

PSOA - July 2025
PUBLIC SAFETY OFFICER II, STEP 6 - PROJECTED INCREASE
(compares to Police Officer)

Current monthly top step salary: | 15,025.85 |

Sunnyvale current	400.00	375.00	750.00	225.00	0.00	100.00
Sunnyvale new	400.00	375.00	750.00	225.00	0.00	100.00

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

				Effective 7/31/Max		Highest		Highest		Longevity (cost share							
				BASE PAY		BENEFIT PAY (Maximum Agency Contribution)										TOTAL COMP	
				Top Step Hourly Rate	Top-Step Base Salary	(offset)										Total Benefits Pay	Base Pay + Benefit Pay
						Medical	Dental	Vision	Holiday	Education	POST	Longevity	ER PERS Cost-share	ER Paid Deferred Comp			
City	MOU Dates	Month(s) Salary Changes	Salary Effective Date														
Sunnyvale (current)	01/01/25-12/31/27	July	07/07/24	86.6876	15,025.85	1,200.00	180.00	in med	866.67	812.50	1,625.00	487.50	0.00	216.67	5,388.33	20,414.18	
Sunnyvale (new)	01/01/25-12/31/27	July	07/01/25	89.1397	15,450.89	1,200.00	180.00	in med	866.67	812.50	1,625.00	487.50	0.00	216.67	5,388.33	20,839.22	
Alameda	12/19/21-06/30/25	July	7/14/2024	68.43	11,861.20	2,905.76	150.30	12.00	820.80	711.67	0.00	380.46	0.00	0.00	4,980.99	16,842.19	
Fremont	07/01/22-06/30/25	December	12/15/2024	77.9671	13,514.30	2,700.00	in med	in med	726.39	1,013.57	0.00	0.00	(114.41)	0.00	4,325.56	17,839.86	
Hayward	07/01/24-12/31/29	July	7/1/2025	80.6442	13,978.33	3,042.44	167.95	31.00	940.74	698.92	1,188.16	698.92	(262.58)	250.00	6,755.55	20,733.87	
Milpitas	01/01/24-12/31/26	January	1/12/2025	77.69	13,466.27	2,893.54	221.22	17.05	807.98	0.00	1,009.97	403.99	0.00	0.00	5,353.74	18,820.01	
Mountain View	07/01/24-06/30/27	July	7/1/2025	83.5424	14,480.69	3,005.91	224.76	8.00	941.24	217.21	868.84	0.00	(354.59)	0.00	4,911.37	19,392.06	
Richmond	07/01/22-06/30/25	January	1/1/2025	68.5377	11,879.86	2,893.54	115.61	13.87	713.25	297.00	593.99	475.19	0.00	0.00	5,102.45	16,982.31	
San Leandro	01/01/23-06/30/28	July	7/1/2025	76.0327	13,179.00	2,642.90	147.38	0.00	922.53	0.00	1,054.32	0.00	0.00	304.43	5,071.56	18,250.56	
Santa Clara	12/19/21-12/31/25	January	1/1/2025	91.0413	15,780.49	2,604.19	22.22	9.00	1,183.54	0.00	1,183.54	398.75	0.00	150.00	5,551.23	21,331.72	

0.00

Alameda - next salary increase unknown
Fremont - next salary increase unknown
Hayward - next salary increase on 1/1/26 - 7%
Milpitas - next salary increase on 1/1/26 - 4%
Mountain View - next salary increase on 7/1/26 - 3% COLA and 1% Equity Adj
Richmond - next salary increase unknown
San Leandro - next salary increase on 7/1/26 - 3%
Santa Clara - next salary increase unknown

MOU Section			
12.6.2	Sunnyvale Current Total Compensation:		20,414.18
12.6.3	Average Total Compensation:		18,774.07
12.6.4	Average Total Compensation + 11%:		20,839.22
12.6.5	Dollar difference between 12.6.4 and 12.6.2:		425.04
12.6.6	Express 12.6.5 as a percentage of 12.6.2:		2.08%
12.6.6a	Percentage to apply to Top-Step Monthly Salary so that 12.6.2 equals 12.6.4:		2.83%
		Old Rate	New Rate
		Hourly Salary	86.6876 89.1397
		Monthly Salary	15,025.85 15,450.89
		Annual Salary	180,310.20 185,410.64

Tina Murphy

05/27/2025

TINA MURPHY, DIRECTOR OF HUMAN RESOURCES

DATE

Devon Klein

Devon Klein (May 29, 2025 16:57 PDT)

05/29/2025

DEVON KLEIN, PRESIDENT OF PSOA

DATE