

**Communication Officers Association (COA) - Survey January 2025**

**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 Benefits	Base Salary + Benefits
Sunnyvale (current)	Public Safety Dispatcher	01/01/22-12/31/25	03/03/24	11,698	0.000%	0.00	4.00%	467.91	815.00		1,282.91	12,980.62
<b>Sunnyvale (new)</b>	Public Safety Dispatcher	01/01/22-12/31/25		<b>12,367</b>	<b>0.000%</b>	<b>0.00</b>	<b>4.00%</b>	<b>494.70</b>	<b>815.00</b>		1,309.70	<b>13,677.10</b>
Alameda	Public Safety Dispatcher	07/01/22 - 6/30/25	07/14/24	8,731			0.00%	0.00	2,475.48		2,475.48	11,206.28
Concord	Police Dispatcher II	07/01/23 - 6/30/26	07/08/24	9,595			0.00%	0.00	2,461.28		2,461.28	12,056.28
Fremont	Police Communications Dispatcher	07/01/22 - 06/30/25	07/14/24	9,897			0.00%	0.00	2,700.00		2,700.00	12,596.87
Hayward	Communications Operator	07/01/24 - 06/30/27	07/29/24	10,473			0.00%	0.00	2,893.54		2,893.54	13,366.34
Milpitas	Communications Dispatcher	01/01/24 - 12/31/26	01/01/25	11,298			0.00%	0.00	2,893.54		2,893.54	14,191.86
Mountain View	Public Safety Dispatcher II	07/01/24 - 06/30/27	07/01/24	11,597			0.00%	0.00	2,893.54	a)	2,893.54	14,490.62
Palo Alto	Public Safety Dispatcher II	1/30/23 - 12/31/24	01/13/24	11,151			0.00%	0.00	2,444.00	b)	2,444.00	13,595.00
Richmond	Communications Dispatcher II	07/01/21 - 06/30/25	01/01/25	9,511			0.00%	0.00	2,893.54		2,893.54	12,404.38
San Jose	Public Safety Radio Dispatcher	07/01/23 - 06/30/26	07/01/24	10,607			0.00%	0.00	2,754.34		2,754.34	13,361.30
San Leandro	Public Safety Dispatcher	01/01/22 - 12/31/24	01/01/24	9,658			0.00%	0.00	2,624.90	c)	2,624.90	12,282.90
San Mateo	Dispatcher	01/07/24 - 01/03/27	01/05/25	10,218			0.00%	0.00	2,604.19		2,604.19	12,822.11
Santa Clara	Public Safety Dispatcher II	12/19/21 - 12/31/25	12/22/24	11,332			0.00%	0.00	2,604.19		2,604.19	13,935.73

NOTES:

(0.00)

- a) Medical for comparator agencies capped at PEMHCA Kaiser plus 2+ (Currently: \$2,893.54)
- b) City of Palo Alto - SEIU contract expired 12/31/24; currently in negotiations
- c) City of San Leandro - SLCEA contract expired 12/31/24; currently in negotiations

Salary Calculation Methodology per MOU			
<b>MOU Section</b>			
15.9.2	Sunnyvale Current Total Compensation:	12,980.62	
15.9.3	Average Total Compensation:	13,025.81	
15.9.4	Average Total Compensation plus	5.0% 13,677.10	
15.9.5	Dollar difference between 15.9.4 and 15.9.2:	696.48	
15.9.6	15.9.5 as a percentage of 15.9.2:	5.37%	
Percentage to apply to Top-Step Monthly Salary so that 15.9.2 equals 15.9.4: <b>5.72%</b>			
Step 5	Dispatcher		Sr. Dispatcher New Rate
	Old Rate	New Rate	
	67.4868	<b>71.3504</b>	
	11,697.71	12,367.40	
	140,372.54	148,408.85	170,670.17

*Tina Murphy*

01/29/2025

TINA MURPHY, DIRECTOR OF HUMAN RESOURCES DATE

*Erin Chastain*

Erin Chastain (Jan 29, 2025 06:18 PST)

ERIN CHASTAIN, PRESIDENT OF COA

01/29/2025

DATE