



**Variations of Tying Wages to CPI  
Sample Language**

**IL COUNCIL 31 SANGAMON COOUNTY HIGHWAY DEPARTMENT, APPENDIX A –  
WAGE AGREEMENT (2018-2023)**

All bargaining unit employees shall receive the following wage increases (longevity not included) during the five years of this contract:

**Year 1**

Effective December 1<sup>st</sup> of the first year of this contract, employees shall receive a percentage increase to their base salaries equal to the National Consumer Price Index-Urban (CPI-U), as calculated from December of the prior calendar year, plus 0.5%. The CPI + .5% increase for December 1<sup>st</sup>, 2018 is 2.6%. Additionally, base wages for all employees will be increased by \$1500 on December 1<sup>st</sup>, after CPI + .5% adjustment.

**Year 2**

Effective December 1<sup>st</sup> of the second year of this contract, employees shall receive a percentage increase to their base salaries equal to the National CPI-U, as calculated from December of the prior calendar year, plus 0.5%. The CPI + .5% increase for December 1<sup>st</sup>, 2019 is 2.4%.

**Year 3**

Effective December 1<sup>st</sup> of the third year of this contract, employees shall receive a percentage increase to their base salaries equal to the National CPI-U, as calculated from December of the prior calendar year, plus 0.5%....

...If the Employer is unable to give the wage increases defined above by the beginning of the applicable contract year, then the Employer shall apply such wage increases retroactively to the first day (December 1<sup>st</sup>) of the applicable contract year.

The annual wage increases provided for above shall be limited to a minimum of a one percent (1%) floor and a maximum of a four percent (4%) ceiling.

**NE LOCAL 251 NORTH PLATTE, ARTICLE 7 – WAGE ADMINISTRATION (2024-2027)**

7.1 (A) All wages paid to Nebraska Public Employees, Local 251, for the period from October 1, 2024 thru September 30, 2027 shall receive a pay increase as provided in an appendix. In subsequent years, October 1, 2025 – September 30, 2026, and October 1, 2026 – September 30, 2027, a COLA will be given based on the CPI from the Kansas City region as released in April for

the previous month, with a minimum of 2% and a maximum of 3.5% rounding up to the nearest .25%.

**NY CSEA LOCAL 1000 SCHENECTADY COUNTY LOCAL 886 HOUSING  
AUTHORITY UNITY 8502, ARTICLE V, SECTION 1 COMPENSATION (2022-2027)**

On April 1<sup>st</sup>, annual for the Term of this Agreement, there shall be an increase to the Salary Schedule by one factor of the Bureau of Statistics, Consumer Price Index (CPI-U) for the Northeast Region published in February of the then current year. In no case shall the increase exceed 4.0% nor shall it be less than 2.0%

Section 1(a). Effective April 1, 2022, there shall be an increase to the base salary set forth and established in the Salary Schedule in Appendix A-1, by one calculation of the appropriate CPI-U, not to exceed 4.0% nor shall it be less than 2.0%.

Section 1(b). Effective April 1, 2023, there shall be an increase to the base salary set forth and established in the Salary Schedule in Appendix A-1, by one calculation of the appropriate CPI-U, not to exceed 4.0% nor shall it be less than 2.0%.

Section 1(c). Effective April 1, 2024, there shall be an increase to the base salary set forth and established in the Salary Schedule in Appendix A-1, by one calculation of the appropriate CPI-U, not to exceed 4.0% nor shall it be less than 2.0%...

**OR COUNCIL 75 LOCAL 2909-1 MUNICIPAL TRANSIT EMPLOYEES, ARTICLE 18  
WAGES (2008-2012)**

3. Effective July 1, 2008, bargaining unit employees shall receive a salary increase of four and three-tenths (4.3%) percent.

4. Effective July 1, 2009, and each July 1, thereafter, bargaining unit employees shall receive a salary increase commensurate with the change in the National CPI-W between March of the prior calendar year and March of the current calendar year with a minimum of 2.5 percent to a maximum of 4.5 percent.