CITY OF PALO ALTO WAGE AND HEALTHCARE PROPOSAL

St Maintenance Assistant 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
ST MAINT ASST	ST MAINT ASST	$ 86,133.00	3.93%	$ 89,578.32	$287.11	$ 92,265.67	$223.95	$ 95,033.64	$230.66	$ 8,900.64
ST MAINT ASST	TRAF CONT MAINT 1	$ 93,330.00	3.93%	$ 97,063.20	$311.10	$ 99,975.10	$242.66	$102,974.35	$249.94	$ 9,644.35
ST MAINT ASST	TRAF CONT MAINT 2	$100,797.00	3.93%	$104,828.88	$335.99	$107,973.75	$262.07	$111,212.96	$269.93	$10,415.96
ST MAINT ASST	TRAF CONT MAINT L	$107,869.00	3.93%	$112,183.76	$359.56	$115,549.27	$280.46	$119,015.75	$288.87	$11,146.75

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.