



CITY OF PALO ALTO WAGE AND HEALTHCARE PROPOSAL

Tree Trimmer 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
TREE TRIM/LN CLR	TREE TRIM/LN CLR	\$103,480.00	7.13%	\$110,987.68	\$625.64	\$114,317.31	\$277.47	\$117,746.83	\$285.79	\$14,266.83
TREE TRIM/LN CLR	TREE MAINT ASST	\$ 90,106.00	7.13%	\$ 96,643.37	\$544.78	\$ 99,542.67	\$241.61	\$102,528.95	\$248.86	\$12,422.95
TREE TRIM/LN CLR	TREE MAINT SPEC	\$105,123.00	7.13%	\$112,749.88	\$635.57	\$116,132.38	\$281.87	\$119,616.35	\$290.33	\$14,493.35
TREE TRIM/LN CLR	TREE TRIM/LN CLR-L	\$110,677.00	7.13%	\$118,706.84	\$669.15	\$122,268.04	\$296.77	\$125,936.08	\$305.67	\$15,259.08
TREE TRIM/LN CLR	TREETRM/LN CLR ASST	\$ 97,552.00	7.13%	\$104,629.59	\$589.80	\$107,768.48	\$261.57	\$111,001.53	\$269.42	\$13,449.53

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.