LOCAL 521 SEIU Stronger Together

CITY OF PALO ALTO WAGE AND HEALTHCARE PROPOSAL

Coord Rec Prog 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
Coord Rec Prog	Coord Rec Prog	$104,978.00	1.99%	$109,177.12	$349.93	$112,452.43	$272.94	$115,826.01	$281.13	$10,848.01
Coord Rec Prog	COORD PW PROJ	$122,200.00	1.99%	$127,088.00	$407.33	$130,900.64	$317.72	$134,827.66	$327.25	$12,627.66
Coord Rec Prog	CRDTRANSS MGMT	$128,606.00	1.99%	$133,750.24	$428.69	$137,762.75	$334.38	$141,895.63	$344.41	$13,289.63
Coord Rec Prog	COORD UTIL PROJ	$131,955.00	1.99%	$137,233.20	$439.85	$141,350.20	$343.08	$145,590.70	$353.38	$13,635.70
Coord Rec Prog	COORD ZERO WASTE	$117,291.00	1.99%	$121,982.64	$390.97	$125,642.12	$304.96	$129,411.38	$314.11	$12,120.38
Coord Rec Prog	EDUCATOR	$ 93,891.00	1.99%	$ 97,646.64	$312.97	$100,576.04	$244.12	$103,593.32	$251.44	$ 9,702.32
Coord Rec Prog	PRODARTS/SCIPROG	$113,818.00	1.99%	$118,370.72	$379.39	$121,921.84	$295.93	$125,579.50	$304.80	$11,761.50
Coord Rec Prog	PROG COORD	$ 98,238.00	1.99%	$102,167.52	$327.46	$105,232.55	$255.42	$108,389.52	$263.08	$10,151.52
Coord Rec Prog	THEATER SPECIALIST	$121,680.00	1.99%	$126,547.20	$405.60	$130,343.62	$316.37	$134,253.92	$325.86	$12,573.92
Coord Rec Prog	VOLUNTEER COORD	$103,334.00	1.99%	$107,467.36	$344.45	$110,691.38	$268.67	$114,012.12	$276.73	$10,678.12

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.