



# UNITED COUNTIES COUNCIL OF ILLINOIS

## EXECUTIVE SUMMARY

# 2018 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 63 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 2018/2019 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
- 25<sup>th</sup> percentile
- Median
- 75<sup>th</sup> percentile
- Maximum Salary

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 professional compensation consultants.

## Summary

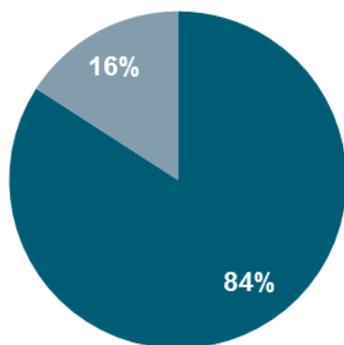
What we learned from this year's survey is that participants are looking for ways to maintain employee related costs within tight budgets; and strategically utilize compensation and benefits to effectively align county objectives and results. Base salary increases continue to be modest, but we see an 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	Iroquois	Ogle
Bond	Jackson	Perry
Brown	Jo Daviess	Pope
Bureau	Johnson	Pulaski
Calhoun	Kane	Randolph
Carroll	Kendall	Richland
Champaign	Knox	Rock Island
Christian	Lake	Schuyler
Clark	LaSalle	Shelby
Clay	Lee	Stark
Clinton	Livingston	Stephenson
Crawford	Logan	Tazewell
Cumberland	Macon	Union
DeWitt	Madison	Wabash
Edwards	Marshall	Washington
Effingham	Mason	Wayne
Ford	Massac	White
Fulton	McDonough	Whiteside
Grundy	McLean	Williamson
Hamilton	Menard	Winnebago
Henry	Montgomery	Woodford

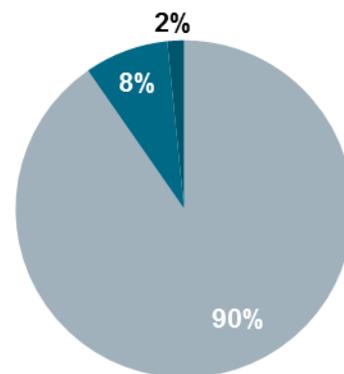
ARE YOU A MEMBER OF UCCI?



n=63

■ Yes ■ No

GEOGRAPHIC



n=62

■ Rural ■ Suburban ■ Urban

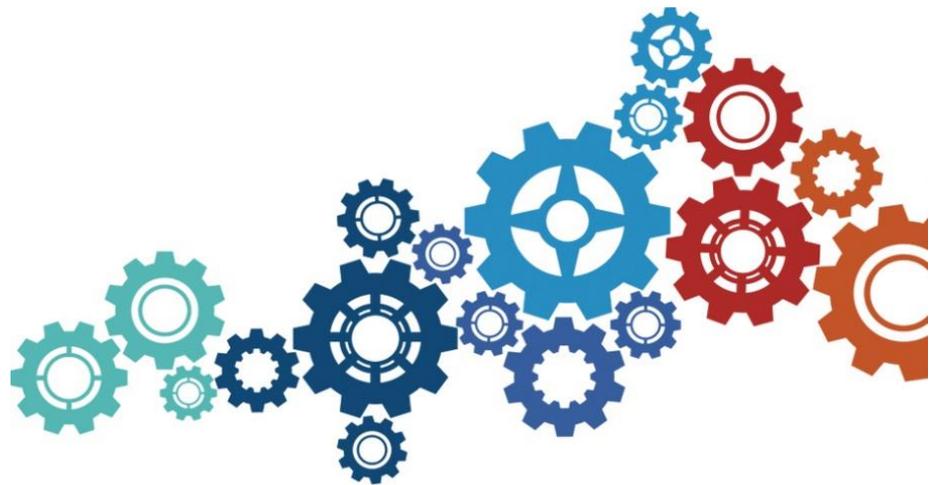
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# Participant Information

- Averages

Assessed Valuation (Taxable) FY2015-2016:	Assessed Valuation (Taxable) FY2017-2018:	Percent of Unionized Workforce (Current):	Total 2017 Expenditure Budget:
\$5,146,569,544	\$7,238,337,042	44%	\$38,465,360

General Fund Levy Rate (Tax Year 2016/Payable 2017):	Special Revenue Funds Budget:	Special Revenue Funds Levy Rate (Tax Year 2016/Payable 2017):	Total Levy Rate (General Levy Rate + Special Levy Rate):
0.4418	\$25,228,826	0.7940	1.0815



# 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 2.3%-2.6% for 2018-2019 while the national average remains at a steady 3% in comparison.

Specific results are provided at the 25<sup>th</sup>, 50<sup>th</sup> and 75<sup>th</sup> 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

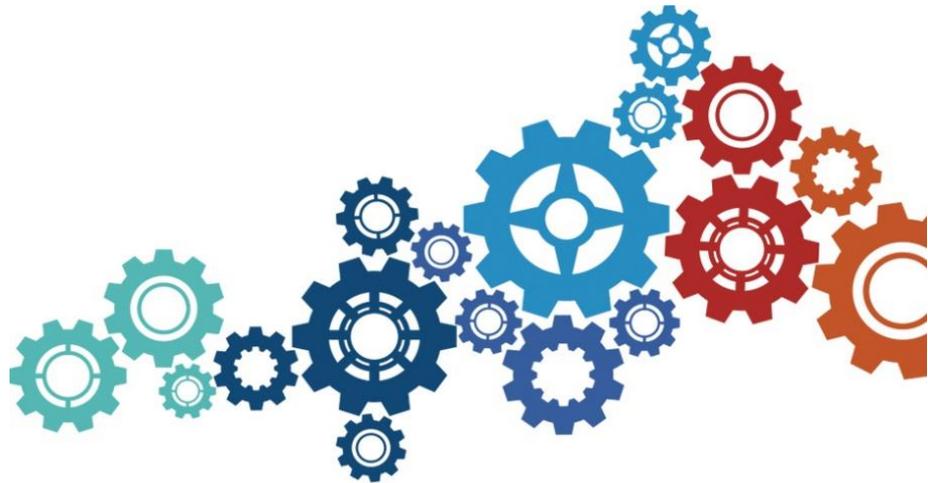
### ELECTED OFFICIAL ANNUALIZED SALARY SCHEDULE

	# Counties	25th Percentile	Median	75th Percentile
States Attorney	59	\$128,959	\$160,876	\$166,508
County Auditor	10	\$62,250	\$85,875	\$92,571
Recorder of Deeds	13	\$53,890	\$81,283	\$90,806

## Administrative Exempt

### ADMINISTRATIVE EXEMPT ANNUALIZED SALARY SCHEDULE

	# Counties	25th Percentile	Median	75th Percentile
Highway Engineer	60	\$90,884	\$105,334	\$115,827
Director of Nursing Home	8	\$80,696	\$90,501	\$99,914
Director of Court Services	18	\$77,756	\$83,141	\$103,344



# Compensation Highlights

## Administrative Non-Exempt (hourly rate)

### ADMINISTRATIVE NONEXEMPT HOURLY SALARY SCHEDULE

	# Counties	25th Percentile	Median	75th Percentile
Accounting Clerk	21	\$25.96	\$30.64	\$41.44
Administrative Assistant	24	\$18.35	\$23.99	\$35.35
Chief Deputy Circuit Clerk	47	\$19.92	\$23.91	\$27.94

## Public Works Exempt

### PUBLIC WORKS ANNUALIZED SALARY SCHEDULE

	# Counties	25th Percentile	Median	75th Percentile
Civil Engineer	17	\$55,696	\$68,640	\$78,323
Highway Foreman	47	\$47,840	\$57,200	\$63,240
Engineering Technician III	22	\$49,400	\$57,044	\$67,565

## Sheriff/Police (hourly rate)

### SHERIFF/POLICE HOURLY SALARY SCHEDULE

	# Counties	25th Percentile	Median	75th Percentile
Sheriff Lieutenant	18	\$32.10	\$37.41	\$45.66
Commander	6	\$26.00	\$37.21	\$54.05
Deputy Sheriff Captain	16	\$29.72	\$34.25	\$44.29

# Health and Welfare Benefits



# Benefits Highlights

As part of the total rewards package, it is important for all public entities and organizations to be competitive with the menu of benefits offered. To attract and retain top talent it is important to maintain competitive 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

	Single Employer Costs	Single Employee Costs	Family Employer Costs	Family Employee Costs
<i>Average</i>	\$614	\$106	\$823	\$955
<i>Median</i>	\$649	\$73	\$677	\$798
	Plan Type		Plan Type	
<i>PPO</i>	83%		82%	
<i>HMO</i>	11%		13%	
<i>HDHP</i>	7%		5%	
	Insured		Insured	
<i>Fully-Insured</i>	55%		54%	
<i>Self-Insured</i>	45%		46%	
# of Counties	51		43	

## Vacation Schedule

### VACATION SCHEDULE

Initial Amounts	Admin-Exempt	Admin-Non Exempt	Public Works	Sheriff's
<i>Less than 1 week</i>	5%	4%	3%	2%
<i>1 week</i>	38%	40%	38%	46%
<i>2 weeks</i>	51%	56%	59%	52%
<i>3 weeks</i>	3%	0%	0%	0%
<i>4 weeks</i>	3%	0%	0%	0%
<i>5 weeks</i>	0%	0%	0%	0%
# of Counties	39	45	34	46

# Benefits Analysis

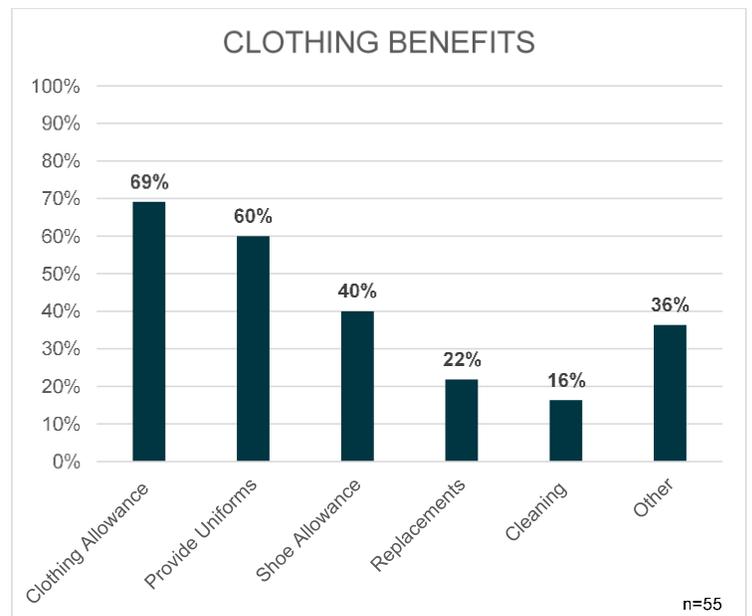
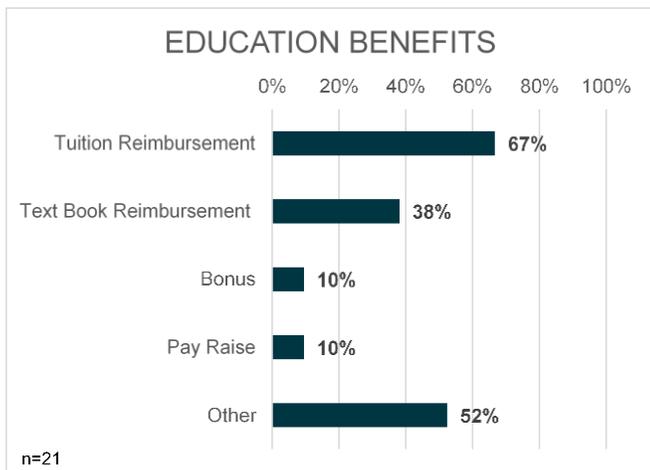
## Life Insurance

% Paid by County	
Average	64%
<b>Median</b>	<b>100%</b>
# of Counties	51

## 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>	49	58	58	59
# of Counties	40	42	35	44

## Education & Clothing Benefits



## For More Information

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**UNITED COUNTIES  
COUNCIL OF ILLINOIS**

## **2018 Statewide Salary & Fringe Benefits Survey**

**Prepared by:**

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