

**City of Hayward**  
**Summary of Negotiated Employee Concessions FY 2012 - FY 2015**

Concession Type	FY 2012	FY 2013	FY 2014	FY 2015
<b>Furlough</b>	Unrepresented			
	HAME			
	SEIU 1021 Clerical			
	SEIU 1021 Maint			
	Local 21			
	Police Mgmt			
<b>Relinquish Cost of Living Adjustments (COLA)</b>	Unrepresented <sup>1</sup>	Unrepresented (3.5%) <sup>2</sup>	Unrepresented (2%)	Unrepresented (2%)
	HAME <sup>1</sup>	HAME (3.5%) <sup>2</sup>	HAME (2%)	HAME (2%)
	SEIU 1021 Clerical <sup>1</sup>	SEIU 1021 Clerical (3.5%)		
	SEIU 1021 Maint <sup>1</sup>	SEIU 1021 Maint (3.5%)		
	Local 21 <sup>1</sup>	Local 21 (3.5%)		
	HPOA (2%)	HPOA (6%)	HPOA (2%)	HPOA (2.4%)
	Police Mgmt (2%)	Police Mgmt (6%)	Police Mgmt (2%)	Police Mgmt (2%)
	Fire Local 1909 (8.03%)	Fire Local 1909 (2%)		
	Fire Officers & Chiefs (8.03%)	Fire Officers & Chiefs (2%)		
	Mayor & Council <sup>1</sup>	Mayor & Council (3.5%) <sup>2</sup>	Mayor & Council (2.6%)	Mayor & Council (2.6%)
<b>Employee Retirement Contribution (PERS)</b>	Unrepresented (8%)	Unrepresented (8%)	Unrepresented (8%)	Unrepresented (8%)
	HAME (2.78%)	HAME (8%)	HAME (8%)	HAME (8%)
		SEIU 1021 Clerical (8%)	SEIU 1021 Clerical (8%)	SEIU 1021 Clerical (8%)
		SEIU 1021 Maint (8%)	SEIU 1021 Maint (8%)	SEIU 1021 Maint (8%)
		Local 21 (8%)	Local 21 (8%)	Local 21 (8%)
	HPOA (9%)	HPOA (9%)	HPOA (9%)	HPOA (9%)
			Police Mgmt (4%)	Police Mgmt (9%)
	Fire Local 1909 (9%)	Fire Local 1909 (9%)	Fire Local 1909 (9%)	Fire Local 1909 (9%)
			Fire Officers & Chiefs (4.5%)	Fire Officers & Chiefs (5.5%)
	Mayor & Council (8%)	Mayor & Council (8%)	Mayor & Council (8%)	Mayor & Council (8%)
<b>Share of Employer Retirement Contributions (PERS)</b>	HPOA (3%)	HPOA (8.45%)	HPOA (8.62%)	HPOA (6%)
	Police Mgmt (3%)	Police Mgmt (8.45%)	Police Mgmt (8.62%)	Police Mgmt (6%)
	Fire Local 1909 (6%)	Fire Local 1909 (6%)	Fire Local 1909 (6%)	Fire Local 1909 (6%)
	Fire Officers & Chiefs (6%)	Fire Officers & Chiefs (6%)	Fire Officers & Chiefs (6%)	Fire Officers & Chiefs (6%)
<b>No Employer Paid Deferred Comp</b>	Unrepresented	Unrepresented	Unrepresented	Unrepresented
		HAME	HAME	HAME
		SEIU 1021 Clerical	SEIU 1021 Clerical	SEIU 1021 Clerical
		SEIU 1021 Maint	SEIU 1021 Maint	SEIU 1021 Maint
		Local 21	Local 21	Local 21
	Mayor & Council	Mayor & Council	Mayor & Council	Mayor & Council
<b>Contribution to Medical Premiums</b>	Unrepresented (10%)	Unrepresented (10%)	Unrepresented (10%)	Unrepresented (20%)
	Police Mgmt (50%)	Police Mgmt (50%)	Police Mgmt (35%)	HAME (10%)
	Mayor & Council (20%)	Mayor & Council (20%)	Mayor & Council (20%)	Mayor & Council (30%)
			SEIU 1021 Clerical (15%)	SEIU 1021 Clerical (15%)
		SEIU 1021 Maint (15%)	SEIU 1021 Maint (15%)	
<b>Contribution to Dental Premiums</b>	Mayor & Council (50%)	Mayor & Council (50%)	Mayor & Council (50%)	Mayor & Council (50%)
		SEIU 1021 Maint (20%)	SEIU 1021 Maint (20%)	SEIU 1021 Maint (20%)
			Unrepresented (20%)	Unrepresented (20%)
			HAME (20%)	HAME (20%)
		SEIU 1021 Clerical (20%)	SEIU 1021 Clerical (20%)	
<b>Contribution to Vision Premiums</b>		SEIU 1021 Maint (50%)	SEIU 1021 Maint (50%)	SEIU 1021 Maint (50%)
			Unrepresented (50%)	Unrepresented (50%)
			HAME (50%)	HAME (50%)
		SEIU 1021 Clerical (50%)	SEIU 1021 Clerical (50%)	
<b>Retiree Healthcare Contributions</b>		Local 21 (\$35/pay period)	Local 21 (\$35/pay period)	Local 21 (\$35/pay period)
				HAME (\$52/pay period)
				Police Mgmt (1%)
			SEIU 1021 Clerical (\$44/pay period)	SEIU 1021 Clerical (\$44/pay period)
		SEIU 1021 Maint (\$33.50/pay period)	SEIU 1021 Maint (\$33.50/pay period)	
<b>FLSA Minimum for Overtime</b>			SEIU 1021 Clerical	SEIU 1021 Clerical
			SEIU 1021 Maint	SEIU 1021 Maint
<b>Worker's Comp Paid at Legal Mandate</b>			SEIU 1021 Clerical	SEIU 1021 Clerical
			SEIU 1021 Maint	SEIU 1021 Maint

<sup>1</sup> No COLA received or budgeted for FY 2012.

<sup>2</sup> COLA originally budgeted at 2.5%, but per contract language and actual CPI, groups would have received 3.5% COLA.

Items in **green** are newly negotiated as of 7/1/2014. Items in **red** included in SEIU imposed terms.