



**COUNTY of VENTURA**  
COUNTY EXECUTIVE OFFICE

**Sevet Johnson, PsyD**  
County Executive Officer

**Mike Pettit**  
Assistant County Executive Officer

**Kaye Mand**  
County Chief Financial Officer

**Shawn Atin**  
Assistant County Executive  
Officer/  
Human Resources Director  
Labor Relations

September 12, 2023

Board of Supervisors  
County of Ventura  
800 South Victoria Avenue  
Ventura, CA 93009

**SUBJECT Receive and File a Notification of an Adjustment to the Living Wage Ordinance Wage Rate.**

**RECOMMENDATION**

Receive and file a notification of an adjustment to the Living Wage Ordinance wage rate.

**FISCAL/MANDATES IMPACT**

Mandatory: Yes, Living Wage Ordinance (“LWO”), Ventura County Ordinance Code, Division 4, Chapter 9.5, Section 4954, subsection (b).

Source of Funding: Ventura County funds, including the General Fund

Impact on Other Departments: None

**BACKGROUND**

Your Board adopted the LWO in 2001. The LWO was last amended on June 24, 2014, at which time the living wage was established at no less than \$10.50 per hour with health benefits, or no less than \$12.50 per hour without health benefits. The LWO applies to certain service contracts involving expenditures more than \$25,000 or more in a twelve-month period. The LWO requires an automatic review of the rate for ensuing fiscal years using the increase in the CPI-W for the preceding calendar year or years beginning January 2015, with 2014 as the base year. An adjustment to the living wage rate is required whenever the cumulative yearly increase in the CPI-W indicates an adjustment of fifty cents or more, rounded down, as applied to the base wage rate of \$10.50.

Exhibit 1 shows the cumulative impact of increases in the CPI-W since the 2014 base year. The calculation for the calendar year ending December 2022 indicates a new living wage rate of \$13.00 per hour.

**DISCUSSION**

The LWO states that whenever an adjustment is in order, the living wage rate shall be automatically adjusted by fifty-cents per hour on July 1, unless the County Executive Officer reports that such an increase would unduly burden the County budget.

There is no fiscal impact from an adjustment on service contract rates since the state minimum wage rate exceeds the LWO wage rate.

In the current fiscal year, the County issued purchase orders to approximately 138 contracts under the LWO, totaling nearly \$37.6 million per year. The largest contract covered by the LWO is for security services and is approximately \$10.2 million per year.

The Auditor-Controller's Office, County Counsel, and General Services Agency have reviewed the letter. If there are questions related to this matter, please contact James Importante, Program Management Analyst at (805) 654-5088.

Sincerely,



James Importante  
Program Management Analyst



Sevet Johnson, PsyD  
County Executive Officer

Exhibit 1 – Summary of Living Wage Adjustments