



CITY OF PALO ALTO WAGE AND HEALTHCARE PROPOSAL

Building Inspector 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
BLDG INSPECTOR	BLDG INSPECTOR	\$ 128,981.00	4.48%	\$ 134,784.11	\$ 483.59	\$ 138,827.64	\$ 336.96	\$ 142,992.47	\$ 347.07	\$ 14,011.47
BLDG INSPECTOR	DEV PROJ COOD 1	\$ 99,112.00	4.48%	\$ 103,571.25	\$ 371.60	\$ 106,678.38	\$ 258.93	\$ 109,878.74	\$ 266.70	\$ 10,766.74
BLDG INSPECTOR	DEV PROJ COOD 2	\$ 112,590.00	4.48%	\$ 117,655.65	\$ 422.14	\$ 121,185.32	\$ 294.14	\$ 124,820.88	\$ 302.96	\$ 12,230.88
BLDG INSPECTOR	DEV PROJ COOD 3	\$ 124,176.00	4.48%	\$ 129,762.93	\$ 465.58	\$ 133,655.81	\$ 324.41	\$ 137,665.49	\$ 334.14	\$ 13,489.49
BLDG INSPECTOR	Plning ARBORIST	\$ 150,883.00	4.48%	\$ 157,671.53	\$ 565.71	\$ 162,401.67	\$ 394.18	\$ 167,273.72	\$ 406.00	\$ 16,390.72
BLDG INSPECTOR	PLANS EXAMINER	\$ 130,915.00	4.48%	\$ 136,805.13	\$ 490.84	\$ 140,909.28	\$ 342.01	\$ 145,136.56	\$ 352.27	\$ 14,221.56
BLDG INSPECTOR	BLDG INSPEC SPEC	\$ 137,696.00	4.48%	\$ 143,891.22	\$ 516.27	\$ 148,207.95	\$ 359.73	\$ 152,654.19	\$ 370.52	\$ 14,958.19
BLDG INSPECTOR	CHF INSPEC GWG	\$ 137,987.00	4.48%	\$ 144,195.31	\$ 517.36	\$ 148,521.17	\$ 360.49	\$ 152,976.81	\$ 371.30	\$ 14,989.81
BLDG INSPECTOR	CODE ENFOR OFF	\$ 123,926.00	4.48%	\$ 129,501.68	\$ 464.64	\$ 133,386.73	\$ 323.75	\$ 137,388.33	\$ 333.47	\$ 13,462.33
BLDG INSPECTOR	CODE ENFOR OFF L	\$ 132,558.00	4.48%	\$ 138,522.05	\$ 497.00	\$ 142,677.71	\$ 346.31	\$ 146,958.04	\$ 356.69	\$ 14,400.04
BLDG INSPECTOR	SURVEYING ASST	\$ 115,918.00	4.48%	\$ 121,133.38	\$ 434.62	\$ 124,767.38	\$ 302.83	\$ 128,510.41	\$ 311.92	\$ 12,592.41
BLDG INSPECTOR	SURVEYOR, PW	\$ 126,090.00	4.48%	\$ 131,763.04	\$ 472.75	\$ 135,715.93	\$ 329.41	\$ 139,787.41	\$ 339.29	\$ 13,697.41
BLDG INSPECTOR	INSPECTOR, FLD SVC	\$ 124,571.00	4.48%	\$ 130,175.70	\$ 467.06	\$ 134,080.97	\$ 325.44	\$ 138,103.40	\$ 335.20	\$ 13,532.40

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.