

Communication Officers Association (COA) - Survey January 2020

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 Benefits	Total Compensation Base Salary + Benefits
					%	\$	%	\$				
Sunnyvale (current)	Public Safety Dispatcher	01/01/18-12/31/21	03/10/19	9,181	0.000%	0.00	4.00%	367.22	815.00		1,182.22	10,362.79
Sunnyvale (new)	Public Safety Dispatcher	01/01/18-12/31/21		9,501	0.000%	0.00	4.00%	380.03	815.00		1,195.03	10,695.76
Alameda	Public Safety Dispatcher	12/27/18 - 6/30/22	01/05/20	7,646			0.00%	0.00	1,998.07	a)	1,998.07	9,643.80
Concord	Police Dispatcher II	07/01/19 - 6/30/21	07/01/19	7,890			0.00%	0.00	1,789.68		1,789.68	9,679.68
Fremont	Police Communications Dispatcher	07/01/19 - 06/30/21	07/01/19	8,300			0.00%	0.00	1,998.07	a)	1,998.07	10,297.58
Hayward	Communications Operator	07/01/18 - 06/30/21	07/01/19	7,602			0.00%	0.00	1,998.07		1,998.07	9,600.47
Milpitas	Communications Dispatcher	01/01/17 - 12/31/21	01/01/20	9,803			0.00%	0.00	1,998.07		1,998.07	11,801.55
Mountain View	Public Safety Dispatcher II	07/01/17 - 06/30/20	07/01/19	9,167			0.00%	0.00	1,998.07	a)	1,998.07	11,165.11
Palo Alto	Public Safety Dispatcher II	1/01/19 - 12/31/21	11/23/19	8,852			0.00%	0.00	1,998.07	a)	1,998.07	10,850.20
Richmond	Communications Dispatcher II	07/01/13 - 03/31/16	01/01/15	6,677			0.00%	0.00	1,998.07	b)	1,998.07	8,675.07
San Jose	Public Safety Radio Dispatcher	07/01/18 - 06/30/21	07/01/19	7,743			0.00%	0.00	1,788.72		1,788.72	9,531.52
San Leandro	Public Safety Dispatcher	01/01/16 - 12/31/20	01/01/20	7,564			0.00%	0.00	1,824.07		1,824.07	9,388.07
San Mateo	Dispatcher II	08/12/18 - 06/30/21	06/30/19	8,482			0.00%	0.00	1,798.26		1,798.26	10,279.76
Santa Clara	Public Safety Dispatcher II	12/23/18 - 12/18/21	12/15/19	9,978			0.00%	0.00	1,346.66		1,346.66	11,324.42

NOTES:

(0.00)

- a) Medical for comparator agencies capped at PEMHCA Kaiser plus 2+
b) City of Richmond - SEIU contract expired 03/31/16; currently in negotiations

Salary Calculation Methodology per MOU

MOU Section

15.9.2	Sunnyvale Current Total Compensation:	10,362.79
15.9.3	Average Total Compensation:	10,186.44
15.9.4	Average Total Compensation plus 5.0%	10,695.76
15.9.5	Dollar difference between 15.9.4 and 15.9.2:	332.97
15.9.6	15.9.5 as a percentage of 15.9.2:	3.21%
Percentage to apply to Top-Step Monthly Salary so that 15.9.2 equals 15.9.4:		3.49%

	Dispatcher		Sr. Dispatcher New Rate
	Old Rate	New Rate	
Step 5	52.9648	54.8119	63.0337
	9,180.57	9,500.73	10,925.84
	110,166.78	114,008.77	131,110.08

Sina Murphy 1/31/20
TINA MURPHY, DIRECTOR OF HUMAN RESOURCES DATE

Carolyn Nichols 1/30/20
CAROLYN NICHOLSON, PRESIDENT OF COA DATE