

Communication Officers Association (COA) - Survey January 2017**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	01/01/15-12/31/17	01/03/16	8,427	0.000%	0.00	2.00%	168.55	815.00		983.55	9,410.96
Sunnyvale (new)	Public Safety Dispatcher	01/01/15-12/31/17		8,758	0.000%	0.00	2.00%	175.16	815.00		990.16	9,748.06
Alameda	Public Safety Dispatcher	12/27/15 - 12/26/18	01/08/17	6,997			0.00%	0.00	1,906.81	a)	1,906.81	8,904.28
Concord	Police Dispatcher II	07/01/15 - 6/30/19	07/04/16	7,221			0.00%	0.00	1,721.23		1,721.23	8,942.23
Fremont	Police Communications Dispatcher	07/01/15 - 06/30/17	06/26/16	7,164			0.00%	0.00	1,906.81	a)	1,906.81	9,070.81
Hayward	Communications Operator	07/01/15 - 06/30/18	07/01/16	6,959			0.00%	0.00	1,906.81	a)	1,906.81	8,866.14
Milpitas	Communications Dispatcher	01/01/15 - 12/31/16	01/01/16	8,462			0.00%	0.00	1,906.81	a), b)	1,906.81	10,368.42
Mountain View	Public Safety Dispatcher II	07/01/15 - 06/30/17	06/19/16	8,229			0.00%	0.00	1,906.81	a)	1,906.81	10,135.40
Palo Alto	Public Safety Dispatcher II	12/01/15 - 12/31/18	12/10/16	7,918			0.00%	0.00	1,906.81	a)	1,906.81	9,824.68
Richmond	Communications Dispatcher II	07/01/13 - 03/31/16	01/01/15	6,677			0.00%	0.00	1,906.81	a), c)	1,906.81	8,583.81
San Jose	Public Safety Radio Dispatcher	07/01/15 - 06/30/18	06/19/16	7,299			0.00%	0.00	1,526.54		1,526.54	8,825.61
San Leandro	Public Safety Dispatcher	01/01/16 - 12/31/20	01/01/17	6,922			0.00%	0.00	1,763.34		1,763.34	8,685.34
San Mateo	Dispatcher II	08/16/15 - 08/11/18	07/31/16	7,839			0.00%	0.00	1,716.13		1,716.13	9,554.75
Santa Clara	Public Safety Dispatcher II	12/21/14 - 12/17/16	12/15/15	8,370			0.00%	0.00	1,274.96	d)	1,274.96	9,644.96

NOTES:

0.00

- a) Medical for comparator agencies capped at PEMHCA Kaiser plus 2+ for the Bay Area/Sacramento region.
- b) City of Milpitas - MPOA contract expired 12/31/16; currently in negotiations
- c) City of Richmond - SEIU contract expired 03/31/16; currently in negotiations
- d) City of Santa Clara - PSNSEA Unit 10 contract expired 12/17/16; currently in negotiations

Salary Calculation Methodology per MOU**MOU Section**

15.9.2	Sunnyvale Current Total Compensation:	9,410.96
15.9.3	Average Total Compensation:	9,283.87
15.9.4	Average Total Compensation plus 5.0%	9,748.06
15.9.5	Dollar difference between 15.9.4 and 15.9.2:	337.10
15.9.6	15.9.5 as a percentage of 15.9.2:	3.58%
Percentage to apply to Top-Step Monthly Salary so that 15.9.2 equals 15.9.4:		3.92%

	Dispatcher		Sr. Dispatcher New Rate
	Old Rate	New Rate	
Step 5	48.6197	50.5264	57.8527
	8,427.41	8,757.90	10,027.80
	101,128.98	105,094.82	120,333.57

Teri Silva
Teri Silva, DIRECTOR OF HUMAN RESOURCES

1/23/17
DATE

Marianne Siu
Marianne Siu, PRESIDENT OF COA

1-20-17
DATE