



CITY OF PALO ALTO WAGE AND HEALTHCARE PROPOSAL

Admin Associate 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 +4% COLA	Monthly Wage Increase	2026 3% COLA	Monthly Wage Increase	2027 3% COLA	Monthly Wage Increase	Total Wage Increase Over Life of Contract
Admin Assc 2	Admin Assc 1	\$ 82,742.00	2.74%	\$ 86,061.68	\$275.81	\$ 88,633.23	\$215.13	\$ 91,292.23	\$221.58	\$ 8,550.23
Admin Assc 2	Admin Assc 2	\$ 89,898.00	2.74%	\$ 93,483.92	\$299.66	\$ 96,298.74	\$233.73	\$ 99,187.70	\$240.75	\$ 9,289.70
Admin Assc 2	Admin Assc 3	\$ 96,366.00	2.74%	\$ 100,220.64	\$321.22	\$ 103,227.26	\$250.55	\$ 106,324.08	\$258.07	\$ 9,958.08
Admin Assc 2	Mailing Svc Sp	\$ 96,366.00	2.74%	\$ 100,220.64	\$321.22	\$ 103,227.26	\$250.55	\$ 106,324.08	\$258.07	\$ 9,958.08
Admin Assc 2	Offset Equip Oper	\$ 79,851.00	2.74%	\$ 83,045.04	\$266.17	\$ 85,536.39	\$207.61	\$ 88,102.48	\$213.84	\$ 8,251.48
Admin Assc 2	Management Asst	\$104,696.00	2.74%	\$108,873.44	\$348.95	\$ 112,139.64	\$272.18	\$ 115,503.83	\$280.35	\$10,817.83
Admin Assc 2	Program Assitant	\$ 86,050.00	2.74%	\$ 88,482.00	\$286.83	\$ 92,176.76	\$223.73	\$ 94,942.06	\$230.44	\$ 8,892.06
Admin Assc 2	Program Assistant 1	\$ 91,208.00	2.74%	\$ 94,856.32	\$304.03	\$ 97,702.01	\$237.14	\$ 100,633.07	\$244.26	\$ 9,425.07
Admin Assc 2	Program Assistant 2	\$ 98,030.00	2.74%	\$ 101,951.20	\$326.77	\$ 105,009.74	\$254.88	\$ 108,160.03	\$262.52	\$ 10,130.03
Admin Assc 2	Emerg Med Svc Dat	\$ 96,366.00	2.74%	\$ 100,220.64	\$321.22	\$ 103,227.26	\$250.55	\$ 106,324.08	\$258.07	\$ 9,958.08

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.