

## Attachment III

### Sources Used by Other States in Making Annual Wage Adjustments for Employee Compensation

State	ECI	CPI	Survey Data	Other
Colorado	Yes	No	Yes	NA
Idaho	No	No	Yes	NA
Iowa	No	No	No	Collective Bargaining
Louisiana	No	No	Yes	NA
Michigan	No	No	Yes	NA
Minnesota	No	No	No	Union settlements with local employers
Missouri	Yes	Yes	Yes	NA
Nebraska	No	In-part	In-part	Primarily Collective Bargaining
New Mexico	Yes	Yes	Yes	Consultant
Oklahoma	No	No	Yes	NA
Oregon	No	No	Yes	NA
South Dakota	No	No	Yes	NA
Texas	Sometimes	Sometimes	Yes	NA
Utah	Yes	No	Yes	NA
Wisconsin	Yes	Yes	Yes	NA
Wyoming	No	No	Yes	NA

#### **Definitions**

**ECI** (Employee Cost Index) - measure of changes in the hourly cost of compensation by the Bureau of Labor Statistics

**CPI** (Consumer Price Index) - measure of the change in purchasing power produced by the Bureau of Labor Statistics

**Survey Data** - states conduct wage surveys and rely on third party surveys