

**RESOLUTION NO. \_\_\_\_\_**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY  
OF SUNNYVALE AMENDING RESOLUTION NO. 1151-22,  
THE CITY'S SALARY RESOLUTION TO INCREASE  
SALARIES FOR PAY PLAN CATEGORY C (CLASSIFIED  
PUBLIC SAFETY OFFICERS AND LIEUTENANTS),  
EMPLOYEES REPRESENTED BY THE PUBLIC SAFETY  
OFFICERS ASSOCIATION**

WHEREAS, the 2025-2027 Memorandum of Understanding ("MOU") with the Public Safety Officers Association ("PSOA"), which represents Public Safety Officers, Public Safety Officers-in-Training and Public Safety Lieutenants, provides for a salary adjustment based on market survey data of total compensation for comparable positions in eight Bay Area cities at the rate of eleven percent (11%) above the survey average; and

WHEREAS, consistent with the terms of the PSOA MOU, and the 2025 compensation survey results, the City desires to amend the pay (salary) schedules in the City's salary resolution for Pay Plan Category C (Classified Public Safety Officers and Lieutenants), to increase the salaries for PSOA-represented positions, effective July 6, 2025.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SUNNYVALE THAT:

1. Resolution No. 1151-22 is hereby amended by modifying the salary schedule for Pay Plan Category C, as set forth in Exhibit "A," attached and incorporated by reference.
2. All other provisions of Resolution No. 1151-22 shall remain in full force and effect.

Adopted by the City Council of the City of Sunnyvale at a regular meeting held on June 17, 2025, by the following vote:

AYES:  
NOES:  
ABSTAIN:  
ABSENT:  
RECUSAL:

ATTEST:

APPROVED:

---

DAVID CARNAHAN  
City Clerk  
(SEAL)

---

LARRY KLEIN  
Mayor

APPROVED AS TO FORM:

---

REBECCA L. MOON  
City Attorney

## Salary Table - Regular and Casual/Temporary Classifications

Regular			Job Title	Range / Scale	Hourly Pay Rates						Annual Range		Effective Date
Job Code	Unit	Pay Cat.			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Minimum	Maximum	
4601	PSOA	C	Public Safety Lieutenant	309	89.3227	93.7888	98.4782	103.4021	108.5722		185,791	225,830	7/6/25
3002	PSOA	C	Public Safety Officer 1	307	68.6259	72.0572	75.6601	79.4431			142,742	165,242	7/6/25
3003	PSOA	C	Public Safety Officer 1-Trainee	305	65.3580	68.6259	72.0572	75.6601			135,945	157,373	7/6/25
3001	PSOA	C	Public Safety Officer 2	306	72.6200	76.2510	80.0635	84.0667	88.2700	90.4768	151,050	188,192	7/6/25
3006	PSOA	C	Public Safety Officer Academy Attendee/Graduate	305	65.3580	68.6259	72.0572	75.6601			135,945	157,373	7/6/25
3000	PSOA	C	Public Safety Officer-in-Training	305	65.3580	68.6259	72.0572	75.6601			135,945	157,373	7/6/25

## Assignments of Grade and Pay Ranges to Pay Plan as Referenced in the Salary Resolution

Category C applies to Public Safety Lieutenants, Public Safety Officers, and Public Safety Officers-in-Training (PSOA)