024	MONTHLY	11,969.43	12,564.68	13,193.32			7720
720					BIWEEKLY	5,524.35	5,799.08	6,089.23			
721					HRLY RATE	69.05	72.49	76.12			
722											
727	POLICE SERGEANT	P601	PSA	8/26/2024	MONTHLY	14,364.39	15,084.72	15,838.49	16,629.97	17,461.36	7720
728					BIWEEKLY	6,629.72	6,962.18	7,310.07	7,675.37	8,059.09	
729					HRLY RATE	82.87	87.03	91.38	95.94	100.74	
730											
735	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
736					BIWEEKLY	6,795.46	7,136.23	7,492.82	7,867.25	8,260.57	
737					HRLY RATE	84.94	89.20	93.66	98.34	103.26	
738											
739	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
740					BIWEEKLY	6,961.20	7,310.29	7,675.57	8,059.14	8,462.05	
741					HRLY RATE	87.02	91.38	95.94	100.74	105.78	
742											
743	PRINCIPAL ANALYST - ADMINISTRATIVE SERVICES	C363	CONFIDENTIAL	12/16/2024	MONTHLY	12,628.83				15,151.30	9410
744					BIWEEKLY	5,828.69				6,992.91	
745					HRLY RATE	72.86				87.41	
746											
747	PRINCIPAL ANALYST - WORKERS COMPENSATION	C535	CONFIDENTIAL	12/16/2024	MONTHLY	12,628.83				15,151.30	8810
748					BIWEEKLY	5,828.69				6,992.91	
749					HRLY RATE	72.86				87.41	
750											
751	PRINCIPAL PLANNER	C325	RCMEA	10/7/2024	MONTHLY	13,477.56				16,174.08	8810
752					BIWEEKLY	6,220.41				7,464.96	
753					HRLY RATE	77.76				93.31	
754											
755	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
756					BIWEEKLY	2,886.53	3,031.53	3,183.17	3,343.85	3,509.29	
757					HRLY RATE	36.08	37.89	39.79	41.80	43.87	
758											
759	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
760					BIWEEKLY	4,140.60	4,345.97	4,566.54	4,794.25	5,034.32	
761					HRLY RATE	51.76	54.32	57.08	59.93	62.93	
762											
763	PUBLIC SAFETY COMMUNICATIONS LEAD DISPATCHER	E675	SEIU	2/10/2025	MONTHLY	9,870.49	10,363.86	10,879.90	11,421.67	11,998.48	8810
764					BIWEEKLY	4,555.61	4,783.32	5,021.49	5,271.54	5,537.76	
765					HRLY RATE	56.95	59.79	62.77	65.89	69.22	
766											
767	PUBLIC WORKS FIELD SUPERVISOR	C837	RCMEA	10/7/2024	MONTHLY	10,490.55				12,744.18	9410
768					BIWEEKLY	4,841.79				5,881.93	
769					HRLY RATE	60.52				73.52	
770											
771	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
772					BIWEEKLY	2,964.97	3,113.29	3,269.22	3,432.28	3,604.84	
773					HRLY RATE	37.06	38.92	40.87	42.90	45.06	
774											
775	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
776					BIWEEKLY	3,024.40	3,174.14	3,333.40	3,501.68	3,675.67	
777					HRLY RATE	37.81	39.68	41.67	43.77	45.95	
778											
779	PUBLIC WORKS MAINTENANCE WORKER II	M735	SEIU	2/10/2025	MONTHLY	7,069.92	7,425.28	7,799.88	8,181.29	8,591.22	9420
780					BIWEEKLY	3,263.04	3,427.05	3,595.33	3,775.98	3,965.18	
781					HRLY RATE	40.79	42.84	44.94	47.20	49.56	
782											
783	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
784					BIWEEKLY	3,328.17	3,493.60	3,667.12	3,851.57	4,042.67	
785					HRLY RATE	41.60	43.67	45.84	48.14	50.53	
786											
787	PUBLIC WORKS MAINTENANCE WORKER III / EQUIPMENT OPERATOR	M700	SEIU	2/10/2025	MONTHLY	7,428.35	7,796.08	8,188.51	8,595.34	9,026.92	9420
788					BIWEEKLY	3,428.47	3,598.19	3,779.31	3,967.08	4,166.27	
789					HRLY RATE	42.86	44.98	47.24	49.59	52.08	
790											
791	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
792					BIWEEKLY	3,496.93	3,669.97	3,854.42	4,046.00	4,247.56	
793					HRLY RATE	43.71	45.87	48.18	50.58	53.09	
794											
795	PUBLIC WORKS SERVICES DIRECTOR	B200	EXEC. SERV.	12/2/2024	MONTHLY	16,966.17				22,904.12	9410
796					BIWEEKLY	7,830.54				10,571.13	

**EXHIBIT B
CITY OF REDWOOD CITY
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A	B	C	D	E	F	G	H	I	J	K	L
				HRLY RATE	97.88				132.14		
797											
798											
799	PUBLIC WORKS SUPERINTENDENT	C525	RCMEA	10/7/2024	MONTHLY	14,020.37				16,830.19	9420
800					BIWEEKLY	6,470.94				7,767.78	
801					HRLY RATE	80.89				97.10	
802											
803	REAL PROPERTY MANAGER	C544	RCMEA	10/7/2024	MONTHLY	10,699.63				12,839.99	9410
804					BIWEEKLY	4,938.29				5,926.15	
805					HRLY RATE	61.73				74.08	
806											
807	RECORDS SUPERVISOR	C570	RCMEA	10/7/2024	MONTHLY	10,038.38				12,186.96	8810
808					BIWEEKLY	4,633.10				5,624.75	
809					HRLY RATE	57.91				70.31	
810											
811	RECORDS SUPERVISOR	C570	RCMEA	3/24/2025	MONTHLY	10,332.75				12,396.58	8810
812					BIWEEKLY	4,768.96				5,721.50	
813					HRLY RATE	59.61				71.52	
814											
815	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
816					BIWEEKLY	3,520.22	3,695.64	3,881.04	4,074.52	4,278.94	
817					HRLY RATE	44.00	46.20	48.51	50.93	53.49	
818											
819	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
820					BIWEEKLY	3,687.08	3,872.48	4,066.92	4,270.38	4,482.40	
821					HRLY RATE	46.09	48.41	50.84	53.38	56.03	
822											
823	RECREATION SPECIALIST I	R765	SEIU	2/10/2025	MONTHLY	3,275.39	3,439.17	3,612.22	3,792.49		9410
824					BIWEEKLY	1,511.72	1,587.31	1,667.18	1,750.38		
825					HRLY RATE	18.90	19.84	20.84	21.88		
826											
827	RECREATION SPECIALIST II	R766	SEIU	2/10/2025	MONTHLY	3,909.88	4,105.57	4,311.58			9410
828					BIWEEKLY	1,804.56	1,894.88	1,989.96			
829					HRLY RATE	22.56	23.69	24.87			
830											
831	RECREATION SPECIALIST III	R767	SEIU	2/10/2025	MONTHLY	4,436.21	4,657.66	4,889.41			9410
832					BIWEEKLY	2,047.48	2,149.69	2,256.65			
833					HRLY RATE	25.59	26.87	28.21			
834											
835	RECREATION SUPERVISOR	C500	RCMEA	10/7/2024	MONTHLY	10,133.13				12,157.08	9410
836					BIWEEKLY	4,676.83				5,610.96	
837					HRLY RATE	58.46				70.14	
838											
839	REVENUE SERVICES MANAGER	C480	RCMEA	10/7/2024	MONTHLY	13,705.19				16,439.82	9410
840					BIWEEKLY	6,325.47				7,587.61	
841					HRLY RATE	79.07				94.85	
842											
843	SECRETARY	E600	SEIU	2/10/2025	MONTHLY	6,907.18	7,254.28	7,609.84	7,989.71	8,393.47	8810
844					BIWEEKLY	3,187.93	3,348.13	3,512.14	3,687.56	3,873.91	
845					HRLY RATE	39.85	41.85	43.90	46.09	48.42	
846											
847	SENIOR ACCOUNTANT	C445	RCMEA	10/7/2024	MONTHLY	11,448.45				13,734.02	9410
848					BIWEEKLY	5,283.90				6,338.78	
849					HRLY RATE	66.05				79.23	
850											
851	SENIOR ASSISTANT CITY ATTORNEY	C414	EXEC. SERV.	12/2/2024	MONTHLY	15,802.26				21,331.31	9410
852					BIWEEKLY	7,293.35				9,845.22	
853					HRLY RATE	91.17				123.07	
854											
855	SENIOR BUILDING INSPECTOR	K700	RCMEA	10/7/2024	MONTHLY	11,474.19				13,952.38	9410
856					BIWEEKLY	5,295.78				6,439.56	
857					HRLY RATE	66.20				80.49	
858											
859	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
860					BIWEEKLY	3,808.31	4,001.79	4,201.82	4,411.09	4,630.25	
861					HRLY RATE	47.60	50.02	52.52	55.14	57.88	
862											
863	SENIOR CIVIL ENGINEER	C310	RCMEA	10/7/2024	MONTHLY	14,286.09				17,143.32	9410
864					BIWEEKLY	6,593.58				7,912.30	
865					HRLY RATE	82.42				98.90	
866											
867	SENIOR CONSTRUCTION TECHNICIAN	N815	SEIU	2/10/2025	MONTHLY	10,387.54	10,907.89	11,452.57	12,025.26	12,628.83	8810
868					BIWEEKLY	4,794.25	5,034.32	5,285.80	5,550.12	5,828.69	
869					HRLY RATE	59.93	62.93	66.07	69.38	72.86	
870											
871	SENIOR CRAFTS SPECIALIST	R675	SEIU	2/10/2025	MONTHLY	7,505.62	7,881.55	8,278.12	8,690.11	9,121.69	9420
872					BIWEEKLY	3,464.13	3,637.64	3,820.67	4,010.82	4,210.01	
873					HRLY RATE	43.30	45.47	47.76	50.14	52.63	
874											
875	SENIOR ENDPOINT & INFRASTRUCTURE INFORMATION TECHNOLOGY ANALYST	C642	RCMEA	10/7/2024	MONTHLY	12,229.19				14,673.38	8810
876					BIWEEKLY	5,644.24				6,772.33	
877					HRLY RATE	70.55				84.85	
878											
879	SENIOR ENGINEERING TECHNICIAN	G680	SEIU	2/10/2025	MONTHLY	9,273.10	9,733.49	10,224.80	10,733.62	11,270.26	9410
880					BIWEEKLY	4,279.89	4,492.38	4,719.14	4,953.98	5,201.66	
881					HRLY RATE	53.50	56.15	58.99	61.92	65.02	
882											
883	SENIOR HUMAN RESOURCES ANALYST	C512	CONFIDENTIAL	12/16/2024	MONTHLY	11,481.41				13,772.13	9410
884					BIWEEKLY	5,299.11				6,356.37	
885					HRLY RATE	66.24				79.45	
886											
887	SENIOR LIBRARY ASSISTANT	L745	SEIU	2/10/2025	MONTHLY	6,613.62	6,946.31	7,288.28	7,651.87	8,038.12	8810
888					BIWEEKLY	3,052.44	3,205.99	3,363.82	3,531.63	3,709.90	
889					HRLY RATE	40.16	42.18	44.26	46.47	48.81	
890											
895	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
896					BIWEEKLY	1,458.80	1,528.47	1,608.30	1,689.11	1,773.78	
897					HRLY RATE	18.23	19.11	20.10	21.11	22.17	
898											
899	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
900					BIWEEKLY	1,502.56	1,574.32	1,656.55	1,739.78	1,827.00	
901					HRLY RATE	18.78	19.68	20.71	21.75	22.84	
902											
903	SENIOR PLANNER	C320	RCMEA	10/7/2024	MONTHLY	12,253.91				14,706.34	9410
904					BIWEEKLY	5,655.65				6,787.54	
905					HRLY RATE	70.70				84.84	
906											
907	SENIOR PROJECT MANAGER	TBD	RCMEA	3/10/2025	MONTHLY	13,328.21				15,994.88	9410
908					BIWEEKLY	6,151.48				7,382.25	
909					HRLY RATE	76.89				92.28	
910											
911	SENIOR SOFTWARE DEVELOPMENT & APPLICATION SUPPORT ANALYST	C641	RCMEA	10/7/2024	MONTHLY	12,229.19				14,673.38	8810
912					BIWEEKLY	5,644.24				6,772.33	
913					HRLY RATE	70.55				84.85	
914											
915	SENIOR TRANSPORTATION COORDINATOR	C333	RCMEA	10/7/2024	MONTHLY	14,286.11				17,143.34	9410
916					BIWEEKLY	6,593.59				7,912.31	
917					HRLY RATE	82.42				98.90	
918											
919	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
920					BIWEEKLY	5,335.24	5,602.88	5,8			

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A	B	C	D	E	F	G	H	I	J	K	L
925				HRLY RATE	58.27						69.95
926											
927	SOFTWARE DEVELOPMENT & APPLICATION SUPPORT ANALYST II	C691	RCMEA	10/7/2024	MONTHLY	11,115.76					13,340.58
928					BIWEEKLY	5,130.35					6,157.19
929					HRLY RATE	64.13					76.96
930											
931	SPECIALIST LIBRARIAN	L590	SEIU	2/10/2025	MONTHLY	8,386.28	8,801.37	9,245.28	9,710.83	10,192.87	
932					BIWEEKLY	3,870.59	4,062.17	4,267.05	4,481.92	4,704.40	8810
933					HRLY RATE	50.93	53.45	56.15	58.97	61.90	
934											
935	SUPERVISING INFORMATION TECHNOLOGY ANALYST	C645	RCMEA	10/7/2024	MONTHLY	14,283.01					17,137.14
936					BIWEEKLY	6,592.16					7,909.45
937					HRLY RATE	82.40					98.87
938											
939	SUPERVISING CIVIL ENGINEER	C220	RCMEA	10/7/2024	MONTHLY	15,717.80					18,857.24
940					BIWEEKLY	7,254.37					8,703.34
941					HRLY RATE	90.68					108.79
942											
943	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
944					BIWEEKLY	2,997.77	3,148.47	3,301.54	3,468.89	3,642.97	
945					HRLY RATE	37.47	39.36	41.27	43.36	45.54	
946											
947	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
948					BIWEEKLY	3,298.69	3,464.13	3,635.27	3,820.19	4,010.82	
949					HRLY RATE	41.23	43.30	45.44	47.75	50.14	
950											
951	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
952					BIWEEKLY	3,625.76	3,806.88	3,999.41	4,197.17	4,408.24	
953					HRLY RATE	45.32	47.59	49.99	52.46	55.10	
954											
955	UTILITIES FIELD SUPERVISOR	C520	RCMEA	10/7/2024	MONTHLY	11,677.12					14,010.06
956					BIWEEKLY	5,389.44					6,466.18
957					HRLY RATE	67.37					80.83
958											
959	UTILITIES SPECIALIST	M690	SEIU	2/10/2025	MONTHLY	9,002.20	9,455.40	9,927.15	10,426.69	10,946.85	9420
960					BIWEEKLY	4,154.86	4,364.03	4,581.76	4,812.32	5,052.39	
961					HRLY RATE	51.94	54.55	57.27	60.15	63.15	
962											
963	UTILITIES SPECIALIST - WASTEWATER	M691	SEIU	2/10/2025	MONTHLY	9,183.48	9,643.90	10,122.84	10,631.66	11,157.99	9420
964					BIWEEKLY	4,238.53	4,451.03	4,672.08	4,906.92	5,149.84	
965					HRLY RATE	52.98	55.64	58.40	61.34	64.37	
966											
967	UTILITIES WORKER	M680	SEIU	2/10/2025	MONTHLY	8,183.35	8,593.28	9,021.76	9,471.89	9,948.77	9420
968					BIWEEKLY	3,776.93	3,966.13	4,163.89	4,371.64	4,591.74	
969					HRLY RATE	47.21	49.58	52.05	54.65	57.40	
970											
971	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
972					BIWEEKLY	3,852.99	4,044.10	4,246.14	4,457.68	4,683.49	
973					HRLY RATE	48.16	50.55	53.08	55.72	58.54	
974											
975	UTILITY LOCATOR	M650	SEIU	2/10/2025	MONTHLY	7,801.21	8,188.51	8,596.38	9,027.96	9,476.00	9420
976					BIWEEKLY	3,600.56	3,779.31	3,967.56	4,166.75	4,373.54	
977					HRLY RATE	45.01	47.24	49.59	52.08	54.67	
978											
979	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
980					BIWEEKLY	4,154.86	4,364.03	4,581.76	4,812.32	5,052.39	
981					HRLY RATE	51.94	54.55	57.27	60.15	63.15	
982											
983	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
984					BIWEEKLY	4,154.86	4,364.03	4,581.76	4,812.32	5,052.39	
985					HRLY RATE	51.94	54.55	57.27	60.15	63.15	
986											
987	WATER RESOURCES TECHNICIAN	M830	SEIU	2/10/2025	MONTHLY	7,211.04	7,574.82	7,945.43	8,345.07	8,764.28	9420
988					BIWEEKLY	3,328.17	3,495.88	3,667.12	3,851.57	4,045.05	
989					HRLY RATE	41.60	43.70	45.84	48.14	50.56	
990											
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1002											
1003	MANAGERIAL / PROFESSIONAL LEVEL I	X111	NOT REPRESENTED	7/1/2017	MONTHLY	4,333.00					6,933.00
1004					BIWEEKLY	1,999.85					3,199.85
1005					HRLY RATE	25.00					40.00
1006											
1007	MANAGERIAL / PROFESSIONAL LEVEL II	X110	NOT REPRESENTED	7/1/2017	MONTHLY	6,067.00					9,533.00
1008					BIWEEKLY	2,800.15					4,399.85
1009					HRLY RATE	35.00					55.00
1010											
1011	OFFICE CLERICAL LEVEL I	X150	NOT REPRESENTED	1/1/2025	MONTHLY	3,154.67					6,066.67
1012					BIWEEKLY	1,456.00					2,800.00
1013					HRLY RATE	18.20					35.00
1014											
1015	OFFICE CLERICAL LEVEL II	X151	NOT REPRESENTED	12/16/2024	MONTHLY	6,066.67					13,866.67
1016					BIWEEKLY	2,800.00					6,400.00
1017					HRLY RATE	35.00					80.00
1018											
1019	OFFICIAL / EXECUTIVE / PROFESSIONAL LEVEL I	X105	NOT REPRESENTED	7/1/2017	MONTHLY	6,933.00					10,400.00
1020					BIWEEKLY	3,199.85					4,800.00
1021					HRLY RATE	40.00					60.00
1022											
1023	OFFICIAL / EXECUTIVE / PROFESSIONAL LEVEL II	X104	NOT REPRESENTED	7/1/2017	MONTHLY	9,533.00					13,867.00
1024					BIWEEKLY	4,400.00					6,400.15
1025					HRLY RATE	55.00					80.00
1026											
1027	OFFICIAL / EXECUTIVE / PROFESSIONAL LEVEL III	X103	NOT REPRESENTED	7/1/2017	MONTHLY	13,867.00					29,466.00
1028					BIWEEKLY	6,400.15					13,599.69
1029					HRLY RATE	80.00					170.00
1030											
1031	PARAPROFESSIONAL	X140	NOT REPRESENTED	1/1/2025	MONTHLY	3,154.67					6,413.00
1032					BIWEEKLY	1,456.00					2,959.85
1033					HRLY RATE	18.20					37.00
1034											
1035	PROTECTIVE SERVICE	X130	NOT REPRESENTED	1/1/2025	MONTHLY	3,154.67					11,267.00
1036					BIWEEKLY	1,456.00					5,200.15
1037					HRLY RATE	18.20					65.00
1038											
1039	SERVICE MAINTENANCE	X170	NOT REPRESENTED	1/1/2025	MONTHLY	3,154.67					5,027.00
1040					BIWEEKLY	1,456.00					2,320.15
1041					HRLY RATE	18.20					29.00
1042											
1043	SKILLED CRAFT	X160	NOT REPRESENTED	7/1/2017	MONTHLY	3,467.00					6,933.00
1044					BIWEEKLY	1,600.15					3,199.85
1045					HRLY RATE	20.00					40.00
1046											
1047	TECHNICAL LEVEL I	X121	NOT REPRESENTED	7/1/2017	MONTHLY	3,467.00					6,067.00
1048					BIWEEKLY	1,600.15					2,800.15
1049											

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

	A	B	C	D	E	F	G	H	I	J	K	L
1061					HRLY RATE	20.00				35.00		
1062												
1063	TECHNICAL LEVEL II	X120	NOT REPRESENTED	7/1/2017	MONTHLY	6,067.00				9,533.00		9410
1064					BIWEEKLY	2,800.15				4,399.85		
1065					HRLY RATE	35.00				55.00		
1066												
1067	WEEKLY HOURLY RATE=											
1068	38 HOURS FOR LIBRARY PERSONNEL											
1069	56 HOURS FOR FIRE SHIFT PERSONNEL											
1070	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