



# CITY OF PALO ALTO WAGE AND HEALTHCARE PROPOSAL

## Chemist 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
Chemist	Chemist	\$127,629.00	0.15%	\$132,734.16	\$425.43	\$136,716.18	\$331.84	\$140,817.67	\$341.79	\$13,188.67
Chemist	Lab Tech	\$114,192.00	0.15%	\$118,759.68	\$380.64	\$122,322.47	\$296.90	\$125,992.14	\$305.81	\$11,800.14
Chemist	Sr Chemist	\$141,794.00	0.15%	\$147,465.76	\$472.65	\$151,889.73	\$368.66	\$156,446.42	\$379.72	\$14,652.42

### 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.