



CITY OF PALO ALTO WAGE AND HEALTHCARE PROPOSAL

Electrician 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
Electrician	Electrician	\$ 136,261.00	0.30%	\$ 141,711.44	\$ 454.20	\$ 145,962.78	\$ 354.28	\$ 150,341.67	\$ 364.91	\$ 14,080.67
Electrician	Electrician Appren	\$ 129,002.00	0.30%	\$ 134,162.08	\$ 430.01	\$ 138,186.94	\$ 335.41	\$ 142,332.55	\$ 345.47	\$ 13,330.55
Electrician	Electrician Lead	\$ 145,912.00	0.30%	\$ 151,748.48	\$ 486.37	\$ 156,300.93	\$ 379.37	\$ 160,989.96	\$ 390.75	\$ 15,077.96
Electrician	Facilities Electrician	\$ 112,944.00	0.30%	\$ 117,461.76	\$ 376.48	\$ 120,985.61	\$ 293.65	\$ 124,615.18	\$ 302.46	\$ 11,671.18
Electrician	Instrum Electrician	\$ 128,502.00	0.30%	\$ 133,642.08	\$ 428.34	\$ 137,651.34	\$ 334.11	\$ 141,780.88	\$ 344.13	\$ 13,278.88
Electrician	Sr Instrum Electrician	\$ 140,338.00	0.30%	\$ 145,951.52	\$ 467.79	\$ 150,330.07	\$ 364.88	\$ 154,839.97	\$ 375.83	\$ 14,501.97

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.