

Communication Officers Association (COA) - Survey January 2023

PUBLIC SAFETY DISPATCHER - PROJECTED INCREASE

City	Classification	MOU Dates	Salary Effective Date	Top-Step Base Salary	2.0% @ 60 per MOU		City Paid EE PERS		Medical	a)	Total Compensation	
					%	\$	%	\$			Total Base Salary + Benefits	Total Base Salary + Benefits
Sunnyvale (current)	Public Safety Dispatcher	01/01/22-12/31/25	02/20/22	10,092	0.000%	0.00	4.00%	403.69	815.00		1,218.69	11,310.86
Sunnyvale (new)	Public Safety Dispatcher	01/01/18-12/31/21		10,854	0.000%	0.00	4.00%	434.17	815.00		1,249.17	12,103.50
Alameda	Public Safety Dispatcher	07/01/22 - 6/30/25	07/03/22	8,230			0.00%	0.00	2,375.72	a)	2,375.72	10,605.59
Concord	Police Dispatcher II	07/01/21 - 6/30/23	07/11/22	8,623			0.00%	0.00	2,072.92		2,072.92	10,695.92
Fremont	Police Communications Dispatcher	07/01/22 - 06/30/25	07/03/22	9,063			0.00%	0.00	2,375.72	a)	2,375.72	11,438.79
Hayward	Communications Operator	12/21/21 - 06/30/24	07/01/22	8,514			0.00%	0.00	2,375.72		2,375.72	10,889.85
Milpitas	Communications Dispatcher	01/01/17 - 12/31/23	07/03/22	10,049			0.00%	0.00	2,375.72		2,375.72	12,424.29
Mountain View	Public Safety Dispatcher II	07/01/21 - 06/30/24	06/26/22	10,722			0.00%	0.00	2,375.72	a)	2,375.72	13,097.86
Palo Alto	Public Safety Dispatcher II	1/01/22 - 12/31/22	03/12/22	9,816			0.00%	0.00	2,260.00	b)	2,260.00	12,076.00
Richmond	Communications Dispatcher II	07/01/21 - 06/30/25	01/01/23	8,455			0.00%	0.00	2,375.72		2,375.72	10,830.82
San Jose	Public Safety Radio Dispatcher	07/01/21 - 06/30/23	07/01/22	9,579			0.00%	0.00	2,124.04		2,124.04	11,702.70
San Leandro	Public Safety Dispatcher	01/01/22 - 12/31/24	01/01/23	9,354			0.00%	0.00	2,262.42		2,262.42	11,616.42
San Mateo	Dispatcher II	07/01/21 - 01/06/24	04/03/22	8,997			0.00%	0.00	2,138.15		2,138.15	11,135.33
Santa Clara	Public Safety Dispatcher II	12/19/21 - 12/31/25	12/27/20	10,377			0.00%	0.00	1,435.30		1,435.30	11,812.17

NOTES:

0.00

- a) Medical for comparator agencies capped at PEMHCA Kaiser plus 2+
b) City of Palo Alto - SEIU contract expired 12/31/21; new MOU going to City Council on 1/30/23 for approval

Salary Calculation Methodology per MOU			
MOU Section			
15.9.2	Sunnyvale Current Total Compensation:		11,310.86
15.9.3	Average Total Compensation:		11,527.14
15.9.4	Average Total Compensation plus	5.0%	12,103.50
15.9.5	Dollar difference between 15.9.4 and 15.9.2:	792.64	
15.9.6	15.9.5 as a percentage of 15.9.2:	7.01%	
	Percentage to apply to Top-Step Monthly Salary so that 15.9.2 equals 15.9.4:		7.55%
Step 5	Dispatcher		Sr. Dispatcher
	Old Rate	New Rate	New Rate
	58,224.1	62,621.1	72,014.3
	10,092.18	10,854.33	12,482.48
	121,106.13	130,251.92	149,789.71


TINA MURPHY, DIRECTOR OF HUMAN RESOURCES
1/30/23
DATE


JESSICA FENISEY, PRESIDENT OF COA
1/20/23
DATE