

City of Palo Alto Negotiations Update:

We are Keeping Up the Pressure on City Management



Negotiations Update: OUR STRONG PRESENCE AT THE CITY COUNCIL MEETING MOVED THE NEGOTIATIONS.

City Wage Proposal: 3.5% in Year 1, 3% in Year 2, 3% in Year 3

Issue	What We're Fighting For	City Response
Market Adjustments	The market adjustments at the 75 th percentile are applied before the COLA (Cost-of-Living Adjustment).	The City wants to go backwards and apply the market adjustments AFTER the COLA resulting in LOWER total wage increases.
Healthcare	Increased contribution to healthcare premiums to make healthcare more affordable	The City proposed \$150 per month in 2025 and an additional \$50 in 2026 to cover the rising cost of healthcare.
Rest Periods	Adequate rest periods for all workers regardless of whether overtime (OT) was prearranged or emergency	The City only wants to address rest periods for those who are on emergency overtime.
Certification Pay	Increasing certification pays across classifications to recognize the services we provide to keep the City running	Still waiting for response
Incentives for Public Safety Dispatchers	<ul style="list-style-type: none"> Increased vacation accruals Double time for all overtime shifts Increased differential pay for training officers 	REJECTED
Standby Pay	Increase standby pay for job families that are hard to recruit and retain	Decrease standby pay from 3 hours to 2 hours

SEIU 521

City of Palo Alto
**Negotiations Update
Meeting**

Monday, December 9th

**7:30 p.m.
via Zoom**

CITY OF PALO ALTO UNITY BREAK ACTION

Tuesday, December 10, 2024 at 5:00 p.m.

Downtown Library,

270 Forest Ave., Palo Alto, CA 94301

RSVP here for both: <https://seiu521.click/CiPAGMMUnityBreak>

**SCAN
ME!**



To RSVP