

RESOLUTION NO. 16317

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 PAYROLL SUPERVISOR

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

WHEREAS, the classification specifications as described in Exhibit A and salary range as described in 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 Payroll Supervisor as listed in Exhibit A and to set the salary range for this position as listed in the full salary plan attached as Exhibit B.
3. This resolution shall be effective upon the date of its adoption.

* * *

EXHIBIT A

**PROPOSED NEW JOB DESCRIPTION
CITY OF REDWOOD CITY
PAYROLL SUPERVISOR - CONFIDENTIAL**

DEFINITION

Under general direction, plans, organizes, supervises, trains and evaluates the work and activities of assigned staff engaged in payroll operations ensuring accurate and timely processing. Primary duties include providing expert level strategic leadership in planning, preparing, processing, and maintaining the City's payroll and related records and reports, and recommending and implementing payroll policies and procedures to meet City responsibilities with respect to labor agreements, labor laws, payroll tax administration and system updates.

SUPERVISION RECEIVED AND EXERCISED

General direction is provided by the Financial Services Manager.

Responsibilities include direct and indirect supervision of professional, technical and administrative personnel in assigned section.

EXAMPLES OF IMPORTANT AND ESSENTIAL DUTIES

Duties may include, but are not limited to, the following:

1. Coordinates, oversees, and participates in the full spectrum of payroll activities; ensures timely and accurate posting of payroll to the financial accounting system; ensures accurate deduction and remittance of garnishments, child support, IRS levies and court orders as administered by vendors or internal staff; and ensures accurate reporting of changes in pay, payroll status, taxes, benefits, deductions, and retroactive pay adjustments.
2. Assists in the development, implementation, administration, and prioritization of goals, objectives, policies, and procedures for assigned Payroll programs.
3. Plans, organizes, schedules, assigns, directs, coordinates, and reviews work activities and projects; monitors workflow; reviews and evaluates work products, methods, and procedures; and works with staff to identify and resolve problems.
4. Participates in coordinating and maintaining payroll system data and is responsible for the execution of internal controls to ensure accuracy of data.
5. Selects, trains, motivates, and evaluates assigned personnel; provides and/or coordinates staff training; develops work performance standards; works with

CITY OF REDWOOD CITY
PAYROLL SUPERVISOR (Continued)

- employees to correct deficiencies; and implements discipline and termination procedures in conjunction with the Human Resources Department.
6. Assists in the investigation of complaints; suggests corrective actions and recommends and implements improvements.
 7. Participates in the development, implementation, and modification of the Enterprise Resource planning (ERP) system and coordinates needs and customizations to meet the needs of departments and/or sound financial practices.
 8. Keeps abreast of relevant and applicable federal, state, and local laws, regulations, City labor agreements, policies and procedures, and payroll best practices; recommends and implements payroll policies and procedures to comply with the applicable rules and regulations.
 9. Ensures compliance with reporting mandates; submits appropriate forms and transmits information to government agencies, including the California Public Employee Retirement System (CalPERS), the Internal Revenue Service (IRS), and the Employee Development Department (EDD).
 10. Ensures CalPERS pension plan extracts are accurate and filed timely; responds to CalPERS payroll reporting inquiries, discrepancies, audit responses, and action plans.
 11. Develops, maintains, updates, and communicates organization wide payroll policies and processes regarding earnings, deductions, and timekeeping.
 12. Compiles, analyzes, and reconciles a variety of records in the preparation of documents and reports; conducts complex analysis and prepares reports as required.
 13. Coordinates payroll activities with other departments, divisions, and outside agencies and organizations; assists with training and responding to questions from department timekeepers on timekeeping and payroll systems, payroll legislation, and City policy related to payroll.
 14. Assists with the preparation of data for use in labor negotiations.
 15. Performs related duties and responsibilities as assigned.

CITY OF REDWOOD CITY
PAYROLL SUPERVISOR (Continued)

JOB RELATED AND ESSENTIAL QUALIFICATIONS

Knowledge of:

Principles, practices, methods, and techniques used in budgeting and governmental accounting, including Generally Accepted Accounting Principles (GAAP), and best practices.

Principles and practices of accounting, payroll, internal controls, and auditing.

Modern and complex principles and practices of public agency finance, including payroll data processing software systems and procedures.

Applicable federal, state, and local public sector laws, codes, and regulations, including the Fair Labor Standards Act (FLSA), CalPERS reportable compensation, taxation, and payroll processing and reporting requirements.

Principles and practices of effective leadership and employee engagement, supervision, training and performance management and evaluation.

Retirement reporting that includes enrollment, wage earnings, contributions, and separations.

Principles and practices of data collection, recordkeeping, business letter writing, and report preparation.

English language structure, spelling, composition and grammar.

Principles of mathematics and statistics.

Benefits and insurance deductions administration.

Interpret payroll related sections of labor and employment agreements.

Modern office practices, procedures, methods, and equipment, including computer-based accounting systems, electronic spreadsheets and word-processing programs.

Principles of budget development and administration.

Ability to:

Oversee, coordinate, and direct the day-to-day operations of payroll programs and activities.

Analyze financial information.

Attention to detail.

CITY OF REDWOOD CITY
PAYROLL SUPERVISOR (Continued)

Understand, interpret, and apply Citywide and departmental code, policies, procedures, memorandums of understanding, legal documents, and applicable federal, state, and local policies, laws, and regulations, as they pertain to payroll.

Recommend, implement, and evaluate goals, objectives, programs, projects, policies, and procedures.

Respond quickly and accurately to requests for information from sources both inside and outside the organization.

Prepare and maintain a variety of records and reports using computer software.

Supervise, train, develop and evaluate subordinates.

Communicate clearly and concisely, both orally and in writing, and interact with a variety of people, using team building skills and proactive communication.

Make decisions and communicate the decision process and outcomes with subordinates and management team.

Skill to:

Perform modern office practices, procedures, methods, and utilize relevant equipment and programs, including computer-based accounting systems, electronic spreadsheets and word-processing programs.

Operate modern office equipment including computers, word processing and programs related to accounting systems.

Operate a motor vehicle safely.

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:

Bachelor's degree from an accredited college or university with major coursework in business administration, public administration, finance, accounting, or a related field.

Experience:

Five years of increasingly professional level government accounting and payroll experience, including experience working with collective bargaining agreements, and at least two years of supervisory or lead experience.

CITY OF REDWOOD CITY
PAYROLL SUPERVISOR (Continued)

Licenses or Certificates:

Possession of, or ability to obtain, a valid State of California Driver's License, at time of hire.

Work Environment:

Essential duties require the following physical abilities and work environment:

Ability to work in a standard office environment and to travel to different sites and locations as needed.

Effective Date: May, 2025

Bargaining Group: Unrepresented/Confidential

Status: FLSA Exempt

**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 60.15				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	12,061.00			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	10/9/2023	MONTHLY 16,034.00				19,491.00			7706
71					BIWEEKLY 7,400.31				8,965.85			
72					HRLY RATE 66.07				80.32			
73	BATTALION CHIEF - 40 HR	C301	COA	10/9/2023	MONTHLY 17,421.00				21,177.00			7706
74					BIWEEKLY 8,040.46				9,774.00			
75					HRLY RATE 100.51				122.18			
76	BODY WORN CAMERA PROGRAM MANAGER	C528	RCMEA	10/7/2024	MONTHLY 10,438.03				12,521.71			9410
77					BIWEEKLY 4,817.55				5,779.25			
78					HRLY RATE 60.22				72.24			
79	BUILDING ATTENDANT III	N810	SEIU	2/10/2025	MONTHLY 3,683.70	3,841.90	4,034.52	4,234.32	4,448.56			8810
80					BIWEEKLY 1,690.94	1,773.19	1,862.09	1,954.30	2,053.18			
81					HRLY RATE 21.14	22.16	23.28	24.43	25.66			
82	BUILDING INSPECTOR	K710	SEIU	2/10/2025	MONTHLY 9,273.10	9,733.49	10,224.80	10,733.62	11,270.26			9410
83					BIWEEKLY 4,279.89	4,492.38	4,719.14	4,953.98	5,201.66			
84					HRLY RATE 53.50	56.15	58.99	61.92	65.02			
85	BUILDING MAINTENANCE WORKER	N670	SEIU	2/10/2025	MONTHLY 7,505.62	7,881.55	8,278.12	8,690.11	9,121.89			9420
86					BIWEEKLY 3,464.13	3,637.64	3,820.67	4,012.82	4,210.01			
87					HRLY RATE 43.30	45.47	47.76	50.14	52.63			
88	BUSINESS MANAGER	C431	CONFIDENTIAL	12/16/2024	MONTHLY 13,328.20				15,994.87			9410
89					BIWEEKLY 6,151.48				7,382.25			

**EXHIBIT B
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	4,482.38	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	8,161.29	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	CUSTODIAL SERVICES SUPERVISOR	C825	RCMEA	10/7/2024	MONTHLY	9,030.02				10,837.67	9410
196					BIWEEKLY	4,167.70				5,002.00	
197					HRLY RATE	52.10				62.53	
198											
199	DEPUTY CITY ATTORNEY	C107	EXEC. SERV.	12/2/2024	MONTHLY	11,136.36				15,033.87	9410
200					BIWEEKLY	5,139.86				6,938.71	
201					HRLY RATE	84.25				86.73	
202											
203	DEPUTY CITY MANAGER	C855	EXEC. SERV.	12/2/2024	MONTHLY	15,677.63				21,163.42	9410
204					BIWEEKLY	7,235.83				9,767.73	
205					HRLY RATE	90.45				122.10	
206											
207	DEPUTY FIRE CHIEF	C319	COA	10/9/2023	MONTHLY	19,918.00				23,294.00	7706
208					BIWEEKLY	9,182.92				10,751.08	
209					HRLY RATE	114.91				134.39	
210											
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					HRLY RATE	42.92	45.08	47.35	49.73	52.20	
246											
247	ENVIRONMENTAL INITIATIVES COORDINATOR	C541	RCMEA	10/7/2024	MONTHLY	10,438.03				12,521.71	9410
248					BIWEEKLY	4,817.55				5,779.25	

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

	A	B	C	D	E	F	G	H	I	J	K	L
249					HRLY RATE	60.22				72.24		
250												
251	EQUIPMENT MECHANIC I	N710	SEIU	2/10/2025	MONTHLY	7,222.37	7,586.97	7,961.89	8,360.52	8,780.74		9420
252					BIWEEKLY	3,333.40	3,501.68	3,674.72	3,858.70	4,052.65		
253					HRLY RATE	41.67	43.77	45.83	48.23	50.66		
254												
255	EQUIPMENT MECHANIC II	N600	SEIU	2/10/2025	MONTHLY	7,942.33	8,336.81	8,750.89	9,191.72	9,650.07		9420
256					BIWEEKLY	3,685.69	3,847.76	4,038.87	4,242.33	4,453.88		
257					HRLY RATE	45.82	48.10	50.49	53.03	55.67		
258												
259	EQUIPMENT SERVICE WORKER	N750	SEIU	2/10/2025	MONTHLY	6,278.87	6,587.88	6,915.42	7,263.56	7,632.30		9420
260					BIWEEKLY	2,897.94	3,040.56	3,191.73	3,352.41	3,522.60		
261					HRLY RATE	36.22	38.01	39.80	41.81	44.03		
262												
263	EQUITY AND INCLUSION OFFICER	C191	EXEC. SERV.	12/2/2024	MONTHLY	12,090.13				16,322.41		9410
264					BIWEEKLY	5,580.06				7,533.42		
265					HRLY RATE	69.75				94.17		
266												
267	FACILITIES MAINTENANCE SUPERVISOR	C385	RCMEA	10/7/2024	MONTHLY	11,524.67				13,828.77		9410
268					BIWEEKLY	5,319.08				6,382.51		
269					HRLY RATE	66.49				79.78		
270												
271	FACILITY AIDE	N790	SEIU	2/10/2025	MONTHLY	5,171.64	5,430.17	5,698.98	5,986.37	6,286.09		9420
272					BIWEEKLY	2,386.91	2,506.23	2,630.30	2,762.94	2,901.27		
273					HRLY RATE	29.84	31.33	32.88	34.54	36.27		
274												
275	FACILITY LEADER	N745	SEIU	2/10/2025	MONTHLY	5,970.90	6,267.56	6,581.71	6,908.20	7,255.32		9420
276					BIWEEKLY	2,755.80	2,892.72	3,037.71	3,188.40	3,348.61		
277					HRLY RATE	34.45	36.16	37.97	39.86	41.86		
278												
279	FINANCE DIRECTOR	B135	EXEC. SERV.	12/2/2024	MONTHLY	16,501.64				22,275.80		9410
280					BIWEEKLY	7,616.14				10,281.14		
281					HRLY RATE	95.20				128.51		
282												
283	FINANCIAL SERVICES MANAGER	C360	EXEC. SERV.	12/2/2024	MONTHLY	13,963.71				18,850.02		9410
284					BIWEEKLY	6,444.79				8,700.01		
285					HRLY RATE	80.56				108.75		
286												
287	FIRE CAPTAIN	F630	FIRE	7/1/2024	MONTHLY	12,781.73	13,416.15	14,089.80	14,791.07	15,529.79		7706
288					BIWEEKLY	5,899.26	6,192.07	6,502.99	6,826.65	7,167.60		
289					HRLY RATE	52.67	55.29	58.06	60.95	64.00		
290												
291	FIRE CHIEF	B150	EXEC. SERV.	12/2/2024	MONTHLY	22,049.93				27,562.93		7706
292					BIWEEKLY	10,176.89				12,721.35		
293					HRLY RATE	127.21				159.02		
294												
295	FIRE FIGHTER/ENGINEER	F700	FIRE	7/1/2024	MONTHLY	9,814.38	10,306.65	10,823.31	11,367.53	11,934.07	12,527.69	7706
296					BIWEEKLY	4,529.71	4,756.92	4,995.37	5,246.55	5,508.03	5,782.01	
297					HRLY RATE	40.44	42.47	44.60	46.84	49.18	51.63	
298												
299	FIRE FIGHTER/ENGINEER - 40 HR	F702	FIRE	7/1/2024	MONTHLY	9,814.38	10,306.65	10,823.31	11,367.53	11,934.07	12,527.69	7706
300					BIWEEKLY	4,529.71	4,756.92	4,995.37	5,246.55	5,508.03	5,782.01	
301					HRLY RATE	56.62	59.46	62.44	65.58	68.85	72.28	
302												
303	FIRE FIGHTER TRAINEE	F703	NOT REPRESENTED	7/1/2024	MONTHLY	7,851.50						7706
304					BIWEEKLY	3,623.77						
305					HRLY RATE	45.30						
306												
307	FIRE MARSHAL	C306	COA	10/9/2023	MONTHLY	17,421.00				21,177.00		7706
308					BIWEEKLY	8,040.46				9,774.00		
309					HRLY RATE	100.51				122.18		
310												
311	FIRE PLAN CHECKER	K760	SEIU	2/10/2025	MONTHLY	10,510.13	11,036.44	11,586.49	12,165.34	12,773.04		9410
312					BIWEEKLY	4,850.83	5,093.74	5,347.61	5,614.77	5,895.25		
313					HRLY RATE	60.64	63.67	66.85	70.18	73.69		
314												
315	FIRE PREVENTION OFFICER	K715	FIRE	7/1/2024	MONTHLY	11,202.03	11,768.57	12,349.94	12,970.56	13,619.83		9410
316					BIWEEKLY	5,170.17	5,431.65	5,699.97	5,986.41	6,286.08		
317					HRLY RATE	64.63	67.90	71.25	74.83	78.58		
318												
319	FLEET SUPERVISOR	C835	RCMEA	10/7/2024	MONTHLY	11,524.67				13,828.77		9410
320					BIWEEKLY	5,319.08				6,382.51		
321					HRLY RATE	66.49				79.78		
322												
323	GIS MANAGER	C335	RCMEA	10/7/2024	MONTHLY	12,839.97				15,406.73		9410
324					BIWEEKLY	5,926.14				7,110.80		
325					HRLY RATE	74.08				88.89		
326												
327	GIS TECHNICIAN	G750	SEIU	2/10/2025	MONTHLY	9,273.10	9,733.49	10,224.80	10,733.62	11,270.26		9410
328					BIWEEKLY	4,279.89	4,492.38	4,719.14	4,953.98	5,201.66		
329					HRLY RATE	53.50	56.15	58.99	61.92	65.02		
330												
331	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
332					BIWEEKLY	3,052.44	3,205.99	3,363.82	3,531.63	3,709.90		
333					HRLY RATE	40.16	42.18	44.26	46.47	48.81		
334												
335	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
336					BIWEEKLY	3,880.55	4,083.56	4,290.83	4,503.80	4,727.23		
337					HRLY RATE	48.63	51.04	53.64	56.30	59.09		
338												
339	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
340					BIWEEKLY	4,279.89	4,492.38	4,719.14	4,953.98	5,201.66		
341					HRLY RATE	53.50	56.15	58.99	61.92	65.02		
342												
343	HOUSING LEADERSHIP MANAGER	C409	RCMEA	10/7/2024	MONTHLY	13,841.14				18,141.00		9410
344					BIWEEKLY	6,388.22				8,372.77		
345					HRLY RATE	79.85				104.66		
346												
347	HOUSING MANAGEMENT ANALYST I	C519	RCMEA	12/16/2024	MONTHLY	10,599.81				12,715.80		9410
348					BIWEEKLY	4,892.22				5,868.83		
349					HRLY RATE	61.15				73.36		
350												
351	HOUSING MANAGEMENT ANALYST II	C521	RCMEA	12/16/2024	MONTHLY	11,659.38				13,985.60		9410
352					BIWEEKLY	5,381.25				6,454.89		
353					HRLY RATE	67.27				80.69		
354												
355	HUMAN RESOURCES ANALYST I	C741	CONFIDENTIAL	12/16/2024	MONTHLY	9,308.11				11,170.35		8810
356					BIWEEKLY	4,296.05				5,155.55		
357					HRLY RATE	53.70				64.44		
358												
359	HUMAN RESOURCES ANALYST II	C742	CONFIDENTIAL	12/16/2024	MONTHLY	10,752.17				12,243.61		8810
360					BIWEEKLY	4,962.54				5,650.90		
361					HRLY RATE	62.03						

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A	B	C	D	E	F	G	H	I	J	K	L
393				HRLY RATE	50.15					60.23	
394											
395	HUMAN RESOURCES TECHNICIAN	C740	RCMEA	3/24/2025	MONTHLY	8,827.95				10,600.85	8810
396					BIWEEKLY	4,074.44				4,892.70	
397					HRLY RATE	50.93				61.16	
398											
399	HUMAN SERVICES MANAGER	E230	RCMEA	10/7/2024	MONTHLY	13,841.14				18,685.23	9410
400					BIWEEKLY	6,388.22				8,623.95	
401					HRLY RATE	79.85				107.80	
402											
403	HUMAN SERVICES MANAGER	E230	RCMEA	3/24/2025	MONTHLY	14,113.82				19,053.32	9410
404					BIWEEKLY	6,514.07				8,793.84	
405					HRLY RATE	81.43				109.92	
406											
407	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
408					BIWEEKLY	2,385.01	2,504.32	2,626.97	2,759.13	2,898.89	
409					HRLY RATE	29.81	31.30	32.84	34.49	36.24	
410											
411	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
412					BIWEEKLY	2,623.65	2,755.80	2,889.86	3,036.28	3,188.88	
413					HRLY RATE	32.80	34.45	36.12	37.85	39.86	
414											
415	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
416					BIWEEKLY	2,885.11	3,029.63	3,180.80	3,340.53	3,506.91	
417					HRLY RATE	36.06	37.87	39.76	41.76	43.84	
418											
419	INFORMATION TECHNOLOGY DIRECTOR	B136	EXEC. SERV.	12/2/2024	MONTHLY	16,489.27				22,260.36	9410
420					BIWEEKLY	7,610.43				10,274.01	
421					HRLY RATE	95.13				128.43	
422											
423	INFORMATION TECHNOLOGY MANAGER	C295	EXEC. SERV.	12/2/2024	MONTHLY	13,983.71				18,850.02	9410
424					BIWEEKLY	6,444.79				8,700.01	
425					HRLY RATE	80.56				108.75	
426											
427	JUVENILE AND FAMILY SERVICES SPECIALIST (PICK UP HERE)	C850	RCMEA	10/7/2024	MONTHLY	9,917.87				11,905.77	9410
428					BIWEEKLY	4,577.48				5,494.97	
429					HRLY RATE	57.22				68.69	
430											
431	LANDSCAPE ARCHITECT	C332	RCMEA	10/7/2024	MONTHLY	12,918.25				15,502.52	9410
432					BIWEEKLY	5,962.27				7,155.01	
433					HRLY RATE	74.53				89.44	
434											
435	LANDSCAPE ARCHITECT	C332	RCMEA	3/24/2025	MONTHLY	13,172.75				15,807.91	9410
436					BIWEEKLY	6,079.73				7,295.96	
437					HRLY RATE	76.00				91.20	
438											
439	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
440					BIWEEKLY	3,428.48	3,598.18	3,779.31	3,967.09	4,166.27	
441					HRLY RATE	42.86	44.98	47.24	49.59	52.08	
442											
443	LANDSCAPE GARDENER	R720	SEIU	2/10/2025	MONTHLY	6,827.86	7,164.69	7,524.14	7,901.14	8,291.51	9420
444					BIWEEKLY	3,151.32	3,306.78	3,472.68	3,646.68	3,826.85	
445					HRLY RATE	39.39	41.33	43.41	45.58	47.84	
446											
447	LANDSCAPE SUPERVISOR	C870	RCMEA	10/7/2024	MONTHLY	10,490.55				12,744.18	9410
448					BIWEEKLY	4,841.79				5,881.93	
449					HRLY RATE	60.52				73.52	
450											
451	LANDSCAPE SUPERVISOR	C870	RCMEA	3/24/2025	MONTHLY	10,697.20				12,995.23	9410
452					BIWEEKLY	4,937.17				5,997.80	
453					HRLY RATE	61.71				74.97	
454											
455	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
456					BIWEEKLY	4,034.11	4,233.78	4,445.80	4,667.80	4,902.17	
457					HRLY RATE	50.43	52.92	55.57	58.35	61.28	
458											
459	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
460					BIWEEKLY	3,464.13	3,637.64	3,820.67	4,010.82	4,210.01	
461					HRLY RATE	43.30	45.47	47.76	50.14	52.63	
462											
463	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
464					BIWEEKLY	2,885.58	3,030.58	3,183.18	3,341.00	3,508.34	
465					HRLY RATE	36.07	37.88	39.79	41.76	43.85	
466											
467	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
468					BIWEEKLY	3,254.01	3,415.64	3,587.25	3,766.47	3,954.25	
469					HRLY RATE	40.68	42.70	44.84	47.08	49.43	
470											
471	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
472					BIWEEKLY	3,600.56	3,779.31	3,967.56	4,166.75	4,373.54	
473					HRLY RATE	45.01	47.24	49.59	52.08	54.87	
474											
475	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
476					BIWEEKLY	3,671.87	3,854.42	4,046.47	4,248.04	4,460.06	
477					HRLY RATE	45.90	48.18	50.58	53.10	55.75	
478											
479	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
480					BIWEEKLY	3,776.93	3,966.13	4,163.89	4,371.84	4,591.74	
481					HRLY RATE	47.21	49.58	52.05	54.65	57.40	
482											
483	LIBRARIAN I	L720	SEIU	2/10/2025	MONTHLY	7,369.66	7,744.58	8,129.79	8,528.41	8,959.97	8810
484					BIWEEKLY	3,401.38	3,574.42	3,752.21	3,936.19	4,135.37	
485					HRLY RATE	44.76	47.03	49.37	51.79	54.41	
486											
487	LIBRARIAN II	L700	SEIU	2/10/2025	MONTHLY	8,103.01	8,512.94	8,939.36	9,384.33	9,856.08	8810
488					BIWEEKLY	3,739.85	3,929.05	4,125.86	4,331.23	4,548.96	
489					HRLY RATE	49.21	51.70	54.29	56.99	59.85	
490											
491	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
492					BIWEEKLY	2,523.34	2,649.32	2,780.52	2,919.34	3,065.28	
493					HRLY RATE	33.20	34.86	36.59	38.41	40.33	
494											
495	LIBRARY ASSISTANT II	L760	SEIU	2/10/2025	MONTHLY	6,017.27	6,316.98	6,631.15	6,957.84	7,310.94	8810
496					BIWEEKLY	2,777.20	2,915.53	3,060.53	3,211.22	3,374.28	
497					HRLY RATE	36.54	38.36	40.27	42.25	44.40	
498											
499	LIBRARY DIRECTOR	B160	EXEC. SERV.	12/2/2024	MONTHLY	16,489.27				22,260.36	9410
500					BIWEEKLY	7,610.43				10,274.01	
501					HRLY RATE	95.13				128.43	
502											
503	LIBRARY DIVISION MANAGER	C531	RCMEA	10/7/2024	MONTHLY	12,591.76				15,107.02	8810
504					BIWEEKLY	5,811.58				6,972.47	
505					HRLY RATE	72.64				87.16	
506											
507	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
508					BIWEEKLY	3,613.40	3,794.04	3,984.20	4,182.43	4,392.08	
509					HRLY RATE	47.54	49.92	52.42	55.03	57.79	
510											
511	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
512					BIWEEKLY	3,685.18	3,870.58	4,065.49	4,267.05	4,481.93	
513					HRLY RATE	48.49	50.93	53.49	56.15	58.97	
514											
515	LIBRARY SERVICES SUPERVISOR	C661	RCMEA	10/7/2024	MONTHLY	10,956.12				13,145.88	8810
516					BIWEEKLY	5,056.67				6,067.33	

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A	B	C	D	E	F	G	H	I	J	K	L
517				HRLY RATE	63.21						75.84
518											
519	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
520					BIWEEKLY	3,685.18	3,870.58	4,065.49	4,267.05	4,481.93	
521					HRLY RATE	48.49	50.93	53.49	56.15	58.97	
522											
523	MAINTENANCE CUSTODIAN	N770	SEIU	2/10/2025	MONTHLY	5,690.75	5,971.94	6,271.68	6,585.82	6,910.28	9420
524					BIWEEKLY	2,626.50	2,756.28	2,894.62	3,039.61	3,189.36	
525					HRLY RATE	32.83	34.45	36.18	38.00	39.87	
526											
527	MANAGEMENT ANALYST I	C513	RCMEA	10/7/2024	MONTHLY	10,438.03				12,521.71	9410
528					BIWEEKLY	4,817.55				5,779.25	
529					HRLY RATE	60.22				72.24	
530											
531	MANAGEMENT ANALYST I	C513	RCMEA	3/24/2025	MONTHLY	10,599.81				12,715.80	9410
532					BIWEEKLY	4,892.22				5,868.83	
533					HRLY RATE	61.15				73.36	
534											
535	MANAGEMENT ANALYST I - CONFIDENTIAL	C514	CONFIDENTIAL	12/16/2024	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 II	C516	RCMEA	10/7/2024	MONTHLY	11,481.41				13,772.14	9410
540					BIWEEKLY	5,299.11				6,356.37	
541					HRLY RATE	66.24				79.45	
542											
543	MANAGEMENT ANALYST II	C516	RCMEA	3/24/2025	MONTHLY	11,659.38				13,985.60	9410
544					BIWEEKLY	5,381.25				6,454.89	
545					HRLY RATE	67.27				80.69	
546											
547	MANAGEMENT ANALYST II - Confidential	C517	CONFIDENTIAL	12/16/2024	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	PARALEGAL	C100	RCMEA	10/7/2024	MONTHLY	8,998.08				10,805.73	8810
552					BIWEEKLY	4,152.96				4,987.26	
553					HRLY RATE	51.91				62.34	
554											
555	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
556					BIWEEKLY	2,182.97	2,290.88	2,405.45	2,525.72	2,653.60	
557					HRLY RATE	27.29	28.64	30.07	31.57	33.17	
558											
559	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
560					BIWEEKLY	2,477.23	2,600.83	2,729.66	2,868.00	3,010.61	
561					HRLY RATE	30.97	32.51	34.12	35.85	37.63	
562											
563	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
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/TDM MANAGER	C543	RCMEA	10/7/2024	MONTHLY	11,709.04				14,051.27	8810
568					BIWEEKLY	5,404.17				6,485.20	
569					HRLY RATE	67.55				81.07	
570											
571	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
572					BIWEEKLY	2,692.10	2,826.84	2,968.78	3,117.10	3,273.02	
573					HRLY RATE	33.65	35.33	37.11	38.96	40.91	
574											
575	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
576					BIWEEKLY	2,992.07	3,141.34	3,298.69	3,463.18	3,636.69	
577					HRLY RATE	37.40	39.27	41.23	43.29	45.46	
578											
579	PARKS, RECREATION & COMMUNITY SERVICES DIRECTOR	B140	EXEC. SERV.	12/2/2024	MONTHLY	17,347.27				23,419.11	9410
580					BIWEEKLY	8,006.43				10,808.82	
581					HRLY RATE	100.08				135.11	
582											
583	PARKS, RECREATION & COMMUNITY SERVICES MANAGER	C400	RCMEA	10/7/2024	MONTHLY	12,558.78				15,067.87	9410
584					BIWEEKLY	5,796.36				6,954.40	
585					HRLY RATE	72.45				86.93	
586											
587	PARKS, RECREATION & COMMUNITY SERVICES MANAGER	C400	RCMEA	3/24/2025	MONTHLY	12,806.19				15,364.70	9410
588					BIWEEKLY	5,910.55				7,091.40	
589					HRLY RATE	73.88				88.64	
590											
591	PAYROLL SUPERVISOR	TBD	CONFIDENTIAL	5/19/2025	MONTHLY	11,448.45				13,734.02	9410
592					BIWEEKLY	5,283.90				6,338.78	
593					HRLY RATE	66.05				79.23	
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	51.58	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	66.95	69.79	72.77	75.89	79.22	
630											
635	POLICE LIEUTENANT	C315	PSA	8/26/2024	MONTHLY	17,239.21	18,101.89	19,055.55	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	
638											
643	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
644					BIWEEKLY	8,155.47	8,563.59	8,991.08	9,441.01	9,912.90	
645					HRLY RATE	101.94	107.04	112.39	118.01	123.91	
646											
651	POLICE LIEUTENANT - ADVANCED 15-YR	TBD	PSA	3/24/2025	MONTH						

**EXHIBIT B
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	5,862.46	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	12/18/2024	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	11,998.48	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	2,256.65	</		

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

	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												
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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											