LOCAL 521 SEIU Stronger Together

CITY OF PALO ALTO WAGE AND HEALTHCARE PROPOSAL

Buyer 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
BUYER	BUYER	$124,675.00	2.92%	$129,662.00	$415.58	$133,551.86	$324.16	$137,558.42	$333.88	$12,883.42
BUYER	Assoc BUYER	$113,235.00	2.92%	$117,764.40	$377.45	$121,297.33	$294.41	$124,936.25	$303.24	$11,701.25
BUYER	Senior Buyer	$130,915.00	2.92%	$136,151.60	$436.38	$140,236.15	$340.38	$144,443.23	$350.59	$13,528.23

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.