



CITY OF PALO ALTO WAGE AND HEALTHCARE PROPOSAL

Public Safety Dispatcher 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
Public Safety Disp 2	Public Safety Disp	\$120,994.00	0.00%	\$125,833.76	\$403.31	\$129,608.77	\$314.58	\$133,497.04	\$324.02	\$12,503.04
Public Safety Disp 3	Public Safety Disp 2	\$127,421.00	0.00%	\$132,517.84	\$424.74	\$136,493.38	\$331.29	\$140,588.18	\$341.23	\$13,167.18
Public Safety Disp 4	Public Safety Disp L	\$142,979.00	0.00%	\$148,698.16	\$476.60	\$153,159.10	\$371.75	\$157,753.88	\$382.90	\$14,774.88

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.