

ATTACHMENT B

Scenarios

1% Living Wage Rate Increase (\$16.21/HR w/o health benefits or \$12.76/HR with health benefits of at least \$3.45/HR) \$132,580.55 Fiscal Impact							
	Base Hourly Rate	% Increase	\$ Increase	% Payroll	\$ Payroll Taxes	Est. Hours	Impact
Living Wage Rate ¹	12.6300	0.0100	<u>0.1263</u>	0.0950	<u>0.0120</u>	958,655	132,580.55
Health Benefits	3.4500	0.0000	0.0000	0.0950	0.0000	958,655	0.000
Total	16.0800		<u>0.12630</u>		<u>0.0120</u>		132,580.55

2% Living Wage Rate Increase (\$16.33/HR w/o health benefits or \$12.88/HR with health benefits of at least \$3.45/HR) \$265,161.10 Fiscal Impact							
	Base Hourly Rate	% Increase	\$ Increase	% Payroll	\$ Payroll Taxes	Est. Hours	Impact
Living Wage Rate ¹	12.6300	0.0200	<u>0.2526</u>	0.0950	<u>0.0240</u>	958,655	265,161.10
Health Benefits	3.4500	0.0000	0.0000	0.0950	0.0000	958,655	0.00
Total	16.0800		<u>0.2526</u>		<u>0.0240</u>		265,161.10

3% Living Wage Rate Increase (\$16.46/HR w/o health benefits or \$13.01/HR with health benefits of at least \$3.45/HR) \$397,741.65 Fiscal Impact							
	Base Hourly Rate	% Increase	\$ Increase	% Payroll	\$ Payroll Taxes	Est. Hours	Impact
Living Wage Rate ¹	12.6300	0.0300	<u>0.3789</u>	0.0950	<u>0.0360</u>	958,655	397,741.65
Health Benefits	3.4500	0.0000	0.0000	0.0950	0.0000	958,655	0.00
Total	16.0800		<u>0.3789</u>		<u>0.0360</u>		397,741.65

¹ CPI Increase for all items from the BLS report increased a total of 5.7% and -0.5 % for the medical services from December 2022 through December 2023. However, per City Code Section 2-408, any increase cannot exceed 3%.

History

FY 24 - 3%	Base Hourly Rate	% Increase	\$ Increase	Adopted Rate	Est. Hours	Impact
Living Wage Rate	12.26	3%	<u>0.3678</u>	12.63	949,324	\$382,331.70
Health Benefits	3.35	3%	<u>0.1</u>	3.45	949,324	\$103,950.98
Total	15.61		<u>0.47</u>	16.08		\$486,282.68

FY 23 - 3%	Base Hourly Rate	% Increase	\$ Increase	Adopted Rate	Est. Hours	Impact
Living Wage Rate	11.90	3%	<u>0.36</u>	12.26	888,949	\$320,021.64
Health Benefits	3.25	3%	<u>0.1</u>	3.35	888,949	\$88,894.90
Total	15.15		<u>0.46</u>	15.61		\$408,916.54

No Impact for FY 22 - 0%	Base Hourly Rate	% Increase	\$ Increase	Adopted Rate	Est. Hours	Impact
Living Wage Rate	11.90	0%	<u>0</u>	11.90	N/A	\$0.00
Health Benefits	3.25	0%	<u>0</u>	3.25	N/A	\$0.00
Total	15.15		<u>0</u>	15.15		\$0.00