

Attachment 3

Communication Officers Association (COA) - Survey January 2018

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	8,758	0.000%	0.00	2.00%	175.16	815.00		990.16	9,748.07
Sunnyvale (new)	Public Safety Dispatcher	01/01/15-12/31/17		9,032	0.000%	0.00	4.00%	361.26	815.00		1,176.26	10,207.80
Alameda	Public Safety Dispatcher	12/27/15 - 12/26/18	01/07/18	7,207			0.00%	0.00	2,027.64	a)	2,027.64	9,234.84
Concord	Police Dispatcher II	07/01/15 - 6/30/19	07/03/17	7,438			0.00%	0.00	1,811.85		1,811.85	9,249.85
Fremont	Police Communications Dispatcher	07/01/17 - 06/30/19	06/25/17	7,748			0.00%	0.00	2,022.00		2,022.00	9,769.86
Hayward	Communications Operator	07/01/15 - 06/30/18	07/01/17	7,309			0.00%	0.00	2,027.64	a)	2,027.64	9,337.11
Milpitas	Communications Dispatcher	01/01/17 - 12/31/21	01/01/18	9,021			0.00%	0.00	2,027.64	a)	2,027.64	11,048.14
Mountain View	Public Safety Dispatcher II	07/01/17 - 06/30/20	07/01/17	8,558			0.00%	0.00	2,027.64	a)	2,027.64	10,585.37
Palo Alto	Public Safety Dispatcher II	12/01/15 - 12/31/18	12/09/17	8,157			0.00%	0.00	2,027.64	a)	2,027.64	10,184.71
Richmond	Communications Dispatcher II	07/01/13 - 03/31/16	01/01/15	6,677			0.00%	0.00	2,027.64	a), b)	2,027.64	8,704.64
San Jose	Public Safety Radio Dispatcher	07/01/15 - 06/30/18	06/18/17	7,517			0.00%	0.00	1,514.30		1,514.30	9,031.77
San Leandro	Public Safety Dispatcher	01/01/16 - 12/31/20	01/01/18	7,130			0.00%	0.00	1,823.76		1,823.76	8,953.76
San Mateo	Dispatcher II	08/16/15 - 08/11/18	07/30/17	8,152			0.00%	0.00	1,824.88		1,824.88	9,977.04
Santa Clara	Public Safety Dispatcher II	12/18/16 - 12/22/18	12/17/17	9,225			0.00%	0.00	1,358.53		1,358.53	10,583.53

NOTES:

a) Medical for comparator agencies capped at PEMHCA Kaiser plus 2+ for the Bay Area/Sacramento region.

b) City of Richmond - SEIU contract expired 03/31/16; currently in negotiations

0.00

Salary Calculation Methodology per MOU

MOU Section

15.9.2	Sunnyvale Current Total Compensation:	9,748.07
15.9.3	Average Total Compensation:	9,721.72
15.9.4	Average Total Compensation plus 5.0%	10,207.80
15.9.5	Dollar difference between 15.9.4 and 15.9.2:	459.74
15.9.6	15.9.5 as a percentage of 15.9.2:	4.72%
	Percentage to apply to Top-Step Monthly Salary so that 15.9.2 equals 15.9.4:	3.12%

	Dispatcher		Sr. Dispatcher New Rate
	Old Rate	New Rate	
Step 5	50,526.4	52,105.0	59,920.8
	8,757.91	9,031.54	10,386.27
	105,094.91	108,378.46	124,635.23

ANTHONY GILES, INTERIM DIRECTOR OF HUMAN RESOURCES

DATE

MARIANNE GILU, PRESIDENT OF COA

DATE