

# Memorandum

**TO:** HONORABLE MAYOR  
AND CITY COUNCIL

**FROM:** Mukesh (Mookie) Patel

**SUBJECT:** Airport Living Wage  
Ordinance Rate Increase

**DATE:** April 7, 2025

Approved



Date:

4/7/25

## **INFORMATION**

The purpose of this information memorandum is to provide an update on the Airport Living Wage Ordinance Rate Increase.

### **AIRPORT LIVING WAGE ORDINANCE RATE INCREASE EFFECTIVE JULY 1, 2025**

In January 2025, the United States Department of Labor released the full year of 2023 Consumer Price Index (CPI) for All Urban Consumers. For the San Francisco-Oakland-San José area, the CPI for All Urban Consumers increased 2.7627% in 2024. Based on this information, the minimum compensation under the Airport Living Wage Ordinance (ALWO) at the San José Mineta International Airport (Airport) will increase by \$0.54 per hour.

Effective July 1, 2025, all Airport businesses will be required to provide their Covered Employees with the following Minimum Compensation:

1. If qualifying minimum health insurance benefits are provided, compensation of no less than \$20.09 per hour.
2. If qualifying minimum health insurance benefits are not provided, compensation of no less than \$21.34 per hour.

San José Mineta International Airport staff will notify Airport businesses of the increase via e-mail and the Airport's website [www.flysanjose.com](http://www.flysanjose.com).

## **BACKGROUND**

Prior to January 1, 2011, ALWO wage adjustments were calculated on an annual basis using the same methodology as the City's Living Wage Policy (Resolution No. 68900) wage adjustments. Hourly rate adjustments were based on any change as of December 31 of the previous year in the federal poverty level standard for a family of three established by the United States Department of Health and Human Services or the geographic cost of living differential used by the City in determining the initial wage adjustment.

On December 14, 2010, the City Council adopted amendments to the ALWO (Chapter 25.11 Airport Living Wage and Labor Standards) in order to bring parity with other Bay Area airports and significantly reduce competitive disadvantages for the Airport. As of January 1, 2011, minimum compensation is reviewed annually; however, the methodology used for rate adjustments is based on annual average changes in the CPI for All Urban Consumers for the San Francisco-Oakland-San José metropolitan area, published by the United States Department of Labor, Bureau of Labor Statistics. Since the methodology was amended, the percentage change in the ALWO rate adjustments is lower than the City's Living Wage Policy rate adjustments.

## **ANALYSIS**

The ALWO has increased at an average annual rate of 3.392% over the past five years. The CPI for All Urban Consumers measures inflation as experienced in average household prices paid by urban consumers in their day-to-day living expenses, such as housing, food, clothing, medical care, electricity, transportation, and education, and is utilized to adjust payments to purchase a market basket of goods and services at today's prices.

This table shows the ALWO rate adjustments and the adjustment factors history.

<b>Effective Date</b>	<b>Geographic or CPI Adjustment Factor</b>	<b>ALWO Rate With Benefits</b>	<b>ALWO Rate Without Benefits</b>
July 1, 2025	2.7627%	\$20.09	\$21.34
July 1, 2024	3.6660%	\$19.55	\$20.80
July 1, 2023	5.5983%	\$18.86	\$20.11
July 1, 2022	3.2114%	\$17.86	\$19.11
July 1, 2021	1.7220%	\$17.30	\$18.55
July 1, 2020	3.3108%	\$17.01	\$18.26
July 1, 2019	3.8651%	\$16.46	\$17.71
July 1, 2018	3.2214%	\$15.85	\$17.10
July 1, 2017	3.0057%	\$15.36	\$16.61
July 1, 2016	2.6140%	\$14.91	\$16.16
July 1, 2015	2.8414%	\$14.53	\$15.78
July 1, 2014	2.2420%	\$14.13	\$15.38
July 1, 2013	2.6822%	\$13.82	\$15.07

HONORABLE MAYOR AND CITY COUNCIL

April 7, 2025

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Page 3

<b>Effective Date</b>	<b>Geographic or CPI Adjustment Factor</b>	<b>ALWO Rate With Benefits</b>	<b>ALWO Rate Without Benefits</b>
July 1, 2012	2.6030%	\$13.46	\$14.71
July 1, 2011	1.3699%	\$13.12	\$14.37
July 1, 2010	0.7308%	\$12.94	\$14.19
January 1, 2009		\$12.83	\$14.08

/s/

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Director of Aviation

For questions, please contact Magdalena Nodal, Senior Analyst, Civil Rights Liaison, Airport, at [mnodal@sjc.org](mailto:mnodal@sjc.org) or (408) 392-3673.