



UNITED COUNTIES COUNCIL OF ILLINOIS

EXECUTIVE SUMMARY

2019 Statewide Salary & Fringe Benefits Survey



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 54 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 2019 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 78 different positions and benefit information. Data is provided for the following groups and roles:

- Elected Officials – 12 roles
- Administrative Exempt – 21 roles
- Administrative Non-Exempt – 17 roles
- Public Works – 16 roles
- Sheriff – 12 roles

Data 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

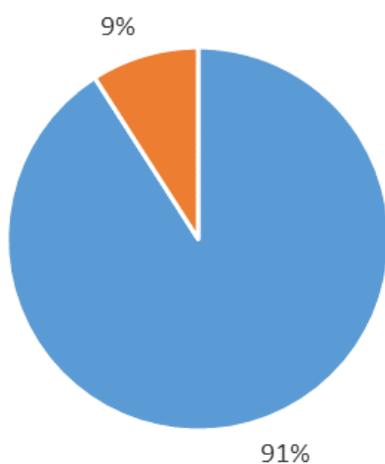
What we learned from this year's survey is that participants are looking for ways to maintain employee compensation and benefit related costs within tight budgets; and strategically utilize compensation and benefits to effectively support County objectives and needs. Base salary increases continue to be lower than the private sector but we see an ever-increasing focus on aligning employee performance and tenure with increases and awarding those who perform at high levels. County governments see the critical importance of implementing a total rewards package as a key means to reward and retention while also keeping costs at acceptable levels.

Participant Demographics

Participating Counties

County		
Alexander	Henry	Montgomery
Bond	Jo Daviess	Ogle
Boone	Johnson	Pike
Brown	Kane	Pope
Bureau	Kendall	Putnam
Carroll	Knox	Randolph
Champaign	LaSalle	Richland
Christian	Lee	Schuyler
Clinton	Livingston	Shelby
Crawford	Logan	Stark
Cumberland	Macon	Tazewell
DeWitt	Madison	Union
Edwards	Marshall	Washington
Effingham	Mason	Wayne
Fayette	McDonough	Whiteside
Ford	McLean	Williamson
Grundy	Menard	Winnebago
Hamilton	Monroe	Woodford

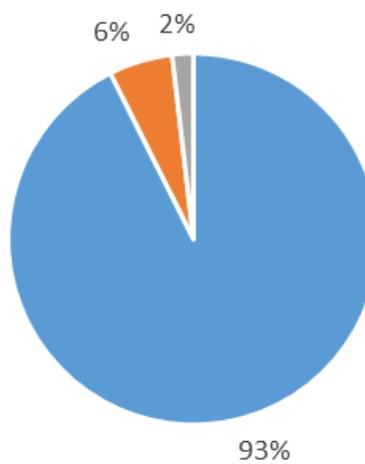
Are you a current member of UCCI?



■ Yes ■ No

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Geographic



■ Rural ■ Suburban ■ Urban

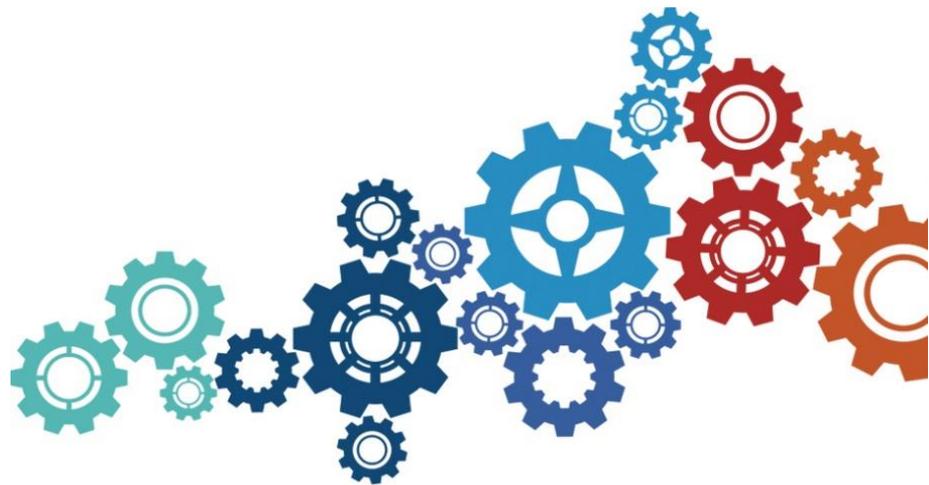
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Participant Information

- Averages

Assessed Valuation (Taxable) FY2016-2017:	Assessed Valuation (Taxable) FY2017-2018:	Percent of Unionized Workforce (Current):	Total 2018 Expenditure Budget:
\$1,155,438,075	\$1,203,499,238	43%	\$31,066,620

General Fund Levy Rate (Tax Year 2017/Payable 2018):	Special Revenue Funds Budget:	Special Revenue Funds Levy Rate (Tax Year 2017/Payable 2018):	Total Levy Rate (General Levy Rate + Special Levy Rate):
0.3728	\$25,797,002	0.6446	0.9736



Compensation Snapshots

Compensation Highlights

To attract and retain top talent it is important to maintain competitive with compensation levels. Results indicated that average salary increase budgets increased 2.2%-2.3% for 2018-2019 while the national average remains at a steady 3% in comparison.

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, additional roles and compensation details are provided in each category.

Elected Officials

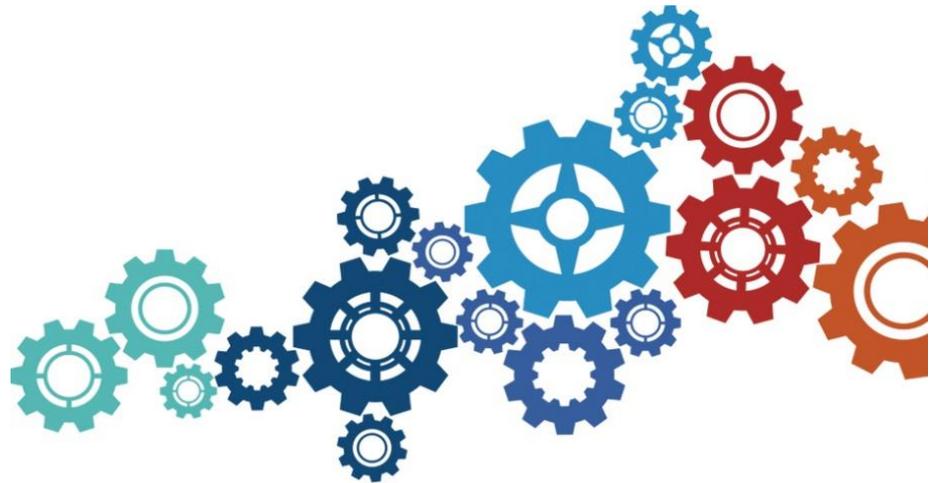
ELECTED OFFICIAL ANNUALIZED SALARY SCHEDULE

	# Counties	25th Percentile	Median	75th Percentile
States Attorney	53	\$131,796	\$160,876	\$170,171
County Auditor	9	\$59,651	\$83,536	\$94,985
Recorder of Deeds	12	\$57,284	\$80,392	\$91,086

Administrative Exempt

ADMINISTRATIVE EXEMPT ANNUALIZED SALARY SCHEDULE

	# Counties	25th Percentile	Median	75th Percentile
Public Defender	51	\$64,000	\$117,290	\$153,153
Highway Engineer	50	\$96,724	\$108,840	\$119,515
Director of Nursing Home	5	\$90,501	\$101,899	\$102,883



Compensation Highlights

Administrative Non-Exempt (hourly rate)

ADMINISTRATIVE NONEXEMPT HOURLY SALARY SCHEDULE

	# Counties	25th Percentile	Median	75th Percentile
Facilities Services Manager	7	\$17.43	\$31.00	\$42.00
GIS Coordinator	24	\$17.80	\$23.47	\$32.84
Probation Officer	28	\$18.20	\$23.00	\$24.94

Public Works Annualized

PUBLIC WORKS ANNUALIZED SALARY SCHEDULE

	# Counties	25th Percentile	Median	75th Percentile
Civil Engineer	13	\$69,320	\$72,800	\$80,735
Engineering Technician III	15	\$45,760	\$58,240	\$66,560
Highway Foreman	39	\$47,465	\$57,530	\$65,090

Sheriff/Police (hourly rate)

SHERIFF/POLICE HOURLY SALARY SCHEDULE

	# Counties	25th Percentile	Median	75th Percentile
Chief Deputy Sheriff	41	\$28.36	\$33.16	\$38.36
Sheriff Lieutenant	20	\$27.30	\$32.81	\$38.33
Deputy Sheriff Sergeant	25	\$25.16	\$30.35	\$36.67

Health and Welfare Benefits

Benefits Highlights

As part of the total rewards package, it is important for all public entities to offer a menu of benefits that compares similarly to others. 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

Health Insurance				
	Single Employer Costs	Single Employee Costs	Family Employer Costs	Family Employee Costs
Average	\$657	\$99	\$927	\$886
Median	\$649	\$78	\$741	\$655
	Plan Type		Plan Type	
PPO	78%		79%	
HMO	15%		15%	
HDHP	7%		6%	
	Insured		Insured	
Fully-Insured	41%		45%	
Self-Insured	59%		55%	
# of Counties	45		39	

Vacation Schedule

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

VACATION SCHEDULE

Initial Amounts	Admin-Exempt	Admin-Non Exempt	Public Works	Sheriff's
Less than 1 week	5%	11%	10%	10%
1 week	32%	32%	33%	38%
2 weeks	59%	58%	57%	53%
3 weeks	3%	0%	0%	0%
4 weeks	0%	0%	0%	0%
5 weeks	0%	0%	0%	0%
# of Counties	37	38	30	40

Benefits Analysis

Life Insurance

Life Insurance		
	% Paid by County	Value of Coverage
<i>Average</i>	88%	\$15,000
<i>Median</i>	100%	\$18,824
# of Counties	42	34
Carrier		
<i>Dearborn</i>		10
<i>Standard Life</i>		8
<i>Mutual of Omaha</i>		4
<i>MetLife</i>		3
<i>Principal</i>		2
<i>NCPERS</i>		2
<i>Symetra</i>		1
<i>Kansas City Life</i>		1
<i>UMR - United Healthcare</i>		1
<i>Liberty Mutual</i>		1
<i>Lincoln Financial</i>		1
<i>Hope Trust</i>		1
<i>Guardian</i>		1
<i>Sun Life</i>		1
<i>Humana</i>		1
<i>UNUM</i>		1
<i>Companion Life</i>		1

Sick Leave

SICK LEAVE/BASIS FOR USING SICK LEAVE

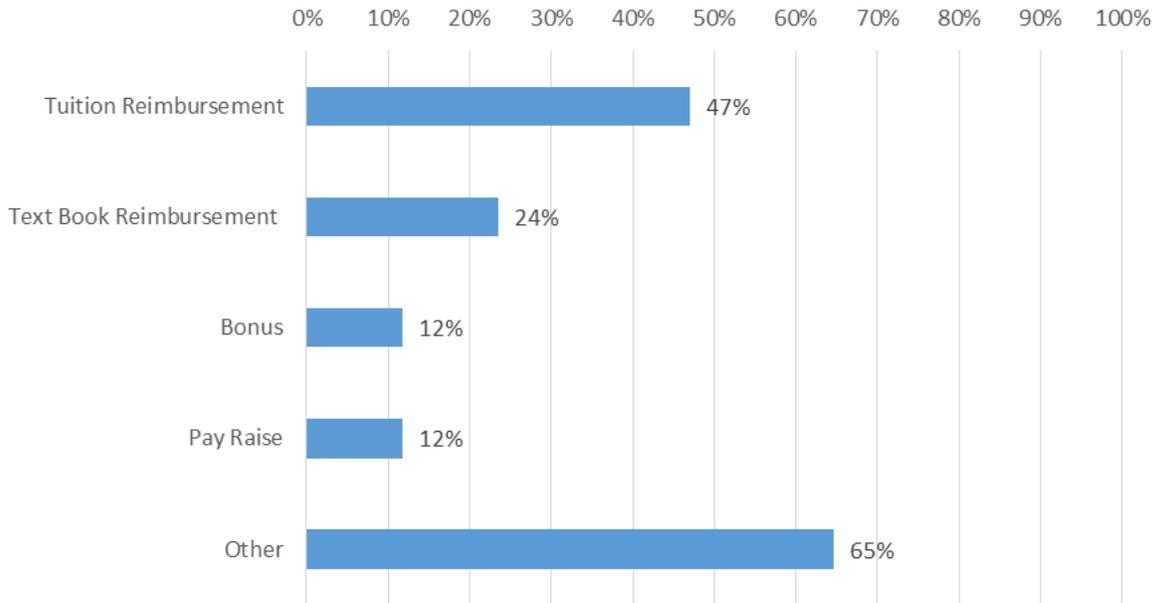
	Administrative Exempt	Administrative Non-Exempt	Public Works	Sheriff
<i>Average Days per Year</i>	11	12	12	12
<i>Maximum Days Accumulated</i>	47	47	56	56
# of Counties	35	43	32	42

Benefits Analysis

Education & Clothing Benefits

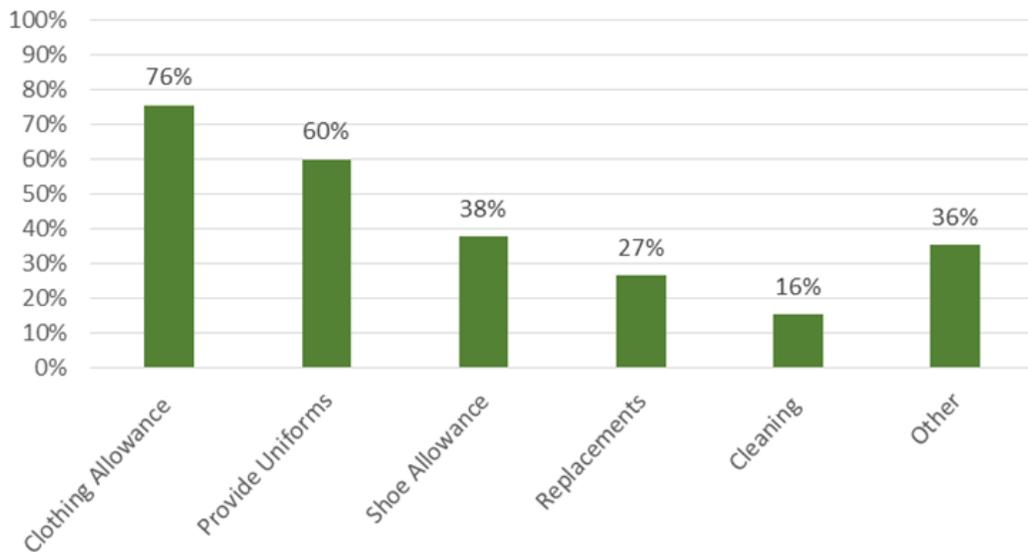
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Education Benefits



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Clothing Benefits



For More Information



**UNITED COUNTIES
COUNCIL OF ILLINOIS**

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Prepared by:
United Counties Council of Illinois
217 East Monroe, Suite 101 / Springfield, Illinois 62701
217-544-5585
UCCI@unitedcounties.com

OFFICERS

David Meyer, President
David Zimmerman, Vice President
Joseph Payette, Secretary
P.E. Cross, Treasurer

EXECUTIVE COMMITTEE MEMBERS

David Meyer, Washington County
David Zimmerman, Tazewell County
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