



# CITY OF PALO ALTO WAGE AND HEALTHCARE PROPOSAL

## Resource 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
RESOURCE PLANNER	Asso RESOURCE PLAN	\$ 142,688.00	0.00%	\$ 148,366.52	\$ 475.63	\$ 152,847.39	\$ 370.99	\$ 157,432.81	\$ 382.12	\$ 14,744.81
RESOURCE PLANNER	RESOURCE PLANNER	\$ 169,270.00	0.00%	\$ 176,040.80	\$ 564.23	\$ 181,322.02	\$ 440.10	\$ 186,761.68	\$ 453.31	\$ 17,491.68
RESOURCE PLANNER	ASST RES PLANNER	\$ 128,856.00	0.00%	\$ 134,010.24	\$ 429.52	\$ 138,030.55	\$ 335.03	\$ 142,171.46	\$ 345.08	\$ 13,315.46
RESOURCE PLANNER	UTIL MKT ANALYST	N/A	0.00%	#VALUE!	#VALUE!	#VALUE!		#VALUE!	#VALUE!	#VALUE!
RESOURCE PLANNER	SR MKT ANALYST	\$ 155,355.00	0.00%	\$ 161,569.20	\$ 517.85	\$ 166,416.28	\$ 403.92	\$ 171,408.76	\$ 416.04	\$ 16,053.76
RESOURCE PLANNER	UTIL RATE ANALYST	\$ 131,955.00	0.00%	\$ 137,233.20	\$ 439.85	\$ 141,350.20	\$ 343.08	\$ 145,590.70	\$ 353.38	\$ 13,635.70

### 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.