

NB 9. DISCUSSION REGARDING THE LIVING WAGE RATES BEGINNING JULY 2025,
IN ACCORDANCE WITH CHAPTER 2, ARTICLE VI, DIVISION 6, SECTION 2 -
408, OF THE CITY CODE.

Applicable Area:

ATTACHMENT A



CONSUMER PRICE INDEX



December 2023

¹Indexes on a December 1982-84=100 base, unless otherwise noted.

²Indexes on a December 1997=100 base.

- Data not available.

*Full surveys for Atlanta-Sandy Springs-Roswell and Miami-Fort Lauderdale-West Palm Beach are compiled every two months and are published for February, April, June, August, October, and December. Data not seasonally adjusted.

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For release: Thursday, January 11, 2024

Group	All urban consumers			Wage earners & clerical workers		
	Index	Percent change		Index	Percent change	
		Dec 22 to Dec 23	Nov 23 to Dec 23		Dec 22 to Dec 23	Nov 23 to Dec 23
U.S. City Average¹						
All items (1982-84=100)	306.746	3.4	-0.1	300.728	3.3	-0.2
All items (1967=100)	918.875	-	-	895.777	-	-
Food and beverages	322.933	2.7	0.1	322.610	2.8	0.1
Housing	325.640	4.8	0.3	322.160	4.8	0.3
Apparel	125.794	1.0	-1.8	125.665	0.9	-2.1
Transportation	263.375	2.9	-1.4	267.106	3.3	-1.5
Medical care	553.485	0.5	0.3	560.562	0.1	0.3
Recreation ²	136.811	2.7	0.4	129.491	1.9	0.1
Education & communication ²	144.806	-0.1	0.0	129.835	-0.8	0.1
Other goods and services	546.784	5.5	-0.2	602.765	5.3	-0.2
South¹						
All items (1982-84=100)	298.754	3.7	-0.1	293.791	3.7	-0.1
All items (1977=100)	484.621	-	-	475.827	-	-
Food and beverages	318.261	2.8	0.0	317.759	2.9	0.0
Housing	305.736	5.4	0.4	307.092	5.5	0.4
Apparel	136.490	1.7	-2.5	135.377	0.9	-2.8
Transportation	264.898	3.3	-0.9	263.615	3.8	-1.1
Medical care	523.349	0.4	0.4	537.914	0.5	0.4
Recreation ²	136.841	2.7	0.1	129.121	1.5	0.0
Education & communication ²	140.071	0.1	-0.1	121.977	-1.0	-0.1
Other goods and services	518.206	3.4	-0.3	564.965	3.2	-0.2
Group	All urban consumers			Wage earners & clerical workers		
	Index	Percent change		Index	Percent change	
		Dec 22 to Dec 23	Oct 23 to Dec 23		Dec 22 to Dec 23	Oct 23 to Dec 23
Atlanta-Sandy Springs-Roswell¹						
All items (1982-84=100)	305.978	3.6	-0.1	299.257	4.1	-0.3
All items (1967=100)	922.737	-	-	904.844	-	-
Food and beverages	321.379	3.4	-0.4	320.343	4.1	-0.4
Housing	330.023	4.8	0.3	329.804	5.7	0.3
Apparel	151.983	-1.4	-5.3	156.347	-0.1	-4.1
Transportation	271.262	3.4	-0.9	264.136	4.3	-1.1
Medical care	-	-	-	-	-	-
Recreation ²	99.954	3.4	0.9	91.892	3.1	1.2
Education & communication ²	141.112	1.1	-0.2	120.830	0.3	-0.4
Other goods and services	496.076	5.8	-0.5	582.354	5.6	-0.4
Miami-Fort Lauderdale-West Palm Beach¹						
All items (1982-84=100)	340.459	5.7	-0.2	335.138	6.1	-0.4
All items (1977=100)	548.772	-	-	544.496	-	-
Food and beverages	319.209	3.0	-1.1	318.068	3.0	-1.2
Housing	386.477	8.1	0.8	385.331	8.6	0.7
Apparel	162.093	13.2	1.3	172.240	12.5	-0.2
Transportation	270.977	2.9	-3.8	283.054	3.1	-4.7
Medical care	608.435	-0.5	0.0	626.805	-1.0	0.1
Recreation ²	136.612	3.3	0.0	123.435	3.9	0.6
Education & communication ²	133.791	0.9	0.1	125.392	0.4	0.1
Other goods and services	467.257	5.3	1.7	456.023	6.1	2.7

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	<u>\$103,950.98</u>
Total	15.61		0.47	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	<u>\$88,894.90</u>
Total	15.15		0.46	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	<u>\$0.00</u>
Total	15.15		0	15.15		\$0.00