



CITY OF PALO ALTO WAGE AND HEALTHCARE PROPOSAL

Community Service Officer 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
Comm Svc Off	Comm Svc Off	\$ 93,392.00	6.84%	\$ 99,886.11	\$ 541.18	\$ 102,882.69	\$ 249.72	\$ 105,969.17	\$ 257.21	\$ 12,577.17
Comm Svc Off	Comm Svc Off L	\$ 99,861.00	6.84%	\$ 106,804.93	\$ 578.66	\$ 110,009.08	\$ 267.01	\$ 113,309.36	\$ 275.02	\$ 13,448.36
Comm Svc Off	COURT LIAISON OFF	\$ 121,534.00	6.84%	\$ 129,984.99	\$ 704.25	\$ 133,884.54	\$ 324.96	\$ 137,901.07	\$ 334.71	\$ 16,367.07
Comm Svc Off	CRIME ANALYST	\$ 121,534.00	6.84%	\$ 129,984.99	\$ 704.25	\$ 133,884.54	\$ 324.96	\$ 137,901.07	\$ 334.71	\$ 16,367.07
Comm Svc Off	PARKING OP - L	\$ 158,163.00	6.84%	\$ 169,161.02	\$ 916.50	\$ 174,235.85	\$ 422.90	\$ 179,462.93	\$ 435.59	\$ 21,299.93
Comm Svc Off	POL.RECSPEC I	\$ 85,883.00	6.84%	\$ 91,854.96	\$ 497.66	\$ 94,610.61	\$ 229.64	\$ 97,448.93	\$ 236.53	\$ 11,565.93
Comm Svc Off	POL.RECSPEC2	\$ 90,376.00	6.84%	\$ 96,660.39	\$ 523.70	\$ 99,560.20	\$ 241.65	\$ 102,547.00	\$ 248.90	\$ 12,171.00
Comm Svc Off	POL.RECSPEC - L	\$ 96,678.00	6.84%	\$ 103,400.60	\$ 560.22	\$ 106,502.62	\$ 258.50	\$ 109,697.70	\$ 266.26	\$ 13,019.70
Comm Svc Off	PROP EVID TECH	\$ 93,454.00	6.84%	\$ 99,952.42	\$ 541.53	\$ 102,950.99	\$ 249.88	\$ 106,039.52	\$ 257.38	\$ 12,585.52

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.