



CITY OF PALO ALTO WAGE AND HEALTHCARE PROPOSAL

Ind Waste Inves 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
Ind Waste Inves	ENVIRON SPEC	\$141,960.00	1.69%	\$147,638.40	\$473.20	\$152,067.55	\$369.10	\$156,629.58	\$380.17	\$14,669.58
Ind Waste Inves	Ind Waste Inves	\$134,014.00	1.69%	\$139,374.56	\$446.71	\$143,555.80	\$348.44	\$147,862.47	\$368.89	\$13,848.47
Ind Waste Inves	IND WASTE INSPEC	\$119,288.00	1.69%	\$124,059.52	\$397.63	\$127,781.31	\$310.15	\$131,614.74	\$319.45	\$12,326.74
Ind Waste Inves	IND WASTE TECH	\$107,723.00	1.69%	\$112,031.92	\$359.08	\$115,392.88	\$280.08	\$118,854.66	\$288.48	\$11,131.66
Ind Waste Inves	SR INDUST WASTE INV	\$153,296.00	1.69%	\$159,427.84	\$510.99	\$164,210.68	\$398.57	\$169,137.00	\$410.53	\$15,841.00

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.