

EXHIBIT 1 - VENTURA COUNTY LIVING WAGE ORDINANCE ADJUSTMENTS

CPI DATE	DEC '13	DEC '14	DEC '15	DEC '16	DEC '17	DEC '18	DEC '19	DEC '20	DEC '21	DEC '22
CPI-W	229.174	229.909	230.791	235.390	240.526	244.786	250.452	254.081	273.925	291.051
DEC % Change		0.3%	0.4%	2.0%	2.2%	1.8%	2.31%	1.45%	7.81%	6.25%
% Change (since Base Year)	New Base Year	.3%	.7%	2.7%	5.0%	6.8%	9.28%	10.87%	19.53%	27.00%
Increase to Base		\$0.033	\$0.074	\$0.28	\$0.52	\$0.71	\$0.97	\$1.14	\$2.05	\$2.84
Calculated LWO Rate	\$10.50	\$10.53	\$10.57	\$10.78	\$11.02	\$11.22	\$11.47	\$11.64	\$12.55	\$13.34
Published LWO Rate	\$10.50	\$10.50	\$10.50	\$10.50	\$11.00	\$11.00	\$11.00	\$11.50	\$12.50	\$13.00
Increase Required?	No	No	No	No	Yes	No	No	Yes	Yes	Yes

Source: Bureau of Labor Statistics. (2023). *Consumer price index* – Urban Wage Earners and Clerical Workers, 2001-2023 [Time series]. Retrieved from <http://data.bls.gov> (Series Id: CWUR0000SA0)

Notes on Adjustments and Methodology

- The LWO adjustment calculation uses the December CPI-W of each year for comparison because December 31st data represents the change for the *calendar year*, whereas the “Annual” figure represents an *average* percentage change for the year.
- The LWO adjustment calculation uses the December percentage change figures to determine the cumulative yearly increases and to calculate the need for a fifty-cent increase to the Base (\$10.50) Living Wage Rate; rounding down
- Ordinance No. 4464 states that the LWO wage rate shall be automatically adjusted by fifty-cents unless the CEO reports that such an increase would unduly burden the County budget.
- Ordinance No. 4464 states that the base LWO wage rate is \$10.50 and the base year will be 2014.