




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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Bureau of Labor Statistics > Data Tools > Charts and Applications > Inflation Calculator

TOP PICKS

SERIES REPORT

PUBLIC DATA API

DISCONTINUED DATABASES

FAQS

SPECIAL NOTICES

MORE SOURCES OF DATA

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

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%.