LOCAL 521 SEIU Stronger Together

CITY OF PALO ALTO WAGE AND HEALTHCARE PROPOSAL

Facilities Tech 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
Facilities Tech	Facilities Mechanic	$ 111,342.00	2.11%	$ 115,795.68	$ 371.14	$ 119,269.55	$ 289.49	$ 122,847.64	$ 298.17	$ 11,505.64
Facilities Tech	Facilities Maint L	$ 138,341.00	2.11%	$ 143,874.64	$ 461.14	$ 148,190.88	$ 359.69	$ 152,636.61	$ 370.48	$ 14,295.61
Facilities Tech	Cement Finisher	$ 107,141.00	2.11%	$ 111,426.64	$ 357.14	$ 114,769.44	$ 278.57	$ 118,212.52	$ 286.92	$ 11,071.52
Facilities Tech	Cement Finisher L	$ 114,566.00	2.11%	$ 119,148.64	$ 381.89	$ 122,723.10	$ 297.87	$ 126,404.79	$ 306.81	$ 11,838.79
Facilities Tech	Facilities Asst	$ 82,202.00	2.11%	$ 85,490.08	$ 274.01	$ 88,054.78	$ 213.73	$ 90,696.43	$ 220.14	$ 8,494.43
Facilities Tech	Facilities Carpenter	$ 111,342.00	2.11%	$ 115,795.68	$ 371.14	$ 119,269.55	$ 289.49	$ 122,847.64	$ 298.17	$ 11,505.64
Facilities Tech	Facilities Painter	$ 107,141.00	2.11%	$ 111,426.64	$ 357.14	$ 114,769.44	$ 278.57	$ 118,212.52	$ 286.92	$ 11,071.52

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.