



CITY OF PALO ALTO WAGE AND HEALTHCARE PROPOSAL

WQC PLT Operator 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
WQCPLT OPER II	WQCPLT OPER I	\$104,686.00	6.24%	\$111,312.21	\$552.18	\$114,651.57	\$278.29	\$118,091.12	\$286.63	\$13,405.12
WQCPLT OPER II	WQCPLT OPER II	\$119,600.00	6.24%	\$127,170.20	\$630.85	\$130,985.31	\$317.93	\$134,914.87	\$327.46	\$15,314.87
WQCPLT OPER II	WQCPLT OPER TRN	\$ 92,206.00	6.24%	\$ 98,042.27	\$ 486.36	\$100,983.54	\$245.11	\$104,013.05	\$252.46	\$11,807.05
WQCPLT OPER II	SR OPERATOR WQC	\$135,637.00	6.24%	\$144,222.28	\$ 715.44	\$148,548.95	\$360.56	\$153,005.42	\$371.37	\$17,368.42
WQCPLT OPER II	SR MECH	\$130,437.00	6.24%	\$138,693.14	\$688.01	\$142,853.93	\$346.73	\$147,139.55	\$357.13	\$16,702.55
WQCPLT OPER II	PLANT MECH	\$118,893.00	6.24%	\$126,418.45	\$627.12	\$130,211.00	\$316.05	\$134,117.34	\$325.53	\$15,224.34

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.