



United Counties Council of Illinois

2023 Statewide Salary & Fringe Benefits Survey

Executive Summary

2023 Edition

Introduction

Executive Summary

A Statewide View

In today's economy, employee compensation and benefits remain a crucial factor in the recruitment and retention of talented and valuable workers. The challenge for employers is keeping their compensation and benefit packages current and in line with their peer counties, while still aligned with this overarching goal.

UCCI's annual [Statewide Salary & Fringe Benefits Survey](#) is designed to reveal key trends across a full range of compensation, health, and welfare benefits programs.

The data which comprises this report was gathered from 46 counties across the state of Illinois. It was then compiled and analyzed by Newport Group's compensation consultants in an Executive Summary along with all information within the full report.

The result is a comprehensive look at trends in the ways that counties are structuring and administering their total employee rewards programs—a view that is rarely available from one single source.

We hope you find this 2023 edition of the [Statewide Salary & Fringe Benefits Survey](#) useful and thought-provoking as you evaluate your own county's compensation and benefits programs.

Background & Methodology

The survey instrument was sent to senior financial and human resources leaders at counties within the state of Illinois, with salary information on 81 different positions and benefit information. Data is provided for the following groups and roles:

- Elected Officials – 12 roles
- Administrative Exempt – 24 roles
- Administrative Non-Exempt – 17 roles
- Public Works – 16 roles
- Sheriff – 12 roles

Current compensation amounts are provided for individual counties and summarized and reported for:

- Starting Salary
- 25th percentile
- Median
- 75th percentile

Data collection was administered via a secure web-based data submission tool. Results are based on answers to the questionnaire, which were analyzed for consistency and reasonableness, and prepared for presentation, by Newport Group's compensation consultants.

Summary

A key takeaway from the 2023 survey is that participating counties were challenged in maintaining competitiveness with talent shortages and wage pressures for many positions across the state. Unemployment levels decreased despite the ongoing effects and challenges of the COVID-19 pandemic. Unemployment fell to 4.7% (December, 2022) from historical highs in 2020.

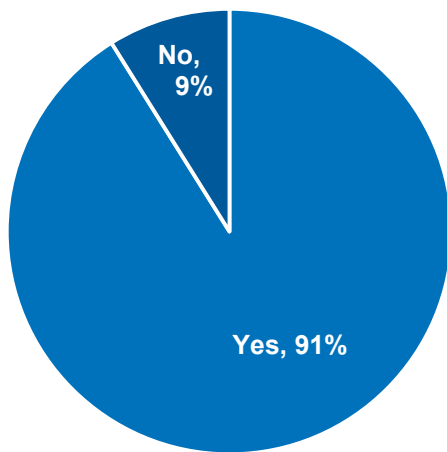
Across all employment groups, salary budgets increased substantially from recent years. A median increase of approximately 3.5% was significantly higher than last year. This level of increase was comparable to increases provided in the private sector. The desire to offer a market leading benefits package is often the focus for many Counties to effectively support County objectives while retaining talented staff. County governments see the critical importance of implementing a comprehensive and affordable rewards package as a key means to retain staff while also maintaining employee related costs at acceptable levels.

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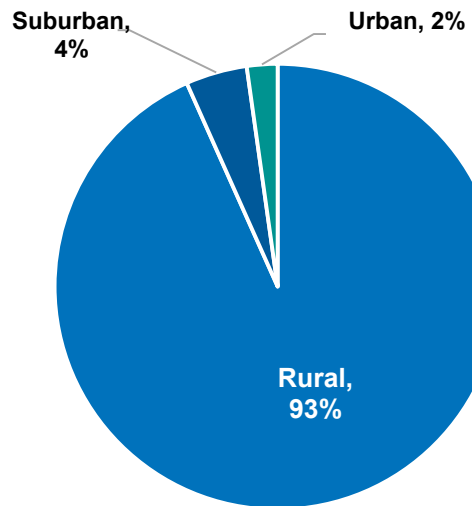
Demographics

| County | | |
|-------------------|-------------------|-------------------|
| Adams County | Jackson County | Pulaski County |
| Bond County | Jo Daviess County | Putnam County |
| Bureau County | Kane County | Randolph County |
| Carroll County | Kankakee County | Richland County |
| Clark County | Kendall County | Schuyler County |
| Clinton County | Lasalle County | Stark County |
| Cumberland County | Lee County | Stephenson County |
| Dewitt County | Livingston County | Tazewell County |
| Edgar County | Logan County | Warren County |
| Edwards County | Macon County | Wayne County |
| Effingham County | Marshall County | Whiteside County |
| Ford County | Mason County | Williamson County |
| Fulton County | Menard County | Winnebago County |
| Hamilton County | Monroe County | Woodford County |
| Henry County | Ogle County | |
| Iroquois County | Pike County | |

Are you a current member of UCCI?



Geography



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Participant Information

Participants provided details regarding taxable valuation, levy rates, along with revenue and expenditure budgets. Amounts averaged to the following:

Averages

| Assessed Valuation (Taxable) FY2020-2021 | Assessed Valuation (Taxable) FY2021-2022 | Percent of Unionized Workforce (Current) | Total 2022 Expenditure Budget |
|---|---|---|----------------------------------|
| \$1,288,121,804 | \$1,317,051,136 | 40% | \$40,925,629 |

| General Fund Levy Rate (Tax Year 2021/ Payable 2022) | Special Revenue Funds Budget | Special Revenue Funds Levy Rate (Tax Year 2021/Payable 2022) | Total Levy Rate (General Levy Rate + Special Levy Rate) |
|--|---------------------------------|---|---|
| 0.4226 | \$23,851,291 | 0.5587 | 0.9196 |

Compensation Highlights

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To attract and retain top talent it is important to maintain competitive with compensation levels. Results indicated that median salary increase budgets increased from 3.0%-4.0% for 2022-2023 while the national average remains at similar levels across all employers as a comparison. The schedule for the Sheriff category showed some particularly high increases for some counties.

Salary Schedules

| Public Works - FY2022-2023 | Administrative Non-Exempt - FY2022-2023 | Administrative Exempt - FY2022-2024 | Sheriff - FY2022-2023 | Union - FY2022-2023 |
|----------------------------|---|-------------------------------------|-----------------------|---------------------|
| 3.5% | 3.0% | 3.5% | 4.0% | 3.0% |

Compensation Amounts

Specific results are provided at the 25th, 50th and 75th percentiles for each role. Roles are combined into functional categories and within each category, the three highest paid roles are shown. In the full report, all roles and compensation details are provided in each category.

Elected Officials

Elected Official Annualized Salary Schedule

| | # Counties | 25th Percentile | Median | 75th Percentile | Per Diem Median |
|------------------|------------|-----------------|-----------|-----------------|-----------------|
| States Attorney | 45 | \$146,188 | \$150,720 | \$188,753 | * |
| Sheriff | 45 | \$98,193 | \$116,951 | \$148,400 | * |
| County Treasurer | 45 | \$58,000 | \$70,050 | \$76,774 | * |

Administrative Exempt

Administrative Exempt Annualized Salary Schedule

| | # Counties | 25th Percentile | Median | 75th Percentile |
|--------------------------|------------|-----------------|-----------|-----------------|
| Public Defender | 43 | \$77,110 | \$131,569 | \$169,878 |
| Highway Engineer | 43 | \$112,550 | \$122,455 | \$127,819 |
| Director of Nursing Home | 5 | \$90,000 | \$107,500 | \$125,000 |

Administrative Non-Exempt (hourly rate)

Administrative Non-Exempt Hourly Salary Schedule

| | # Counties | 25th Percentile | Median | 75th Percentile |
|-----------------------------|------------|-----------------|---------|-----------------|
| Facilities Services Manager | 5 | \$27.13 | \$30.00 | \$31.25 |
| GIS Coordinator | 20 | \$23.89 | \$29.14 | \$30.81 |
| Probation Officer | 25 | \$23.00 | \$24.81 | \$28.76 |

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Public Works Annualized

Public Works Annualized Salary Schedule

| | # Counties | 25th Percentile | Median | 75th Percentile |
|----------------------------|------------|-----------------|----------|-----------------|
| Civil Engineer | 12 | \$75,555 | \$82,228 | \$95,748 |
| Highway Foreman | 26 | \$55,345 | \$66,560 | \$70,696 |
| Engineering Technician III | 16 | \$57,430 | \$64,730 | \$70,578 |

Sheriff/Police (hourly rate)

Sheriff/Police Hourly Salary Schedule

| | # Counties | 25th Percentile | Median | 75th Percentile |
|------------------------|------------|-----------------|---------|-----------------|
| Commander | 5 | \$49.98 | \$55.41 | \$57.75 |
| Deputy Sheriff Captain | 11 | \$33.80 | \$42.81 | \$48.73 |
| Sheriff Lieutenant | 19 | \$36.99 | \$41.49 | \$44.22 |

Health & Welfare Benefits

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As part of the total rewards package, it is important for public entities to offer a menu of benefits that compares similarly to other employers. To attract and retain top talent it is important to maintain competitiveness with the types and amounts of benefits offered. Within the full report, details are provided regarding the following: Insurance offerings and coverage details; Holiday schedule; Vacation schedule; Sick pay and conversions; Pay Premiums; Education Benefits; Clothing Benefits.

Health Insurance (annual premiums)

| | Single Employer Costs | Single Employee Costs | Family Employer Costs | Family Employee Costs |
|---------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Average | \$8,779 | \$1,524 | \$16,696 | \$9,811 |
| Median | \$8,784 | \$1,473 | \$18,604 | \$7,956 |
| Plan Type | | Plan Type | | |
| PPO | 68% | 73% | | |
| HMO | 18% | 10% | | |
| HDHP | 15% | 17% | | |
| Insured | | Insured | | |
| Fully-Insured | 62% | 62% | | |
| Self-Insured | 38% | 38% | | |
| # of Counties | 34 | 30 | | |

Vacation Schedule

While time-off benefits increase with tenure, the highest number of Counties offer initial amounts of vacation of 2 weeks for each group.

Vacation Schedule

| Initial Amounts | Admin Exempt | Admin Non-Exempt | Public Works | Sheriff's |
|----------------------|--------------|------------------|--------------|-----------|
| Less than 1 week | 23% | 19% | 17% | 17% |
| 1 week | 34% | 38% | 39% | 34% |
| 2 weeks | 43% | 43% | 43% | 46% |
| 3 weeks | 0% | 0% | 0% | 3% |
| 4 weeks | 0% | 0% | 0% | 0% |
| 5 weeks | 0% | 0% | 0% | 0% |
| Greater than 5 weeks | 0% | 0% | 0% | 0% |
| # of Counties | 35 | 37 | 23 | 35 |

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Life Insurance

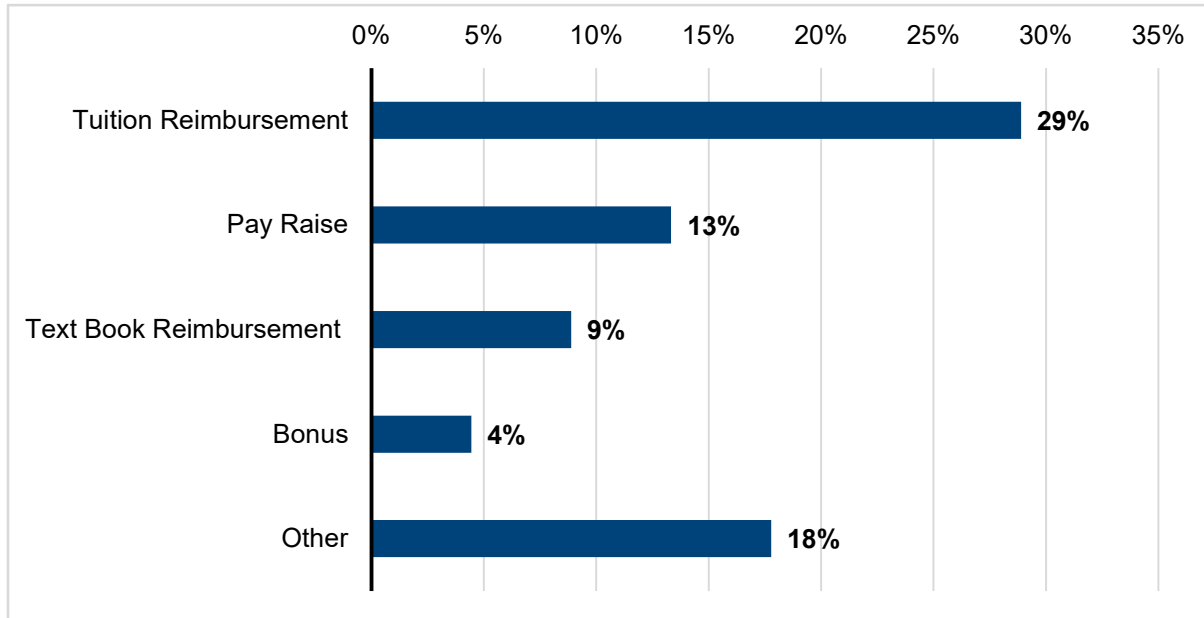
| | % Paid by County | Value of Coverage |
|---|------------------|-------------------|
| Average | 66% | \$16,379 |
| Median | 100% | \$15,000 |
| # of Counties | 32 | 31 |
| Carrier | | |
| Dearborn National / Fort Dearborn | | 6 |
| Blue Cross Blue Shield | | 4 |
| Standard Life | | 3 |
| The Standard | | 3 |
| Guardian | | 2 |
| Mutual of Omaha | | 2 |
| EMC National Life | | 1 |
| Illinois Counties Risk Management Trust | | 1 |
| Lincoln National Insurance | | 1 |
| NCPRES | | 1 |
| Physician Life | | 1 |
| Principal | | 1 |
| Reliance Standard | | 1 |
| Sun Life Financial | | 1 |
| Symetra | | 1 |
| United | | 1 |
| Varies | | 1 |

Sick Leave

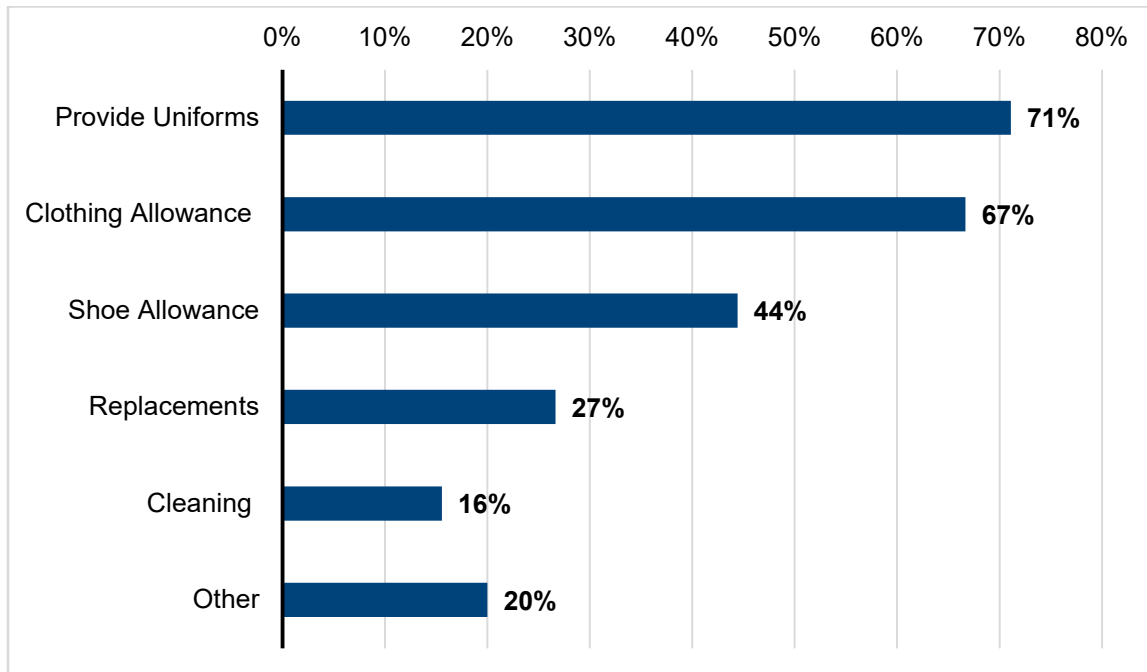
| | Administrative Exempt | Administrative Non-Exempt | Public Works | Sheriff |
|--------------------------|-----------------------|---------------------------|--------------|---------|
| Average Days per Year | 12 | 12 | 12 | 13 |
| Maximum Days Accumulated | 55 | 57 | 54 | 55 |
| # of Counties | 30 | 32 | 23 | 31 |

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Education Benefits



Clothing Benefits





For More Information

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