



CITY OF PALO ALTO WAGE AND HEALTHCARE PROPOSAL

Associate Engineer 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
Associate Engineer	Assoc Engineer	\$153,691.00	1.55%	\$159,838.64	\$512.30	\$164,633.80	\$399.60	\$169,572.81	\$411.58	\$15,881.81
Associate Engineer	Assoc Pwr Engineer	\$163,634.00	1.55%	\$170,179.36	\$545.45	\$175,284.74	\$425.45	\$180,543.28	\$438.21	\$16,909.28
Associate Engineer	ASST ENGINEER	\$139,235.00	1.55%	\$144,804.40	\$464.12	\$149,148.53	\$362.01	\$153,622.99	\$372.87	\$14,387.99
Associate Engineer	ASST POWER ENGR	\$147,763.00	1.55%	\$153,673.52	\$492.54	\$158,283.73	\$384.18	\$163,032.24	\$395.71	\$15,269.24
Associate Engineer	ENGINEER	\$173,118.00	1.55%	\$180,042.72	\$577.06	\$185,444.00	\$450.11	\$191,007.32	\$463.61	\$17,889.32
Associate Engineer	MARKETING ENG	\$173,118.00	1.55%	\$180,042.72	\$577.06	\$185,444.00	\$450.11	\$191,007.32	\$463.61	\$17,889.32
Associate Engineer	POWER ENGR	\$184,829.00	1.55%	\$192,222.16	\$616.10	\$197,988.82	\$480.56	\$203,928.49	\$494.97	\$19,099.49
Associate Engineer	PLANS CHECK ENGR	\$168,126.00	1.55%	\$174,851.04	\$560.42	\$180,096.57	\$437.13	\$185,499.47	\$450.24	\$17,373.47
Associate Engineer	UTIL ENGR EST	\$162,760.00	1.55%	\$169,270.40	\$542.53	\$174,348.51	\$423.18	\$179,578.97	\$435.87	\$16,818.97
Associate Engineer	UTIL ENGR EST Lead	\$174,117.00	1.55%	\$181,081.68	\$580.39	\$186,514.13	\$452.70	\$192,109.55	\$466.29	\$17,992.55
Associate Engineer	PROJECT ENGINEER	\$186,285.00	1.55%	\$193,736.40	\$620.95	\$199,548.49	\$484.34	\$205,534.95	\$498.87	\$19,249.95
Associate Engineer	ELECTRIC PROJ ENG	\$196,019.00	1.55%	\$203,859.76	\$653.40	\$209,975.55	\$509.65	\$216,274.82	\$524.94	\$20,255.82
Associate Engineer	TRAFFIC ENG LEAD	\$196,019.00	1.55%	\$203,859.76	\$653.40	\$209,975.55	\$509.65	\$216,274.82	\$524.94	\$20,255.82

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.