



CITY OF PALO ALTO WAGE AND HEALTHCARE PROPOSAL

Utility Locator 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
Utility Locator	Utility Locator	\$ 123,531.00	6.18%	\$ 131,272.93	\$ 645.16	\$ 135,211.12	\$ 328.18	\$ 139,267.46	\$ 338.03	\$ 15,736.46
Utility Locator	RESTORATION LEAD	\$ 133,494.00	6.18%	\$ 141,860.34	\$ 697.19	\$ 146,116.15	\$ 354.65	\$ 150,499.63	\$ 365.29	\$ 17,005.63
Utility Locator	WGW HEO	\$ 124,654.00	6.18%	\$ 132,466.32	\$ 651.03	\$ 136,440.30	\$ 331.17	\$ 140,533.51	\$ 341.10	\$ 15,879.51
Utility Locator	Cathodic Tech	\$ 154,773.00	6.18%	\$ 164,472.93	\$ 808.33	\$ 169,407.12	\$ 411.18	\$ 174,489.34	\$ 423.52	\$ 19,716.34
Utility Locator	Cathodic Tech Asst	\$ 126,131.00	6.18%	\$ 134,035.88	\$ 658.74	\$ 138,056.96	\$ 335.09	\$ 142,198.67	\$ 345.14	\$ 16,067.67
Utility Locator	FSR	\$ 128,170.00	6.18%	\$ 136,202.67	\$ 669.39	\$ 140,288.75	\$ 340.51	\$ 144,497.41	\$ 350.72	\$ 16,327.41
Utility Locator	SR FSR	\$ 137,051.00	6.18%	\$ 145,640.26	\$ 715.77	\$ 150,009.47	\$ 364.10	\$ 154,509.75	\$ 375.02	\$ 17,458.75
Utility Locator	UTIL IR App	\$ 105,997.00	6.18%	\$ 112,640.04	\$ 553.59	\$ 116,019.25	\$ 281.60	\$ 119,499.82	\$ 290.05	\$ 13,502.82
Utility Locator	UTIL IR	\$ 124,987.00	6.18%	\$ 132,820.19	\$ 652.77	\$ 136,804.79	\$ 332.05	\$ 140,908.93	\$ 342.01	\$ 15,921.93
Utility Locator	Util IR Lead	\$ 136,365.00	6.18%	\$ 144,911.27	\$ 712.19	\$ 149,258.61	\$ 362.28	\$ 153,736.36	\$ 373.15	\$ 17,371.36
Utility Locator	UTIL IR Weld	\$ 129,917.00	6.18%	\$ 138,059.16	\$ 678.51	\$ 142,200.93	\$ 345.15	\$ 146,466.96	\$ 355.50	\$ 16,549.96
Utility Locator	UTIL IR Lead Weld	\$ 139,568.00	6.18%	\$ 148,315.01	\$ 728.92	\$ 152,764.46	\$ 370.79	\$ 157,347.39	\$ 381.91	\$ 17,779.39
Utility Locator	Measurement	\$ 131,580.00	6.18%	\$ 139,826.38	\$ 687.20	\$ 144,021.17	\$ 349.57	\$ 148,341.81	\$ 360.05	\$ 16,761.81
Utility Locator	Measurement Lead	\$ 149,343.00	6.18%	\$ 158,702.62	\$ 779.97	\$ 163,463.70	\$ 396.76	\$ 168,367.61	\$ 408.66	\$ 19,024.61
Utility Locator	Maint Mech Weld	\$ 125,986.00	6.18%	\$ 133,881.79	\$ 657.98	\$ 137,898.25	\$ 334.70	\$ 142,035.20	\$ 344.75	\$ 16,049.20
Utility Locator	Utility Inspector	\$ 138,362.00	6.18%	\$ 147,033.42	\$ 722.62	\$ 151,444.43	\$ 367.58	\$ 155,987.76	\$ 378.61	\$ 17,625.76
Utility Locator	Water Sys Op 1	\$ 99,798.00	6.18%	\$ 106,052.54	\$ 521.21	\$ 109,234.12	\$ 265.13	\$ 112,511.14	\$ 273.09	\$ 12,713.14
Utility Locator	Water Sys Op 2	\$ 113,984.00	6.18%	\$ 121,127.61	\$ 595.30	\$ 124,761.43	\$ 302.82	\$ 128,504.28	\$ 311.90	\$ 14,520.28
Utility Locator	Sr Water Sys Op	\$ 129,314.00	6.18%	\$ 137,418.37	\$ 675.36	\$ 141,540.92	\$ 343.55	\$ 145,787.15	\$ 353.85	\$ 16,473.15

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.*