



# CITY OF PALO ALTO WAGE AND HEALTHCARE PROPOSAL

## Park Maintenance Person 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
Park Maint Person	PARK MAINT PERSON	\$ 92,768.00	4.64%	\$ 97,096.18	\$ 360.68	\$100,009.07	\$242.74	\$103,009.34	\$250.02	\$10,241.34
Park Maint Person	PARK MAINT Lead	\$107,515.00	4.64%	\$112,531.22	\$418.02	\$115,907.16	\$281.33	\$119,364.37	\$289.77	\$11,869.37
Park Maint Person	PARKS/GOLF-LEAD	\$100,901.00	4.64%	\$105,608.64	\$392.30	\$108,776.90	\$264.02	\$112,040.20	\$271.94	\$11,139.20
Park Maint Person	SPRINKLER SYS REPR	\$ 94,328.00	4.64%	\$ 98,728.97	\$ 366.75	\$101,690.84	\$246.82	\$104,741.56	\$254.23	\$10,413.56

### 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.