

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SUNNYVALE AMENDING THE CITY'S SALARY RESOLUTION TO UPDATE CERTAIN BENEFITS AND THE SALARY TABLE FOR PAY PLAN CATEGORY C (CLASSIFIED PUBLIC SAFETY OFFICERS AND LIEUTENANTS) TO REFLECT THE TERMS OF A NEW MEMORANDUM OF UNDERSTANDING

WHEREAS, the Memorandum of Understanding (MOU) between the City and the Sunnyvale Safety Officers Association (PSOA) expired on December 31, 2024; and

WHEREAS, representatives for the City and PSOA began the meet and confer process in July 2027 and formally met fourteen times to reach a successor agreement; and

WHEREAS, the City and PSOA reached a tentative agreement on a successor MOU which will be in effect from January 1, 2025 through December 31, 2028, unless either party gives notice before July 1, 2027, to renegotiate the MOU, in which case it will expire on December 31, 2027; and

WHEREAS, the terms of the new MOU make changes to the methodology for completing the annual salary survey; add a City contribution to employee deferred compensation plans; increase the City contribution for employee health coverage and medical in-lieu payments; increase bilingual and canine handler pay; amend holiday and holiday in-lieu pay; change the education incentive and Peace Officer Standards and Training (POST) certification premiums from percentages to flat, per pay period amounts; add a new longevity pay amount for officers with twelve or more years of experience; make certain other provisions for administrative issues; and clarify MOU language; and

WHEREAS, pursuant to the MOU between the City of Sunnyvale and the PSOA and past practice, amendments to the pay plan schedule and employee benefits must be included in the City's Salary Resolution.

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 to read as set forth in Exhibit A.
2. Section 3.300 (Holiday Leave) of the City's Salary Resolution is hereby amended to read as follows:

3.300 Holiday Leave. Employees in Categories B, D, E, F, G, K, M, and TL who were on pay status both before and after each holiday shall be entitled to take leave on each of the following holidays and be paid at the

straight time rate, except as provided in Section 3.320. Holiday provisions for Category C employees are set forth in the PSOA MOU.

City Observed Holidays

New Year's Day	Independence Day	Christmas Eve
Martin Luther King, Jr.	Labor Day	Christmas Day
President's Day	Thanksgiving Day	New Year's Eve
Memorial Day	Day After Thanksgiving	

When a City holiday falls on a Saturday, the holiday will be observed on the Friday; when a holiday falls on a Sunday, the holiday will be observed on Monday; or as designated by the City Council.

3. Section 5.515(c) (City Contribution – Cafeteria Benefits Plan) of the City’s Salary resolution is hereby amended to read as follows:

(c) Category C. The City’s contribution is set forth in the PSOA MOU.
4. 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 March 18, 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

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	83.6758	87.8596	92.2526	96.8652	101.7085		174,046	211,554	7/7/24
4604	PSOA	C	Public Safety Lieutenant (EMT + Intermediate POST)	309EP	87.8596	92.2526	96.8652	101.7085	106.7939		182,748	222,131	7/7/24
4604	PSOA	C	Public Safety Lieutenant (EMT)	309E	87.0229	91.3740	96.9427	100.7308	106.7768		181,008	220,016	7/7/24
3002	PSOA	C	Public Safety Officer 1	307	65.7518	69.0394	72.4914	76.1160			136,764	158,321	7/7/24
3002	PSOA	C	Public Safety Officer 1 (EMT)	307E	68.3819	71.8010	75.3911	79.1607			142,234	164,654	7/7/24
3003	PSOA	C	Public Safety Officer 1-Trainee	305	62.6208	65.7518	69.0394	72.4914			130,251	150,782	7/7/24
3003	PSOA	C	Public Safety Officer 1-Trainee (EMT)	305E	65.1256	68.3819	71.8010	75.3911			135,461	156,813	7/7/24
3001	PSOA	C	Public Safety Officer 2	306	69.5787	73.0576	76.7105	80.5460	84.5733	86.6876	144,724	180,310	7/7/24
3004	PSOA	C	Public Safety Officer 2 (EMT + Intermediate POST)	306EP	73.0576	76.7105	80.5460	84.5733	88.8020	91.0220	151,060	189,326	7/7/24
3004	PSOA	C	Public Safety Officer 2 (EMT)	306E	72.3618	75.9799	79.7789	83.7678	87.9562	90.1551	150,513	187,523	7/7/24
3006	PSOA	C	Public Safety Officer Academy Attendee/Graduate	305	62.6208	65.7518	69.0394	72.4914			130,251	150,782	7/7/24
3006	PSOA	C	Public Safety Officer Academy Attendee/Graduate (EMT)	305E	65.1256	68.3819	71.8010	75.3911			135,461	156,813	7/7/24
3000	PSOA	C	Public Safety Officer-in-Training	305	62.6208	65.7518	69.0394	72.4914			130,251	150,782	7/7/24
3000	PSOA	C	Public Safety Officer-in-Training (EMT)	305E	65.1256	68.3819	71.8010	75.3911			135,461	156,813	7/7/24

Notes

PSOA:

- Emergency Medical Technician (EMT) – 4.0%
- Emergency Medical Technician (EMT) + Intermediate Peace-Officer Standards and Training Program (POST) – 5.0%
- Denning and Doffing – 1.5%