



CITY OF PALO ALTO WAGE AND HEALTHCARE PROPOSAL

Lineman 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
Lineman	Lineman Apprentice	\$166,234.00	0.60%	\$172,883.36	\$554.11	\$178,069.86	\$432.21	\$183,411.96	\$445.17	\$17,177.96
	Lineman	\$193,482.00	0.60%	\$201,221.28	\$644.94	\$207,257.92	\$503.05	\$213,475.66	\$518.14	\$19,992.66
	Lineman Lead	\$207,022.00	0.60%	\$215,302.88	\$690.07	\$221,761.97	\$538.26	\$228,414.83	\$554.40	\$21,392.83
	ELECLNDGD INSPEC	\$140,670.00	0.60%	\$146,296.80	\$468.90	\$150,685.70	\$365.74	\$155,206.28	\$376.71	\$14,536.28
	ELECLNDGD INSPEC - L	\$150,426.00	0.60%	\$156,443.04	\$501.42	\$161,136.33	\$391.11	\$165,970.42	\$422.84	\$15,544.42
	ELECEQUIP TECH	\$143,728.00	0.60%	\$149,477.12	\$479.09	\$153,961.43	\$373.69	\$158,580.28	\$384.90	\$14,852.28
	ELECASSISTANT	\$111,675.00	0.60%	\$116,342.00	\$372.25	\$119,626.26	\$290.36	\$123,215.05	\$299.07	\$11,540.05
	Elec HEO	\$133,536.00	0.60%	\$138,677.44	\$445.12	\$143,043.76	\$347.19	\$147,335.08	\$357.61	\$13,798.08
	METER TECHNICIAN	\$167,627.00	0.60%	\$174,332.08	\$568.76	\$179,562.04	\$435.83	\$184,948.90	\$448.91	\$17,321.90
	METER TECHNICIAN L	\$179,400.00	0.60%	\$186,576.00	\$598.00	\$192,173.28	\$466.44	\$197,598.48	\$480.43	\$18,538.48
	Streetlight Appr	\$151,736.00	0.60%	\$157,805.44	\$505.79	\$162,539.60	\$394.51	\$167,415.79	\$406.35	\$15,679.79
	Streetlight Tech	\$160,306.00	0.60%	\$166,718.24	\$534.35	\$171,719.79	\$416.80	\$176,871.38	\$429.30	\$16,565.38
	Streetlight Lead	\$171,600.00	0.60%	\$178,464.00	\$572.00	\$183,817.92	\$446.16	\$189,332.46	\$459.54	\$17,732.46
	Substation Appren	\$165,589.00	0.60%	\$172,212.56	\$551.96	\$177,378.04	\$430.53	\$182,700.30	\$443.45	\$17,111.30
	Substation	\$174,928.00	0.60%	\$181,925.12	\$583.09	\$187,382.87	\$454.81	\$193,004.36	\$468.46	\$18,076.36
	Substation Lead	\$187,179.00	0.60%	\$194,666.16	\$623.93	\$200,506.14	\$486.67	\$206,521.33	\$501.27	\$19,342.33
	UFL Compliance	\$193,482.00	0.60%	\$201,221.28	\$644.94	\$207,257.92	\$503.05	\$213,475.66	\$518.14	\$19,992.66
	UFL Compliance L	\$207,022.00	0.60%	\$215,302.88	\$690.07	\$221,761.97	\$538.26	\$228,414.83	\$554.40	\$21,392.83
	Troublemaker	\$203,216.00	0.60%	\$211,344.64	\$677.39	\$217,684.98	\$528.36	\$224,215.53	\$544.21	\$20,999.53
	Util System Op	\$216,632.00	0.60%	\$225,297.28	\$722.11	\$232,056.20	\$563.24	\$238,017.88	\$580.14	\$22,386.88
	Util Syst Op Training	\$205,816.00	0.60%	\$214,048.64	\$686.05	\$220,470.10	\$535.12	\$227,084.20	\$551.38	\$21,268.20

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.