

**SIDE LETTER AGREEMENT
BETWEEN THE PUBLIC SAFETY MANAGERS' ASSOCIATION AND
THE CITY OF SUNNYVALE**

This side letter is entered into by and between the Sunnyvale Public Safety Managers' Association ("PSMA") and the City of Sunnyvale ("City"). PSMA and the City have met and discussed the impacts of calculating the minimum differential following adoption of the 2025 Public Safety Officers' Association ("PSOA") Memorandum of Understanding.

THE PARTIES AGREE AS FOLLOWS:

The Memorandum of Understanding ("MOU") between the City and PSMA expires on December 31, 2025. Article 12, WAGES/COMPENSATION provides that a minimum salary differential of 15% exist between the Public Safety Lieutenant classification (with EMT and Intermediate POST, plus the Bachelor's degree incentive) to the Public Safety Captain.

The referenced Public Safety Lieutenant pay grade (309EP) was eliminated following the recent MOU negotiations with PSOA, however, the identified items (EMT, Intermediate POST, and Bachelor's degree) continue to receive incentive premium pay.

Both PSMA and the City intend to appropriately calculate the salary adjustments to be effective July 6, 2025, and begin negotiation of PSMA's successor MOU as soon as practical to address all other items.

The parties have met to discuss the minimum salary differential calculation and agree that it is appropriate to use the proposed salary for PSOA Lieutenant with the identified incentives for the PSMA July 2025 salary adjustment.

AGREEMENT

It is therefore agreed that the City and PSMA will implement a change to Article 12, WAGES/COMPENSATION, effective July 1, 2025, and continuing until December 31, 2025 as follows:

12.2 Salary Adjustments

Members in the bargaining group will receive the same percentage of salary increase or decrease as the Public Safety Officers Association Lieutenant position (pay range 309) through the term of the Memoranda of Understanding.

~~Effective January 10, 2021, a~~ minimum salary differential of 15% between Public Safety Captain (19PS) and Public Safety Lieutenant (309EP ~~) with EMT and Intermediate POST, and with 2.5% the Bachelor's degree incentive~~) will be maintained. A minimum salary differential of 12% between Public Safety Deputy Chief (20PS) and a Public Safety Captain (19PS) will be maintained.

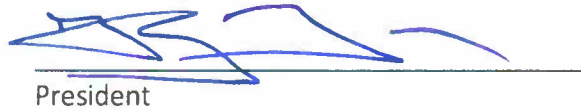
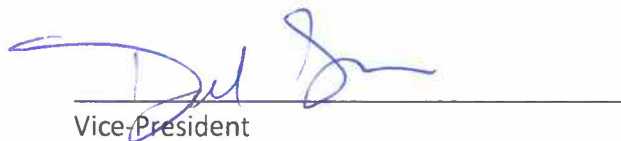
All other subsections in Article 12, as well as all other terms and conditions of employment outlined in the MOU, will remain unchanged and in full effect.

Agreed to this 3 day of June 2025.

FOR THE CITY


City Manager

FOR PUBLIC SAFETY MANAGERS' ASSOCIATION


President
Human Resources Director
Vice-President