



CITY OF PALO ALTO WAGE AND HEALTHCARE PROPOSAL

Accounting Specialist Job Family

City Wage Proposal: 4% in year 1, 3% in year 2, 3% in year 3

Market Adjustment applied after the COLA

Job Family	Position	Wage	Market Adjustment	2025 Market AFTER +4% COLA	Monthly Wage Increase	2026 3% COLA	Monthly Wage Increase	2027 3% COLA	Monthly Wage Increase	Total Wage Increase Over Life of Contract
Accounting Specialist	Account Assitant	\$ 79,664.00	3.13%	\$ 82,850.56	\$ 265.55	\$ 85,336.08	\$ 207.13	\$ 87,896.16	\$ 213.34	\$ 8,232.16
Accounting Specialist	Account Spec	\$ 93,059.00	3.13%	\$ 96,781.36	\$ 310.20	\$ 99,684.80	\$ 241.95	\$ 102,675.34	\$ 249.21	\$ 9,616.34
Accounting Specialist	Account Spec Lead	\$ 99,653.00	3.13%	\$ 103,639.12	\$ 332.18	\$ 106,748.29	\$ 259.10	\$ 109,950.74	\$ 266.67	\$ 10,297.74
Accounting Specialist	Payroll Analyst	\$ 110,968.00	3.13%	\$ 115,406.72	\$ 369.89	\$ 118,868.92	\$ 288.52	\$ 122,434.99	\$ 297.17	\$ 11,466.99
Accounting Specialist	Utility Acctntech	\$ 100,547.00	3.13%	\$ 104,568.88	\$ 335.16	\$ 107,705.95	\$ 261.42	\$ 110,937.12	\$ 269.26	\$ 10,390.12
Accounting Specialist	Utility Cred Spec	\$ 119,746.00	3.13%	\$ 124,535.84	\$ 399.15	\$ 128,271.92	\$ 311.34	\$ 132,120.07	\$ 320.66	\$ 12,374.07

City Healthcare Proposal:

Plan Year 2025: \$100 per month (\$1200 per year) in Flexible Compensation plus 4% increase to the employer premium contribution.

Plan Year 2026: 4% increase to the employer premium contribution.

Plan Year 2027: 4% increase to the employer premium contribution.

City Proposal	Current	2025	2026	2027
Premium				
Employee Only Coverage	\$1,112.90	\$1,112.90	\$1,201.93	\$1,298.09
Employer Contribution	\$956.06	\$994.30	\$1,034.07	\$1,075.44
Flex Compensation	\$-	\$100.00	\$100.00	\$100.00
Employee Pays	\$156.84	\$18.60	\$67.86	\$122.65
City Proposal	Current	2025	2026	2027
Premium				
EE + One Coverage	\$2,225.80	\$2,225.80	\$2,403.86	\$2,596.17
Employer Contribution	\$1,911.22	\$1,987.67	\$2,067.18	\$2,149.86
Flex Compensation	\$-	\$100.00	\$100.00	\$100.00
Employee Pays	\$314.58	\$138.13	\$236.69	\$346.31
City Proposal	Current	2025	2026	2027
Premium				
Family Coverage	\$ 2,893.54	\$ 2,893.54	\$ 3,125.02	\$ 3,375.03
Employer Contribution	\$ 2,444.00	\$ 2,541.76	\$ 2,643.43	\$ 2,749.17
Flex Compensation	\$ -	\$ 100.00	\$ 100.00	\$ 100.00
Employee Pays	\$ 449.54	\$ 251.78	\$ 381.59	\$ 525.86

*Based on Kaiser Plan Premium and assumption of 8% medical inflation.