Communication Officers Association (COA) - Survey January 2024

PUBLIC SAFETY DISPATCHER - PROJECTED INCREASE

City	Classification	MOU Dates	Salary Effective Date	Top-Step Base Salary	2.0% @ 60 per MOU %	2.0% @ 60 per MOU $	City Paid EE PERS %	City Paid EE PERS $	Medical	a)	Total Benefits	Total Compensation Base Salary + Benefits
Sunnyvale (current)	Public Safety Dispatcher	01/01/22-12/31/25	**02/19/23**	10,854	0.000%	0.00	4.00%	434.17	815.00		1,249.17	12,103.50
Sunnyvale (new)	Public Safety Dispatcher	01/01/22-12/31/25		**11,697**	**0.000%**	**0.00**	**4.00%**	**467.89**	**815.00**		1,282.89	**12,980.11**
Alameda	Public Safety Dispatcher	07/01/22 - 6/30/25	07/02/23	8,518			0.00%	0.00	2,475.48		2,475.48	10,993.08
Concord	Police Dispatcher II	07/01/23 - 6/30/26	07/10/23	9,226			0.00%	0.00	2,282.88		2,282.88	11,508.88
Fremont	Police Communications Dispatcher	07/01/22 - 06/30/25	07/02/23	9,516			0.00%	0.00	2,600.00		2,600.00	12,116.22
Hayward	Communications Operator	12/21/21 - 06/30/24	07/01/23	8,941			0.00%	0.00	2,655.67		2,655.67	11,596.20
Milpitas	Communications Dispatcher	01/01/17 - 12/31/23	07/03/23	10,300			0.00%	0.00	2,655.67	b)	2,655.67	12,955.44
Mountain View	Public Safety Dispatcher II	07/01/21 - 06/30/24	06/25/23	11,151			0.00%	0.00	2,655.67	a)	2,655.67	13,806.70
Palo Alto	Public Safety Dispatcher II	1/30/23 - 12/31/24	01/13/24	11,151			0.00%	0.00	2,444.00		2,444.00	13,595.00
Richmond	Communications Dispatcher II	07/01/21 - 06/30/25	01/01/24	9,145			0.00%	0.00	2,655.67		2,655.67	11,800.71
San Jose	Public Safety Radio Dispatcher	07/01/23 - 06/30/26	07/01/23	10,199			0.00%	0.00	2,623.18		2,623.18	12,822.46
San Leandro	Public Safety Dispatcher	01/01/22 - 12/31/24	01/01/24	9,658			0.00%	0.00	2,458.39		2,458.39	12,116.39
San Mateo	Dispatcher II	07/01/21 - 01/06/24	07/09/23	9,357			0.00%	0.00	2,390.10		2,390.10	11,747.17
Santa Clara	Public Safety Dispatcher II	12/19/21 - 12/31/25	12/24/23	10,896			0.00%	0.00	2,390.10		2,390.10	13,285.81

NOTES: (0.00)

a) Medical for comparator agencies capped at PEMHCA Kaiser plus 2+ (Currently: $2,655.67)
b) City of Milpitas - MPOA contract expired 12/31/23; currently in negotiations

Salary Calculation Methodology per MOU

MOU Section

15.9.2	Sunnyvale Current Total Compensation:		12,103.50
15.9.3	Average Total Compensation:		12,362.01
15.9.4	Average Total Compensation plus	5.0%	12,980.11
15.9.5	Dollar difference between 15.9.4 and 15.9.2:	876.61	
15.9.6	15.9.5 as a percentage of 15.9.2:	7.24%	
	Percentage to apply to Top-Step Monthly Salary so that 15.9.2 equals 15.9.4:		**7.77%**

	Dispatcher Old Rate	Dispatcher New Rate	Sr. Dispatcher New Rate
Step 5	62.6211	**67.4840**	**77.6066**
	10,854.32	11,697.22	13,451.80
	130,251.89	140,366.65	161,421.65

Tina Murphy 02/05/2024
TINA MURPHY, DIRECTOR OF HUMAN RESOURCES DATE

Melissa Murillo 02/05/2024
Melissa Murillo (Feb 5, 2024 16:21 PST)
MELISSA MURILLO, PRESIDENT OF COA DATE