



CITY OF PALO ALTO WAGE AND HEALTHCARE PROPOSAL

Building Service Person 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
BLDG SERVICEPERSON	BLDG SRVC PER	\$ 74,235.00	8.66%	\$ 80,802.13	\$547.26	\$ 83,226.19	\$202.01	\$ 85,722.97	\$208.07	\$11,487.97
BLDG SERVICEPERSON	BLDG Srvc Per-L	\$ 79,435.00	8.66%	\$ 86,462.14	\$585.59	\$ 89,056.00	\$216.16	\$ 91,727.68	\$222.64	\$12,292.68
BLDG SERVICEPERSON	EQUIP Mnt SRV PER	\$ 81,453.00	8.66%	\$ 88,658.66	\$600.47	\$ 91,318.42	\$221.65	\$ 94,057.97	\$228.30	\$12,604.97

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.