



CITY OF PALO ALTO WAGE AND HEALTHCARE PROPOSAL

Program Analyst 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
PROG ANALYST	PROG ANALYST	\$142,605.00	2.58%	\$148,309.20	\$475.35	\$152,758.48	\$370.77	\$157,341.23	\$381.90	\$14,736.23
PROG ANALYST	BUSINESS ANALYST	\$176,509.00	2.58%	\$183,569.36	\$588.36	\$189,076.44	\$458.92	\$194,748.73	\$472.69	\$18,239.73
PROG ANALYST	SR PROG ANALYST	\$152,588.00	2.58%	\$158,691.52	\$508.63	\$163,452.27	\$396.73	\$168,355.83	\$408.63	\$15,767.83
PROG ANALYST	GIS SPECIALIST	\$148,158.00	2.58%	\$154,084.32	\$493.86	\$158,706.85	\$385.21	\$163,468.06	\$396.77	\$15,310.06
PROG ANALYST	TECHNOLOGIST	\$176,509.00	2.58%	\$183,569.36	\$588.36	\$189,076.44	\$458.92	\$194,748.73	\$472.69	\$18,239.73

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.