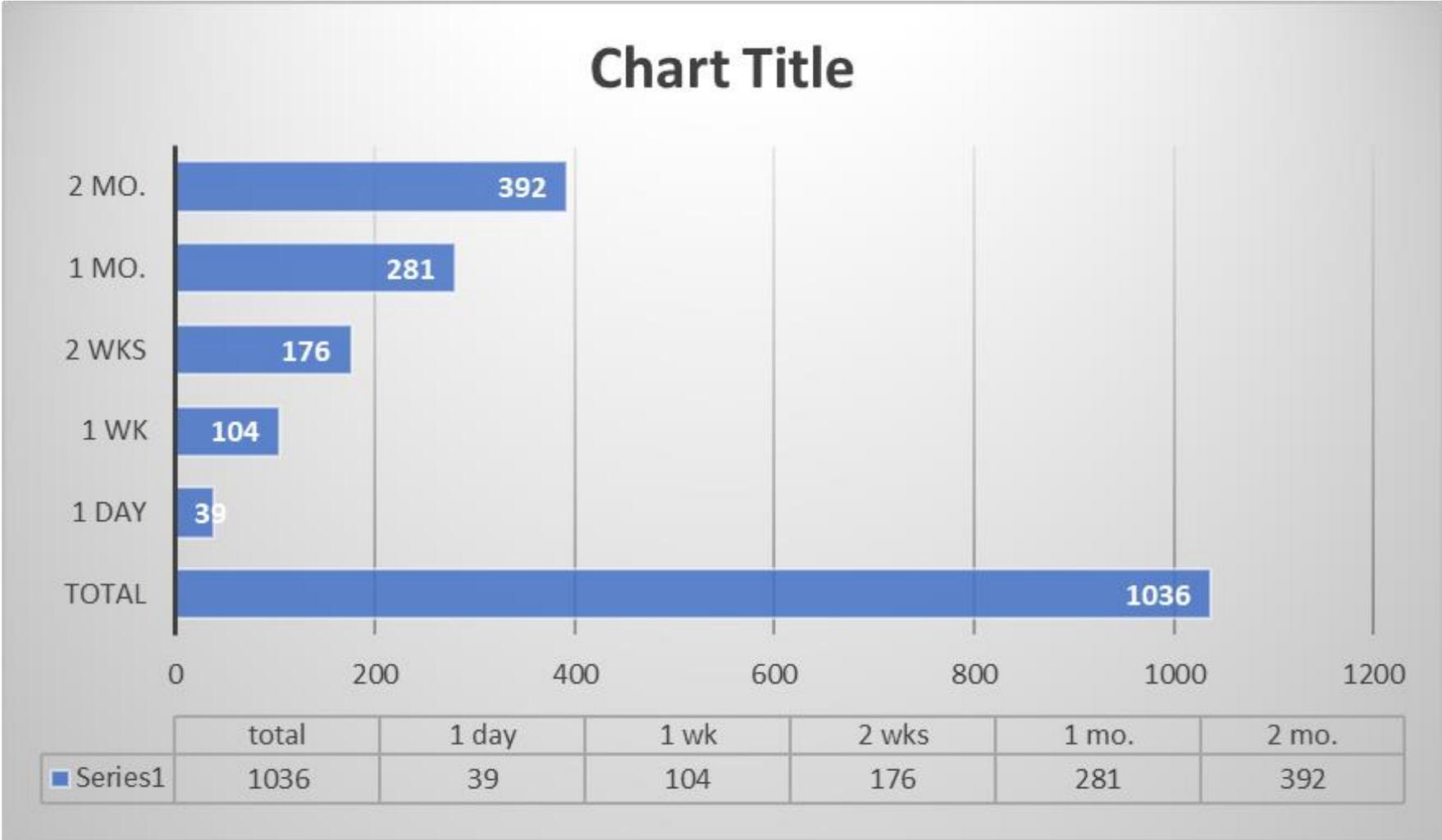


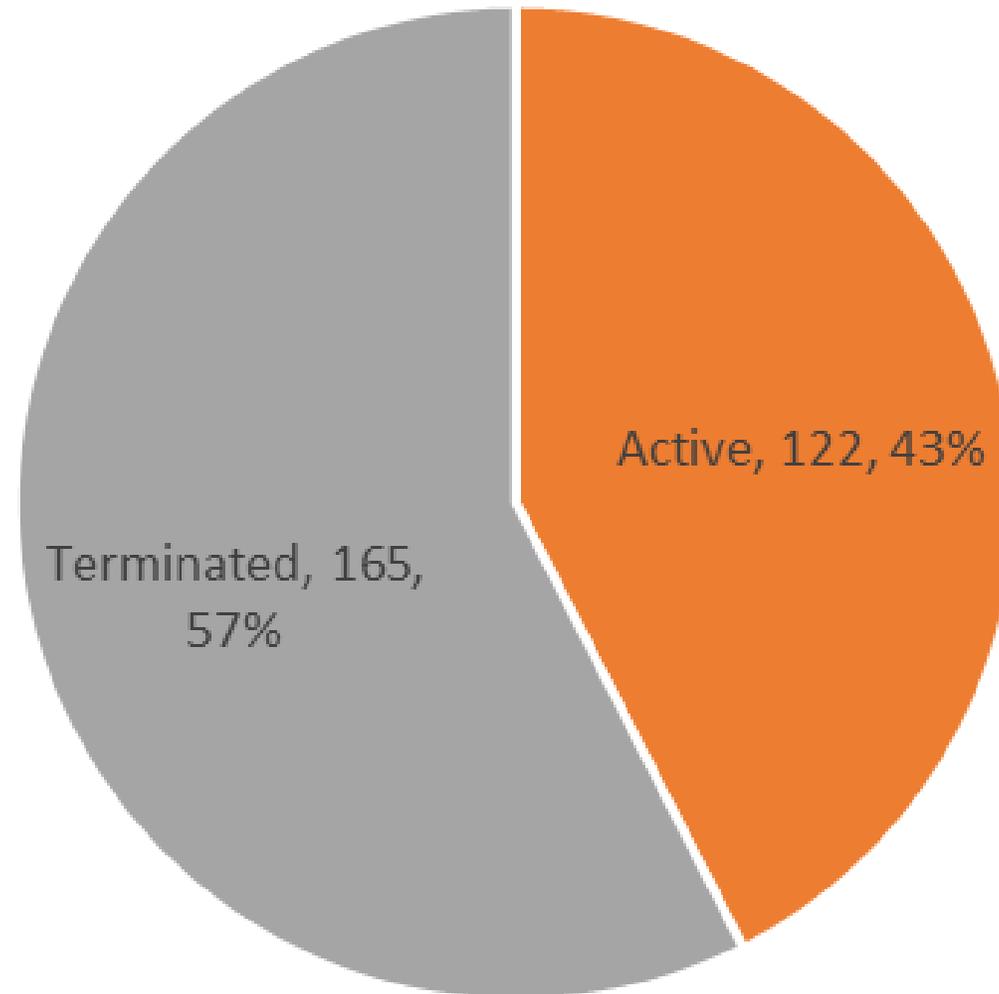
MEETING AGENDA

7. An informational report on the Operations Jobs Policies- City staff will present compliance reports for Good Eggs, PODS, and Con Global showing the data collected regarding these companies' compliance for all aspects of the operations jobs policy including: targeted hire, Fair chance hire/Ban the Box; Living Wages; restrictions on use of temporary workers

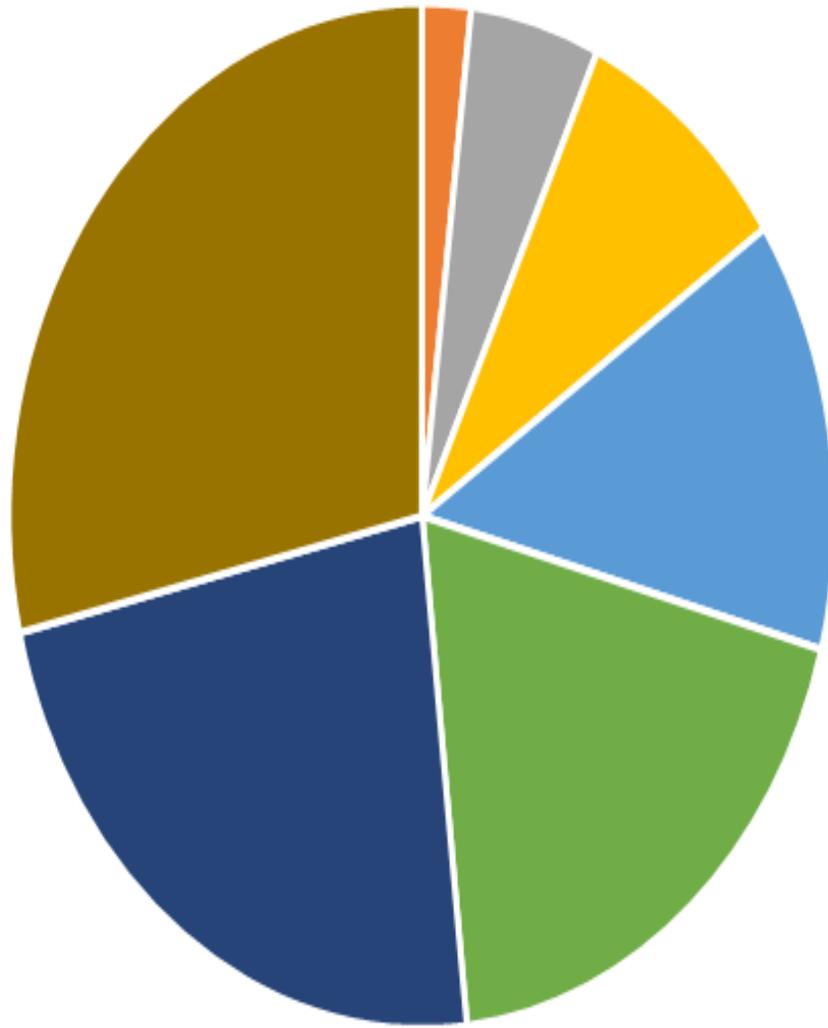
Total Oakland workers and work hours hours



Oakland Hires for January 1 to December 31, 2021



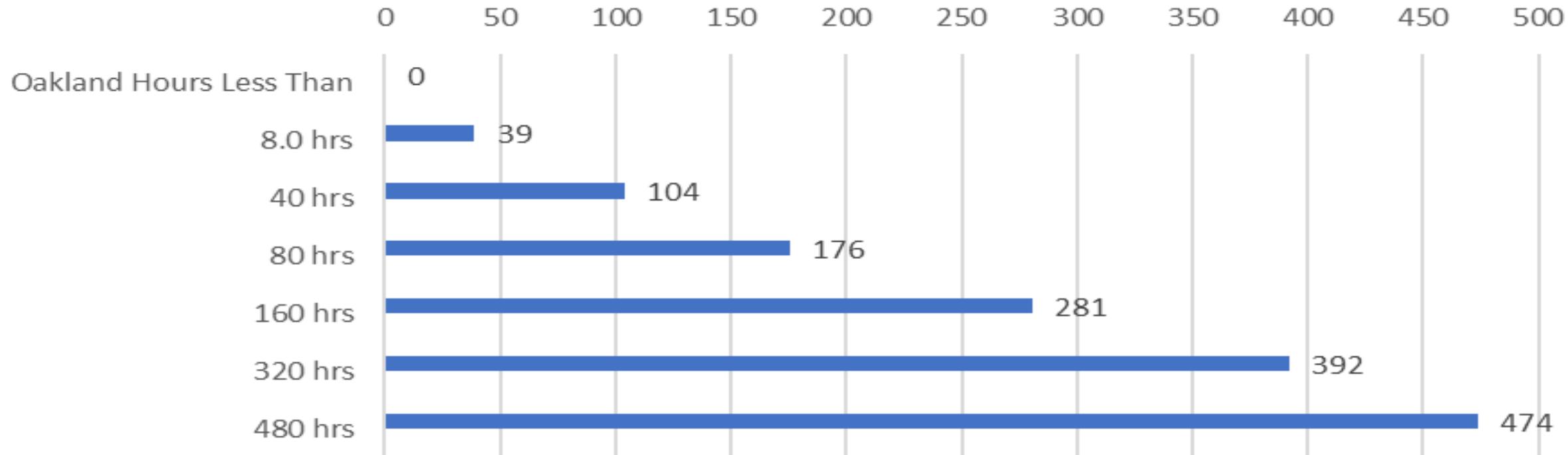
Oakland Worker's Hours Less Than 480 Hrs



- Oakland Hours
- 8.0 hrs >
- 40 hrs >
- 80 hrs >
- 160 hrs >
- 320 hrs >
- 480 hrs >
-
-
- 480 hrs <

| Oakland Hours | No. of Oakland Workers | |
|---------------|------------------------|--------|
| 8.0 hrs > | 39 | 3.76% |
| 40 hrs > | 104 | 10.04% |
| 80 hrs > | 176 | 16.98% |
| 160 hrs > | 281 | 27.12% |
| 320 hrs > | 392 | 38.84% |
| 480 hrs > | 474 | 45.75% |
| | | |
| 480 hrs < | 589 | 56.85% |
| | 1036 | |

Oakland Workers and Hours



| | 480 hrs | 320 hrs | 160 hrs | 80 hrs | 40 hrs | 8.0 hrs | Oakland Hours Less Than |
|--------------|---------|---------|---------|--------|--------|---------|-------------------------|
| ■ Workers | 474 | 392 | 281 | 176 | 104 | 39 | 0 |
| ■ Percentage | 45.75% | 38.84% | 27.12% | 16.98% | 10.04% | 3.76% | |

■ Workers ■ Percentage

| MONTH | GOOD EGGS FC HOURS | GOOD EGGS TRANSPORTATION HOURS | STAFFING PARTNER FC HOURS | STAFFING PARTNER TRANSPORTATION HOURS | TOTAL GOOD EGGS HOURS | TOTAL STAFFING PARTNERS HOURS | TOTAL HOURS | PERCENTAGE GOOD EGGS HOURS (Permanent) | PERCENTAGE STAFFING PARTNERS HOURS (Temporary) |
|---------------|--------------------|--------------------------------|---------------------------|---------------------------------------|-----------------------|-------------------------------|---------------------|----------------------------------------|------------------------------------------------|
| 1/1/2021 | 45,353.71 | 64,005.00 | 11,942.28 | 13,464.00 | 109,358.71 | 25,406.28 | 134,764.99 | 81.15% | 18.85% |
| 2/1/2021 | 46,837.42 | 58,253.00 | 8,208.51 | 12,139.00 | 105,090.42 | 20,347.51 | 125,437.93 | 83.78% | 16.22% |
| 3/1/2021 | 52,817.04 | 61,255.00 | 4,769.92 | 10,815.00 | 114,072.04 | 15,584.92 | 129,656.96 | 87.98% | 12.02% |
| 4/1/2021 | 48,901.80 | 42,521.00 | 3,190.41 | 11,836.00 | 91,422.80 | 15,026.41 | 106,449.21 | 85.88% | 14.12% |
| 5/1/2021 | 48,664.41 | 42,155.00 | 2,664.11 | 11,916.00 | 90,819.41 | 14,580.11 | 105,399.52 | 86.17% | 13.83% |
| 6/1/2021 | 42,924.96 | 39,642.00 | 1,016.79 | 6,964.00 | 82,566.96 | 7,980.79 | 90,547.75 | 91.19% | 8.81% |
| 7/1/2021 | 39,847.79 | 37,202.00 | 415.71 | 4,836.00 | 77,049.79 | 5,251.71 | 82,301.50 | 93.62% | 6.38% |
| 8/1/2021 | 32,091.81 | 26,607.00 | 5,304.14 | 10,510.00 | 58,698.81 | 15,814.14 | 74,512.95 | 78.78% | 21.22% |
| 9/1/2021 | 37,312.27 | 30,194.00 | 10,498.93 | 15,841.00 | 67,506.27 | 26,339.93 | 93,846.20 | 71.93% | 28.07% |
| 10/1/2021 | 36,955.28 | 28,229.00 | 13,568.35 | 22,133.00 | 65,184.28 | 35,701.35 | 100,885.63 | 64.61% | 35.39% |
| 11/1/2021 | 39,263.92 | 24,739.00 | 12,684.79 | 25,910.00 | 64,002.92 | 38,594.79 | 102,597.71 | 62.38% | 37.62% |
| 12/1/2021 | 36,291.14 | 30,661.00 | 7,856.12 | 18,348.00 | 66,952.14 | 26,204.12 | 93,156.26 | 71.87% | 28.13% |
| Totals | 507,261.55 | 485,463.00 | 82,120.06 | 164,712.00 | 992,724.55 | 246,832.06 | 1,239,556.61 | 79.94% | 20.06% |

50% of Total Employees to be Oakland Residents (Outside Oakland hires and Oakland workers accruing 2000 hours are not reflected)

| Quarters | 1st | | 2nd | | 3rd | | 4th | |
|----------------------------------|-----|------|-----|------|-----|------|-------|------|
| Total Permanent Employees | 324 | 100% | 211 | 100% | 497 | 100% | 29.00 | 100% |
| Permanent Oakland Employees | 143 | 44% | 85 | 40% | 138 | 28% | 10.00 | 34% |
| Permanent West Oakland Employees | 8 | 6% | 4 | 5% | 13 | 9% | 0.00 | 0% |
| Other Cities | 181 | 56% | 126 | 60% | 359 | 72% | 19.00 | 66% |

| 1st Quarter | | | | | | | | | |
|---------------|--------------------|--------------------------------|---------------------------|---------------------------------------|-----------------------|-------------------------------|-------------------|----------------------------------------|------------------------------------------------|
| MONTH | GOOD EGGS FC HOURS | GOOD EGGS TRANSPORTATION HOURS | STAFFING PARTNER FC HOURS | STAFFING PARTNER TRANSPORTATION HOURS | TOTAL GOOD EGGS HOURS | TOTAL STAFFING PARTNERS HOURS | TOTAL HOURS | PERCENTAGE GOOD EGGS HOURS (Permanent) | PERCENTAGE STAFFING PARTNERS HOURS (Temporary) |
| 1/1/2021 | 45,353.71 | 64,005.00 | 11,942.28 | 13,464.00 | 109,358.71 | 25,406.28 | 134,764.99 | 81.15% | 18.85% |
| 2/1/2021 | 46,837.42 | 58,253.00 | 8,208.51 | 12,139.00 | 105,090.42 | 20,347.51 | 125,437.93 | 83.78% | 16.22% |
| 3/1/2021 | 52,817.04 | 61,255.00 | 4,769.92 | 10,815.00 | 114,072.04 | 15,584.92 | 129,656.96 | 87.98% | 12.02% |
| | | | | | | | | | |
| Totals | 145,008.17 | 183,513.00 | 24,920.71 | 36,418.00 | 328,521.17 | 61,338.71 | 389,859.88 | 84.30% | 15.70% |

| 2nd Quarter | | | | | | | | | |
|---------------|--------------------|--------------------------------|---------------------------|---------------------------------------|-----------------------|-------------------------------|-------------------|----------------------------------------|------------------------------------------------|
| MONTH | GOOD EGGS FC HOURS | GOOD EGGS TRANSPORTATION HOURS | STAFFING PARTNER FC HOURS | STAFFING PARTNER TRANSPORTATION HOURS | TOTAL GOOD EGGS HOURS | TOTAL STAFFING PARTNERS HOURS | TOTAL HOURS | PERCENTAGE GOOD EGGS HOURS (Permanent) | PERCENTAGE STAFFING PARTNERS HOURS (Temporary) |
| 4/1/2021 | 48,901.80 | 42,521.00 | 3,190.41 | 11,836.00 | 91,422.80 | 15,026.41 | 106,449.21 | 85.88% | 14.12% |
| 5/1/2021 | 48,664.41 | 42,155.00 | 2,664.11 | 11,916.00 | 90,819.41 | 14,580.11 | 105,399.52 | 86.17% | 13.83% |
| 6/1/2021 | 42,924.96 | 39,642.00 | 1,016.79 | 6,964.00 | 82,566.96 | 7,980.79 | 90,547.75 | 91.19% | 8.81% |
| | | | | | | | | | |
| Totals | 140,491.17 | 124,318.00 | 6,871.31 | 30,716.00 | 264,809.17 | 37,587.31 | 302,396.48 | 87.75% | 12.25% |

| 3rd Quarter | | | | | | | | | |
|---------------|--------------------|--------------------------------|---------------------------|---------------------------------------|-----------------------|-------------------------------|-------------------|----------------------------------------|------------------------------------------------|
| MONTH | GOOD EGGS FC HOURS | GOOD EGGS TRANSPORTATION HOURS | STAFFING PARTNER FC HOURS | STAFFING PARTNER TRANSPORTATION HOURS | TOTAL GOOD EGGS HOURS | TOTAL STAFFING PARTNERS HOURS | TOTAL HOURS | PERCENTAGE GOOD EGGS HOURS (Permanent) | PERCENTAGE STAFFING PARTNERS HOURS (Temporary) |
| 7/1/2021 | 39,847.79 | 37,202.00 | 415.71 | 4,836.00 | 77,049.79 | 5,251.71 | 82,301.50 | 93.62% | 6.38% |
| 8/1/2021 | 32,091.81 | 26,607.00 | 5,304.14 | 10,510.00 | 58,698.81 | 15,814.14 | 74,512.95 | 78.78% | 21.22% |
| 9/1/2021 | 37,312.27 | 30,194.00 | 10,498.93 | 15,841.00 | 67,506.27 | 26,339.93 | 93,846.20 | 71.93% | 28.07% |
| | | | | | | | | | |
| Totals | 109,251.87 | 94,003.00 | 16,218.78 | 31,187.00 | 203,254.87 | 47,405.78 | 250,660.65 | 81.44% | 18.56% |

| 4th Quarter | | | | | | | | | |
|---------------|--------------------|--------------------------------|---------------------------|---------------------------------------|-----------------------|-------------------------------|-------------------|----------------------------------------|------------------------------------------------|
| MONTH | GOOD EGGS FC HOURS | GOOD EGGS TRANSPORTATION HOURS | STAFFING PARTNER FC HOURS | STAFFING PARTNER TRANSPORTATION HOURS | TOTAL GOOD EGGS HOURS | TOTAL STAFFING PARTNERS HOURS | TOTAL HOURS | PERCENTAGE GOOD EGGS HOURS (Permanent) | PERCENTAGE STAFFING PARTNERS HOURS (Temporary) |
| 10/1/2021 | 36,955.28 | 28,229.00 | 13,568.35 | 22,133.00 | 65,184.28 | 35,701.35 | 100,885.63 | 64.61% | 35.39% |
| 11/1/2021 | 39,263.92 | 24,739.00 | 12,684.79 | 25,910.00 | 64,002.92 | 38,594.79 | 102,597.71 | 62.38% | 37.62% |
| 12/1/2021 | 36,291.14 | 30,661.00 | 7,856.12 | 18,348.00 | 66,952.14 | 26,204.12 | 93,156.26 | 71.87% | 28.13% |
| | | | | | | | | | |
| Totals | 112,510.34 | 83,629.00 | 34,109.26 | 66,391.00 | 196,139.34 | 100,500.26 | 296,639.60 | 66.29% | 33.71% |