

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

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

<sup>2</sup>Indexes 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
<b>U.S. City Average<sup>1</sup></b>						
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 <sup>2</sup>	136.811	2.7	0.4	129.491	1.9	0.1
Education & communication <sup>2</sup>	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
<b>South<sup>1</sup></b>						
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 <sup>2</sup>	136.841	2.7	0.1	129.121	1.5	0.0
Education & communication <sup>2</sup>	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
<b>Atlanta-Sandy Springs-Roswell<sup>1</sup></b>						
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 <sup>2</sup>	99.954	3.4	0.9	91.892	3.1	1.2
Education & communication <sup>2</sup>	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
<b>Miami-Fort Lauderdale-West Palm Beach<sup>1</sup></b>						
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 <sup>2</sup>	136.612	3.3	0.0	123.435	3.9	0.6
Education & communication <sup>2</sup>	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

<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>							
	Base Hourly Rate	% Increase	\$ Increase	% Payroll	\$ Payroll Taxes	Est. Hours	Impact
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>							
	Base Hourly Rate	% Increase	\$ Increase	% Payroll	\$ Payroll Taxes	Est. Hours	Impact
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>							
	Base Hourly Rate	% Increase	\$ Increase	% Payroll	\$ Payroll Taxes	Est. Hours	Impact
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%.

#### 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