MEMORANDUM OF UNDERSTANDING
SAFETY UNIT
2025 – 2028

San Bernardino County
and
San Bernardino County
Sheriff's Employees' Benefit Association

Salary Tables

Salary Schedule
Effective 10/3/2026
3% Across-the-Board Increase & 1% Profit Sharing Initiative

NO POST

Deputy Sheriff 16				Sheriff Detective/Corporal DA Investigator 19				DA Senior Investigator 20			
Steps	Hourly Rate		Annual Rate *Based on 2,080 hours*	Steps	Hourly Rate		Annual Rate *Based on 2,080 hours*	Steps	Hourly Rate		Annual Rate *Based on 2,080 hours*
1	40.33		83,886.40	1	49.14		102,211.20	1	54.22		112,777.60
2	41.34		85,987.20	2	50.37		104,769.60	2	55.58		115,606.40
3	42.37		88,129.60	3	51.63		107,390.40	3	56.97		118,497.60
4	43.43		90,334.40	4	52.92		110,073.60	4	58.39		121,451.20
5	44.52		92,601.60	5	54.24		112,819.20	5	59.85		124,488.00
6	45.63		94,910.40	6	55.60		115,648.00	6	61.35		127,608.00
7	46.77		97,281.60	7	56.99		118,539.20	7	62.88		130,790.40
8	47.94		99,715.20	8	58.41		121,492.80	8	64.45		134,056.00
9	49.14		102,211.20	9	59.87		124,529.60	9	66.06		137,404.80
10	50.37		104,769.60	10	61.37		127,649.60	10	67.71		140,836.80
11	51.63		107,390.40								
12	52.92		110,073.60								
13	54.24		112,819.20								
14	55.60		115,648.00								

Basic POST - 7% POST

Steps	Base	7% POST over Base	Hourly Rate	Annual Rate *Based on 2,080 hours*	Steps	Base	7% POST over Base	Hourly Rate	Annual Rate *Based on 2,080 hours*	Steps	Base	7% POST over Base	Hourly Rate	Annual Rate *Based on 2,080 hours*
15	40.33	2.82	43.15	89,752.00	11	49.14	3.44	52.58	109,366.40	11	54.22	3.80	58.02	120,681.60
16	41.34	2.89	44.23	91,998.40	12	50.37	3.53	53.90	112,112.00	12	55.58	3.89	59.47	123,697.60
17	42.37	2.97	45.34	94,307.20	13	51.63	3.61	55.24	114,899.20	13	56.97	3.99	60.96	126,796.80
18	43.43	3.04	46.47	96,657.60	14	52.92	3.70	56.62	117,769.60	14	58.39	4.09	62.48	129,958.40
19	44.52	3.12	47.64	99,091.20	15	54.24	3.80	58.04	120,723.20	15	59.85	4.19	64.04	133,203.20
20	45.63	3.19	48.82	101,545.60	16	55.60	3.89	59.49	123,739.20	16	61.35	4.29	65.64	136,531.20
21	46.77	3.27	50.04	104,083.20	17	56.99	3.99	60.98	126,838.40	17	62.88	4.40	67.28	139,942.40
22	47.94	3.36	51.30	106,704.00	18	58.41	4.09	62.50	130,000.00	18	64.45	4.51	68.96	143,436.80
23	49.14	3.44	52.58	109,366.40	19	59.87	4.19	64.06	133,244.80	19	66.06	4.62	70.68	147,014.40
24	50.37	3.53	53.90	112,112.00	20	61.37	4.30	65.67	136,593.60	20	67.71	4.74	72.45	150,696.00
25	51.63	3.61	55.24	114,899.20	21	62.90	4.40	67.30	139,984.00	21	69.40	4.86	74.26	154,460.80
26	52.92	3.70	56.62	117,769.60										
27	54.24	3.80	58.04	120,723.20										
28	55.60	3.89	59.49	123,739.20										
29	56.99	3.99	60.98	126,838.40										

Intermediate POST - 12% POST

Steps	Base	12% POST over Base	Hourly Rate	Annual Rate *Based on 2,080 hours*	Steps	Base	12% POST over Base	Hourly Rate	Annual Rate *Based on 2,080 hours*	Steps	Base	12% POST over Base	Hourly Rate	Annual Rate *Based on 2,080 hours*
30	40.33	4.84	45.17	93,953.60	22	49.14	5.90	55.04	114,483.20	22	54.22	6.51	60.73	126,318.40
31	41.34	4.96	46.30	96,304.00	23	50.37	6.04	56.41	117,332.80	23	55.58	6.67	62.25	129,480.00
32	42.37	5.08	47.45	98,696.00	24	51.63	6.20	57.83	120,286.40	24	56.97	6.84	63.81	132,724.80
33	43.43	5.21	48.64	101,171.20	25	52.92	6.35	59.27	123,281.60	25	58.39	7.01	65.40	136,032.00
34	44.52	5.34	49.86	103,708.80	26	54.24	6.51	60.75	126,360.00	26	59.85	7.18	67.03	139,422.40
35	45.63	5.48	51.11	106,308.80	27	55.60	6.67	62.27	129,521.60	27	61.35	7.36	68.71	142,916.80
36	46.77	5.61	52.38	108,950.40	28	56.99	6.84	63.83	132,766.40	28	62.88	7.55	70.43	146,494.40
37	47.94	5.75	53.69	111,675.20	29	58.41	7.01	65.42	136,073.60	29	64.45	7.73	72.18	150,134.40
38	49.14	5.90	55.04	114,483.20	30	59.87	7.18	67.05	139,464.00	30	66.06	7.93	73.99	153,899.20
39	50.37	6.04	56.41	117,332.80	31	61.37	7.36	68.73	142,958.40	31	67.71	8.13	75.84	157,747.20
40	51.63	6.20	57.83	120,286.40	32	62.90	7.55	70.45	146,536.00	32	69.40	8.33	77.73	161,678.40
41	52.92	6.35	59.27	123,281.60										
42	54.24	6.51	60.75	126,360.00										
43	55.60	6.67	62.27	129,521.60										
44	56.99	6.84	63.83	132,766.40										

Advanced POST - 17% POST

Steps	Base	17% POST over Base	Hourly Rate	Annual Rate *Based on 2,080 hours*	Steps	Base	17% POST over Base	Hourly Rate	Annual Rate *Based on 2,080 hours*	Steps	Base	17% POST over Base	Hourly Rate	Annual Rate *Based on 2,080 hours*
45	40.33	6.86	47.19	98,155.20	33	49.14	8.35	57.49	119,579.20	33	54.22	9.22	63.44	131,955.20
46	41.34	7.03	48.37	100,609.60	34	50.37	8.56	58.93	122,574.40	34	55.58	9.45	65.03	135,262.40
47	42.37	7.20	49.57	103,105.60	35	51.63	8.78	60.41	125,652.80	35	56.97	9.68	66.65	138,632.00
48	43.43	7.38	50.81	105,684.80	36	52.92	9.00	61.92	128,793.60	36	58.39	9.93	68.32	142,105.60
49	44.52	7.57	52.09	108,347.20	37	54.24	9.22	63.46	131,996.80	37	59.85	10.17	70.02	145,641.60
50	45.63	7.76	53.39	111,051.20	38	55.60	9.45	65.05	135,304.00	38	61.35	10.43	71.78	149,302.40
51	46.77	7.95	54.72	113,817.60	39	56.99	9.69	66.68	138,694.40	39	62.88	10.69	73.57	153,025.60
52	47.94	8.15	56.09	116,667.20	40	58.41	9.93	68.34	142,147.20	40	64.45	10.96	75.41	156,852.80
53	49.14	8.35	57.49	119,579.20	41	59.87	10.18	70.05	145,704.00	41	66.06	11.23	77.29	160,763.20
54	50.37	8.56	58.93	122,574.40	42	61.37	10.43	71.80	149,344.00	42	67.71	11.51	79.22	164,777.60
55	51.63	8.78	60.41	125,652.80	43	62.90	10.69	73.59	153,067.20	43	69.40	11.80	81.20	168,896.00
56	52.92	9.00	61.92	128,793.60										
57	54.24	9.22	63.46	131,996.80										
58	55.60	9.45	65.05	135,304.00										
59	56.99	9.69	66.68	138,694.40										

Salary Schedule
Effective 10/2/2027
4% Across-the-Board Increase

NO POST

Deputy Sheriff 16				Sheriff Detective/Corporal DA Investigator 19				DA Senior Investigator 20			
Steps	Hourly Rate		Annual Rate *Based on 2,080 hours*	Steps	Hourly Rate		Annual Rate *Based on 2,080 hours*	Steps	Hourly Rate		Annual Rate *Based on 2,080 hours*
1	41.94		87,235.20	1	51.11		106,308.80	1	56.39		117,291.20
2	42.99		89,419.20	2	52.39		108,971.20	2	57.80		120,224.00
3	44.06		91,644.80	3	53.70		111,696.00	3	59.25		123,240.00
4	45.16		93,932.80	4	55.04		114,483.20	4	60.73		126,318.40
5	46.29		96,283.20	5	56.42		117,353.60	5	62.25		129,480.00
6	47.45		98,696.00	6	57.83		120,286.40	6	63.81		132,724.80
7	48.64		101,171.20	7	59.28		123,302.40	7	65.41		136,052.80
8	49.86		103,708.80	8	60.76		126,380.80	8	67.05		139,464.00
9	51.11		106,308.80	9	62.28		129,542.40	9	68.73		142,958.40
10	52.39		108,971.20	10	63.84		132,787.20	10	70.45		146,536.00
11	53.70		111,696.00								
12	55.04		114,483.20								
13	56.42		117,353.60								
14	57.83		120,286.40								

Basic POST - 7% POST

Deputy Sheriff 16					Sheriff Detective/Corporal DA Investigator 19					DA Senior Investigator 20				
Steps	Base	7% POST over Base	Hourly Rate	Annual Rate *Based on 2,080 hours*	Steps	Base	7% POST over Base	Hourly Rate	Annual Rate *Based on 2,080 hours*	Steps	Base	7% POST over Base	Hourly Rate	Annual Rate *Based on 2,080 hours*
15	41.94	2.94	44.88	93,350.40	11	51.11	3.58	54.69	113,755.20	11	56.39	3.95	60.34	125,507.20
16	42.99	3.01	46.00	95,680.00	12	52.39	3.67	56.06	116,604.80	12	57.80	4.05	61.85	128,648.00
17	44.06	3.08	47.14	98,051.20	13	53.70	3.76	57.46	119,516.80	13	59.25	4.15	63.40	131,872.00
18	45.16	3.16	48.32	100,505.60	14	55.04	3.85	58.89	122,491.20	14	60.73	4.25	64.98	135,158.40
19	46.29	3.24	49.53	103,022.40	15	56.42	3.95	60.37	125,569.60	15	62.25	4.36	66.61	138,548.80
20	47.45	3.32	50.77	105,601.60	16	57.83	4.05	61.88	128,710.40	16	63.81	4.47	68.28	142,022.40
21	48.64	3.40	52.04	108,243.20	17	59.28	4.15	63.43	131,934.40	17	65.41	4.58	69.99	145,579.20
22	49.86	3.49	53.35	110,968.00	18	60.76	4.25	65.01	135,220.80	18	67.05	4.69	71.74	149,219.20
23	51.11	3.58	54.69	113,755.20	19	62.28	4.36	66.64	138,611.20	19	68.73	4.81	73.54	152,963.20
24	52.39	3.67	56.06	116,604.80	20	63.84	4.47	68.31	142,084.80	20	70.45	4.93	75.38	156,790.40
25	53.70	3.76	57.46	119,516.80	21	65.44	4.58	70.02	145,641.60	21	72.21	5.05	77.26	160,700.80
26	55.04	3.85	58.89	122,491.20										
27	56.42	3.95	60.37	125,569.60										
28	57.83	4.05	61.88	128,710.40										
29	59.28	4.15	63.43	131,934.40										

Intermediate POST - 12% POST

Deputy Sheriff 16					Sheriff Detective/Corporal DA Investigator 19					DA Senior Investigator 20				
Steps	Base	12% POST over Base	Hourly Rate	Annual Rate *Based on 2,080 hours*	Steps	Base	12% POST over Base	Hourly Rate	Annual Rate *Based on 2,080 hours*	Steps	Base	12% POST over Base	Hourly Rate	Annual Rate *Based on 2,080 hours*
30	41.94	5.03	46.97	97,697.60	22	51.11	6.13	57.24	119,059.20	22	56.39	6.77	63.16	131,372.80
31	42.99	5.16	48.15	100,152.00	23	52.39	6.29	58.68	122,054.40	23	57.80	6.94	64.74	134,659.20
32	44.06	5.29	49.35	102,648.00	24	53.70	6.44	60.14	125,091.20	24	59.25	7.11	66.36	138,028.80
33	45.16	5.42	50.58	105,206.40	25	55.04	6.60	61.64	128,211.20	25	60.73	7.29	68.02	141,481.60
34	46.29	5.55	51.84	107,827.20	26	56.42	6.77	63.19	131,435.20	26	62.25	7.47	69.72	145,017.60
35	47.45	5.69	53.14	110,531.20	27	57.83	6.94	64.77	134,721.60	27	63.81	7.66	71.47	148,657.60
36	48.64	5.84	54.48	113,318.40	28	59.28	7.11	66.39	138,091.20	28	65.41	7.85	73.26	152,380.80
37	49.86	5.98	55.84	116,147.20	29	60.76	7.29	68.05	141,544.00	29	67.05	8.05	75.10	156,208.00
38	51.11	6.13	57.24	119,059.20	30	62.28	7.47	69.75	145,080.00	30	68.73	8.25	76.98	160,118.40
39	52.39	6.29	58.68	122,054.40	31	63.84	7.66	71.50	148,720.00	31	70.45	8.45	78.90	164,112.00
40	53.70	6.44	60.14	125,091.20	32	65.44	7.85	73.29	152,443.20	32	72.21	8.67	80.88	168,230.40
41	55.04	6.60	61.64	128,211.20										
42	56.42	6.77	63.19	131,435.20										
43	57.83	6.94	64.77	134,721.60										
44	59.28	7.11	66.39	138,091.20										

Advanced POST - 17% POST

Deputy Sheriff 16					Sheriff Detective/Corporal DA Investigator 19					DA Senior Investigator 20				
Steps	Base	17% POST over Base	Hourly Rate	Annual Rate *Based on 2,080 hours*	Steps	Base	17% POST over Base	Hourly Rate	Annual Rate *Based on 2,080 hours*	Steps	Base	17% POST over Base	Hourly Rate	Annual Rate *Based on 2,080 hours*
45	41.94	7.13	49.07	102,065.60	33	51.11	8.69	59.80	124,384.00	33	56.39	9.59	65.98	137,238.40
46	42.99	7.31	50.30	104,624.00	34	52.39	8.91	61.30	127,504.00	34	57.80	9.83	67.63	140,670.40
47	44.06	7.49	51.55	107,224.00	35	53.70	9.13	62.83	130,686.40	35	59.25	10.07	69.32	144,185.60
48	45.16	7.68	52.84	109,907.20	36	55.04	9.36	64.40	133,952.00	36	60.73	10.32	71.05	147,784.00
49	46.29	7.87	54.16	112,652.80	37	56.42	9.59	66.01	137,300.80	37	62.25	10.58	72.83	151,486.40
50	47.45	8.07	55.52	115,481.60	38	57.83	9.83	67.66	140,732.80	38	63.81	10.85	74.66	155,292.80
51	48.64	8.27	56.91	118,372.80	39	59.28	10.08	69.36	144,268.80	39	65.41	11.12	76.53	159,182.40
52	49.86	8.48	58.34	121,347.20	40	60.76	10.33	71.09	147,867.20	40	67.05	11.40	78.45	163,176.00
53	51.11	8.69	59.80	124,384.00	41	62.28	10.59	72.87	151,569.60	41	68.73	11.68	80.41	167,252.80
54	52.39	8.91	61.30	127,504.00	42	63.84	10.85	74.69	155,355.20	42	70.45	11.98	82.43	171,454.40
55	53.70	9.13	62.83	130,686.40	43	65.44	11.12	76.56	159,244.80	43	72.21	12.28	84.49	175,739.20
56	55.04	9.36	64.40	133,952.00										
57	56.42	9.59	66.01	137,300.80										
58	57.83	9.83	67.66	140,732.80										
59	59.28	10.08	69.36	144,268.80										