

Communication Officers Association (COA) - Survey January 2026

PUBLIC SAFETY DISPATCHER - PROJECTED INCREASE

City	Classification	MOU Dates	Salary Effective Date	Top-Step Base Salary	(offset)						Total Compensation	
					Medical	Holiday	Education	POST	ER PERS Cost-share	ER Paid Deferred Comp	Total Benefits	Base Salary + Benefits
Sunnyvale (current)	Public Safety Dispatcher	01/01/26-12/31/28	03/02/25	12,367	1,700.00	682.50	325.00	433.33	0.00	300.00	3,440.83	15,808.24
Sunnyvale (new)	Public Safety Dispatcher	01/01/26-12/31/28		12,929	1,700.00	682.50	325.00	433.33	0.00	300.00	3,440.83	16,369.66
Alameda	Public Safety Dispatcher	07/01/25 - 6/30/27	07/13/25	9,012	2,881.17	702.00	0.00	0.00	0.00	90.12	3,673.29	12,684.89
Fremont	Police Communications Dispatcher	12/28/25 - 06/30/26	01/06/26	10,226	2,900.00	550.63	0.00	0.00	0.00	0.00	3,450.63	13,676.68
Hayward	Public Safety Dispatcher	07/01/24 - 06/30/27	07/01/25	10,894	3,039.04	974.18	0.00	0.00	(544.70)	0.00	3,468.52	14,362.52
Milpitas	Communications Dispatcher	01/01/24 - 12/31/26	01/01/26	11,637	3,039.04	698.24	0.00	0.00	0.00	0.00	3,737.28	15,374.55
Mountain View	Public Safety Dispatcher II	07/01/24 - 06/30/27	07/01/25	11,945	4,407.15	776.43	0.00	300.00	(390.64)	208.33	5,301.27	17,246.27
Palo Alto	Public Safety Dispatcher II	03/17/25 - 12/31/27	01/10/26	12,125	2,444.00	839.42	0.00	0.00	(242.50)	0.00	3,040.92	15,165.83
San Leandro	Public Safety Dispatcher	01/01/25 - 12/31/29	01/01/26	10,672	2,726.75	693.68	0.00	533.60	0.00	213.44	4,167.47	14,839.47
San Mateo	Dispatcher	01/07/24 - 01/03/27	01/04/26	10,729	2,735.14	578.01	0.00	268.22	0.00	107.29	3,688.66	14,417.48
Santa Clara	Public Safety Dispatcher II	08/31/25 - 12/31/29	08/17/25	11,898	2,735.14	892.36	237.96	713.89	0.00	300.00	4,879.34	16,777.46

NOTES:

(0.00)

Salary Calculation Methodology per MOU																	
MOU Section																	
14.10.2	Sunnyvale Current Total Compensation: 15,808.24																
14.10.3	Average Total Compensation: 14,949.46																
14.10.4	Average Total Compensation plus 9.5% 16,369.66																
14.10.5	Dollar difference between 14.10.4 and 14.10.2: 561.42																
14.10.6	14.10.5 as a percentage of 14.10.2: 3.55%																
Percentage to apply to Top-Step Monthly Salary so that 14.10.2 equals 14.10.4: 4.54%																	
	<table border="1"> <thead> <tr> <th>Dispatcher</th> <th>Sr. Dispatcher</th> </tr> <tr> <th>Old Rate</th> <th>New Rate</th> </tr> </thead> <tbody> <tr> <td>Step 5 71.3504</td> <td>85.7778</td> </tr> <tr> <td>12,367.40</td> <td>14,868.15</td> </tr> <tr> <td>148,408.83</td> <td>178,417.81</td> </tr> <tr> <td>74.5894</td> <td></td> </tr> <tr> <td>12,928.83</td> <td></td> </tr> <tr> <td>155,145.92</td> <td></td> </tr> </tbody> </table>	Dispatcher	Sr. Dispatcher	Old Rate	New Rate	Step 5 71.3504	85.7778	12,367.40	14,868.15	148,408.83	178,417.81	74.5894		12,928.83		155,145.92	
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Sarah Johnson-Rios

01/27/2026

SARAH JOHNSON-RIOS, ASSISTANT CITY MANAGER

DATE

Anna Vaughan

Anna Vaughan (Jan 27, 2026 14:24:35 PST)

ANNA VAUGHAN, PRESIDENT OF COA

01/27/2026

DATE