



# CITY OF PALO ALTO WAGE AND HEALTHCARE PROPOSAL

## CSR 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
CSR	CSR	\$ 87,422.00	5.78%	\$ 92,537.24	\$426.27	\$ 95,313.35	\$231.34	\$ 98,172.75	\$238.28	\$10,750.75
CSR	CSR Spec	\$ 96,117.00	5.78%	\$101,741.00	\$468.67	\$104,793.23	\$254.35	\$107,937.02	\$261.98	\$11,820.02
CSR	CSR Spec L	\$102,794.00	5.78%	\$108,808.68	\$501.22	\$112,072.94	\$272.02	\$115,435.13	\$280.18	\$12,641.13
CSR	SUST PROG ADMIN	\$130,562.00	5.78%	\$138,201.44	\$636.62	\$142,347.49	\$345.50	\$146,617.91	\$355.87	\$16,055.91
CSR	UTIL KEY ACCT REP	\$135,096.00	5.78%	\$143,000.74	\$658.73	\$147,290.76	\$357.50	\$151,709.48	\$368.23	\$16,613.48

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

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