

SEIU 1021 members' concessions have historically amounted to much more than the City of Hayward has demanded as a matter of fiscal philosophy. If you consider the fact that 1021 members gave up pension contributions and furloughs during the recession, the actual amounts of concessions have far exceeded the 17% target that the City sought in negotiations last year. As demonstrated below, the Union's current proposal is both affordable and prudent.

Historic Concessions	FY 11 furlough	FY 12 furlough	Pension contribution 8%	Maintenance Dental/ Vision	Total
Clerical	\$1,215,415	\$1,215,415	\$1,644,985		\$4,075,815
Maintenance	"	"	"	\$62,362	\$4,138,177
Percentage loss	5.0%	5.0%	6.7%	0.3%	17.0%

Imposed Concessions (annual)	Health care cost sharing	Clerical Dental/vision	FLSA OT	WC legal mandate	OPEB Contribution	Total
Clerical	\$386,856	\$79,313	\$40,352	\$47,310	\$221,242	\$775,043
Maintenance	\$323,244		\$47,811	\$50,929	\$97,701	\$519,685
Percentage loss	2.9%	0.3%	0.4%	0.4%	1.3%	5.3%

#### Grand Total

Clerical	\$4,850,858
Maintenance	\$4,657,862
Percentage loss	22.3%
Inflation (2010-2013)	9.3%
Total loss in earnings for Hayward 1021 members since 2010	<b>31.6%</b>

#### Costs of Latest SEIU 1021 Supposal (Presented Nov, 2014)

		Total General Fund <sup>1</sup>
0% FY 13	\$0	
0% FY 14	\$0	
4% FY 15	\$972,332	
3% FY 16	\$1,001,502	
3% FY 17	\$1,031,547	
3% Revenue Share	\$729,249	
Increased Pension Costs (3yrs) <sup>2</sup>	\$1,231,667	
5% 2nd highest health plan (3yrs) <sup>3</sup>	(\$758,799)	
\$16 OPEB (3yrs)	(\$478,414)	
Total	\$3,729,083	\$2,274,741

<sup>1</sup> 39% of SEIU 1021 bargaining units are funded by the City's Enterprise Funds

<sup>2</sup> Additional costs from smoothing for the next 3 years since there will be no additional cost sharing

<sup>3</sup> Assumes 5% contribution to premiums, 7% growth in health care costs a year, and current levels of health care enrollment remain unchanged