



Office of the City Manager - Contract Compliance and Employment Services

DECLARATION OF COMPLIANCE - LIVING WAGE ORDINANCE

The Oakland Living Wage Ordinance (the "Ordinance"). Codified as Oakland Municipal Code provides that certain employers under contracts for the furnishing of services to or for the City that involve an expenditure equal to or greater than \$25,000 and certain recipients of City financial assistance that involve receipt of financial assistance equal to or greater than \$100,000 shall pay a prescribed minimum level of compensation to their employees for the time their employees work on City of Oakland contracts. The Redevelopment Agency of the City of Oakland adopted the City's Living Wage policy as its own policy Agency Resolution No. 98-13 C.M.S.

The contractor or city financial assistance recipient (CFAR) further agrees:

To pay employees a wage no less than the minimum initial compensation of \$9.58 per hour with health benefits, as described in Section 3-C "Health Benefits" of the Ordinance, or otherwise \$11.02 per hour, and to provide for the annual increase pursuant to Section 3-A "Wages" of the Ordinance. **(Effective July 1, 2004 the new rates will be \$9.66 per hour with health and \$11.11 per hour without)**

- (a) To provide at least twelve compensated days off per year for sick leave, vacation or personal necessity at the employees request, and, at least ten additional days per year of uncompensated time off pursuant to Section 3- B "Compensated Days Off" of the Ordinance.
- (b) To inform employees making less than \$12 per hour of their possible right to the federal Earned Income Credit (EIC) and make available the forms required to secure advance EIC payments from the employer pursuant to Section 5 "Notifying Employees of their Potential Right to the Federal Earned Income Credit" of the Ordinance.
- (c) To permit access to work sites for authorized City representatives to review the operation, payroll and related documents, and to provide certified copies of the relevant records upon request by the City; and
- (d) Not to retaliate against any employee claiming non-compliance with the provisions of this Ordinance and to comply with federal law prohibiting retaliation for union organizing.

The undersigned authorized representative hereby obligates the proposer to the above stated conditions under penalty of perjury.

EAST BAY ZOOLOGICAL SOCIETY

Company Name

Robert L. Montgomery
Signature of Authorized Representative

PO BOX 5238, OAKLAND CA 94605

Address

ROBERT L. MONTGOMERY
Type or Print Name

510
Area Code

632.9525
Phone

5/16/05
Date

PRESIDENT - EBZS BOARD
Type or Print Title

Item No.	Description	Response	Comments
1.	*How many permanent employees are employed with your company. (If less than 5 employees stop here)	136	
2.	How many of your permanent employees are paid above the Living Wage rate. (Refer to sub-section "A" for current wage rate)	110	
	How many of your permanent employees are paid below the Living Wage rate. (Refer to sub-section "A" for current wage rate)	26	
3.	Number of compensated days off per employee (Refer to subsection "B" on the other side of the form for the correct number of compensated days off.	20	
4.	Number of trainees in your company?	0	
5.	Number of employees who are under 21 years of age, employed by a nonprofit corporation for after school or summer employment for a period not longer than 90 days.	29	