Update in the tables below, the:
New PSOA monthly salaries and any benefit changes

PSOA - July 2026
PUBLIC SAFETY OFFICER II, STEP 6 - PROJECTED INCREASE
(compares to Police Officer)

Current monthly top step salary: 15,682.65

All costs shown in the array represent the maximum monthly agency costs or contributions for the respective benefit.

Effective 7/31/26 Max Highest Highest Longevity (cost share

				BASE PAY	BENEFIT PAY (Maximum Agency Contribution)										TOTAL COMP
City	MOU Dates	Month(s) Salary Changes	Salary Effective Date	Top-Step Base Salary	Medical	Dental	Vision	Holiday	Education	POST	Longevity	(offset) ER PERS Cost-share	ER Paid Deferred Comp	Total Benefits Pay	Base Pay + Benefit Pay
Sunnyvale (current)	01/01/25-12/31/27	July	07/06/25	15,682.65	1,200.00	180.00	in med	866.67	812.50	1,625.00	487.50	0.00	216.67	5,388.33	21,070.98
Sunnyvale (new)	01/01/25-12/31/27	**July**	**07/01/26**	**16,418.89**	**1,200.00**	**180.00**	**in med**	**866.67**	**812.50**	**1,625.00**	**487.50**	**0.00**	**216.67**	**5,388.33**	**21,807.22**
Alameda	07/21/25-06/30/27	July	7/1/2026	13,361.09	2,978.82	153.70	12.00	924.59	935.28	0.00	428.57	0.00	0.00	5,432.95	18,794.04
Fremont	01/11/26-06/30/26	January	1/11/2026	13,689.99	2,900.00	in med	in med	735.84	0.00	1,026.75	342.25	(118.46)	0.00	4,886.37	18,576.36
Hayward	07/01/24-12/31/29	January	1/1/2026	13,977.60	3,385.07	167.95	31.00	940.69	698.88	1,188.10	698.88	(262.56)	250.00	7,098.01	21,075.61
Milpitas	01/01/24-12/31/26	January	1/11/2026	14,004.92	3,039.04	221.22	16.15	840.30	0.00	1,050.37	420.15	0.00	0.00	5,587.22	19,592.14
Mountain View	07/01/24-06/30/27	July	7/1/2026	15,059.91	3,196.40	224.76	8.33	978.89	225.90	903.59	0.00	(368.77)	0.00	5,169.10	20,229.01
Richmond	07/01/22-06/30/25	January	1/1/2025	11,879.86	3,039.04	115.61	13.87	713.25	297.00	593.99	475.19	0.00	0.00	5,247.95	17,127.81
San Leandro	01/01/23-06/30/28	July	7/1/2026	13,574.00	2,726.75	149.55	0.00	950.18	0.00	1,085.92	0.00	0.00	313.56	5,225.96	18,799.96
Santa Clara	08/01/25-12/31/29	July	7/1/2026	17,066.60	2,735.14	22.22	9.00	1,279.99	0.00	1,279.99	431.25	0.00	150.00	5,907.60	22,974.20

(0.00)

Alameda - next salary increase unknown
Fremont - next salary increase unknown
Hayward - next salary increase on 1/1/27 - 5%-7%
Milpitas - next salary increase unknown
Mountain View - next salary increase unknown
Richmond - next salary increase unknown; contract expired 6/30/25 - currently in negotiations
San Leandro - next salary increase on 7/1/27 - 5%
Santa Clara - next salary increase on 1/1/27 - 3%

MOU Section

12.6.2	Sunnyvale Current Total Compensation:	21,070.98	
12.6.3	Average Total Compensation:	19,646.14	
12.6.4	Average Total Compensation + 11%:	21,807.22	
12.6.5	Dollar difference between 12.6.4 and 12.6.2:		736.23
12.6.6	Express 12.6.5 as a percentage of 12.6.2:		3.49%
12.6.6a	Percentage to apply to Top-Step Monthly Salary so that 12.6.2 equals 12.6.4:		4.69%

	Old Rate	New Rate
Hourly Salary	90.4768	94.7243
Monthly Salary	15,682.65	16,418.89
Annual Salary	188,191.80	197,026.64

Heather Ruiz
Heather Ruiz (May 20, 2026 11:24:24 PDT) 05/20/2026

HEATHER RUIZ, DIRECTOR OF HUMAN RESOURCES DATE

Devon Klein (May 19, 2026 13:31:35 PDT) 05/19/2026

DEVON KLEIN, PRESIDENT OF PSOA DATE

FINAL