



CITY OF PALO ALTO WAGE AND HEALTHCARE PROPOSAL

Planner 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 |
|------------|---------------|--------------|-------------------|----------------------|-----------------------|--------------|-----------------------|--------------|-----------------------|---|
| Planner | Planner | \$131,768.00 | 3.74% | \$137,038.72 | \$439.23 | \$141,149.88 | \$342.60 | \$145,384.38 | \$352.87 | \$13,616.38 |
| Planner | Assoc Planner | \$123,282.00 | 3.74% | \$128,213.28 | \$410.94 | \$132,059.68 | \$320.53 | \$136,021.47 | \$330.15 | \$12,739.47 |
| Planner | Sr Planner | \$152,194.00 | 3.74% | \$158,281.76 | \$507.31 | \$163,030.21 | \$395.70 | \$167,921.12 | \$407.58 | \$15,727.12 |
| Planner | CDBG Coord | \$131,768.00 | 3.74% | \$137,038.72 | \$439.23 | \$141,149.88 | \$342.60 | \$145,384.38 | \$352.87 | \$13,616.38 |
| Planner | BLDG/PLG TECH | \$99,986.00 | 3.74% | \$103,985.44 | \$333.29 | \$107,105.00 | \$259.96 | \$110,318.15 | \$267.76 | \$10,332.15 |

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.