





NB 13. 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



U.S. BUREAU OF LABOR STATISTICS

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## CPI Inflation Calculator

CPI Inflation Calculator

\$

in 

January

2023

has the same buying power as

\$1.03

in 

December

2023

Calculate

**About the CPI Inflation Calculator**

The CPI inflation calculator uses the [Consumer Price Index](#) for All Urban Consumers (CPI-U) U.S. city average series for all items, not seasonally adjusted. [This data](#) represents changes in the prices of all goods and services purchased for consumption by urban households.

## ATTACHMENT B

<b>1% Living Wage Rate Increase</b> <b>(\$16.21/HR w/o health benefits or \$12.76/HR with health benefits of at least \$3.45/HR)</b> <b>\$132,580.55 Fiscal Impact</b>							
	<b>Base Hourly Rate</b>	<b>% Increase</b>	<b>\$ Increase</b>	<b>% Payroll</b>	<b>\$ Payroll Taxes</b>	<b>Est. Hours</b>	<b>Impact</b>
Living Wage Rate <sup>1</sup>	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

<b>2% Living Wage Rate Increase</b> <b>(\$16.33/HR w/o health benefits or \$12.88/HR with health benefits of at least \$3.45/HR)</b> <b>\$265,161.10 Fiscal Impact</b>							
	<b>Base Hourly Rate</b>	<b>% Increase</b>	<b>\$ Increase</b>	<b>% Payroll</b>	<b>\$ Payroll Taxes</b>	<b>Est. Hours</b>	<b>Impact</b>
Living Wage Rate <sup>1</sup>	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

<b>3% Living Wage Rate Increase</b> <b>(\$16.46/HR w/o health benefits or \$13.01/HR with health benefits of at least \$3.45/HR)</b> <b>\$397,741.65 Fiscal Impact</b>							
	<b>Base Hourly Rate</b>	<b>% Increase</b>	<b>\$ Increase</b>	<b>% Payroll</b>	<b>\$ Payroll Taxes</b>	<b>Est. Hours</b>	<b>Impact</b>
Living Wage Rate <sup>1</sup>	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

<sup>1</sup> 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%.