



PERSONNEL COMMITTEE MEETING AGENDA

Wednesday, June 4, 2025 at 11:00 A.M.

Sister Bay Liberty Grove Fire Department – 2258 Mill Road – Small Conference Room

For additional information check: www.sisterbaywi.gov and click Meetings

AGENDA

1. Call to Order
2. Roll Call
3. Approve Agenda
4. Approve Minutes: May 13, 2025
5. Comments, Correspondence and Concerns from the Public
6. Discussion/Action Items
 - a) Contracts for Supervisors
 - b) 2025 Administrator Evaluation Form & Process
 - c) Bonus Wages for Covering Administrative Duties
 - d) Budget: Compensation Schedule & COLA
 - e) Staffing Updates and Job Description Discussion
7. Matters to be Placed on a Future Agenda or Referred to a Committee, Official or Employee
8. Next Meeting Date: To Be Determined
9. Adjourn

Public Notice

Questions regarding the nature of the Agenda items or more detail on the items listed can be directed to Julie Schmelzer, Village Administrator, at julie.schmelzer@sisterbaywi.gov. It is possible that members of and possibly a quorum of members of other governmental bodies may attend the meeting to gather information; no action will be taken by any governmental body other than the body specifically referred to above. Upon reasonable notice, a good faith effort will be made to accommodate the needs of disabled individuals through sign language interpreters or other auxiliary aid or accommodation at no cost to the individual. Due to the difficulty in finding interpreters, requests should be made as far in advance as possible, preferably a minimum of 48 hours. For additional information or to request this service, contact the Sister Bay Village Administration Office at 854-4118, (FAX) 854-9637, or by writing to the Village Administration Building, 2383 Maple Drive, PO Box 769, Sister Bay, WI 54234. Copies of reports and other supporting documentation are available for review at the Village Administration Building during operating hours (8 a.m. – 4 p.m. weekdays). The Village of Sister Bay is an Equal Opportunity Provider and Employer.

PERSONNEL COMMITTEE MEETING MINUTES

Tuesday, May 13, 2025

(Approval Pending)

The May 13, 2025 meeting of the Personnel Committee was called to order by Kurt Harff at 1:22 P.M. Nate Bell was present in an Ex-officio role as there is a vacancy on the committee. Also present were Village Administrator Julie Schmelzer and Clerk Heidi Teich.

Due to a lack of voting members at the start of the meeting, Schmelzer proceeded to provide an overview of the committee activities over the past several months to inform Harff, who is new to the committee, of the current business at hand. Louise Howson arrived at 1:53 P.M. and the following motions were then made:

A motion was made by Harff, seconded by Bell that the Agenda for the May 13, 2025 meeting of the Personnel Committee be approved. Motion carried – All ayes.

A motion was made by Harff, seconded by Howson to approve the minutes of the April 8, 2025 meeting of the Personnel Committee as presented. Motion carried – all ayes.

Agenda Item No. 6. Discussion/Action Items

a) Review Employee Handbook

The committee has spent some time reviewing and updating the Employee Handbook for the Village of Sister Bay. A final revision was prepared after the April Personnel Committee meeting and then shared with staff for feedback. Suggestions suggested by staff were reflected in the draft included in the packet for this meeting.

During discussion on the draft employee handbook, Bell questioned the inclusion of gossip and offensive behaviors as part of item 5 under the heading “Inappropriate Behavior,” retitled as “Misconduct,” as those are not clearly defined terms and can be viewed from various perspectives. Schmelzer explained that any report of harassment from an employee must be investigated and felt comfortable leaving the terms in this section. Howson provided information she researched from the National Labor Board, and the term “gossip” was removed from the draft.

Discussion continued on those sections of the handbook referencing “Gifts and Gratuities,” the removal of a specific company name under “Timekeeping,” the value of donated time in the event an employee receives PTO hours from other staff under “Family and Medical Leave,” the addition of “Bereavement Leave” and the removal of the redundant language referencing long distance phone calls under “Personal Communications.”

A motion was made by Harff, seconded by Howson to recommend to the village board that the employee handbook be approved as presented and amended at this meeting. Motion carried – all ayes.

b) Contracts for Supervisors

The committee has been considering developing employment contracts for village supervisors/department heads. President Bell presented the idea at a recent Department

1 Head/Manager's meeting on April 16, and comments shared by staff were included in
 2 Schmelzer's staff report provided in the packet. It appears that staff are not opposed to
 3 contracts but would like to see how they are presented before making any firm decisions. The
 4 committee discussed how contracts would include standard language that applies to all, but
 5 each department would have additional language specific to their roles.

6
 7 The committee identified the need to research a legal interpretation of employee "at-will"
 8 status. Schmelzer shared a League of Wisconsin Municipalities interpretation that stated "at-
 9 will" status can be replaced by an employment contract depending on the wording of that
 10 contract.

11
 12 Howson would like to gather some sample contracts, and Bell has several administrators
 13 contracts already, to share at a future meeting. Schmelzer also has access to a ListServ that she
 14 can inquire of for other types of contracts, not necessarily those of an administrator.

15 16 **c) Parks Staff Temporary Wage Increases**

17 The Parks Department staff lost an employee to an interagency transfer at the start of the year.
 18 Rather than filling the position, the Parks Director and his staff requested that they try to
 19 complete the season without an additional full-time staff member in exchange for an increase in
 20 wages. The department currently has four full-time staff, which includes the Director, and two
 21 part-time staff. Schmelzer noted that one of the challenges of filling another full-time position
 22 is the seasonality of the job, in which the winter months hold far less work than in the summer
 23 months.

24
 25 Discussion on an appropriate wage to compensate the three full-time Parks Maintenance
 26 employees for added work during the summer months (through October) ensued. A minimum
 27 suggestion was made to offer at least \$500 to \$750 per month. Bell suggested calculating a rate
 28 based on the charge-out rate of the vacant employee divided among the remaining full-time
 29 staff.

30
 31 Staff was directed to do some calculations based on the current charge-out rate (salary plus
 32 benefits) of the vacant Parks Technician position and provide those to Howson for review. The
 33 committee agreed that Howson would make the final determination of the temporary wage
 34 increase if the calculations are not found to negatively impact the amount budgeted for this
 35 year.

36
 37 *A motion was made by Howson, seconded by Harff to temporarily increase the wages of the full-time,*
 38 *non-exempt, Parks Department employees, retroactive to April 1, 2025, as determined by the Personnel*
 39 *Committee Chair after reviewing the calculations requested of staff. Motion carried – all ayes.*

40 41 **d) Administrative Assistant Update**

42 The village received multiple applications for the vacant administrative assistant position. Two
 43 applicants were interviewed, and both were found highly capable of filling the role. An offer
 44 was extended to one candidate, and a background check is pending.

45
 46 **Agenda Item No. 7. Matters to be placed on a future agenda or referred to a committee, official**
 47 **or employee.**

1 It was the consensus of the committee that the following items be addressed at a future meeting:

- 2 • Review and discussion on sample employment contracts
- 3 • Continuing discussion on employee evaluation forms
- 4 • Possible bonus for administration staff assuming duties of former administrative assistant
- 5 • Preliminary discussion on 2026 budget considerations
- 6 • Approval of the employee handbook will be referred to the Village Board

7
8 **Agenda Item No. 8. Next Meeting Date**

9 The next regular meeting of the Personnel Committee will be Wednesday, June 4, 2025 at 11:00
10 A.M.

11
12 **Agenda Item No. 9. Adjourn**

13 *A motion was made by Harff, seconded by Howson to adjourn the May 13, 2025 meeting of the Personnel*
14 *Committee at 2:38 P.M. Motion carried – all ayes.*

15
16 Respectfully submitted,

17 

18 Heidi Teich

19 Village Clerk

**EMPLOYMENT AGREEMENT
CITY TREASURER
CITY OF EAGLE RIVER**

This agreement entered into this ____ day of _____, 2025 by and between the City of Eagle River (hereinafter referred to as "CITY") and _____ (hereinafter referred to as " (last name) "); and

WHEREAS, the parties have agreed to the following specifications; NOW THEREFORE, IT IS HEREBY AGREED AS FOLLOWS:

- 1) " (last name) " agrees to be employed as City Treasurer and perform that position pursuant to the job description which has been adopted by the City Council of the City of Eagle River, a copy of which is attached hereto and made a part hereof as Exhibit "A".
- 2) " (last name) " agrees to perform the position of City Treasurer to the best of her abilities and pursuant to the terms of the job description described above and the provisions of this contract and any other direction that the City Council of the City of Eagle River may require of her in the course and scope of her duties as City Treasurer.
- 3) This Agreement shall be for an indefinite term unless terminated by either Party according to Paragraph 10 of this Agreement or as may be amended. The Parties may modify the compensation, benefits or other terms of this document upon written agreement of the Parties.
- 4) The salary for this position shall be \$_____ beginning January 1, 2025 and shall increase annually in conjunction with the annual increase afforded other City of Eagle River employees through December 31, 2027.
- 5) " (last name) " will receive two (2) weeks paid vacation per year and will be entitled to that level of vacation as described in the City of Eagle River Employee Handbook including the death benefit.
- 6) Sick leave, personal days, bereavement, health insurance, and any other benefits not otherwise listed, will follow the City of Eagle River Employee Handbook.
- 7) As part of " (last name) "'s compensation package, the City agrees that " (last name) " will receive coverage from any worker's compensation insurance plan in force in the City of Eagle River through the State of Wisconsin Department of Workforce Development.
- 8) " (last name) " will pay the employee's share of the contribution to the Wisconsin Retirement Fund with the City paying the employer portion thereof.
- 9) The City of Eagle River agrees to pay all insurance premiums for " (last name) " to participate in the State of Wisconsin Group Life Insurance Plan. Coverage will provide basic life insurance coverage equal to the amount paid to " (last name) " under the terms of this contract for a calendar year. Premiums for any spouse or dependent coverage under the same plan shall be paid by " (last name) ".
- 10) Either party may terminate this contract by providing the other party ninety (90) days written notice of their intent to terminate this contract. Any termination by the City of Eagle River will be for cause. The reasons for said termination by the City shall be given to " (last name) " in writing at the time of the notification of the termination.

- a) Following any election of the City Council or Mayor, the parties agree that there shall be a 6-month period of time after the election during which the City Treasurer cannot be terminated except for just cause or violations of Wisconsin Statutes.
 - b) The termination of the City Treasurer cannot occur except for just cause or a violation of the Wisconsin Statutes and shall require a three-quarters vote of the membership of the Council to approve the termination.
 - c) If the Treasurer's employment is terminated by the City Council without just cause, the Treasurer shall receive as a severance benefit the equivalent of 12 months' salary in a lump sum including health insurance benefits and the City contributions on her behalf to the Wisconsin Retirement System which would have been made had she not been terminated. The severance benefits shall represent full compensation and payment for all claims that may be made by the Treasurer under this contract.
 - d) For purposes of this section, just cause is defined as:
 - i) Fraud, embezzlement or theft;
 - ii) Misconduct damaging to the City, its reputation, services or citizens;
 - iii) An intentional violation of any Wisconsin Statute or Administrative Code provision;
 - iv) A breach of the terms and conditions of this Employment Contract;
 - v) Being convicted of a felony or a misdemeanor criminal offense.
- 11) Where this contract is silent, it is the intent to follow the policy in place as part of the City of Eagle River Employee Handbook with regard to benefits and procedures.
- 12) The City of Eagle River agrees to provide a Smart Phone, make/model of choice by “ ” (last name) “ ”, for City Use per City of Eagle River Employee Handbook
- 13) This agreement constitutes the entire agreement of the parties and no oral representations by either party shall become a part hereof unless reduced to writing and attached hereto.

Dated the day, month and year first above stated.

City of Eagle River: _____ “ (last name) ”:

By: _____
_____, Mayor "Full Name", City Treasurer

Attest:

By: _____
_____, Deputy Treasurer

**2025 DRAFT – NEEDS FORMATTING****Administrator Evaluation**

Committee wanted new rating, more space for comments, separate “Peers” from “Public”

Employee Name:

Job Title/Dept:

Administrator

Date of Hire:

Trustee:

Review Period:

Today's Date:

The purpose for completing an annual evaluation is that it serves as an important review of an employee's development. The Village can measure an employee's progress within a realistic, defined timeframe. This also provides the employee with the opportunity to communicate with management regarding their job satisfaction, job training, and any other questions or concerns they may have. The goal is to build a solid relationship between the administrator and the board to ensure the long-term success of the Village.

Trustee: Each trustee is responsible for completing this form. Trustees should refer to the employee's job description and should focus on the employee's ability to perform the duties listed in the job description. Then, the Personnel Committee will review all the evaluations and create on consolidated evaluation. That evaluation will be reviewed with the Administrator and the Board at a future meeting.

Current Responsibilities (attach the job description and briefly describe the employee's current responsibilities, noting any significant changes):

Performance Appraisal

Evaluate the employee based on the criteria below. Discuss areas of excellence and areas of needed improvement. Provide specific examples when possible. Be specific when discussing areas of improvement and identify an action plan for further development.

Job Knowledge: The extent to which the employee knows how and why to do all phases of assigned work, given the employee's length of time in their current position.

Unsatisfactory/Needs Improvement/Meets Expectations/Good/Very Good
1 2 3 4 5

Comments:



Punctuality and Timeliness: The extent to which the employee accomplishes assigned work of a specified quality within a defined period of time.

Unsatisfactory/Needs Improvement/Meets Expectations/Good/Very Good
1 2 3 4 5

Comments:

Quality of Work: The extent to which the employee's work is thorough, well-executed, effective, and accurate.

Unsatisfactory/Needs Improvement/Meets Expectations/Good/Very Good
1 2 3 4 5

Comments:

Relationship with Management: The manner in which the employee responds to supervisory directions and comments. The extent to which the employee seeks counsel from the board on ways to improve performance and follows such direction or advice.

Unsatisfactory/Needs Improvement/Meets Expectations/Good/Very Good
1 2 3 4 5

Comments:

Relationship with Peers: The extent to which the employee gets along with other individuals. Consider the employee's tact, courtesy, and effectiveness in dealing with others.

Unsatisfactory/Needs Improvement/Meets Expectations/Good/Very Good
1 2 3 4 5

Comments:



Relationship with Public: The extent to which the employee gets along with other individuals. Consider the employee's tact, courtesy, and effectiveness in dealing with others.

Unsatisfactory/Needs Improvement/Meets Expectations/Good/Very Good
1 2 3 4 5

Comments:

Availability and Attendance: The extent to which the employee arrives on time and demonstrates consistent attendance. The extent to which the employee contacts supervisor on a timely basis when late or absent. The availability of the employee in responding to management contact during working hours.

Unsatisfactory/Needs Improvement/Meets Expectations/Good/Very Good
1 2 3 4 5

Comments:

Problem Solving and Judgement: The extent to which the employee is able to solve problems and make decisions on day-to-day situations that develop in the workplace. The extent to which the employee makes sound decisions and appropriate choices.

Unsatisfactory/Needs Improvement/Meets Expectations/Good/Very Good
1 2 3 4 5

Comments:

Additional Comments:



Supervisor Signature: _____

Date: _____

This appraisal will be placed in the employee's personnel record.

Village of Sister Bay Compensation Schedule

Department of Public Works

Position	Cost of Living Adjustment Step Adjustment	0%		Longevity Adjustment 5%					Longevity Adjustment 5%								
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	
Public Works Technician II	\$	24.50	\$ 25.24	\$ 25.99	\$ 26.77	\$ 27.57	\$ 28.95	\$ 29.82	\$ 30.72	\$ 31.64	\$ 32.59	\$ 34.22	\$ 35.24	\$ 36.30	\$ 37.39	\$ 38.51	
Public Works Technician I	\$	24.00	\$ 24.72	\$ 25.46	\$ 26.23	\$ 27.01	\$ 28.36	\$ 29.21	\$ 30.09	\$ 30.99	\$ 31.92	\$ 33.52	\$ 34.52	\$ 35.56	\$ 36.63	\$ 37.73	
Public Works Part-time	\$	22.00	\$ 22.66	\$ 23.34	\$ 24.04	\$ 24.76	\$ 26.00	\$ 26.78	\$ 27.58	\$ 28.41	\$ 29.26	\$ 30.73	\$ 31.65	\$ 32.60	\$ 33.57	\$ 34.58	
Ice Rink Manager	\$	25.00	\$ 25.75	\$ 26.52	\$ 27.32	\$ 28.14	\$ 29.54	\$ 30.43	\$ 31.34	\$ 32.28	\$ 33.25	\$ 34.92	\$ 35.96	\$ 37.04	\$ 38.15	\$ 39.30	
Bus Driver - No CDL/<2 yrs. exp.	\$	25.00															
Bus Driver - CDL/>2 yrs. exp.	\$	27.00															

**Village of Sister Bay
Compensation Schedule**

Sister Bay Utilities

Position	Step Adjustment	Longevity Adjustment														
		3%					5%					5%				
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Utility Operator (W & WW Certified)		\$ 29.50	\$ 30.39	\$ 31.30	\$ 32.24	\$ 33.20	\$ 34.86	\$ 35.91	\$ 36.99	\$ 38.10	\$ 39.24	\$ 41.20	\$ 42.44	\$ 43.71	\$ 45.02	\$ 46.37
Utility Operator (WW Certified - 3+ subcerts)		\$ 28.00	\$ 28.84	\$ 29.71	\$ 30.60	\$ 31.51	\$ 33.09	\$ 34.08	\$ 35.11	\$ 36.16	\$ 37.24	\$ 39.11	\$ 40.28	\$ 41.49	\$ 42.73	\$ 44.01
Utility Operator (WW Certified - 1-2 subcerts)		\$ 27.50	\$ 28.33	\$ 29.17	\$ 30.05	\$ 30.95	\$ 32.50	\$ 33.47	\$ 34.48	\$ 35.51	\$ 36.58	\$ 38.41	\$ 39.56	\$ 40.75	\$ 41.97	\$ 43.23
Utility Operator - Uncertified		\$ 26.00	\$ 26.78	\$ 27.58	\$ 28.41	\$ 29.26	\$ 30.73	\$ 31.65	\$ 32.60	\$ 33.58	\$ 34.58	\$ 36.31	\$ 37.40	\$ 38.52	\$ 39.68	\$ 40.87
Utility Clerk &/or Deputy Clerk (certified)		\$ 27.00	\$ 27.81	\$ 28.64	\$ 29.50	\$ 30.39	\$ 31.91	\$ 32.87	\$ 33.85	\$ 34.87	\$ 35.91	\$ 37.71	\$ 38.84	\$ 40.01	\$ 41.21	\$ 42.44
Utility Clerk &/or Deputy Clerk (uncertified)		\$ 25.50	\$ 26.27	\$ 27.05	\$ 27.86	\$ 28.70	\$ 30.14	\$ 31.04	\$ 31.97	\$ 32.93	\$ 33.92	\$ 35.61	\$ 36.68	\$ 37.78	\$ 38.92	\$ 40.08
Utility Clerk (uncertified)		\$ 25.00	\$ 25.75	\$ 26.52	\$ 27.32	\$ 28.14	\$ 29.54	\$ 30.43	\$ 31.34	\$ 32.28	\$ 33.25	\$ 34.92	\$ 35.96	\$ 37.04	\$ 38.15	\$ 39.30

**Village of Sister Bay
Compensation Schedule**

Administrative Positions

Position	Step Adjustment	Longevity Adjustment					Longevity Adjustment									
		3%	5%					5%								
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	
Village Clerk - Certified	\$	30.50	\$ 31.42	\$ 32.36	\$ 33.33	\$ 34.33	\$ 36.04	\$ 37.13	\$ 38.24	\$ 39.39	\$ 40.57	\$ 42.60	\$ 43.87	\$ 45.19	\$ 46.55	\$ 47.94
Village Clerk - Uncertified	\$	29.00	\$ 29.87	\$ 30.77	\$ 31.69	\$ 32.64	\$ 34.27	\$ 35.30	\$ 36.36	\$ 37.45	\$ 38.57	\$ 40.50	\$ 41.72	\$ 42.97	\$ 44.26	\$ 45.59
Deputy Clerk - Certified	\$	26.50	\$ 27.30	\$ 28.11	\$ 28.96	\$ 29.83	\$ 31.32	\$ 32.26	\$ 33.22	\$ 34.22	\$ 35.25	\$ 37.01	\$ 38.12	\$ 39.26	\$ 40.44	\$ 41.66
Deputy Clerk - Uncertified	\$	25.00	\$ 25.75	\$ 26.52	\$ 27.32	\$ 28.14	\$ 29.54	\$ 30.43	\$ 31.34	\$ 32.28	\$ 33.25	\$ 34.92	\$ 35.96	\$ 37.04	\$ 38.15	\$ 39.30
Admin. Assistant/Deputy Clerk	\$	25.00	\$ 25.75	\$ 26.52	\$ 27.32	\$ 28.14	\$ 29.54	\$ 30.43	\$ 31.34	\$ 32.28	\$ 33.25	\$ 34.92	\$ 35.96	\$ 37.04	\$ 38.15	\$ 39.30
Administrative Assistant	\$	24.00	\$ 24.72	\$ 25.46	\$ 26.23	\$ 27.01	\$ 28.36	\$ 29.21	\$ 30.09	\$ 30.99	\$ 31.92	\$ 33.52	\$ 34.52	\$ 35.56	\$ 36.63	\$ 37.73
Compliance Officer	\$	25.00	\$ 25.75	\$ 26.52	\$ 27.32	\$ 28.14	\$ 29.54	\$ 30.43	\$ 31.34	\$ 32.28	\$ 33.25	\$ 34.92	\$ 35.96	\$ 37.04	\$ 38.15	\$ 39.30

**Village of Sister Bay
Compensation Schedule**

Management Positions

Position	Step Adjustment	Longevity Adjustment					Longevity Adjustment					Longevity Adjustment				
		3%		5%			5%		5%			5%		5%		
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Administrator		\$ 125,000	\$ 128,750	\$ 132,613	\$ 136,591	\$ 140,689	\$ 147,723	\$ 152,155	\$ 156,719	\$ 161,421	\$ 166,264	\$ 174,577	\$ 179,814	\$ 185,208	\$ 190,765	\$ 196,488
Finance Director/Treasurer		\$ 78,000	\$ 80,340	\$ 82,750	\$ 85,233	\$ 87,790	\$ 92,179	\$ 94,945	\$ 97,793	\$ 100,727	\$ 103,748	\$ 108,936	\$ 112,204	\$ 115,570	\$ 119,037	\$ 122,608
Utilities Director		\$ 83,600	\$ 86,108	\$ 88,691	\$ 91,352	\$ 94,093	\$ 98,798	\$ 101,762	\$ 104,815	\$ 107,959	\$ 111,198	\$ 116,758	\$ 120,261	\$ 123,869	\$ 127,585	\$ 131,413
Parks & Streets Director		\$ 80,000	\$ 82,400	\$ 84,872	\$ 87,418	\$ 90,041	\$ 94,543	\$ 97,379	\$ 100,300	\$ 103,309	\$ 106,409	\$ 111,729	\$ 115,081	\$ 118,533	\$ 122,089	\$ 125,752
Marina Manager		\$ 62,915	\$ 64,802	\$ 66,747	\$ 68,749	\$ 70,811	\$ 74,352	\$ 76,583	\$ 78,880	\$ 81,246	\$ 83,684	\$ 87,868	\$ 90,504	\$ 93,219	\$ 96,016	\$ 98,896
Marina Assistant Manager		\$ 52,000	\$ 53,560	\$ 55,167	\$ 56,822	\$ 58,526	\$ 61,453	\$ 63,296	\$ 65,195	\$ 67,151	\$ 69,166	\$ 72,624	\$ 74,803	\$ 77,047	\$ 79,358	\$ 81,739

NEWS RELEASE

BUREAU OF LABOR STATISTICS

U. S. D E P A R T M E N T O F L A B O R



**Transmission of material in this release is embargoed until
8:30 a.m. (ET) Tuesday, May 13, 2025**

USDL-25-0786

Technical information: (202) 691-7000 • cpi_info@bls.gov • www.bls.gov/cpi
Media contact: (202) 691-5902 • PressOffice@bls.gov

CONSUMER PRICE INDEX – APRIL 2025

The Consumer Price Index for All Urban Consumers (CPI-U) increased 0.2 percent on a seasonally adjusted basis in April, after falling 0.1 percent in March, the U.S. Bureau of Labor Statistics reported today. Over the last 12 months, the all items index increased 2.3 percent before seasonal adjustment.

The index for shelter rose 0.3 percent in April, accounting for more than half of the all items monthly increase. The energy index also increased over the month, rising 0.7 percent as increases in the natural gas index and the electricity index more than offset a decline in the gasoline index. The index for food, in contrast, fell 0.1 percent in April as the food at home index decreased 0.4 percent and the food away from home index rose 0.4 percent over the month.

The index for all items less food and energy rose 0.2 percent in April, following a 0.1-percent increase in March. Indexes that increased over the month include household furnishings and operations, medical care, motor vehicle insurance, education, and personal care. The indexes for airline fares, used cars and trucks, communication, and apparel were among the major indexes that decreased in April.

The all items index rose 2.3 percent for the 12 months ending April, after rising 2.4 percent over the 12 months ending March. The April change was the smallest 12-month increase in the all items index since February 2021. The all items less food and energy index rose 2.8 percent over the last 12 months. The energy index decreased 3.7 percent for the 12 months ending April. The food index increased 2.8 percent over the last year.

Changes to leased cars and trucks source data and methodology

Effective with this release, the Bureau of Labor Statistics (BLS) has replaced the survey data collected for the CPI's leased cars and trucks index with transaction data purchased from a vendor to increase the accuracy of the index.

The Measuring Price Change in the CPI: Leased cars and trucks factsheet at www.bls.gov/cpi/factsheets/leased-cars-and-trucks.htm has been updated to reflect these changes.