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

	DA Supervising Investigator 24				Sheriff's Sergeant 25				DA Commanding Investigator 26				DS Criminalist III, Sheriff's Lieutenant 28			
Base Step	**Steps**	**Base**		**Annual Rate Based on 2,080 hours**	**Steps**	**Base**		**Annual Rate Based on 2,080 hours**	**Steps**	**Base**		**Annual Rate Based on 2,080 hours**	**Steps**	**Base**		**Annual Rate Based on 2,080 hours**
	1	63.84		132,787.20	1	57.84		120,307.20	1	67.02		139,401.60	1	66.81		138,964.80
	2	65.44		136,115.20	2	59.29		123,323.20	2	68.70		142,896.00	2	68.48		142,438.40
	3	67.08		139,526.40	3	60.77		126,401.60	3	70.42		146,473.60	3	70.19		145,995.20
	4	68.76		143,020.80	4	62.29		129,563.20	4	72.18		150,134.40	4	71.94		149,635.20
	5	70.48		146,598.40	5	63.85		132,808.00	5	73.98		153,878.40	5	73.74		153,379.20
	6	72.24		150,259.20	6	65.45		136,136.00	6	75.83		157,726.40	6	75.58		157,206.40
	7	74.05		154,024.00	7	67.09		139,547.20	7	77.73		161,678.40	7	77.47		161,137.60
	8	75.90		157,872.00	8	68.77		143,041.60	8	79.67		165,713.60	8	79.41		165,172.80
	9	77.80		161,824.00	9	70.49		146,619.20	9	81.66		169,852.80	9	81.40		169,312.00
	10	79.75		165,880.00	10	72.25		150,280.00	10	83.70		174,096.00	10	83.44		173,555.20

Intermediate POST - 10% POST	**Steps**	**Base**	**10% POST over Base**	**Hourly Rate**	**Annual Rate Based on 2,080 hours**	**Steps**	**Base**	**10% POST over Base**	**Hourly Rate**	**Annual Rate Based on 2,080 hours**	**Steps**	**Base**	**10% POST over Base**	**Hourly Rate**	**Annual Rate Based on 2,080 hours**	**Steps**	**Base**	**10% POST over Base**	**Hourly Rate**	**Annual Rate Based on 2,080 hours**
	11	63.84	6.38	70.22	146,057.60	11	57.84	5.78	63.62	132,329.60	11	67.02	6.70	73.72	153,337.60	11	66.81	6.68	73.49	152,859.20
	12	65.44	6.54	71.98	149,718.40	12	59.29	5.93	65.22	135,657.60	12	68.70	6.87	75.57	157,185.60	12	68.48	6.85	75.33	156,686.40
	13	67.08	6.71	73.79	153,483.20	13	60.77	6.08	66.85	139,048.00	13	70.42	7.04	77.46	161,116.80	13	70.19	7.02	77.21	160,596.80
	14	68.76	6.88	75.64	157,331.20	14	62.29	6.23	68.52	142,521.60	14	72.18	7.22	79.40	165,152.00	14	71.94	7.19	79.13	164,590.40
	15	70.48	7.05	77.53	161,262.40	15	63.85	6.39	70.24	146,099.20	15	73.98	7.40	81.38	169,270.40	15	73.74	7.37	81.11	168,708.80
	16	72.24	7.22	79.46	165,276.80	16	65.45	6.55	72.00	149,760.00	16	75.83	7.58	83.41	173,492.80	16	75.58	7.56	83.14	172,931.20
	17	74.05	7.41	81.46	169,436.80	17	67.09	6.71	73.80	153,504.00	17	77.73	7.77	85.50	177,840.00	17	77.47	7.75	85.22	177,257.60
	18	75.90	7.59	83.49	173,659.20	18	68.77	6.88	75.65	157,352.00	18	79.67	7.97	87.64	182,291.20	18	79.41	7.94	87.35	181,688.00
	19	77.80	7.78	85.58	178,006.40	19	70.49	7.05	77.54	161,283.20	19	81.66	8.17	89.83	186,846.40	19	81.40	8.14	89.54	186,243.20
	20	79.75	7.98	87.73	182,478.40	20	72.25	7.23	79.48	165,318.40	20	83.70	8.37	92.07	191,505.60	20	83.44	8.34	91.78	190,902.40
	21	81.74	8.17	89.91	187,012.80	21	74.06	7.41	81.47	169,457.60	21	85.79	8.58	94.37	196,289.60	21	85.53	8.55	94.08	195,686.40

Advanced POST - 13% POST	**Steps**	**Base**	**13% POST over Base**	**Hourly Rate**	**Annual Rate Based on 2,080 hours**	**Steps**	**Base**	**13% POST over Base**	**Hourly Rate**	**Annual Rate Based on 2,080 hours**	**Steps**	**Base**	**13% POST over Base**	**Hourly Rate**	**Annual Rate Based on 2,080 hours**	**Steps**	**Base**	**13% POST over Base**	**Hourly Rate**	**Annual Rate Based on 2,080 hours**
	22	63.84	8.30	72.14	150,051.20	22	57.84	7.52	65.36	135,948.80	22	67.02	8.71	75.73	157,518.40	22	66.81	8.69	75.50	157,040.00
	23	65.44	8.51	73.95	153,816.00	23	59.29	7.71	67.00	139,360.00	23	68.70	8.93	77.63	161,470.40	23	68.48	8.90	77.38	160,950.40
	24	67.08	8.72	75.80	157,664.00	24	60.77	7.90	68.67	142,833.60	24	70.42	9.15	79.57	165,505.60	24	70.19	9.12	79.31	164,964.80
	25	68.76	8.94	77.70	161,616.00	25	62.29	8.10	70.39	146,411.20	25	72.18	9.38	81.56	169,644.80	25	71.94	9.35	81.29	169,083.20
	26	70.48	9.16	79.64	165,651.20	26	63.85	8.30	72.15	150,072.00	26	73.98	9.62	83.60	173,888.00	26	73.74	9.59	83.33	173,326.40
	27	72.24	9.39	81.63	169,790.40	27	65.45	8.51	73.96	153,836.80	27	75.83	9.86	85.69	178,235.20	27	75.58	9.83	85.41	177,652.80
	28	74.05	9.63	83.68	174,054.40	28	67.09	8.72	75.81	157,684.80	28	77.73	10.10	87.83	182,686.40	28	77.47	10.07	87.54	182,083.20
	29	75.90	9.87	85.77	178,401.60	29	68.77	8.94	77.71	161,636.80	29	79.67	10.36	90.03	187,262.40	29	79.41	10.32	89.73	186,638.40
	30	77.80	10.11	87.91	182,852.80	30	70.49	9.16	79.65	165,672.00	30	81.66	10.62	92.28	191,942.40	30	81.40	10.58	91.98	191,318.40
	31	79.75	10.37	90.12	187,449.60	31	72.25	9.39	81.64	169,811.20	31	83.70	10.88	94.58	196,726.40	31	83.44	10.85	94.29	196,123.20
	32	81.74	10.63	92.37	192,129.60	32	74.06	9.63	83.69	174,075.20	32	85.79	11.15	96.94	201,635.20	32	85.53	11.12	96.65	201,032.00

Supervisory POST - 16% POST	**Steps**	**Base**	**16% POST over Base**	**Hourly Rate**	**Annual Rate Based on 2,080 hours**	**Steps**	**Base**	**16% POST over Base**	**Hourly Rate**	**Annual Rate Based on 2,080 hours**	**Steps**	**Base**	**16% POST over Base**	**Hourly Rate**	**Annual Rate Based on 2,080 hours**	**Steps**	**Base**	**16% POST over Base**	**Hourly Rate**	**Annual Rate Based on 2,080 hours**
	33	63.84	10.21	74.05	154,024.00	33	57.84	9.25	67.09	139,547.20	33	67.02	10.72	77.74	161,699.20	33	66.81	10.69	77.50	161,200.00
	34	65.44	10.47	75.91	157,892.80	34	59.29	9.49	68.78	143,062.40	34	68.70	10.99	79.69	165,755.20	34	68.48	10.96	79.44	165,235.20
	35	67.08	10.73	77.81	161,844.80	35	60.77	9.72	70.49	146,619.20	35	70.42	11.27	81.69	169,915.20	35	70.19	11.23	81.42	169,353.60
	36	68.76	11.00	79.76	165,900.80	36	62.29	9.97	72.26	150,300.80	36	72.18	11.55	83.73	174,158.40	36	71.94	11.51	83.45	173,576.00
	37	70.48	11.28	81.76	170,060.80	37	63.85	10.22	74.07	154,065.60	37	73.98	11.84	85.82	178,505.60	37	73.74	11.80	85.54	177,923.20
	38	72.24	11.56	83.80	174,304.00	38	65.45	10.47	75.92	157,913.60	38	75.83	12.13	87.96	182,956.80	38	75.58	12.09	87.67	182,353.60
	39	74.05	11.85	85.90	178,672.00	39	67.09	10.73	77.82	161,865.60	39	77.73	12.44	90.17	187,553.60	39	77.47	12.40	89.87	186,929.60
	40	75.90	12.14	88.04	183,123.20	40	68.77	11.00	79.77	165,921.60	40	79.67	12.75	92.42	192,233.60	40	79.41	12.71	92.12	191,609.60
	41	77.80	12.45	90.25	187,720.00	41	70.49	11.28	81.77	170,081.60	41	81.66	13.07	94.73	197,038.40	41	81.40	13.02	94.42	196,393.60
	42	79.75	12.76	92.51	192,420.80	42	72.25	11.56	83.81	174,324.80	42	83.70	13.39	97.09	201,947.20	42	83.44	13.35	96.79	201,323.20
	43	81.74	13.08	94.82	197,225.60	43	74.06	11.85	85.91	178,692.80	43	85.79	13.73	99.52	207,001.60	43	85.53	13.68	99.21	206,356.80

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

Base Step

DA Supervising Investigator 24				Sheriff's Sergeant 25				DA Commanding Investigator 26				DS Criminalist III, Sheriff's Lieutenant 28			
Steps	Base		Annual Rate Based on 2,080 hours	Steps	Base		Annual Rate Based on 2,080 hours	Steps	Base		Annual Rate Based on 2,080 hours	Steps	Base		Annual Rate Based on 2,080 hours
1	66.39		138,091.20	1	60.15		125,112.00	1	69.70		144,976.00	1	69.48		144,518.40
2	68.05		141,544.00	2	61.65		128,232.00	2	71.44		148,595.20	2	71.22		148,137.60
3	69.75		145,080.00	3	63.19		131,435.20	3	73.23		152,318.40	3	73.00		151,840.00
4	71.49		148,699.20	4	64.77		134,721.60	4	75.06		156,124.80	4	74.83		155,646.40
5	73.28		152,422.40	5	66.39		138,091.20	5	76.94		160,035.20	5	76.70		159,536.00
6	75.11		156,228.80	6	68.05		141,544.00	6	78.86		164,028.80	6	78.62		163,529.60
7	76.99		160,139.20	7	69.75		145,080.00	7	80.83		168,126.40	7	80.59		167,627.20
8	78.91		164,132.80	8	71.49		148,699.20	8	82.85		172,328.00	8	82.60		171,808.00
9	80.88		168,230.40	9	73.28		152,422.40	9	84.92		176,633.60	9	84.67		176,113.60
10	82.90		172,432.00	10	75.11		156,228.80	10	87.04		181,043.20	10	86.79		180,523.20

Intermediate POST - 10% POST

Steps	Base	10% POST over Base	Hourly Rate	Annual Rate Based on 2,080 hours	Steps	Base	10% POST over Base	Hourly Rate	Annual Rate Based on 2,080 hours	Steps	Base	10% POST over Base	Hourly Rate	Annual Rate Based on 2,080 hours	Steps	Base	10% POST over Base	Hourly Rate	Annual Rate Based on 2,080 hours
11	66.39	6.64	73.03	151,902.40	11	60.15	6.02	66.17	137,633.60	11	69.70	6.97	76.67	159,473.60	11	69.48	6.95	76.43	158,974.40
12	68.05	6.81	74.86	155,708.80	12	61.65	6.17	67.82	141,065.60	12	71.44	7.14	78.58	163,446.40	12	71.22	7.12	78.34	162,947.20
13	69.75	6.98	76.73	159,598.40	13	63.19	6.32	69.51	144,580.80	13	73.23	7.32	80.55	167,544.00	13	73.00	7.30	80.30	167,024.00
14	71.49	7.15	78.64	163,571.20	14	64.77	6.48	71.25	148,200.00	14	75.06	7.51	82.57	171,745.60	14	74.83	7.48	82.31	171,204.80
15	73.28	7.33	80.61	167,668.80	15	66.39	6.64	73.03	151,902.40	15	76.94	7.69	84.63	176,030.40	15	76.70	7.67	84.37	175,489.60
16	75.11	7.51	82.62	171,849.60	16	68.05	6.81	74.86	155,708.80	16	78.86	7.89	86.75	180,440.00	16	78.62	7.86	86.48	179,878.40
17	76.99	7.70	84.69	176,155.20	17	69.75	6.98	76.73	159,598.40	17	80.83	8.08	88.91	184,932.80	17	80.59	8.06	88.65	184,392.00
18	78.91	7.89	86.80	180,544.00	18	71.49	7.15	78.64	163,571.20	18	82.85	8.29	91.14	189,571.20	18	82.60	8.26	90.86	188,988.80
19	80.88	8.09	88.97	185,057.60	19	73.28	7.33	80.61	167,668.80	19	84.92	8.49	93.41	194,292.80	19	84.67	8.47	93.14	193,731.20
20	82.90	8.29	91.19	189,675.20	20	75.11	7.51	82.62	171,849.60	20	87.04	8.70	95.74	199,139.20	20	86.79	8.68	95.47	198,577.60
21	84.97	8.50	93.47	194,417.60	21	76.99	7.70	84.69	176,155.20	21	89.22	8.92	98.14	204,131.20	21	88.96	8.90	97.86	203,548.80

Advanced POST - 13% POST

Steps	Base	13% POST over Base	Hourly Rate	Annual Rate Based on 2,080 hours	Steps	Base	13% POST over Base	Hourly Rate	Annual Rate Based on 2,080 hours	Steps	Base	13% POST over Base	Hourly Rate	Annual Rate Based on 2,080 hours	Steps	Base	13% POST over Base	Hourly Rate	Annual Rate Based on 2,080 hours
22	66.39	8.63	75.02	156,041.60	22	60.15	7.82	67.97	141,377.60	22	69.70	9.06	78.76	163,820.80	22	69.48	9.03	78.51	163,300.80
23	68.05	8.85	76.90	159,952.00	23	61.65	8.01	69.66	144,892.80	23	71.44	9.29	80.73	167,918.40	23	71.22	9.26	80.48	167,398.40
24	69.75	9.07	78.82	163,945.60	24	63.19	8.21	71.40	148,512.00	24	73.23	9.52	82.75	172,120.00	24	73.00	9.49	82.49	171,579.20
25	71.49	9.29	80.78	168,022.40	25	64.77	8.42	73.19	152,235.20	25	75.06	9.76	84.82	176,425.60	25	74.83	9.73	84.56	175,884.80
26	73.28	9.53	82.81	172,244.80	26	66.39	8.63	75.02	156,041.60	26	76.94	10.00	86.94	180,835.20	26	76.70	9.97	86.67	180,273.60
27	75.11	9.76	84.87	176,529.60	27	68.05	8.85	76.90	159,952.00	27	78.86	10.25	89.11	185,348.80	27	78.62	10.22	88.84	184,787.20
28	76.99	10.01	87.00	180,960.00	28	69.75	9.07	78.82	163,945.60	28	80.83	10.51	91.34	189,987.20	28	80.59	10.48	91.07	189,425.60
29	78.91	10.26	89.17	185,473.60	29	71.49	9.29	80.78	168,022.40	29	82.85	10.77	93.62	194,729.60	29	82.60	10.74	93.34	194,147.20
30	80.88	10.51	91.39	190,091.20	30	73.28	9.53	82.81	172,244.80	30	84.92	11.04	95.96	199,596.80	30	84.67	11.01	95.68	199,014.40
31	82.90	10.78	93.68	194,854.40	31	75.11	9.76	84.87	176,529.60	31	87.04	11.32	98.36	204,588.80	31	86.79	11.28	98.07	203,985.60
32	84.97	11.05	96.02	199,721.60	32	76.99	10.01	87.00	180,960.00	32	89.22	11.60	100.82	209,705.60	32	88.96	11.56	100.52	209,081.60

Supervisory POST - 16% POST

Steps	Base	16% POST over Base	Hourly Rate	Annual Rate Based on 2,080 hours	Steps	Base	16% POST over Base	Hourly Rate	Annual Rate Based on 2,080 hours	Steps	Base	16% POST over Base	Hourly Rate	Annual Rate Based on 2,080 hours	Steps	Base	16% POST over Base	Hourly Rate	Annual Rate Based on 2,080 hours
33	66.39	10.62	77.01	160,180.80	33	60.15	9.62	69.77	145,121.60	33	69.70	11.15	80.85	168,168.00	33	69.48	11.12	80.60	167,648.00
34	68.05	10.89	78.94	164,195.20	34	61.65	9.86	71.51	148,740.80	34	71.44	11.43	82.87	172,369.60	34	71.22	11.40	82.62	171,849.60
35	69.75	11.16	80.91	168,292.80	35	63.19	10.11	73.30	152,464.00	35	73.23	11.72	84.95	176,696.00	35	73.00	11.68	84.68	176,134.40
36	71.49	11.44	82.93	172,494.40	36	64.77	10.36	75.13	156,270.40	36	75.06	12.01	87.07	181,105.60	36	74.83	11.97	86.80	180,544.00
37	73.28	11.72	85.00	176,800.00	37	66.39	10.62	77.01	160,180.80	37	76.94	12.31	89.25	185,640.00	37	76.70	12.27	88.97	185,057.60
38	75.11	12.02	87.13	181,230.40	38	68.05	10.89	78.94	164,195.20	38	78.86	12.62	91.48	190,278.40	38	78.62	12.58	91.20	189,696.00
39	76.99	12.32	89.31	185,764.80	39	69.75	11.16	80.91	168,292.80	39	80.83	12.93	93.76	195,020.80	39	80.59	12.89	93.48	194,438.40
40	78.91	12.63	91.54	190,403.20	40	71.49	11.44	82.93	172,494.40	40	82.85	13.26	96.11	199,908.80	40	82.60	13.22	95.82	199,305.60
41	80.88	12.94	93.82	195,145.60	41	73.28	11.72	85.00	176,800.00	41	84.92	13.59	98.51	204,900.80	41	84.67	13.55	98.22	204,297.60
42	82.90	13.26	96.16	200,012.80	42	75.11	12.02	87.13	181,230.40	42	87.04	13.93	100.97	210,017.60	42	86.79	13.89	100.68	209,414.40
43	84.97	13.60	98.57	205,025.60	43	76.99	12.32	89.31	185,764.80	43	89.22	14.28	103.50	215,280.00	43	88.96	14.23	103.19	214,635.20