

**RESOLUTION NO 16128**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF REDWOOD CITY AMENDING THE CITY'S CLASSIFICATION AND SALARY AND WAGE PLAN FOR EMPLOYEES REPRESENTED BY THE REDWOOD CITY POLICE OFFICERS ASSOCIATION AND UNREPRESENTED POLICE OFFICER TRAINEE CLASSIFICATION**

**WHEREAS**, the City and the Redwood City Police Officers Association (POA) have reached agreement on a Successor Memorandum of Understanding for August 30, 2021 – August 25, 2024; and

**WHEREAS**, the parties agreed to amend the salary and wage plan by granting a 3% cost-of-living adjustment effective February 27, 2023, a 1.5% equity adjustment effective February 27, 2023, an additional 3% cost-of-living adjustment effective February 27, 2023, and a market adjustment with a 2.5% minimum and 5% maximum based on a total compensation survey effective September 11, 2023; and

**WHEREAS**, staff is recommending that the salary for Police Officer Trainee classification, which is a non-safety and unrepresented position, be aligned with the Police Officer classification salary steps 1, 2 and 3.

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

1. The City's salary and wage plan for POA classifications will be amended as set forth in Exhibit A, and in the full salary plan attached as Exhibit B.
2. This resolution shall be effective upon the date of its adoption.

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# EXHIBIT A

## Amendment to the City's Salary Plan

POA

Effective February 27, 2023

3% COLA + 1.5% EQUITY + 3% COLA

<b>Classification</b>	<b>Minimum Monthly Salary</b>	<b>Maximum Monthly Salary</b>
POLICE OFFICER	11,100.00	13,494.00
POLICE OFFICER - ADVANCED	11,377.00	13,831.00
POLICE OFFICER TRAINEE	11,100.00	12,235.00

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 27th day of February 2023 by the following votes:


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

NOES: None

ABSENT: None

ABSTAINED: None

RECUSED: None



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Jeff Gee  
Mayor of the City of Redwood City

Attest:



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Pamela Aguilar, CMC  
City Clerk of Redwood City

I hereby approve the foregoing resolution this  
1<sup>st</sup> day of March 2023.



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Jeff Gee  
Mayor of the City of Redwood City