



**Robert W. Wilson**  
**County Administrator**

Telephone: 701-241-5770  
wilsonro@casscountynynd.gov

**MEMO**

TO: County Commission  
FROM: Robert W. Wilson  
Date: May 30, 2024  
Subject: 2025 COLA Recommendation

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On Wednesday, May 29<sup>th</sup> County department heads recommended a Cost-of-Living Adjustment (COLA) of 2.5% for County employees in 2025. This follows a long-standing practice of Department Heads making a COLA recommendation for the following budget year based on the *Midwest – Size Class B/C*<sup>3</sup> April-to-April Consumer Price Index (CPI) figure.

In keeping with the practice on June 3<sup>rd</sup> the Commission may identify a COLA percentage the Finance Office will use in preparing budget information. Obviously, the COLA percentage can, at Commission direction, be updated at later points in the budgeting process.

I will note that as part of the DH Meeting discussion Paul Fracassi shared with the group that he was curious about the CPI figure Cass County has traditionally used as a basis for the COLA and he reached out to the Bureau of Labor Statistics (BLS) for more information. He connected with a BLS economist who provided feedback the County may wish to consider in future years.

Simply-put we have been using the area outlined in RED on the attached map when we could be more targeted to our region, using just the west section labeled, “West North Central.”

I want to reiterate that in determining the figure included in the recommended motion we utilized the CPI category that has been utilized as long as I have been with Cass County, but in the future, we may want to consider an alternative category that is more specific to our region.

**SUGGESTED MOTION: Adopt a 2.5% COLA for use in developing the 2025 Cass County Budget.**

<b>Year</b>	<b>Recommened by DH</b>	<b>COLA %</b>	<b>Salary Study/Other Factor</b>
2024	5.1% was CPI	3%	Salary Study no change reccomended, condense pay matrix to 12 steps
2023	8.5%, was CPI	4%	-
2022	5.1%, was CPI	5.1%	-
2021	0%, no reccomendation	0%	Salary Study 2.43%
2020	1.7%, was CPI	1.7%	-
2019	1.4%, was CPI	1.4%	Salary Study no change reccomended
2018	1.7%, was CPI	1.7%	-
2017	0.7%, was CPI	0.7%	-
2016	0%, CPI was -1.0%	0%	Salary Study 2.00%
2015	2%, was CPI	2%	
2014	1%, was CPI	1%	
2013	2.4%, was CPI	2.4%	Salary Study no change reccomended
2012	3.4%, was CPI	2.4%	NDPERS contribution increase 2%, county pay 1%
2011	3%, was CPI	3%	-
2010	0% , CPI was -1.5	0%	Salary Study 1.4%
2009	4%, was CPI	4%	-
2008	2.3%, was CPI	2.3%	-
2007	3.5%, was CPI	3.5%	Salary Study 2.1%
2006	3.25%, was CPI	3.25%	-



**Transmission of material in this release is embargoed until  
 8:30 a.m. (ET) Wednesday, May 15, 2024**

USDL-24-0944

Technical information: (202) 691-7000 • [cpi\\_info@bls.gov](mailto:cpi_info@bls.gov) • [www.bls.gov/cpi](http://www.bls.gov/cpi)  
 Media contact: (202) 691-5902 • [PressOffice@bls.gov](mailto:PressOffice@bls.gov)

**CONSUMER PRICE INDEX – APRIL 2024**

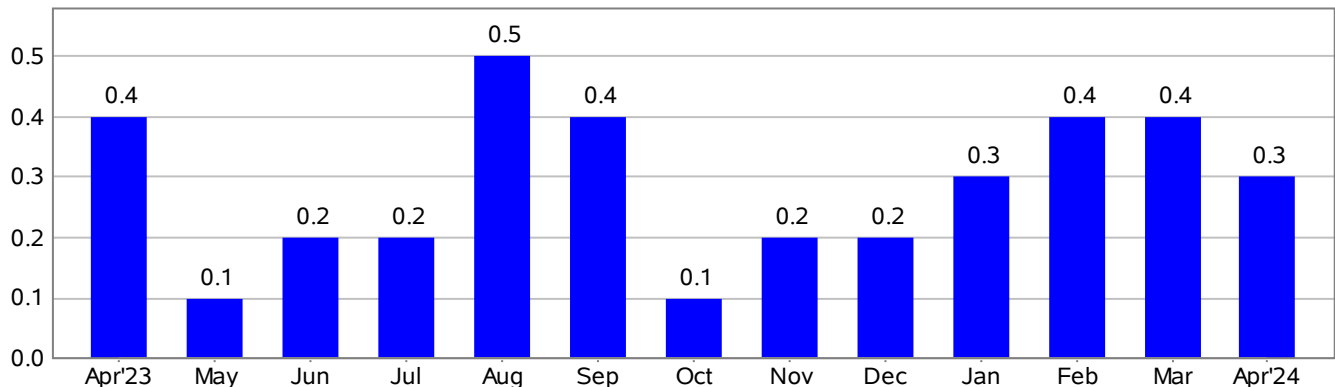
The Consumer Price Index for All Urban Consumers (CPI-U) increased 0.3 percent in April on a seasonally adjusted basis, after rising 0.4 percent in March, the U.S. Bureau of Labor Statistics reported today. Over the last 12 months, the all items index increased 3.4 percent before seasonal adjustment.

The index for shelter rose in April, as did the index for gasoline. Combined, these two indexes contributed over seventy percent of the monthly increase in the index for all items. The energy index rose 1.1 percent over the month. The food index was unchanged in April. The food at home index declined 0.2 percent, while the food away from home index rose 0.3 percent over the month.

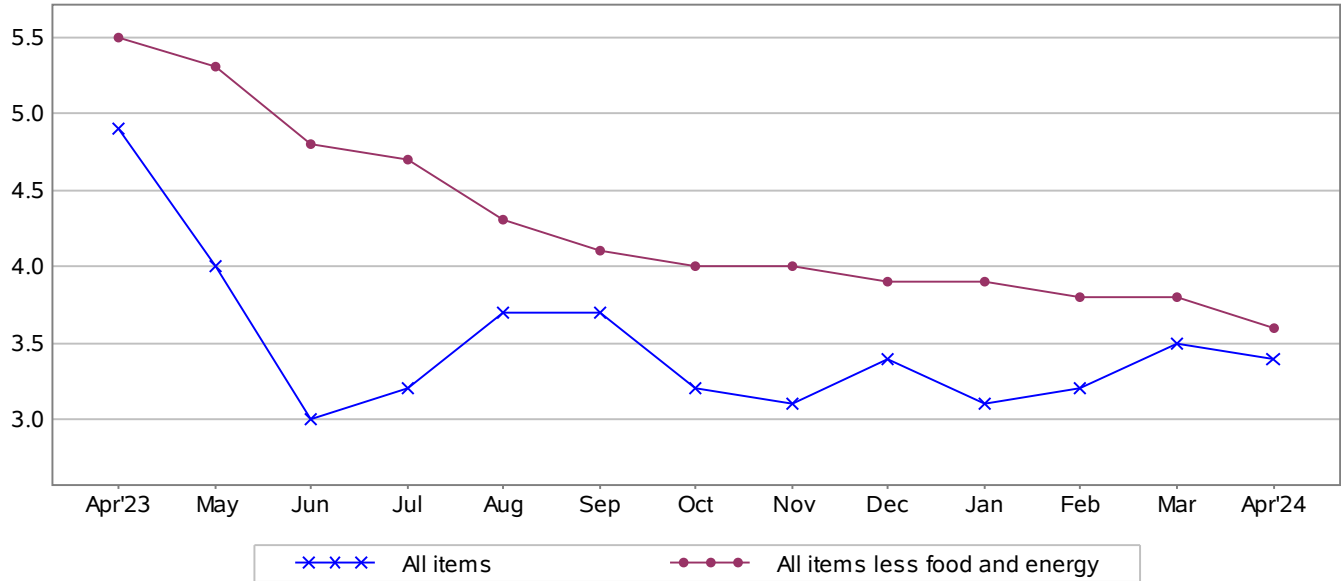
The index for all items less food and energy rose 0.3 percent in April, after rising 0.4 percent in each of the 3 preceding months. Indexes which increased in April include shelter, motor vehicle insurance, medical care, apparel, and personal care. The indexes for used cars and trucks, household furnishings and operations, and new vehicles were among those that decreased over the month.

The all items index rose 3.4 percent for the 12 months ending April, a smaller increase than the 3.5-percent increase for the 12 months ending March. The all items less food and energy index rose 3.6 percent over the last 12 months. The energy index increased 2.6 percent for the 12 months ending April. The food index increased 2.2 percent over the last year.

**Chart 1. One-month percent change in CPI for All Urban Consumers (CPI-U), seasonally adjusted, Apr. 2023 - Apr. 2024**  
 Percent change



**Chart 2. 12-month percent change in CPI for All Urban Consumers (CPI-U), not seasonally adjusted, Apr. 2023 - Apr. 2024**  
Percent change



**Table A. Percent changes in CPI for All Urban Consumers (CPI-U): U.S. city average**

	Seasonally adjusted changes from preceding month							Un-adjusted 12-mos. ended Apr. 2024
	Oct. 2023	Nov. 2023	Dec. 2023	Jan. 2024	Feb. 2024	Mar. 2024	Apr. 2024	
All items.....	0.1	0.2	0.2	0.3	0.4	0.4	0.3	3.4
Food.....	0.3	0.2	0.2	0.4	0.0	0.1	0.0	2.2
Food at home.....	0.3	0.0	0.1	0.4	0.0	0.0	-0.2	1.1
Food away from home <sup>1</sup> .....	0.4	0.4	0.3	0.5	0.1	0.3	0.3	4.1
Energy.....	-2.1	-1.6	-0.2	-0.9	2.3	1.1	1.1	2.6
Energy commodities.....	-4.3	-3.8	-0.7	-3.2	3.6	1.5	2.7	1.1
Gasoline (all types).....	-4.3	-4.0	-0.6	-3.3	3.8	1.7	2.8	1.2
Fuel oil.....	-6.4	-1.1	-3.3	-4.5	1.1	-1.3	0.9	-0.8
Energy services.....	0.4	1.0	0.3	1.4	0.8	0.7	-0.7	3.6
Electricity.....	0.4	1.0	0.6	1.2	0.3	0.9	-0.1	5.1
Utility (piped) gas service.....	0.3	1.2	-0.6	2.0	2.3	0.0	-2.9	-1.9
All items less food and energy.....	0.2	0.3	0.3	0.4	0.4	0.4	0.3	3.6
Commodities less food and energy								
commodities.....	0.0	-0.2	-0.1	-0.3	0.1	-0.2	-0.1	-1.3
New vehicles.....	-0.1	0.0	0.2	0.0	-0.1	-0.2	-0.4	-0.4
Used cars and trucks.....	-0.4	1.4	0.6	-3.4	0.5	-1.1	-1.4	-6.9
Apparel.....	0.0	-0.6	0.0	-0.7	0.6	0.7	1.2	1.3
Medical care commodities <sup>1</sup> .....	0.4	0.5	-0.1	-0.6	0.1	0.2	0.4	2.5
Services less energy services.....	0.3	0.5	0.4	0.7	0.5	0.5	0.4	5.3
Shelter.....	0.3	0.4	0.4	0.6	0.4	0.4	0.4	5.5
Transportation services.....	0.9	1.0	0.1	1.0	1.4	1.5	0.9	11.2
Medical care services.....	0.2	0.5	0.5	0.7	-0.1	0.6	0.4	2.7

<sup>1</sup> Not seasonally adjusted.

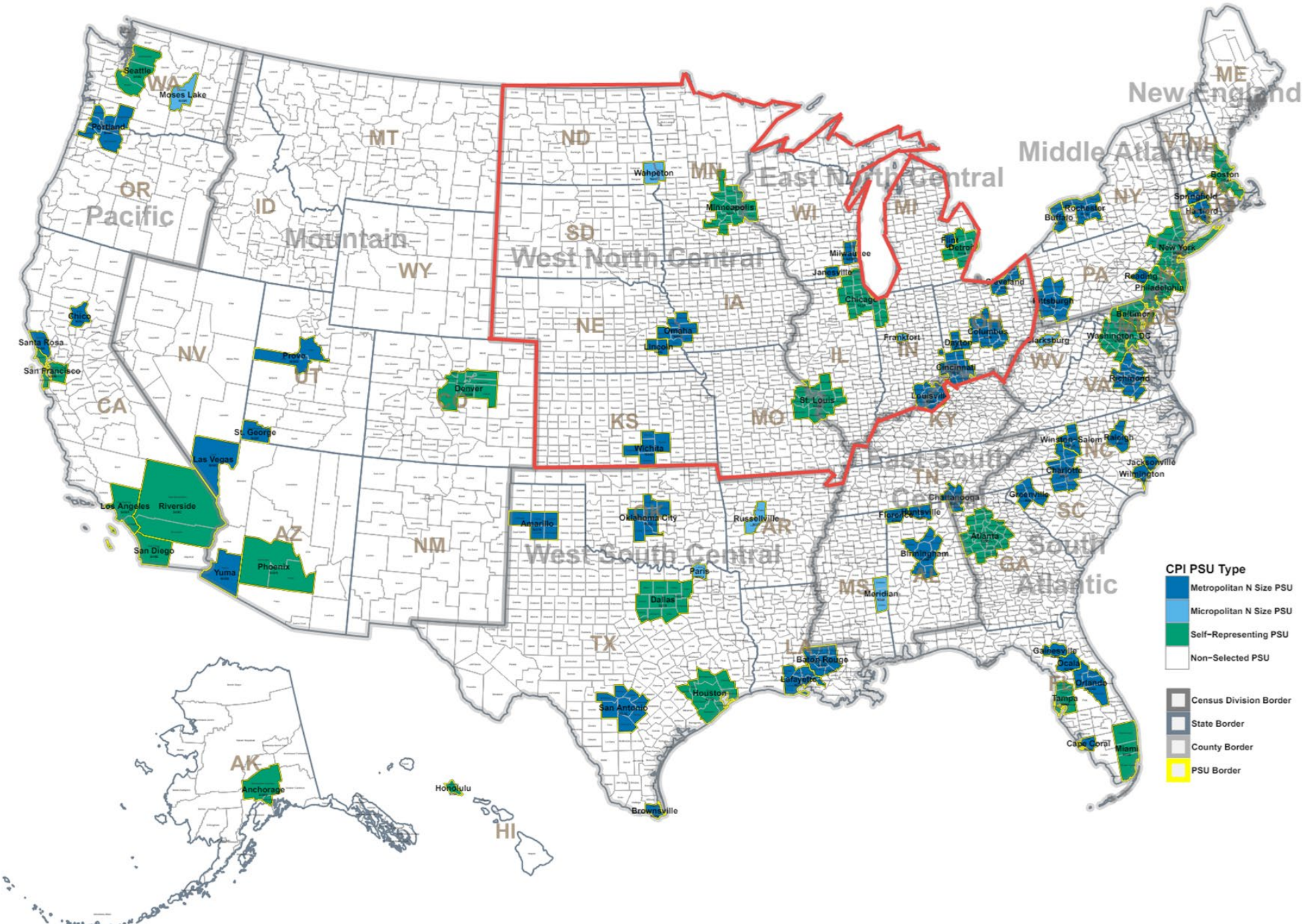
**Table 4. Consumer Price Index for All Urban Consumers (CPI-U): Selected areas, all items index, April 2024**  
 [1982-84=100, unless otherwise noted]

Area	Pricing Schedule <sup>1</sup>	Percent change to Apr. 2024 from:			Percent change to Mar. 2024 from:		
		Apr. 2023	Feb. 2024	Mar. 2024	Mar. 2023	Jan. 2024	Feb. 2024
U.S. city average.....	M	3.4	1.0	0.4	3.5	1.3	0.6
<b>Region and area size<sup>2</sup></b>							
Northeast.....	M	3.6	1.1	0.4	3.4	1.1	0.7
Northeast - Size Class A.....	M	3.8	0.9	0.4	3.5	0.9	0.5
Northeast - Size Class B/C <sup>3</sup> .....	M	3.3	1.3	0.4	3.2	1.4	0.9
New England <sup>4</sup> .....	M	3.2	1.3	0.3	3.1	1.3	1.0
Middle Atlantic <sup>4</sup> .....	M	3.7	1.0	0.4	3.5	1.0	0.6
Midwest.....	M	2.8	1.2	0.5	2.8	1.3	0.7
Midwest - Size Class A.....	M	3.2	1.4	0.6	3.3	1.4	0.8
Midwest - Size Class B/C <sup>3</sup> .....	M	2.5	1.1	0.4	2.6	1.2	0.6
East North Central <sup>4</sup> .....	M	2.5	1.3	0.5	2.6	1.2	0.7
West North Central <sup>4</sup> .....	M	3.4	1.0	0.4	3.4	1.4	0.6
South.....	M	3.3	0.6	0.2	3.8	1.4	0.4
South - Size Class A.....	M	3.6	0.7	0.3	3.9	1.3	0.4
South - Size Class B/C <sup>3</sup> .....	M	3.2	0.6	0.2	3.7	1.4	0.5
South Atlantic <sup>4</sup> .....	M	3.3	0.5	0.1	3.9	1.4	0.4
East South Central <sup>4</sup> .....	M	3.9	1.3	0.6	4.0	1.6	0.7
West South Central <sup>4</sup> .....	M	3.1	0.6	0.3	3.6	1.1	0.3
West.....	M	3.7	1.4	0.6	3.6	1.3	0.9
West - Size Class A.....	M	3.7	1.3	0.7	3.6	1.2	0.6
West - Size Class B/C <sup>3</sup> .....	M	3.7	1.6	0.4	3.6	1.3	1.1
Mountain <sup>4</sup> .....	M	2.7	1.3	0.5	2.5	1.0	0.9
Pacific <sup>4</sup> .....	M	4.1	1.5	0.6	4.0	1.3	0.9
<b>Size classes</b>							
Size Class A <sup>5</sup> .....	M	3.6	1.0	0.5	3.6	1.2	0.5
Size Class B/C <sup>3</sup> .....	M	3.2	1.0	0.3	3.4	1.3	0.7
<b>Selected local areas</b>							
Chicago-Naperville-Elgin, IL-IN-WI.....	M	3.0	1.2	0.6	3.1	1.1	0.6
Los Angeles-Long Beach-Anaheim, CA.....	M	3.9	1.3	0.6	4.0	1.2	0.7
New York-Newark-Jersey City, NY-NJ-PA.....	M	3.8	0.8	0.4	3.4	0.6	0.4
Atlanta-Sandy Springs-Roswell, GA.....	2	3.1	0.3				
Baltimore-Columbia-Towson, MD <sup>6</sup> .....	2	2.9	1.0				
Detroit-Warren-Dearborn, MI.....	2	3.5	2.8				
Houston-The Woodlands-Sugar Land, TX.....	2	2.9	0.8				
Miami-Fort Lauderdale-West Palm Beach, FL.....	2	4.5	1.0				
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD.....	2	4.1	0.7				
Phoenix-Mesa-Scottsdale, AZ <sup>7</sup> .....	2	2.6	1.9				
San Francisco-Oakland-Hayward, CA.....	2	3.8	1.8				
Seattle-Tacoma-Bellevue, WA.....	2	4.4	1.2				
St. Louis, MO-IL.....	2	4.0	1.0				
Urban Alaska.....	2	3.2	2.2				
Boston-Cambridge-Newton, MA-NH.....	1				3.3	1.5	
Dallas-Fort Worth-Arlington, TX.....	1				4.9	0.9	
Denver-Aurora-Lakewood, CO.....	1				2.8	0.7	
Minneapolis-St.Paul-Bloomington, MN-WI.....	1				2.7	0.6	
Riverside-San Bernardino-Ontario, CA <sup>4</sup> .....	1				4.3	1.4	
San Diego-Carlsbad, CA.....	1				3.6	0.8	
Tampa-St. Petersburg-Clearwater, FL <sup>8</sup> .....	1				3.7	0.9	
Urban Hawaii.....	1				4.8	1.5	
Washington-Arlington-Alexandria, DC-VA-MD-WV <sup>6</sup> .....	1				3.4	1.0	

<sup>1</sup> Foods, fuels, and several other items are priced every month in all areas. Most other goods and services are priced as indicated: M - Every month. 1 - January, March, May, July, September, and November. 2 - February, April, June, August, October, and December.

<sup>2</sup> Regions defined as the four Census regions.

# Consumer Price Index PSUs in the United States, 2018 Revision



This map is produced by the Division of Price Statistical Methods, BLS

## Kaushagen, Taylor

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**From:** Kaushagen, Taylor  
**Sent:** Thursday, May 30, 2024 2:34 PM  
**To:** Kaushagen, Taylor  
**Subject:** CPI

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**From:** Fracassi, Paul <[FracassiP@casscountynd.gov](mailto:FracassiP@casscountynd.gov)>  
**Sent:** Thursday, May 30, 2024 10:19 AM  
**To:** Wilson, Robert <[WilsonRo@casscountynd.gov](mailto:WilsonRo@casscountynd.gov)>  
**Subject:** CPI

Hey Robert,

Below is a map of the various PSU types that are studied when compiling CPI data. You'll see it contains self-representing categories in green, meaning they have their own index that the Bureau of Labor Statistics (BLS) publishes and write news releases about.

The other categories are Metropolitan N Size PSU and Micropolitan N Size PSU. A metropolitan N Size PSU is a sample around an urbanized area of 50,000 or more population, whereas a micropolitan PSU contains one or more urban clusters with a population of at least 10,000 and no greater than 50,000.

The Midwest Size A and B/C comprise of data throughout the entirety of the midwest region (drawn in red) and the data is further divided into a West North Central and an East North Central Region.

The economist I spoke with felt like Fargo would be better represented through the data provided from the West North Central region as it considers data from the Metropolitan PSU's of Omaha, Lincoln and Wichita; the Micropolitan PSU of Wahpeton; and self-representing PSUs like Minneapolis and parts of St. Louis.