



CITY OF PALO ALTO WAGE AND HEALTHCARE PROPOSAL

Eng Tech 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
Eng Tech 2	Eng Tech 1	\$ 96,034.00	3.99%	\$ 99,875.36	\$ 320.11	\$ 102,871.62	\$ 249.69	\$ 105,957.77	\$ 257.18	\$ 9,923.77
Eng Tech 3	Eng Tech 2	\$ 103,896.00	3.99%	\$ 108,051.84	\$ 346.32	\$ 111,293.40	\$ 270.13	\$ 114,632.20	\$ 278.23	\$ 10,736.20
Eng Tech 4	Eng Tech 3	\$ 116,022.00	3.99%	\$ 120,662.88	\$ 386.74	\$ 124,282.77	\$ 301.66	\$ 128,011.25	\$ 310.71	\$ 11,989.25
Eng Tech 5	Landfill Tech	\$ 126,485.00	3.99%	\$ 131,544.40	\$ 421.62	\$ 135,490.73	\$ 328.86	\$ 139,555.45	\$ 338.73	\$ 13,070.45

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.