

CITY OF OAKLAND

AGENDA REPORT

FILED
OFFICE OF THE CITY CLERK
OAKLAND

TO: Office of the City Administrator
ATTN: Deborah Edgerly
FROM: Department of Contracting and Purchasing
DATE: October 9, 2007

2007 SEP 27 PM 5:57

RE: **A Report and Recommendation on Prudential Overall Supply's Compliance with the City of Oakland's Living Wage Ordinance (LWO).**

SUMMARY

The Finance and Management Committee requested a status report and recommendation on the results of a Living Wage Ordinance (LWO) violation complaint filed against Prudential Overall Supply (POS). This report is specific to the back wages owed to the workers of POS.

Staff has determined that POS is non-compliant with Oakland's Living Wage Ordinance and a total of \$39,777.40 in back-wages is owed to employees.

FISCAL IMPACT

There is no fiscal impact on the City.

BACKGROUND

POS was hired by the City of Oakland to provide rental and weekly cleaning of work garments. On June 7, 2005, Resolution No. 79267C.M.S. was adopted, authorizing the City Administrator to award a contract to Prudential Overall Supply from May 2005 to May 2007 in an amount not to exceed \$400,000 and authorizing the City Administrator to extend the contract, one year at a time, for a total of three additional years.

Oakland's Living Wage Ordinance (the "Ordinance") provides that employers under service contracts in an amount of \$25,000 or more shall pay a prescribed minimum level of compensation to their employees for the time their employees work on City of Oakland contracts.

The rates applicable during the term of Prudential's contract are as follows:

| <u>Year</u> | <u>Wage w/ Health</u> | <u>Wage w/o Health</u> |
|-------------|-----------------------|------------------------|
| 2004 | \$9.66 | \$11.11 |
| 2005 | \$9.90 | \$11.39 |
| 2006 | \$10.07 | \$11.58 |
| 2007 | \$10.39 | \$11.95 |

Item: _____
Finance and Management Committee
October 9, 2007

Deborah Barnes

Deborah Barnes, CC&ES
Department of Contracting and Purchasing

Reviewed by: Shelley Darensburg
Acting Sr. Contract Compliance Officer

Prepared by:
Vivian Inman, Contract Compliance Officer
Social Equity, Contract Compliance

Attachments

APPROVED AND FORWARDED TO THE
FINANCE AND MANAGEMENT COMMITTEE:

Deborah A. Edgerly
Office of the City Administrator

ATTACHMENT A

| Employee's Number | Week Ending | PRUDENTIAL HOURLY WAGE RATES | | | HOURS WORKED | | | DOLLARS PAID OUT BY PRUDENTIAL | | | | CITY OF OAKLAND LIVING WAGE RATES | | | | CORRECTED DOLLARS PER LIVING WAGE RATES | | | | BACK WAGES DUE |
|-------------------|-------------|------------------------------|----------|------------|--------------|------------|------------|--------------------------------|--------------|------------------|---------------------|-----------------------------------|------------------|------------|--------------------|---|------------------|---------------------|---------------------------------|----------------|
| | | Straight Time | Overtime | Total Hrs. | St. Dollars | OT Dollars | Hrs. 3 & 4 | Dollars | Gross Earned | Living Wage Rate | OT Living Wage Rate | Living Wage Rate for Hrs. 3 & 4 | St. Time Dollars | OT Dollars | Hrs. 3 & 4 Dollars | Corrected Gross Amount | | | | |
| | | | | | | | | | | | | | | | | | Living Wage Rate | OT Living Wage Rate | Living Wage Rate for Hrs. 3 & 4 | |
| 3 | 10/21/2006 | \$11.00 | \$16.50 | 40 | 0 | 0 | 0 | \$440.00 | 0.00 | \$0.00 | \$440.00 | \$11.58 | \$17.37 | \$11.58 | \$463.20 | \$0.00 | \$0.00 | \$463.20 | \$23.20 | |
| | 11/4/2006 | \$11.00 | \$16.50 | 76 | 6.25 | 2.3 | 84.5 | \$836.88 | 103.13 | \$24.75 | \$963.88 | \$11.58 | \$17.37 | \$11.58 | \$880.08 | \$108.56 | \$26.06 | \$1,014.70 | \$50.82 | |
| | 11/18/2006 | \$11.00 | \$16.50 | 77.8 | 3.5 | 0 | 81.25 | \$855.25 | 57.75 | \$0.00 | \$913.00 | \$11.58 | \$17.37 | \$11.58 | \$900.35 | \$60.80 | \$0.00 | \$961.14 | \$48.14 | |
| | 12/2/2006 | \$11.00 | \$16.50 | 64 | 8 | 16 | 88 | \$704.00 | 132.00 | \$176.00 | \$1,012.00 | \$11.58 | \$17.37 | \$11.58 | \$741.12 | \$138.96 | \$185.28 | \$1,065.36 | \$53.36 | |
| | 12/16/2006 | \$11.00 | \$16.50 | 71.5 | 3 | | 74.5 | \$786.50 | 49.50 | \$0.00 | \$836.00 | \$11.58 | \$17.37 | \$11.58 | \$827.97 | \$52.11 | \$0.00 | \$880.08 | \$44.08 | |
| 4 | 8/25/2007 | \$10.65 | \$15.98 | 80 | 16 | | 96 | \$852.00 | 255.60 | \$0.00 | \$1,107.60 | \$11.95 | \$17.93 | \$11.95 | \$956.00 | \$286.80 | \$0.00 | \$1,242.80 | \$135.20 | |
| | 9/8/2007 | \$10.65 | \$15.98 | 72 | 17.5 | | 89.5 | \$766.80 | 279.56 | \$0.00 | \$1,046.36 | \$11.95 | \$17.93 | \$11.95 | \$860.40 | \$313.69 | \$0.00 | \$1,174.09 | \$127.73 | |
| 5 | 10/22/2005 | \$10.00 | \$15.00 | 32 | | | 32 | \$320.00 | 0.00 | \$0.00 | \$320.00 | \$11.39 | \$17.09 | \$11.39 | \$364.48 | \$0.00 | \$0.00 | \$364.48 | \$44.48 | |
| | 11/5/2005 | \$10.00 | \$15.00 | 80 | 2 | | 82 | \$800.00 | 30.00 | \$0.00 | \$830.00 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$34.17 | \$0.00 | \$945.37 | \$115.37 | |
| 6 | 5/20/2006 | \$10.25 | \$15.38 | 64 | | | 64 | \$656.00 | 0.00 | 0.00 | \$656.00 | \$11.39 | \$17.09 | \$11.39 | \$728.96 | \$0.00 | \$0.00 | \$728.96 | \$72.96 | |
| | 6/3/2006 | \$10.25 | \$15.38 | 71.1 | 8.00 | | 79.12 | \$728.98 | 123.00 | 0.00 | \$851.98 | \$11.39 | \$17.09 | \$11.39 | \$810.06 | \$136.68 | \$0.00 | \$946.74 | \$94.76 | |
| | 4/8/2006 | \$11.00 | \$16.50 | 80 | | | 80 | \$880.00 | 0.00 | 0.00 | \$880.00 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$0.00 | \$0.00 | \$911.20 | \$31.20 | |
| | 4/22/2006 | \$11.00 | \$16.50 | 67 | 2.00 | | 69 | \$737.00 | 33.00 | 0.00 | \$770.00 | \$11.39 | \$17.09 | \$11.39 | \$763.13 | \$34.17 | \$0.00 | \$797.30 | \$27.30 | |
| 7 | 5/6/2006 | \$11.00 | \$16.50 | 80 | 1.00 | | 81 | \$880.00 | 16.50 | 0.00 | \$896.50 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$17.09 | \$0.00 | \$928.29 | \$31.79 | |
| | 5/20/2006 | \$11.00 | \$16.50 | 72 | 2.00 | | 74 | \$792.00 | 33.00 | 0.00 | \$825.00 | \$11.39 | \$17.09 | \$11.39 | \$820.08 | \$34.17 | \$0.00 | \$854.25 | \$29.25 | |
| | 11/5/2005 | \$10.00 | \$15.00 | 24 | | | 24 | \$240.00 | 0.00 | \$0.00 | \$240.00 | \$11.39 | \$17.09 | \$11.39 | \$273.36 | \$0.00 | \$0.00 | \$273.36 | \$33.36 | |
| 8 | 11/19/2005 | \$10.00 | \$15.00 | 80 | 15.8 | | 95.75 | \$800.00 | 236.25 | \$0.00 | \$1,036.25 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$269.09 | \$0.00 | \$1,180.29 | \$144.04 | |
| | 12/3/2005 | \$10.00 | \$15.00 | 80 | 28.3 | | 108.25 | \$800.00 | 423.75 | \$0.00 | \$1,223.75 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$482.65 | \$0.00 | \$1,393.85 | \$170.10 | |
| | 12/17/2005 | \$10.00 | \$15.00 | 80 | 23.5 | | 103.5 | \$800.00 | 352.50 | \$0.00 | \$1,152.50 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$401.50 | \$0.00 | \$1,312.70 | \$160.20 | |
| | 12/31/2005 | \$10.00 | \$15.00 | 72 | 15 | 8 | 95 | \$720.00 | 225.00 | \$80.00 | \$1,025.00 | \$11.39 | \$17.09 | \$11.39 | \$820.08 | \$256.28 | \$91.12 | \$1,167.48 | \$142.48 | |
| | 1/14/2006 | \$10.45 | \$15.68 | 72 | 27 | | 99 | \$752.40 | 423.23 | \$0.00 | \$1,175.63 | \$11.39 | \$17.09 | \$11.39 | \$820.08 | \$461.30 | \$0.00 | \$1,281.38 | \$105.75 | |
| | 1/28/2006 | \$10.45 | \$15.68 | 80 | 31 | | 111 | \$836.00 | 485.93 | \$0.00 | \$1,321.93 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$529.64 | \$0.00 | \$1,440.84 | \$118.91 | |
| | 2/11/2006 | \$10.45 | \$15.68 | 80 | 43 | | 123 | \$836.00 | 674.03 | \$0.00 | \$1,510.03 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$734.66 | \$0.00 | \$1,645.86 | \$135.83 | |
| | 3/25/2006 | \$10.45 | \$15.68 | 80 | 29.00 | | 109 | \$836.00 | 454.58 | \$0.00 | \$1,290.58 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$495.47 | \$0.00 | \$1,406.67 | \$116.09 | |
| | 4/8/2006 | \$10.45 | \$15.68 | 78.5 | 21.50 | | 100 | \$820.33 | 337.01 | 0.00 | \$1,157.34 | \$11.39 | \$17.09 | \$11.39 | \$894.12 | \$367.33 | \$0.00 | \$1,261.44 | \$104.11 | |
| 9 | 4/22/2006 | \$10.45 | \$15.68 | 80 | 34.00 | | 114 | \$836.00 | 532.95 | 0.00 | \$1,368.95 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$580.89 | \$0.00 | \$1,492.09 | \$123.14 | |
| | 5/6/2006 | \$10.45 | \$15.68 | 80 | 22.00 | | 102 | \$836.00 | 344.85 | 0.00 | \$1,180.85 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$375.87 | \$0.00 | \$1,287.07 | \$106.22 | |
| | 5/20/2006 | \$11.00 | \$16.50 | 77.5 | 18.75 | | 96.25 | \$852.50 | 309.38 | 0.00 | \$1,161.88 | \$11.39 | \$17.09 | \$11.39 | \$882.73 | \$320.34 | \$0.00 | \$1,203.07 | \$41.19 | |
| | 6/3/2006 | \$11.00 | \$16.50 | 80 | 40.00 | 10 | 130 | \$880.00 | 660.00 | 110.00 | \$1,650.00 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$683.40 | \$113.90 | \$1,708.50 | \$58.50 | |
| 6/17/2006 | \$11.00 | \$16.50 | 80 | 23.50 | 0 | 103.5 | \$880.00 | 387.75 | 0.00 | \$1,267.75 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$401.50 | \$0.00 | \$1,312.70 | \$44.95 | | |

ATTACHMENT A

| Employee's Number | PRUDENTIAL HOURLY WAGE RATES | | | HOURS WORKED | | | DOLLARS PAID OUT BY PRUDENTIAL | | | | CITY OF OAKLAND LIVING WAGE RATES | | | | CORRECTED DOLLARS PER LIVING WAGE RATES | | | | BACK WAGES DUE |
|-------------------|------------------------------|----------|------------|--------------|------------|------------|--------------------------------|------------|--------------|------------------|-----------------------------------|---------------------------------|------------------|------------|---|------------------|----------|-------|----------------|
| | Straight Time | Overtime | Total Hrs. | St. Dollars | OT Dollars | Hrs. 3 & 4 | Dollars | Hrs. 3 & 4 | Gross Earned | Living Wage Rate | OT Living Wage Rate | Living Wage Rate for Hrs. 3 & 4 | St. Time Dollars | OT Dollars | Hrs. 3 & 4 Dollars | Corrected Amount | | | |
| | | | | | | | | | | | | | | | | | 80 | 20.25 | |
| 19 | \$10.50 | \$15.75 | 80 | 20.25 | 100.25 | \$840.00 | 318.94 | 0.00 | \$1,158.94 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$345.97 | \$0.00 | \$1,257.17 | \$98.23 | | |
| 6/3/2006 | \$11.00 | \$16.50 | 72 | 31.75 | 8 | \$792.00 | 523.88 | 88.00 | \$1,403.88 | \$11.39 | \$17.09 | \$11.39 | \$820.08 | \$542.45 | \$91.12 | \$1,453.65 | \$49.77 | | |
| 6/17/2006 | \$11.00 | \$16.50 | 80 | 25.00 | 0 | \$880.00 | 412.50 | 0.00 | \$1,292.50 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$427.13 | \$0.00 | \$1,338.33 | \$45.83 | | |
| 20 | \$11.00 | \$16.50 | 79.8 | 2 | 81.75 | \$877.25 | 33.00 | \$0.00 | \$910.25 | \$11.95 | \$17.93 | \$11.95 | \$953.01 | \$35.85 | \$0.00 | \$988.86 | \$78.61 | | |
| 5/7/2005 | \$9.65 | \$14.48 | 80 | 2 | 82 | \$772.00 | 28.95 | \$0.00 | \$800.95 | \$9.66 | \$14.49 | \$9.66 | \$772.80 | \$28.98 | \$0.00 | \$801.78 | \$0.83 | | |
| 5/21/2005 | \$9.65 | \$14.48 | 72 | 11 | 81 | \$694.80 | 14.48 | \$77.20 | \$786.48 | \$9.66 | \$14.49 | \$9.66 | \$695.52 | \$14.49 | \$77.28 | \$787.29 | \$0.81 | | |
| 6/4/2005 | \$9.65 | \$14.48 | 72 | | 72 | \$694.80 | 0.00 | \$0.00 | \$694.80 | \$9.66 | \$14.49 | \$9.66 | \$695.52 | \$0.00 | \$0.00 | \$695.52 | \$0.72 | | |
| 6/18/2005 | \$9.65 | \$14.48 | 80 | 1.75 | 81.75 | \$772.00 | 25.33 | \$0.00 | \$797.33 | \$9.66 | \$14.49 | \$9.66 | \$772.80 | \$25.36 | \$0.00 | \$798.16 | \$0.83 | | |
| 7/2/2005 | \$9.65 | \$14.48 | 72 | 3 | 75 | \$694.80 | 43.43 | \$0.00 | \$738.23 | \$9.90 | \$14.85 | \$9.90 | \$712.80 | \$44.55 | \$0.00 | \$757.35 | \$19.13 | | |
| 7/16/2005 | \$9.65 | \$14.48 | 72 | 8 | 80 | \$694.80 | 115.80 | \$0.00 | \$810.60 | \$9.90 | \$14.85 | \$9.90 | \$712.80 | \$118.80 | \$0.00 | \$831.60 | \$21.00 | | |
| 7/30/2005 | \$9.65 | \$14.48 | 80 | 6 | 86 | \$772.00 | 86.85 | \$0.00 | \$858.85 | \$9.90 | \$14.85 | \$9.90 | \$792.00 | \$89.10 | \$0.00 | \$881.10 | \$22.25 | | |
| 8/13/2005 | \$9.65 | \$14.48 | 80 | 11.5 | 91.5 | \$772.00 | 166.46 | \$0.00 | \$938.46 | \$9.90 | \$14.85 | \$9.90 | \$792.00 | \$170.78 | \$0.00 | \$962.78 | \$24.31 | | |
| 8/27/2005 | \$9.65 | \$14.48 | 32 | | 32 | \$308.80 | 0.00 | \$0.00 | \$308.80 | \$9.90 | \$14.85 | \$9.90 | \$316.80 | \$0.00 | \$0.00 | \$316.80 | \$8.00 | | |
| 9/10/2005 | \$9.65 | \$14.48 | 32 | | 32 | \$308.80 | 0.00 | \$0.00 | \$308.80 | \$9.90 | \$14.85 | \$9.90 | \$316.80 | \$0.00 | \$0.00 | \$316.80 | \$8.00 | | |
| 9/24/2005 | \$9.65 | \$14.48 | 78.5 | | 78.5 | \$757.53 | 0.00 | \$0.00 | \$757.53 | \$9.90 | \$14.85 | \$9.90 | \$777.15 | \$0.00 | \$0.00 | \$777.15 | \$19.63 | | |
| 10/8/2005 | \$9.65 | \$14.48 | 80 | 5 | 85 | \$772.00 | 72.38 | \$0.00 | \$844.38 | \$9.90 | \$14.85 | \$9.90 | \$792.00 | \$74.25 | \$0.00 | \$866.25 | \$21.88 | | |
| 11/5/2005 | \$9.65 | \$14.48 | 80 | 2 | 82 | \$772.00 | 28.95 | \$0.00 | \$800.95 | \$9.90 | \$14.85 | \$9.90 | \$792.00 | \$29.70 | \$0.00 | \$821.70 | \$20.75 | | |
| 11/19/2005 | \$9.65 | \$14.48 | 64 | 2.75 | 66.75 | \$617.60 | 39.81 | \$154.40 | \$811.81 | \$9.90 | \$14.85 | \$9.90 | \$633.60 | \$40.84 | \$158.40 | \$832.84 | \$21.03 | | |
| 12/1/2005 | \$9.65 | \$14.48 | 79.5 | 8.75 | 88.25 | \$767.18 | 126.66 | \$0.00 | \$893.83 | \$9.90 | \$14.85 | \$9.90 | \$787.05 | \$129.94 | \$0.00 | \$916.99 | \$23.16 | | |
| 12/31/2005 | \$9.65 | \$14.48 | 71.3 | | 79.25 | \$687.56 | 0.00 | \$77.20 | \$764.76 | \$9.90 | \$14.85 | \$9.90 | \$705.38 | \$0.00 | \$79.20 | \$784.58 | \$19.81 | | |
| 6/3/2006 | \$10.30 | \$15.45 | 72 | 15.00 | 8 | \$741.60 | 231.75 | 82.40 | \$1,055.75 | \$9.90 | \$14.85 | \$9.90 | \$712.80 | \$222.75 | \$79.20 | \$1,014.75 | \$191.13 | | |

ATTACHMENT A

| Employee's Number | Week Ending | PRUDENTIAL HOURLY WAGE RATES | | | HOURS WORKED | | | DOLLARS PAID OUT BY PRUDENTIAL | | | | CITY OF OAKLAND LIVING WAGE RATES | | | | CORRECTED DOLLARS PER LIVING WAGE RATES | | | | BACK WAGES DUE |
|-------------------|-------------|------------------------------|----------|------------|--------------|------------|------------|--------------------------------|------------------|---------------------|---------------------------------|-----------------------------------|------------|--------------------|------------------|---|----------|------------|----------|----------------|
| | | Straight Time | Overtime | Total Hrs. | St. Dollars | OT Dollars | Hrs. 3 & 4 | Gross Earned | Living Wage Rate | OT Living Wage Rate | Living Wage Rate for Hrs. 3 & 4 | St. Time Dollars | OT Dollars | Hrs. 3 & 4 Dollars | Corrected Amount | | | | | |
| 22 | 5/7/2005 | \$10.00 | \$15.00 | 48 | 0 | 32 | 80 | \$480.00 | 0.00 | \$320.00 | \$800.00 | \$11.11 | \$16.67 | \$11.11 | \$333.28 | \$0.00 | \$355.52 | \$888.80 | \$88.80 | |
| | 5/12/2005 | \$10.00 | \$15.00 | 72 | 4.5 | 76.5 | 76.5 | \$720.00 | 67.50 | \$0.00 | \$787.50 | \$11.11 | \$16.67 | \$11.11 | \$799.92 | \$74.99 | \$0.00 | \$874.91 | \$87.41 | |
| | 6/4/2005 | \$10.00 | \$15.00 | 72 | 4 | 76 | 76 | \$720.00 | 60.00 | \$0.00 | \$780.00 | \$11.11 | \$16.67 | \$11.11 | \$799.92 | \$66.66 | \$0.00 | \$866.58 | \$86.58 | |
| | 6/18/2005 | \$10.00 | \$15.00 | 80 | 1.75 | 81.75 | 81.75 | \$800.00 | 26.25 | \$0.00 | \$826.25 | \$11.11 | \$16.67 | \$11.11 | \$888.80 | \$29.16 | \$0.00 | \$917.96 | \$91.71 | |
| | 7/2/2005 | \$10.00 | \$15.00 | 80 | 4.75 | 84.75 | 84.75 | \$800.00 | 71.25 | \$0.00 | \$871.25 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$81.15 | \$0.00 | \$992.35 | \$121.10 | |
| | 7/16/2005 | \$10.00 | \$15.00 | 72 | | 72 | 72 | \$720.00 | 0.00 | \$0.00 | \$720.00 | \$11.39 | \$17.09 | \$11.39 | \$820.08 | \$0.00 | \$0.00 | \$820.08 | \$100.08 | |
| | 7/30/2005 | \$10.00 | \$15.00 | 80 | 6 | 86 | 86 | \$800.00 | 90.00 | \$0.00 | \$890.00 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$102.51 | \$0.00 | \$1,013.71 | \$123.71 | |
| | 8/13/2005 | \$10.00 | \$15.00 | 80 | 11.5 | 91.5 | 91.5 | \$800.00 | 172.50 | \$0.00 | \$972.50 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$196.48 | \$0.00 | \$1,107.68 | \$135.18 | |
| | 8/27/2005 | \$10.00 | \$15.00 | 80 | 4 | 84 | 84 | \$800.00 | 60.00 | \$0.00 | \$860.00 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$68.34 | \$0.00 | \$979.54 | \$119.54 | |
| | 9/10/2005 | \$10.00 | \$15.00 | 72 | | 72 | 72 | \$720.00 | 0.00 | \$0.00 | \$720.00 | \$11.39 | \$17.09 | \$11.39 | \$820.08 | \$0.00 | \$0.00 | \$820.08 | \$100.08 | |
| | 9/24/2005 | \$10.00 | \$15.00 | 80 | | 80 | 80 | \$800.00 | 0.00 | \$0.00 | \$800.00 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$0.00 | \$0.00 | \$911.20 | \$111.20 | |
| | 10/8/2005 | \$10.00 | \$15.00 | 40 | 1 | 41 | 41 | \$400.00 | 15.00 | \$400.00 | \$815.00 | \$11.39 | \$17.09 | \$11.39 | \$455.60 | \$17.09 | \$455.60 | \$928.29 | \$113.29 | |
| | 10/22/2005 | \$10.00 | \$15.00 | 40 | | 40 | 40 | \$400.00 | 0.00 | \$400.00 | \$800.00 | \$11.39 | \$17.09 | \$11.39 | \$455.60 | \$0.00 | \$455.60 | \$911.20 | \$111.20 | |
| | 11/5/2005 | \$10.00 | \$15.00 | 80 | 8.5 | 88.5 | 88.5 | \$800.00 | 127.50 | \$0.00 | \$927.50 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$145.22 | \$0.00 | \$1,056.42 | \$128.92 | |
| | 11/19/2005 | \$10.00 | \$15.00 | 80 | 3 | 83 | 83 | \$800.00 | 45.00 | \$0.00 | \$845.00 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$51.26 | \$0.00 | \$962.46 | \$117.46 | |
| | 12/3/2005 | \$10.00 | \$15.00 | 64 | | 64 | 64 | \$640.00 | 0.00 | \$0.00 | \$640.00 | \$11.39 | \$17.09 | \$11.39 | \$728.96 | \$0.00 | \$0.00 | \$728.96 | \$88.96 | |
| | 12/17/2005 | \$10.00 | \$15.00 | 80 | | 80 | 80 | \$800.00 | 0.00 | \$0.00 | \$800.00 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$0.00 | \$0.00 | \$911.20 | \$111.20 | |
| | 12/31/2005 | \$10.00 | \$15.00 | 72 | | 72 | 72 | \$720.00 | 0.00 | \$0.00 | \$720.00 | \$11.39 | \$17.09 | \$11.39 | \$820.08 | \$0.00 | \$91.12 | \$911.20 | \$111.20 | |
| | 1/14/2006 | \$10.35 | \$15.53 | 72 | | 72 | 72 | \$745.20 | 0.00 | \$82.80 | \$828.00 | \$11.39 | \$17.09 | \$11.39 | \$820.08 | \$0.00 | \$91.12 | \$911.20 | \$83.20 | |
| | 1/28/2006 | \$10.35 | \$15.53 | 80 | | 80 | 80 | \$828.00 | 0.00 | \$0.00 | \$828.00 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$0.00 | \$0.00 | \$911.20 | \$83.20 | |
| | 2/11/2006 | \$10.35 | \$15.53 | 80 | 36 | 116 | 116 | \$828.00 | 538.90 | \$0.00 | \$1,366.90 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$615.06 | \$0.00 | \$1,986.26 | \$139.36 | |
| | 3/25/2006 | \$10.35 | \$15.53 | 72 | 10.50 | 82.50 | 82.50 | \$828.00 | 163.01 | \$82.80 | \$991.01 | \$11.39 | \$17.09 | \$11.39 | \$820.08 | \$179.39 | \$91.12 | \$1,009.59 | \$99.58 | |
| | 4/8/2006 | \$10.35 | \$15.53 | 50 | | 50 | 50 | \$517.50 | 0.00 | \$248.40 | \$765.90 | \$11.39 | \$17.09 | \$11.39 | \$569.50 | \$0.00 | \$273.36 | \$842.86 | \$76.96 | |
| | 4/22/2006 | \$10.35 | \$15.53 | 80 | 20.75 | 100.75 | 100.75 | \$828.00 | 322.14 | 0.00 | \$1,150.14 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$354.51 | \$0.00 | \$1,265.71 | \$115.57 | |
| | 5/6/2006 | \$10.35 | \$15.53 | 80 | 20.25 | 100.25 | 100.25 | \$828.00 | 314.38 | 0.00 | \$1,142.38 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$345.97 | \$0.00 | \$1,257.17 | \$114.79 | |
| | 5/20/2006 | \$10.35 | \$15.53 | 64 | 16.00 | 80 | 80 | \$662.40 | 248.40 | 165.60 | \$1,076.40 | \$11.39 | \$17.09 | \$11.39 | \$728.96 | \$273.36 | \$182.24 | \$1,184.56 | \$108.16 | |
| | 6/3/2006 | \$10.35 | \$15.53 | 72 | 12.00 | 84 | 84 | \$745.20 | 186.30 | 82.80 | \$1,014.30 | \$11.39 | \$17.09 | \$11.39 | \$820.08 | \$205.02 | \$91.12 | \$1,116.22 | \$101.92 | |
| | 6/17/2006 | \$10.35 | \$15.53 | 72 | 0.00 | 72 | 72 | \$745.20 | 0.00 | 82.80 | \$828.00 | \$11.58 | \$17.37 | \$11.58 | \$833.76 | \$0.00 | \$92.64 | \$926.40 | \$98.40 | |
| | 7/1/2006 | \$10.35 | \$15.53 | 80 | 18.00 | 98 | 98 | \$828.00 | 279.45 | 0.00 | \$1,107.45 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$312.66 | \$0.00 | \$1,239.06 | \$131.61 | |
| | 7/15/2006 | \$10.35 | \$15.53 | 72 | 5.00 | 77 | 77 | \$745.20 | 77.63 | 82.80 | \$905.63 | \$11.58 | \$17.37 | \$11.58 | \$833.76 | \$86.85 | \$92.64 | \$1,013.25 | \$107.63 | |
| | 7/29/2006 | \$10.35 | \$15.53 | 80 | 1.00 | 81 | 81 | \$828.00 | 15.53 | 0.00 | \$843.53 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$17.37 | \$0.00 | \$943.77 | \$100.25 | |
| | 8/12/2006 | \$10.35 | \$15.53 | 80 | 1.00 | 81 | 81 | \$828.00 | 15.53 | 0.00 | \$843.53 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$17.37 | \$0.00 | \$943.77 | \$100.25 | |
| | 8/26/2006 | \$10.35 | \$15.53 | 40 | 5.00 | 45 | 45 | \$414.00 | 77.63 | 414.00 | \$905.63 | \$11.58 | \$17.37 | \$11.58 | \$463.20 | \$86.85 | \$463.20 | \$1,013.25 | \$107.63 | |
| | 9/9/2006 | \$10.35 | \$15.53 | 72 | 0.00 | 72 | 72 | \$745.20 | 0.00 | 82.80 | \$828.00 | \$11.58 | \$17.37 | \$11.58 | \$833.76 | \$0.00 | \$92.64 | \$926.40 | \$98.40 | |
| | 9/23/2006 | \$10.35 | \$15.53 | 80 | 0.00 | 80 | 80 | \$828.00 | 0.00 | 0.00 | \$828.00 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$0.00 | \$0.00 | \$926.40 | \$98.40 | |
| | 10/7/2006 | \$10.35 | \$15.53 | 80 | 0.25 | 80.25 | 80.25 | \$828.00 | 3.88 | 0.00 | \$831.88 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$4.34 | \$0.00 | \$930.74 | \$98.86 | |
| | 10/21/2006 | \$10.35 | \$15.53 | 63.5 | | 63.5 | 63.5 | \$657.23 | 0.00 | \$165.60 | \$822.83 | \$11.58 | \$17.37 | \$11.58 | \$735.33 | \$0.00 | \$185.28 | \$920.61 | \$97.79 | |
| | 11/4/2006 | \$10.35 | \$15.53 | 80 | 0 | 80 | 80 | \$828.00 | 0.00 | \$0.00 | \$828.00 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$0.00 | \$0.00 | \$926.40 | \$98.40 | |
| | 11/18/2006 | \$10.35 | \$15.53 | 80 | 0 | 80 | 80 | \$828.00 | 0.00 | \$0.00 | \$828.00 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$0.00 | \$0.00 | \$926.40 | \$98.40 | |
| | 12/2/2006 | \$10.35 | \$15.53 | 64 | 2 | 66 | 66 | \$662.40 | 31.05 | \$165.60 | \$829.05 | \$11.58 | \$17.37 | \$11.58 | \$741.12 | \$34.74 | \$185.28 | \$961.14 | \$102.09 | |
| | 12/16/2006 | \$10.35 | \$15.53 | 80 | 0 | 80 | 80 | \$828.00 | 0.00 | \$0.00 | \$828.00 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$0.00 | \$0.00 | \$926.40 | \$98.40 | |
| | | | | | | | | | | | | | | | | | | \$4,306.85 | | |

ATTACHMENT A

| Employee's Number | Week Ending | PRUDENTIAL HOURLY WAGE RATES | | | HOURS WORKED | | | DOLLARS PAID OUT BY PRUDENTIAL | | | | CITY OF OAKLAND LIVING WAGE RATES | | | | CORRECTED DOLLARS PER LIVING WAGE RATES | | | | BACK WAGES DUE |
|-------------------|-------------|------------------------------|----------|-------|---------------|----------|------------|--------------------------------|------------|------------|--------------|-----------------------------------|---------------------|---------------------------------|------------------|---|--------------------|------------------------|--|----------------|
| | | Straight Time | Overtime | Total | Straight Time | Overtime | Total Hrs. | St. Dollars | OT Dollars | Hrs. 3 & 4 | Gross Earned | Living Wage Rate | OT Living Wage Rate | Living Wage Rate for Hrs. 3 & 4 | St. Time Dollars | OT Dollars | Hrs. 3 & 4 Dollars | Corrected Gross Amount | | |
| 23 | 12/30/2006 | \$10.35 | \$15.53 | 72 | 4 | 84 | \$745.20 | 62.10 | \$82.80 | \$890.10 | \$11.58 | \$17.37 | \$11.58 | \$833.76 | \$69.48 | \$92.64 | \$995.88 | \$105.78 | | |
| | 1/13/2007 | \$10.65 | \$15.98 | 72 | | 80 | \$766.80 | 0.00 | \$85.20 | \$852.00 | \$11.58 | \$17.37 | \$11.58 | \$833.76 | \$0.00 | \$92.64 | \$926.40 | \$74.40 | | |
| | 1/27/2007 | \$10.65 | \$15.98 | 80 | 0 | 80 | \$852.00 | 0.00 | \$0.00 | \$852.00 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$0.00 | \$0.00 | \$926.40 | \$74.40 | | |
| | 2/10/2007 | \$10.65 | \$15.98 | 80 | 0 | 80 | \$852.00 | 0.00 | \$0.00 | \$852.00 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$0.00 | \$0.00 | \$926.40 | \$74.40 | | |
| | 2/24/2007 | \$10.65 | \$15.98 | 40 | 0.00 | 40 | \$426.00 | 0.00 | 426.00 | \$852.00 | \$11.58 | \$17.37 | \$11.58 | \$463.20 | \$0.00 | \$463.20 | \$926.40 | \$74.40 | | |
| | 3/10/2007 | \$10.65 | \$15.98 | 72 | 0.00 | 80 | \$766.80 | 0.00 | 85.20 | \$852.00 | \$11.58 | \$17.37 | \$11.58 | \$833.76 | \$0.00 | \$92.64 | \$926.40 | \$74.40 | | |
| | 3/24/2007 | \$10.65 | \$15.98 | 80 | | 80 | \$852.00 | 0.00 | 0.00 | \$852.00 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$0.00 | \$0.00 | \$926.40 | \$74.40 | | |
| | 4/7/2007 | \$10.65 | \$15.98 | 80 | 0.50 | 80.5 | \$852.00 | 7.99 | 0.00 | \$859.99 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$8.69 | \$0.00 | \$935.09 | \$75.10 | | |
| | 4/21/2007 | \$10.65 | \$15.98 | 80 | 0.00 | 80 | \$852.00 | 0.00 | 0.00 | \$852.00 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$0.00 | \$0.00 | \$926.40 | \$74.40 | | |
| | 5/5/2007 | \$10.65 | \$15.98 | 80 | 0.00 | 80 | \$852.00 | 0.00 | 0.00 | \$852.00 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$0.00 | \$0.00 | \$926.40 | \$74.40 | | |
| | 5/19/2007 | \$10.65 | \$15.98 | 80 | 0.00 | 80 | \$852.00 | 0.00 | 0.00 | \$852.00 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$0.00 | \$0.00 | \$926.40 | \$74.40 | | |
| | 6/16/2007 | \$10.65 | \$15.98 | 80 | 0.00 | 80 | \$852.00 | 0.00 | 0.00 | \$852.00 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$0.00 | \$0.00 | \$926.40 | \$74.40 | | |
| | 6/30/2007 | \$10.65 | \$15.98 | 80 | 3 | 83 | \$852.00 | 47.93 | \$0.00 | \$899.93 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$52.11 | \$0.00 | \$978.51 | \$78.59 | | |
| | 7/14/2007 | \$10.65 | \$15.98 | 72 | 0 | 80 | \$766.80 | 0.00 | \$85.20 | \$852.00 | \$11.95 | \$17.93 | \$11.95 | \$860.40 | \$0.00 | \$95.60 | \$956.00 | \$104.00 | | |
| | 7/14/2007 | \$10.65 | \$15.98 | 72 | 0 | 80 | \$766.80 | 0.00 | \$85.20 | \$852.00 | \$11.95 | \$17.93 | \$11.95 | \$860.40 | \$0.00 | \$95.60 | \$956.00 | \$104.00 | | |
| | 7/28/2007 | \$10.65 | \$15.98 | 72 | 5.25 | 85.25 | \$766.80 | 83.87 | \$85.20 | \$935.87 | \$11.95 | \$17.93 | \$11.95 | \$860.40 | \$94.11 | \$95.60 | \$1,050.11 | \$114.24 | | |
| | 8/11/2007 | \$10.65 | \$15.98 | 80 | 3 | 83 | \$852.00 | 47.93 | \$0.00 | \$899.93 | \$11.95 | \$17.93 | \$11.95 | \$956.00 | \$53.78 | \$0.00 | \$1,009.78 | \$109.85 | | |
| | 8/25/2007 | \$10.65 | \$15.98 | 80 | 4 | 84 | \$852.00 | 63.90 | \$0.00 | \$915.90 | \$11.95 | \$17.93 | \$11.95 | \$956.00 | \$71.70 | \$0.00 | \$1,027.70 | \$111.80 | | |
| | 9/8/2007 | \$10.65 | \$15.98 | 72 | 2 | 82 | \$766.80 | 31.95 | \$85.20 | \$883.95 | \$11.95 | \$17.93 | \$11.95 | \$860.40 | \$35.85 | \$95.60 | \$991.85 | \$107.90 | | |
| | | | | | | | | | | | | | | | | | | \$1,655.25 | | |
| 24 | 6/17/2006 | \$10.25 | \$15.38 | 80 | 0.00 | 80 | \$820.00 | 0.00 | 0.00 | \$820.00 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$0.00 | \$0.00 | \$911.20 | \$91.20 | | |
| | 7/1/2006 | \$10.25 | \$15.38 | 80 | 11.50 | 91.5 | \$820.00 | 176.81 | 0.00 | \$996.81 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$199.76 | \$0.00 | \$1,126.16 | \$129.34 | | |
| | 7/15/2006 | \$10.25 | \$15.38 | 72 | 4 | 84 | \$738.00 | 61.50 | 82.00 | \$881.50 | \$11.58 | \$17.37 | \$11.58 | \$833.76 | \$69.48 | \$92.64 | \$995.88 | \$114.38 | | |
| | 7/29/2006 | \$10.25 | \$15.38 | 80 | 1.00 | 81 | \$820.00 | 15.38 | 0.00 | \$835.38 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$17.37 | \$0.00 | \$943.77 | \$108.40 | | |
| | 8/12/2006 | \$10.25 | \$15.38 | 80 | 0.00 | 80 | \$820.00 | 0.00 | 0.00 | \$820.00 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$0.00 | \$0.00 | \$926.40 | \$106.40 | | |
| | 8/26/2006 | \$10.25 | \$15.38 | 78.5 | 4.75 | 83.25 | \$804.63 | 73.03 | 0.00 | \$877.66 | \$11.58 | \$17.37 | \$11.58 | \$909.03 | \$82.51 | \$0.00 | \$991.54 | \$113.88 | | |
| | 9/9/2006 | \$10.25 | \$15.38 | 72 | 0.00 | 80 | \$738.00 | 0.00 | 82.00 | \$820.00 | \$11.58 | \$17.37 | \$11.58 | \$833.76 | \$0.00 | \$92.64 | \$926.40 | \$106.40 | | |
| | 9/23/2006 | \$10.25 | \$15.38 | 79.8 | 0.00 | 79.75 | \$817.44 | 0.00 | 0.00 | \$817.44 | \$11.58 | \$17.37 | \$11.58 | \$923.51 | \$0.00 | \$0.00 | \$923.51 | \$106.07 | | |
| | 10/7/2006 | \$10.25 | \$15.38 | 72 | 0.00 | 72 | \$738.00 | 0.00 | 0.00 | \$738.00 | \$11.58 | \$17.37 | \$11.58 | \$833.76 | \$0.00 | \$0.00 | \$833.76 | \$95.76 | | |
| | 10/21/2006 | \$10.25 | \$15.38 | 79.8 | | 79.75 | \$817.44 | 0.00 | \$0.00 | \$817.44 | \$11.58 | \$17.37 | \$11.58 | \$923.51 | \$0.00 | \$0.00 | \$923.51 | \$106.07 | | |
| | 11/4/2006 | \$10.25 | \$15.38 | 80 | 0 | 80 | \$820.00 | 0.00 | \$0.00 | \$820.00 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$0.00 | \$0.00 | \$926.40 | \$106.40 | | |
| | 11/18/2006 | \$10.25 | \$15.38 | 80 | 0 | 80 | \$820.00 | 0.00 | \$0.00 | \$820.00 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$0.00 | \$0.00 | \$926.40 | \$106.40 | | |

ATTACHMENT A

| Employee's Number | Week Ending | PRUDENTIAL HOURLY WAGE RATES | | | HOURS WORKED | | | DOLLARS PAID OUT BY PRUDENTIAL | | | | CITY OF OAKLAND LIVING WAGE RATES | | | | CORRECTED DOLLARS PER LIVING WAGE RATES | | | | BACK WAGES DUE |
|-------------------|-------------|------------------------------|----------|------------|--------------|------------|------------|--------------------------------|-------------|---------------------|---------------------------------|-----------------------------------|------------|--------------------|------------------------|---|-------|------|------|----------------|
| | | Straight Time | Overtime | Total Hrs. | St. Dollars | OT Dollars | Hrs. 3 & 4 | Gross Earned | Living Wage | OT Living Wage Rate | Living Wage Rate for Hrs. 3 & 4 | St. Time Dollars | OT Dollars | Hrs. 3 & 4 Dollars | Corrected Gross Amount | | | | | |
| | | | | | | | | | | | | | | | | 10.00 | 15.00 | 78.5 | 17.5 | |
| 26 | 1/19/2005 | \$10.00 | \$15.00 | 96 | \$785.00 | 262.50 | \$0.00 | \$1,047.50 | \$11.39 | \$17.09 | \$11.39 | \$894.12 | \$298.99 | \$0.00 | \$1,193.10 | \$145.60 | | | | |
| | 12/3/2005 | \$10.00 | \$15.00 | 64 | \$640.00 | 0.00 | \$0.00 | \$640.00 | \$11.39 | \$17.09 | \$11.39 | \$728.96 | \$0.00 | \$0.00 | \$728.96 | \$88.96 | | | | |
| | 12/31/2005 | \$10.00 | \$15.00 | 71.8 | \$717.50 | 0.00 | \$0.00 | \$717.50 | \$11.39 | \$17.09 | \$11.39 | \$817.23 | \$0.00 | \$0.00 | \$817.23 | \$99.73 | | | | |
| | 1/14/2006 | \$10.35 | \$15.53 | 70 | \$724.50 | 73.74 | \$82.80 | \$881.04 | \$11.39 | \$17.09 | \$11.39 | \$797.30 | \$81.18 | \$91.12 | \$969.60 | \$88.55 | | | | |
| | 1/28/2006 | \$10.30 | \$15.45 | 79.8 | \$821.43 | 0.00 | \$0.00 | \$821.43 | \$11.39 | \$17.09 | \$11.39 | \$908.35 | \$0.00 | \$0.00 | \$908.35 | \$86.93 | | | | |
| | 2/11/2006 | \$10.30 | \$15.45 | 79.8 | \$821.43 | 0.00 | \$0.00 | \$821.43 | \$11.39 | \$17.09 | \$11.39 | \$908.35 | \$0.00 | \$0.00 | \$908.35 | \$86.93 | | | | |
| | 3/25/2006 | \$11.00 | \$16.50 | 69.3 | \$761.75 | 0.00 | \$0.00 | \$761.75 | \$11.39 | \$17.09 | \$11.39 | \$612.21 | \$123.87 | \$14.24 | \$750.32 | \$25.69 | | | | |
| | 4/8/2006 | \$11.00 | \$16.50 | 80 | \$800.00 | 24.75 | \$0.00 | \$904.75 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$25.63 | \$0.00 | \$936.83 | \$32.08 | | | | |
| | 5/6/2006 | \$11.00 | \$16.50 | 77.3 | \$800.00 | 20.63 | \$0.00 | \$870.38 | \$11.39 | \$17.09 | \$11.39 | \$879.88 | \$21.36 | \$0.00 | \$901.23 | \$30.86 | | | | |
| | 5/20/2006 | \$11.00 | \$16.50 | 81.25 | \$866.25 | 41.25 | \$0.00 | \$907.50 | \$11.39 | \$17.09 | \$11.39 | \$896.96 | \$42.71 | \$0.00 | \$939.68 | \$32.18 | | | | |
| | 6/3/2006 | \$11.00 | \$16.50 | 70.5 | \$775.50 | 37.13 | \$0.00 | \$812.63 | \$11.39 | \$17.09 | \$25.64 | \$803.00 | \$38.45 | \$0.00 | \$841.45 | \$28.82 | | | | |
| | 6/17/2006 | \$11.00 | \$16.50 | 72.8 | \$800.25 | 28.88 | \$0.00 | \$829.13 | \$11.39 | \$17.09 | \$11.39 | \$828.62 | \$29.90 | \$0.00 | \$858.52 | \$29.40 | | | | |
| | 7/1/2006 | \$11.00 | \$16.50 | 68.5 | \$731.50 | 28.88 | \$0.00 | \$760.38 | \$11.58 | \$17.37 | \$11.58 | \$783.23 | \$30.40 | \$0.00 | \$823.63 | \$41.25 | | | | |
| | 7/15/2006 | \$11.00 | \$16.50 | 67.5 | \$742.50 | 8.25 | \$0.00 | \$750.75 | \$11.58 | \$17.37 | \$11.58 | \$781.65 | \$8.69 | \$0.00 | \$790.34 | \$39.58 | | | | |
| | 7/29/2006 | \$11.00 | \$16.50 | 80 | \$800.00 | 0.00 | \$0.00 | \$800.00 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$0.00 | \$0.00 | \$926.40 | \$46.40 | | | | |
| | 8/12/2006 | \$11.00 | \$16.50 | 80 | \$800.00 | 0.00 | \$0.00 | \$800.00 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$0.00 | \$0.00 | \$926.40 | \$46.40 | | | | |
| | 8/26/2006 | \$11.00 | \$16.50 | 79.5 | \$874.50 | 0.00 | \$0.00 | \$874.50 | \$11.58 | \$11.58 | \$11.58 | \$920.61 | \$0.00 | \$0.00 | \$920.61 | \$46.11 | | | | |
| | 9/9/2006 | \$11.00 | \$16.50 | 72 | \$792.00 | 0.00 | \$0.00 | \$792.00 | \$11.58 | \$17.37 | \$11.58 | \$833.76 | \$0.00 | \$0.00 | \$833.76 | \$41.76 | | | | |
| | 9/23/2006 | \$11.00 | \$16.50 | 79.8 | \$877.25 | 0.00 | \$0.00 | \$877.25 | \$11.58 | \$17.37 | \$11.58 | \$923.51 | \$0.00 | \$0.00 | \$923.51 | \$46.26 | | | | |
| | | | | | | | | | | | | | | | \$2,075.33 | | | | | |
| 27 | 4/8/2006 | \$10.25 | \$15.38 | 40 | \$410.00 | 0.00 | \$0.00 | \$410.00 | \$11.39 | \$17.09 | \$11.39 | \$455.60 | \$0.00 | \$0.00 | \$455.60 | \$45.60 | | | | |
| | 4/22/2006 | \$10.25 | \$15.38 | 64.5 | \$661.13 | 0.00 | \$0.00 | \$661.13 | \$11.39 | \$17.09 | \$11.39 | \$734.66 | \$0.00 | \$0.00 | \$734.66 | \$73.53 | | | | |
| | 5/6/2006 | \$10.25 | \$15.38 | 74 | \$738.00 | 30.75 | \$0.00 | \$768.75 | \$11.39 | \$17.09 | \$11.39 | \$820.08 | \$34.17 | \$0.00 | \$854.25 | \$85.50 | | | | |
| | 5/20/2006 | \$10.25 | \$15.38 | 72 | \$738.00 | 3.84 | \$0.00 | \$741.84 | \$11.39 | \$17.09 | \$11.39 | \$820.08 | \$4.27 | \$0.00 | \$824.35 | \$82.51 | | | | |
| | 6/3/2006 | \$10.25 | \$15.38 | 71.5 | \$732.88 | 0.00 | \$0.00 | \$732.88 | \$11.39 | \$17.09 | \$11.39 | \$814.39 | \$0.00 | \$91.12 | \$905.51 | \$90.63 | | | | |
| | 6/17/2006 | \$10.25 | \$15.38 | 67.3 | \$689.31 | 0.00 | \$0.00 | \$689.31 | \$11.39 | \$17.09 | \$11.39 | \$765.98 | \$0.00 | \$0.00 | \$765.98 | \$76.67 | | | | |
| | | | | | | | | | | | | | | | \$454.43 | | | | | |
| 28 | 5/7/2005 | \$10.00 | \$15.00 | 80 | \$800.00 | 0.00 | \$0.00 | \$800.00 | \$11.11 | \$16.67 | \$11.11 | \$888.80 | \$0.00 | \$0.00 | \$888.80 | \$88.80 | | | | |
| | 5/21/2005 | \$10.00 | \$15.00 | 80 | \$800.00 | 67.50 | \$0.00 | \$867.50 | \$11.11 | \$16.67 | \$11.11 | \$888.80 | \$74.99 | \$0.00 | \$963.79 | \$96.29 | | | | |
| | 6/4/2005 | \$10.00 | \$15.00 | 70.3 | \$702.50 | 30.00 | \$80.00 | \$812.50 | \$11.11 | \$16.67 | \$11.11 | \$780.48 | \$33.33 | \$88.88 | \$902.69 | \$90.19 | | | | |
| | 6/18/2005 | \$10.00 | \$15.00 | 80 | \$800.00 | 22.50 | \$0.00 | \$822.50 | \$11.11 | \$16.67 | \$11.11 | \$888.80 | \$25.00 | \$0.00 | \$913.80 | \$91.30 | | | | |
| | 7/2/2005 | \$10.00 | \$15.00 | 80 | \$800.00 | 30.00 | \$0.00 | \$830.00 | \$11.11 | \$16.67 | \$11.11 | \$888.80 | \$33.33 | \$0.00 | \$922.13 | \$92.13 | | | | |
| | 7/16/2005 | \$10.00 | \$15.00 | 72 | \$720.00 | 75.00 | \$0.00 | \$795.00 | \$11.39 | \$17.09 | \$11.39 | \$820.08 | \$85.43 | \$0.00 | \$905.51 | \$110.51 | | | | |
| | 7/30/2005 | \$10.00 | \$15.00 | 80 | \$800.00 | 0.00 | \$0.00 | \$800.00 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$0.00 | \$0.00 | \$911.20 | \$111.20 | | | | |
| | 8/13/2005 | \$10.00 | \$15.00 | 80 | \$800.00 | 112.50 | \$0.00 | \$912.50 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$128.14 | \$0.00 | \$1,039.34 | \$126.84 | | | | |
| | 8/27/2005 | \$10.00 | \$15.00 | 80 | \$800.00 | 15.00 | \$0.00 | \$815.00 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$17.09 | \$0.00 | \$928.29 | \$113.29 | | | | |

ATTACHMENT A

| Employer's Number | Week Ending | PRUDENTIAL HOURLY WAGE RATES | | HOURS WORKED | | | | DOLLARS PAID OUT BY PRUDENTIAL | | | | CITY OF OAKLAND LIVING WAGE RATES | | | CORRECTED DOLLARS PER LIVING WAGE RATES | | | | BACK WAGES DUE |
|-------------------|-------------|------------------------------|----------|---------------|----------|------------|------------|--------------------------------|-----------------|--------------------|--------------|-----------------------------------|---------------------|-------------------------------|---|------------|--------------------|------------------------|----------------|
| | | Straight Time | Overtime | Straight Time | Overtime | Hrs. 3 & 4 | Total Hrs. | St. Dollars | OT Dollars paid | Hrs. 3 & 4 Dollars | Gross Earned | Living Wage Rate | OT Living Wage Rate | Living Wage Rate for Hrs. 3&4 | St. Time Dollars | OT Dollars | Hrs. 3 & 4 Dollars | Corrected Gross Amount | |
| | | | | | | | | | | | | | | | | | | | |
| 28 | 9/10/2005 | \$10.00 | \$15.00 | 72 | | | 72 | \$720.00 | 0.00 | \$0.00 | \$720.00 | \$11.39 | \$17.09 | \$11.39 | \$820.08 | \$0.00 | \$0.00 | \$820.08 | \$100.08 |
| | 9/24/2005 | \$10.00 | \$15.00 | 80 | | | 80 | \$800.00 | 0.00 | \$0.00 | \$800.00 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$0.00 | \$0.00 | \$911.20 | \$111.20 |
| | 10/8/2005 | \$10.00 | \$15.00 | 80 | | | 80 | \$800.00 | 0.00 | \$0.00 | \$800.00 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$0.00 | \$0.00 | \$911.20 | \$111.20 |
| | 10/22/2005 | \$10.00 | \$15.00 | 72 | | 8 | 80 | \$720.00 | 0.00 | \$80.00 | \$800.00 | \$11.39 | \$17.09 | \$11.39 | \$820.08 | \$0.00 | \$91.12 | \$911.20 | \$111.20 |
| | 11/5/2005 | \$10.00 | \$15.00 | 80 | 0.75 | | 80.75 | \$800.00 | 11.25 | \$0.00 | \$811.25 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$12.81 | \$0.00 | \$924.01 | \$112.76 |
| | 11/19/2005 | \$10.00 | \$15.00 | 40 | 1.25 | 40 | 81.25 | \$400.00 | 18.75 | \$400.00 | \$818.75 | \$11.39 | \$17.09 | \$11.39 | \$455.60 | \$21.36 | \$455.60 | \$932.56 | \$113.81 |
| | 12/3/2005 | \$10.00 | \$15.00 | 64 | | | 64 | \$640.00 | 0.00 | \$0.00 | \$640.00 | \$11.39 | \$17.09 | \$11.39 | \$728.96 | \$0.00 | \$0.00 | \$728.96 | \$88.96 |
| | 12/17/2005 | \$10.00 | \$15.00 | 80 | | | 80 | \$800.00 | 0.00 | \$0.00 | \$800.00 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$0.00 | \$0.00 | \$911.20 | \$111.20 |
| | 12/31/2005 | \$10.00 | \$15.00 | 58 | | 16 | 74 | \$580.00 | 0.00 | \$160.00 | \$740.00 | \$11.39 | \$17.09 | \$11.39 | \$660.62 | \$0.00 | \$182.24 | \$842.86 | \$102.86 |
| | 1/14/2006 | \$10.30 | \$15.45 | 72 | | 8 | 80 | \$741.60 | 0.00 | \$82.40 | \$824.00 | \$11.39 | \$17.09 | \$11.39 | \$820.08 | \$0.00 | \$91.12 | \$911.20 | \$87.20 |
| | 1/28/2006 | \$10.30 | \$15.45 | 80 | | | 80 | \$824.00 | 0.00 | \$0.00 | \$824.00 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$0.00 | \$0.00 | \$911.20 | \$87.20 |
| | 2/11/2006 | \$10.30 | \$15.45 | | | | 0 | \$0.00 | 0.00 | \$0.00 | \$0.00 | \$11.39 | \$17.09 | \$11.39 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| | 3/25/2006 | \$10.30 | \$15.45 | 80 | | | 80 | \$824.00 | 0.00 | \$0.00 | \$824.00 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$0.00 | \$0.00 | \$911.20 | \$87.20 |
| | 4/8/2006 | \$10.30 | \$15.45 | 79.8 | | | 79.75 | \$821.43 | 0.00 | 0.00 | \$821.43 | \$11.39 | \$17.09 | \$11.39 | \$908.35 | \$0.00 | \$0.00 | \$908.35 | \$86.93 |
| | 4/22/2006 | \$10.30 | \$15.45 | 80 | | | 80 | \$824.00 | 0.00 | 0.00 | \$824.00 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$0.00 | \$0.00 | \$911.20 | \$87.20 |
| | 5/6/2006 | \$10.30 | \$15.45 | 79.8 | | | 79.75 | \$821.43 | 0.00 | 0.00 | \$821.43 | \$11.39 | \$17.09 | \$11.39 | \$908.35 | \$0.00 | \$0.00 | \$908.35 | \$86.93 |
| | 5/20/2006 | \$10.30 | \$15.45 | 72 | 7.50 | 8 | 87.5 | \$741.60 | 115.88 | 82.40 | \$939.88 | \$11.39 | \$17.09 | \$11.39 | \$820.08 | \$128.14 | \$91.12 | \$1,039.34 | \$99.46 |
| | 6/3/2006 | \$10.30 | \$15.45 | 72 | 18.00 | 8 | 98 | \$741.60 | 278.10 | 82.40 | \$1,102.10 | \$11.39 | \$17.09 | \$11.39 | \$820.08 | \$307.53 | \$91.12 | \$1,218.73 | \$116.63 |
| | 6/17/2006 | \$10.30 | \$15.45 | 80 | 20.00 | 0 | 100 | \$824.00 | 309.00 | 0.00 | \$1,133.00 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$347.40 | \$0.00 | \$1,273.80 | \$140.80 |
| | 7/1/2006 | \$11.00 | \$16.50 | 80 | 18.75 | 0 | 98.75 | \$880.00 | 309.38 | 0.00 | \$1,189.38 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$325.69 | \$0.00 | \$1,252.09 | \$62.71 |
| | 7/15/2006 | \$11.00 | \$16.50 | 72 | 8.75 | 8 | 88.75 | \$792.00 | 144.38 | 88.00 | \$1,024.38 | \$11.58 | \$17.37 | \$11.58 | \$833.76 | \$151.99 | \$92.64 | \$1,078.39 | \$54.01 |
| | 7/29/2006 | \$11.00 | \$16.50 | 80 | 17.75 | 0 | 97.75 | \$880.00 | 292.88 | 0.00 | \$1,172.88 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$308.32 | \$0.00 | \$1,234.72 | \$61.84 |
| | 8/12/2006 | \$11.00 | \$16.50 | 80 | 20.25 | 0 | 100.25 | \$880.00 | 334.13 | 0.00 | \$1,214.13 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$351.74 | \$0.00 | \$1,278.14 | \$64.02 |
| | 8/26/2006 | \$11.00 | \$16.50 | 80 | 14.50 | 0 | 94.5 | \$880.00 | 239.25 | 0.00 | \$1,119.25 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$251.87 | \$0.00 | \$1,178.27 | \$59.01 |
| | 9/9/2006 | \$11.00 | \$16.50 | 72 | 12.75 | 8 | 92.75 | \$792.00 | 210.38 | 88.00 | \$1,090.38 | \$11.58 | \$17.37 | \$11.58 | \$833.76 | \$221.47 | \$92.64 | \$1,147.87 | \$57.49 |
| | 9/23/2006 | \$11.00 | \$16.50 | 80 | 7.50 | 0 | 87.5 | \$880.00 | 123.75 | 0.00 | \$1,003.75 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$130.28 | \$0.00 | \$1,056.68 | \$52.93 |
| | 12/2/2006 | \$11.00 | \$16.50 | 22.8 | 2 | 104 | 129.15 | \$250.25 | 33.00 | \$1,148.40 | \$1,431.65 | \$10.07 | \$15.11 | \$10.07 | \$229.09 | \$30.21 | \$1,051.31 | \$1,310.61 | (\$121.04) |
| | | | | | | | | | | | | | | | | | | | |
| 29 | 1/28/2006 | \$10.00 | \$15.00 | 80 | 19.5 | | 99.5 | \$800.00 | 292.50 | \$0.00 | \$1,092.50 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$333.16 | \$0.00 | \$1,244.36 | \$151.86 |
| | | | | | | | | | | | | | | | | | | | |
| 30 | 8/11/2007 | \$10.65 | \$15.98 | 76.8 | 9 | | 85.75 | \$817.39 | 143.78 | \$0.00 | \$961.16 | \$11.95 | \$17.93 | \$11.95 | \$917.16 | \$161.33 | \$0.00 | \$1,078.49 | \$117.33 |
| | 9/8/2007 | \$10.65 | \$15.98 | 72 | 4 | 10 | 86 | \$766.80 | 63.90 | \$106.50 | \$937.20 | \$11.95 | \$17.93 | \$11.95 | \$860.40 | \$71.70 | \$119.50 | \$1,051.60 | \$114.40 |
| | 8/25/2007 | \$10.65 | \$15.98 | 76.8 | 9 | | 85.75 | \$817.39 | 143.78 | \$0.00 | \$961.16 | \$11.95 | \$17.93 | \$11.95 | \$917.16 | \$161.33 | \$0.00 | \$1,078.49 | \$117.33 |
| | | | | | | | | | | | | | | | | | | | \$349.05 |
| 31 | 10/22/2005 | \$10.00 | \$15.00 | 80 | 2 | | 82 | \$800.00 | 30.00 | \$0.00 | \$830.00 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$34.17 | \$0.00 | \$945.37 | \$115.37 |
| | 11/5/2005 | \$10.00 | \$15.00 | 79.8 | 1 | | 80.75 | \$797.50 | 15.00 | \$0.00 | \$812.50 | \$11.39 | \$17.09 | \$11.39 | \$908.35 | \$17.09 | \$0.00 | \$925.44 | \$112.94 |
| | 11/19/2005 | \$10.00 | \$15.00 | 80 | 2.75 | | 82.75 | \$800.00 | 41.25 | \$0.00 | \$841.25 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$46.98 | \$0.00 | \$958.18 | \$116.93 |
| | 12/3/2005 | \$10.00 | \$15.00 | 63.5 | | | 63.5 | \$635.00 | 0.00 | \$0.00 | \$635.00 | \$11.39 | \$17.09 | \$11.39 | \$723.27 | \$0.00 | \$0.00 | \$723.27 | \$88.27 |
| | | | | | | | | | | | | | | | | | | | \$433.51 |

ATTACHMENT A

| Employee's Number | Week Ending | PRUDENTIAL HOURLY WAGE RATES | | HOURS WORKED | | | | DOLLARS PAID OUT BY PRUDENTIAL | | | | CITY OF OAKLAND LIVING WAGE RATES | | | CORRECTED DOLLARS PER LIVING WAGE RATES | | | | BACK WAGES DUE |
|-------------------|-------------|------------------------------|----------|---------------|----------|------------|------------|--------------------------------|-----------------|------------------|--------------|-----------------------------------|---------------------|-------------------------------|---|------------|------------------|------------------------|----------------|
| | | Straight Time | Overtime | Straight Time | Overtime | Hrs. 3 & 4 | Total Hrs. | St. Dollars | OT Dollars paid | Hrs. 3&4 Dollars | Gross Earned | Living Wage Rate | OT Living Wage Rate | Living Wage Rate for Hrs. 3&4 | St. Time Dollars | OT Dollars | Hrs. 3&4 Dollars | Corrected Gross Amount | |
| 39 | 4/22/2006 | \$11.00 | \$16.50 | 80 | | | 80 | \$880.00 | 0.00 | 0.00 | \$880.00 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$0.00 | \$0.00 | \$911.20 | \$31.20 |
| | 5/6/2006 | \$11.00 | \$16.50 | 74.5 | | | 74.5 | \$819.50 | 0.00 | 0.00 | \$819.50 | \$11.39 | \$17.09 | \$11.39 | \$848.56 | \$0.00 | \$0.00 | \$848.56 | \$29.06 |
| | 5/20/2006 | \$11.00 | \$16.50 | 72 | 0.25 | | 72.25 | \$792.00 | 4.13 | 0.00 | \$796.13 | \$11.39 | \$17.09 | \$11.39 | \$820.08 | \$4.27 | \$0.00 | \$824.35 | \$28.23 |
| | 6/3/2006 | \$11.00 | \$16.50 | 70.8 | 0.50 | 8 | 79.25 | \$778.25 | 8.25 | 88.00 | \$874.50 | \$11.39 | \$17.09 | \$11.39 | \$805.84 | \$8.54 | \$91.12 | \$905.51 | \$31.01 |
| | 6/17/2006 | \$11.00 | \$16.50 | 79.5 | 0.50 | 0 | 80 | \$874.50 | 8.25 | 0.00 | \$882.75 | \$11.39 | \$17.09 | \$11.39 | \$905.51 | \$8.54 | \$0.00 | \$914.05 | \$31.30 |
| | 7/1/2006 | \$11.00 | \$16.50 | 79.5 | 3.00 | 0 | 82.5 | \$874.50 | 49.50 | 0.00 | \$924.00 | \$11.58 | \$17.37 | \$11.58 | \$920.61 | \$52.11 | \$0.00 | \$972.72 | \$48.72 |
| | | | | | | | | | | | | | | | | | | | \$199.50 |
| 40 | 4/8/2006 | \$10.25 | \$15.38 | 40 | | | 40 | \$410.00 | 0.00 | 0.00 | \$410.00 | \$11.39 | \$17.09 | \$11.39 | \$455.60 | \$0.00 | \$0.00 | \$455.60 | \$45.60 |
| | | | | | | | | | | | | | | | | | | | |
| 41 | 12/30/2006 | \$11.00 | \$16.50 | 72 | 16.8 | | 88.75 | \$792.00 | 276.38 | \$0.00 | \$1,068.38 | \$11.58 | \$17.37 | \$11.58 | \$833.76 | \$290.95 | \$0.00 | \$1,124.71 | \$56.33 |
| | 1/13/2007 | \$11.00 | \$16.50 | 72 | 34.5 | 0 | 106.5 | \$792.00 | 569.25 | \$0.00 | \$1,361.25 | \$11.58 | \$17.37 | \$11.58 | \$833.76 | \$599.27 | \$0.00 | \$1,433.03 | \$71.78 |
| | 1/27/2007 | \$11.38 | \$17.07 | 80 | 21.3 | | 101.25 | \$910.40 | 362.74 | \$0.00 | \$1,273.14 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$369.11 | \$0.00 | \$1,295.51 | \$22.38 |
| | 2/10/2007 | \$11.38 | \$17.07 | 80 | 18.7 | | 98.65 | \$910.40 | 318.36 | \$0.00 | \$1,228.76 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$323.95 | \$0.00 | \$1,250.35 | \$21.59 |
| | 2/24/2007 | \$11.38 | \$17.07 | 97.3 | 9.25 | | 106.5 | \$1,106.71 | 157.90 | 0.00 | \$1,264.60 | \$11.58 | \$17.37 | \$11.58 | \$1,126.16 | \$160.67 | \$0.00 | \$1,286.83 | \$22.22 |
| | 3/10/2007 | \$11.38 | \$17.07 | 105 | 9.25 | | 114.5 | \$1,197.75 | 157.90 | 0.00 | \$1,355.64 | \$11.58 | \$17.37 | \$11.58 | \$1,218.80 | \$160.67 | \$0.00 | \$1,379.47 | \$23.83 |
| | | | | | | | | | | | | | | | | | | | \$218.13 |
| 42 | 8/11/2007 | \$10.65 | \$15.98 | 48 | 6.75 | | 54.75 | \$511.20 | 107.83 | \$0.00 | \$619.03 | \$11.95 | \$17.93 | \$11.95 | \$573.60 | \$120.99 | \$0.00 | \$694.59 | \$75.56 |
| | 8/25/2007 | \$10.65 | \$15.98 | 48 | 6.75 | | 54.75 | \$511.20 | 107.83 | \$0.00 | \$619.03 | \$11.95 | \$17.93 | \$11.95 | \$573.60 | \$120.99 | \$0.00 | \$694.59 | \$75.56 |
| | | | | | | | | | | | | | | | | | | | \$151.13 |
| 43 | 11/5/2005 | \$10.00 | \$15.00 | 80 | 7.5 | | 87.5 | \$800.00 | 112.50 | \$0.00 | \$912.50 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$128.14 | \$0.00 | \$1,039.34 | \$126.84 |
| | 11/19/2005 | \$10.00 | \$15.00 | 80 | 2.5 | | 82.5 | \$800.00 | 37.50 | \$0.00 | \$837.50 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$42.71 | \$0.00 | \$953.91 | \$116.41 |
| | 12/3/2005 | \$10.00 | \$15.00 | 64 | 4 | | 68 | \$640.00 | 60.00 | \$0.00 | \$700.00 | \$11.39 | \$17.09 | \$11.39 | \$728.96 | \$68.34 | \$0.00 | \$797.30 | \$97.30 |
| | 12/17/2005 | \$10.00 | \$15.00 | 48 | 1.5 | | 49.5 | \$480.00 | 22.50 | \$0.00 | \$502.50 | \$11.39 | \$17.09 | \$11.39 | \$546.72 | \$25.63 | \$0.00 | \$572.35 | \$69.85 |
| | 12/31/2005 | \$10.00 | \$15.00 | 80 | 4.25 | 8 | 92.25 | \$800.00 | 63.75 | \$80.00 | \$943.75 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$72.61 | \$91.12 | \$1,074.93 | \$131.18 |
| | 1/28/2006 | \$10.30 | \$15.45 | 80 | 19.5 | | 99.5 | \$824.00 | 301.28 | \$0.00 | \$1,125.28 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$333.16 | \$0.00 | \$1,244.36 | \$119.08 |
| | 2/11/2006 | \$10.30 | \$15.45 | 80 | 46.3 | | 126.25 | \$824.00 | 714.56 | \$0.00 | \$1,538.56 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$803.36 | \$0.00 | \$1,729.76 | \$191.20 |
| | 3/25/2006 | \$10.30 | \$15.45 | 80 | 36.5 | | 116.5 | \$824.00 | 563.93 | \$0.00 | \$1,387.93 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$623.60 | \$0.00 | \$1,534.80 | \$146.88 |
| | 4/8/2006 | \$10.30 | \$15.45 | 80 | 37 | | 117 | \$824.00 | 571.65 | 0.00 | \$1,395.65 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$642.69 | \$0.00 | \$1,569.09 | \$173.44 |
| | 4/22/2006 | \$10.30 | \$15.45 | 80 | 28.00 | | 108 | \$824.00 | 432.60 | 0.00 | \$1,256.60 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$478.38 | \$0.00 | \$1,389.58 | \$132.98 |
| | 5/6/2006 | \$10.30 | \$15.45 | 64 | 15.75 | 8 | 87.75 | \$659.20 | 243.34 | 82.40 | \$984.94 | \$11.39 | \$17.09 | \$11.39 | \$728.96 | \$269.09 | \$91.12 | \$1,089.17 | \$104.23 |
| | 5/20/2006 | \$10.30 | \$15.45 | 80 | 20.00 | 8 | 108 | \$824.00 | 309.00 | 82.40 | \$1,215.40 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$341.70 | \$91.12 | \$1,344.02 | \$128.62 |
| | 6/3/2006 | \$10.30 | \$15.45 | 72 | 24.00 | 8 | 104 | \$741.60 | 370.80 | 82.40 | \$1,194.80 | \$11.39 | \$17.09 | \$11.39 | \$820.08 | \$410.04 | \$91.12 | \$1,321.24 | \$126.44 |
| | 6/17/2006 | \$10.30 | \$15.45 | 80 | 17.00 | 0 | 97 | \$824.00 | 262.65 | 0.00 | \$1,086.65 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$295.29 | \$0.00 | \$1,221.69 | \$135.04 |
| | 7/1/2006 | \$10.30 | \$15.45 | 0 | 0.00 | 80 | 80 | \$0.00 | 0.00 | 824.00 | \$824.00 | \$11.58 | \$17.37 | \$11.58 | \$0.00 | \$0.00 | \$926.40 | \$926.40 | \$102.40 |
| | 7/15/2006 | \$10.30 | \$15.45 | 64 | 4.00 | 16 | 84 | \$659.20 | 61.80 | 164.80 | \$885.80 | \$11.58 | \$17.37 | \$11.58 | \$741.12 | \$69.48 | \$185.28 | \$995.88 | \$110.08 |
| | 7/29/2006 | \$10.30 | \$15.45 | 80 | 3.50 | 0 | 83.5 | \$824.00 | 54.08 | 0.00 | \$878.08 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$60.80 | \$0.00 | \$987.20 | \$109.12 |
| 8/12/2006 | \$10.30 | \$15.45 | 80 | 3.00 | 0 | 83 | \$824.00 | 46.35 | 0.00 | \$870.35 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$52.11 | \$0.00 | \$978.51 | \$108.16 | |
| 8/26/2006 | \$10.30 | \$15.45 | 80 | 18.00 | 0 | 98 | \$824.00 | 278.10 | 0.00 | \$1,102.10 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$312.66 | \$0.00 | \$1,239.06 | \$136.96 | |
| 9/9/2006 | \$10.30 | \$15.45 | 72 | 3.00 | 8 | 83 | \$741.60 | 46.35 | 82.40 | \$870.35 | \$11.58 | \$17.37 | \$11.58 | \$833.76 | \$52.11 | \$92.64 | \$978.51 | \$108.16 | |
| 9/23/2006 | \$10.30 | \$15.45 | 80 | 6.75 | 0 | 86.75 | \$824.00 | 104.29 | 0.00 | \$928.29 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$117.25 | \$0.00 | \$1,043.65 | \$115.36 | |
| 10/7/2006 | \$10.30 | \$15.45 | 72 | 0.00 | 8 | 80 | \$741.60 | 0.00 | 82.40 | \$824.00 | \$11.58 | \$17.37 | \$11.58 | \$833.76 | \$0.00 | \$92.64 | \$926.40 | \$102.40 | |
| | | | | | | | | | | | | | | | | | | | \$2,692.13 |

| EMPLOYEE'S NUMBER | WEEK ENDING | HOURLY WAGE RATES | PRUDENTIAL | HOURS WORKED | | | DOLLARS PAID OUT BY PRUDENTIAL | | | CITY OF OAKLAND LIVING WAGE RATES | | | CORRECTED DOLLARS PER LIVING WAGE RATES | | | BACK WAGES DUE |
|-------------------|-------------|-------------------|------------|--------------|------------|----------|--------------------------------|-----------------|--------------|-----------------------------------|---------------------|-------------------------------|---|------------|------------------|----------------|
| | | | | Total Hrs. | Hrs. 3 & 4 | Overtime | St. Dollars | OT Dollars paid | Gross Earned | Living Wage Rate | OT Living Wage Rate | Living Wage Rate for Hrs. 3&4 | St. Time Dollars | OT Dollars | Hrs. 3&4 Dollars | |

| | | | | | | | | | | | | | | | | | | |
|----|------------|---------|---------|----|-------|----|----------|--------|----------|------------|----------|---------|---------|----------|----------|----------|------------|----------|
| 44 | 4/8/2006 | \$10.25 | \$15.38 | 40 | | | \$410.00 | 0.00 | 0.00 | 0.00 | \$410.00 | \$11.39 | \$17.09 | \$11.39 | \$455.60 | \$0.00 | \$455.60 | \$45.60 |
| | 4/22/2006 | \$10.25 | \$15.38 | 80 | | | \$820.00 | 0.00 | 0.00 | 0.00 | \$820.00 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$0.00 | \$911.20 | \$91.20 |
| | 5/6/2006 | \$10.25 | \$15.38 | 80 | | | \$820.00 | 0.00 | 0.00 | 0.00 | \$820.00 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$0.00 | \$911.20 | \$91.20 |
| | 5/20/2006 | \$10.25 | \$15.38 | 80 | | | \$820.00 | 0.00 | 0.00 | 0.00 | \$820.00 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$0.00 | \$911.20 | \$91.20 |
| | 6/3/2006 | \$10.25 | \$15.38 | 72 | 10.00 | 8 | \$738.00 | 133.75 | 82.00 | \$973.75 | \$11.39 | \$17.09 | \$11.39 | \$820.08 | \$17.09 | \$911.12 | \$108.30 | \$108.30 |
| | 6/17/2006 | \$10.25 | \$15.38 | 80 | 0.00 | 0 | \$820.00 | 0.00 | 0.00 | 0.00 | \$820.00 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$0.00 | \$926.40 | \$106.40 |
| | 12/16/2006 | \$10.25 | \$15.38 | 64 | 0 | 68 | \$656.00 | 0.00 | \$697.00 | \$1,353.00 | \$11.58 | \$17.37 | \$11.58 | \$741.12 | \$0.00 | \$787.44 | \$1,528.56 | \$175.56 |

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|----|-----------|---------|---------|------|-------|---|----------|--------|---------|------------|---------|---------|---------|----------|----------|------------|---------|
| 45 | 5/5/2007 | \$10.65 | \$15.98 | 39.8 | 0.00 | | \$423.34 | 0.00 | 0.00 | \$423.34 | \$11.58 | \$17.37 | \$11.58 | \$460.31 | \$0.00 | \$460.31 | \$36.97 |
| | 5/19/2007 | \$11.13 | \$16.70 | 80 | 3.00 | | \$890.40 | 50.09 | 0.00 | \$940.49 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$2.11 | \$928.51 | \$38.02 |
| | 6/2/2007 | \$11.13 | \$16.70 | 72 | 0.00 | | \$801.36 | 0.00 | 0.00 | \$801.36 | \$11.58 | \$17.37 | \$11.58 | \$833.76 | \$0.00 | \$833.76 | \$32.40 |
| | 6/16/2007 | \$11.13 | \$16.70 | 80 | 10.50 | | \$890.40 | 175.30 | 0.00 | \$1,065.70 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$182.39 | \$1,108.79 | \$43.09 |
| | 6/30/2007 | \$11.13 | \$16.70 | 80 | 2.5 | | \$890.40 | 41.74 | \$0.00 | \$932.14 | \$11.58 | \$17.37 | \$11.58 | \$926.40 | \$43.43 | \$969.83 | \$37.69 |
| | 7/14/2007 | \$11.13 | \$16.70 | 72 | 0 | 8 | \$801.36 | 0.00 | \$89.04 | \$890.40 | \$11.95 | \$17.93 | \$11.95 | \$860.40 | \$0.00 | \$956.00 | \$65.60 |
| | 7/14/2007 | \$11.13 | \$16.70 | 72 | 0 | 8 | \$801.36 | 0.00 | \$89.04 | \$890.40 | \$11.95 | \$17.93 | \$11.95 | \$860.40 | \$0.00 | \$956.00 | \$65.60 |
| | 7/28/2007 | \$11.13 | \$16.70 | 80 | 3.5 | 0 | \$890.40 | 58.43 | \$0.00 | \$948.83 | \$11.95 | \$17.93 | \$11.95 | \$956.00 | \$62.74 | \$1,018.74 | \$69.90 |
| | 8/11/2007 | \$11.13 | \$16.70 | 80 | 15.8 | | \$890.40 | 262.95 | \$0.00 | \$1,153.35 | \$11.95 | \$17.93 | \$11.95 | \$956.00 | \$282.32 | \$1,238.32 | \$84.97 |
| | 8/25/2007 | \$11.13 | \$16.70 | 80 | 12.8 | | \$890.40 | 212.86 | \$0.00 | \$1,103.26 | \$11.95 | \$17.93 | \$11.95 | \$956.00 | \$228.54 | \$1,184.54 | \$81.28 |
| | 9/8/2007 | \$11.13 | \$16.70 | 72 | 2 | 8 | \$801.36 | 33.39 | \$89.04 | \$923.79 | \$11.95 | \$17.93 | \$11.95 | \$860.40 | \$35.85 | \$991.85 | \$68.06 |

| | | | | | | | | | | | | | | | | | |
|----|-----------|--------|---------|------|------|----|----------|-------|----------|----------|---------|---------|---------|----------|----------|----------|----------|
| 46 | 5/7/2005 | \$9.90 | \$14.85 | 72 | 5 | 8 | \$712.80 | 74.25 | \$79.20 | \$866.25 | \$11.11 | \$16.67 | \$11.11 | \$888.80 | \$50.00 | \$938.80 | \$102.25 |
| | 5/21/2005 | \$9.90 | \$14.85 | 80 | 3 | | \$792.00 | 44.55 | \$0.00 | \$836.55 | \$11.11 | \$16.67 | \$11.11 | \$888.80 | \$50.00 | \$938.80 | \$102.25 |
| | 6/4/2005 | \$9.90 | \$14.85 | 72 | 4 | 8 | \$712.80 | 59.40 | \$79.20 | \$851.40 | \$11.11 | \$16.67 | \$11.11 | \$799.92 | \$566.66 | \$88.88 | \$104.06 |
| | 6/18/2005 | \$9.90 | \$14.85 | 72 | 1.75 | | \$712.80 | 25.99 | \$0.00 | \$738.79 | \$11.11 | \$16.67 | \$11.11 | \$799.92 | \$29.16 | \$829.08 | \$90.30 |
| | 7/16/2005 | \$9.90 | \$14.85 | 32 | 0.75 | 48 | \$316.80 | 11.14 | \$475.20 | \$803.14 | \$11.39 | \$17.09 | \$11.39 | \$364.48 | \$12.81 | \$346.72 | \$120.88 |
| | 7/30/2005 | \$9.90 | \$14.85 | 39.5 | 3 | | \$391.05 | 44.55 | \$0.00 | \$435.60 | \$11.39 | \$17.09 | \$11.39 | \$449.91 | \$51.26 | \$501.16 | \$65.56 |
| | 8/13/2005 | \$9.90 | \$14.85 | 72 | 4 | | \$712.80 | 59.40 | \$0.00 | \$772.20 | \$11.39 | \$17.09 | \$11.39 | \$820.08 | \$68.34 | \$888.42 | \$116.22 |
| | 8/27/2005 | \$9.90 | \$14.85 | 80 | 4 | | \$792.00 | 59.40 | \$0.00 | \$851.40 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$68.34 | \$979.54 | \$128.14 |
| | 9/24/2005 | \$9.90 | \$14.85 | 80 | | | \$792.00 | 0.00 | \$0.00 | \$792.00 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$0.00 | \$911.20 | \$119.20 |
| | 10/8/2005 | \$9.90 | \$14.85 | 80 | 5 | | \$792.00 | 74.25 | \$0.00 | \$866.25 | \$11.39 | \$17.09 | \$11.39 | \$911.20 | \$85.43 | \$996.63 | \$130.38 |

