



CITY OF PALO ALTO WAGE AND HEALTHCARE PROPOSAL

Storekeeper Job Family

City Wage Proposal: 4% in year 1, 3% in year 2, 3% in year 3

Market Adjustment 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
STOREKEEPER	EQUIP PARTS TECH	\$ 91,998.00	4.80%	\$ 96,443.34	\$ 370.45	\$ 99,336.64	\$ 241.11	\$ 102,316.74	\$ 248.34	\$ 10,318.74
STOREKEEPER	FLEET SVCS COORD	\$ 109,512.00	4.80%	\$ 114,803.62	\$ 440.97	\$ 118,247.73	\$ 287.01	\$ 121,795.16	\$ 295.62	\$ 12,283.16
STOREKEEPER	STOREKEEPER	\$ 96,242.00	4.80%	\$ 100,892.41	\$ 387.53	\$ 103,919.19	\$ 252.23	\$ 107,036.76	\$ 259.80	\$ 10,794.76
STOREKEEPER	STOREKEEPER L	\$ 103,043.00	4.80%	\$ 108,022.04	\$ 414.92	\$ 111,262.70	\$ 270.06	\$ 114,600.58	\$ 278.16	\$ 11,557.58
STOREKEEPER	SR FLEET SVCS COORD	\$ 125,840.00	4.80%	\$ 131,920.59	\$ 506.72	\$ 135,878.21	\$ 329.80	\$ 139,954.55	\$ 339.70	\$ 14,114.55

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.