



# United Counties Council of Illinois

## 2021 Statewide Salary & Fringe Benefits Survey

Executive Summary

2021 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 43 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 2021 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

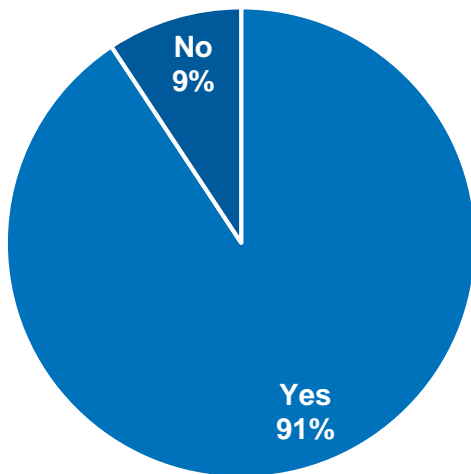
A key takeaway from the 2021 survey is that participating counties remain challenged in maintaining competitiveness with constrained compensation budgets. Unemployment levels shifted dramatically with the ongoing effects and challenges of COVID-19. Unemployment rose to 6.5% (November, 2020) from historical lows early in the year. Salary budgets indicated slightly lower increases than those provided in the private sector. As overall increases continue to be lower than the private sector we see an ever-increasing focus on aligning employee performance and tenure with increases and awarding those who perform at high levels. Across all employment groups, salary budgets increased an average of 2.2% which mirrored increases given last year. The desire to offer a market leading benefits package is often the focus for many Counties in order 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.

# Executive Summary

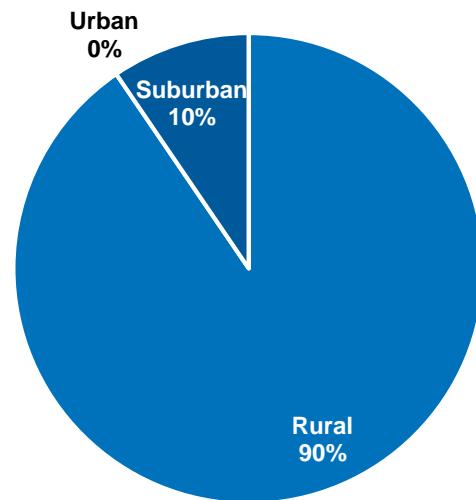
## Demographics

County		
Bond	Hamilton	Mason
Boone	Henry	Menard
Bureau	Iroquois	Montgomery
Carroll	Jo Daviess	Ogle
Champaign	Johnson	Pike
Christian	Kane	Putnam
Crawford	Kendall	Randolph
Cumberland	Knox	Schuyler
DeWitt	LaSalle	Stephenson
Edwards	Livingston	Tazewell
Effingham	Macon	Union
Ford	Macoupin	Wayne
Fulton	Madison	Whiteside
Grundy	Marshall	Williamson
		Woodford

Are you a current member of UCCI?



Geographic Area



# Executive Summary

## Participant Information

### Averages

Assessed Valuation (Taxable) FY2018-2019:	Assessed Valuation (Taxable) FY2019-2020:	Percent of Unionized Workforce (Current):	Total 2020 Expenditure Budget:
\$1,159,646,671	\$1,199,798,174	44%	\$39,286,701

General Fund Levy Rate (Tax Year 2019/Payable 2020):	Special Revenue Funds Budget:	Special Revenue Funds Levy Rate (Tax Year 2019/Payable 2020):	Total Levy Rate (General Levy Rate + Special Levy Rate):
0.3756	\$25,785,699	0.6182	0.8973

# Compensation Highlights

# Executive Summary

To attract and retain top talent it is important to maintain competitive with compensation levels. Results indicated that average salary increase budgets increased 1.9%-2.3% for 2020-2021 while the national average remains at 2.2%-2.5% across all employers as a 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	Per Diem Median
States Attorney	41	\$138,603	\$173,745	\$178,960	*
County Auditor	6	\$64,788	\$85,876	\$98,428	*
Recorder of Deeds	9	\$52,706	\$79,696	\$86,522	*

## Administrative Exempt

**Administrative Exempt Annualized Salary Schedule**

	# Counties	25th Percentile	Median	75th Percentile
Public Defender	42	\$65,563	\$156,371	\$161,064
Highway Engineer	40	\$105,540	\$113,998	\$120,566
County Administrator	15	\$74,207	\$98,161	\$125,000

## Administrative Non-Exempt (hourly rate)

**Administrative Non-Exempt Hourly Salary Schedule**

	# Counties	25th Percentile	Median	75th Percentile
Facilities Services Manager	7	\$20.13	\$28.13	\$37.83
GIS Coordinator	20	\$21.37	\$24.67	\$29.89
Youth Officer	7	\$21.29	\$22.18	\$26.82

# Executive Summary

## Public Works Annualized

**Public Works Annualized Salary Schedule**

	# Counties	25th Percentile	Median	75th Percentile
Civil Engineer	11	\$65,586	\$72,800	\$83,766
Engineering Technician III	13	\$53,518	\$64,480	\$72,742
Mechanic	9	\$52,614	\$62,400	\$65,349

## Sheriff/Police (hourly rate)

**Sheriff/Police Hourly Salary Schedule**

	# Counties	25th Percentile	Median	75th Percentile
Commander	5	\$37.04	\$52.75	\$54.59
Sheriff Lieutenant	14	\$33.23	\$38.66	\$44.76
Chief Deputy Sheriff	32	\$31.36	\$36.13	\$48.83

# Health & Welfare Benefits

# Executive Summary

As part of the total rewards package, it is important for 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

	Single Employer Costs	Single Employee Costs	Family Employer Costs	Family Employee Costs
Average	\$669	\$123	\$1,084	\$911
Median	<b>\$674</b>	<b>\$113</b>	<b>\$862</b>	<b>\$850</b>
Plan Type		Plan Type		
PPO	77%		81%	
HMO	19%		15%	
HDHP	3%		4%	
Insured		Insured		
Fully-Insured	57%		60%	
Self-Insured	43%		40%	
# of Counties	37		32	

## Vacation Schedule

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

### Administrative Exempt Vacation Schedule

Initial Amounts	Admin Exempt	Admin Non Exempt	Public Works	Sheriff's
Less than 1 week	4%	3%	0%	3%
1 week	37%	40%	24%	38%
2 weeks	52%	57%	76%	59%
3 weeks	4%	0%	0%	0%
4 weeks	4%	0%	0%	0%
5 weeks	0%	0%	0%	0%
Greater than 5 weeks	0%	0%	0%	0%
# of Counties	27	30	21	29

# Executive Summary

## Life Insurance

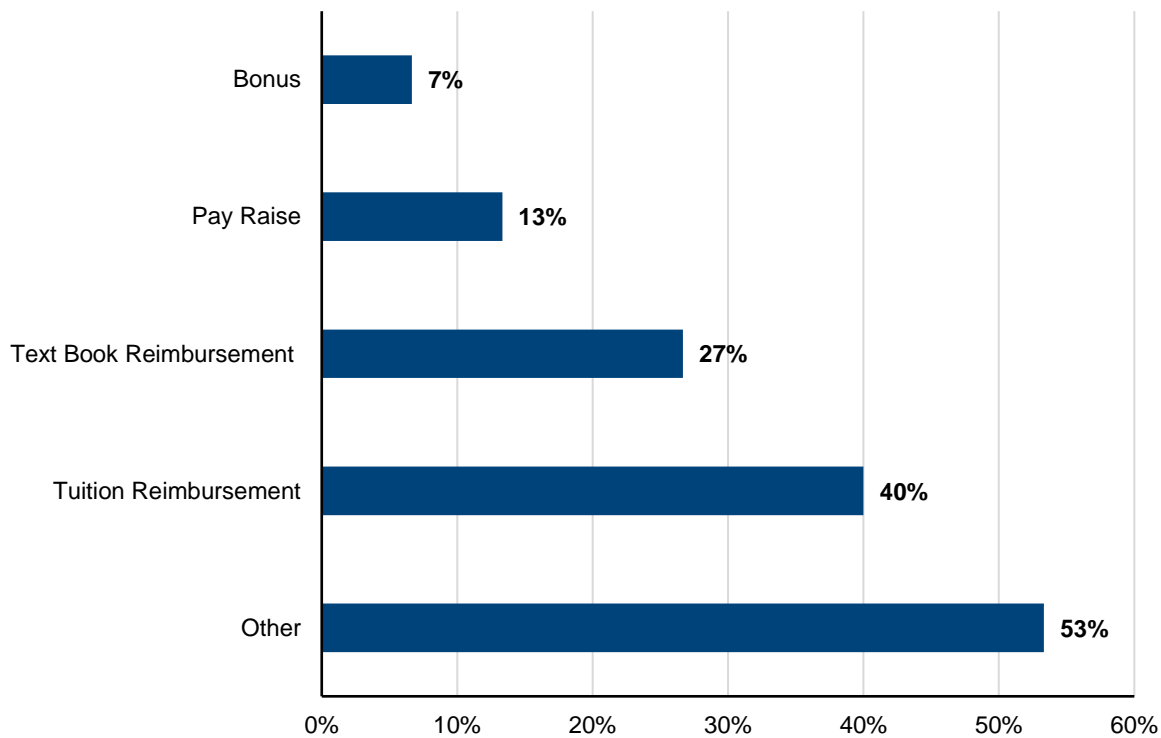
	% Paid by County	Value of Coverage
Average	83%	\$19,545
Median	<b>100%</b>	<b>\$15,000</b>
# of Counties	36	33
Carrier		
Dearborn National/Fort Dearborn		8
Standard Life		4
Blue Cross Blue Shield		3
Principal Life		3
NCPERS		2
SunLife		2
Mutual of Omaha		2
Kansas City Life		1
Lincoln Financial Group		1
MetLife		1
Guardian		1
Unum		1
United Health Care		1
Symetra		1
Prudential		1

## Sick Leave

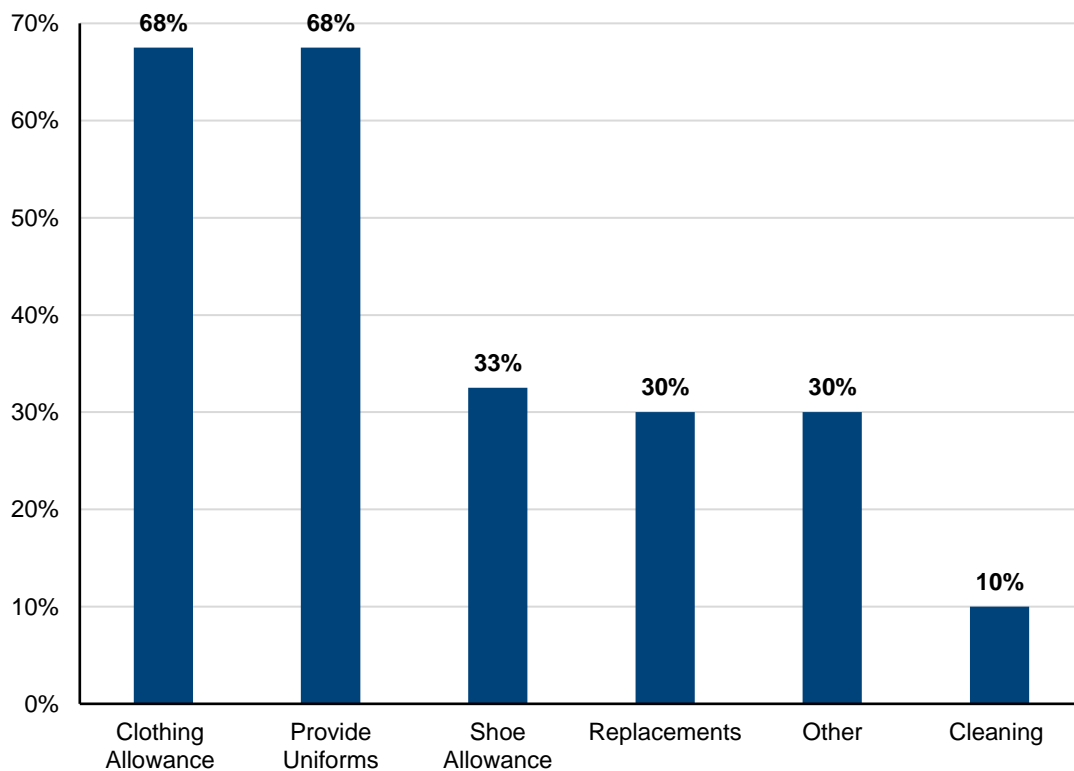
	Administrative Exempt	Administrative Non-Exempt	Public Works	Sheriff
Average Days per Year	11	13	13	13
Maximum Days Accumulated	62	64	66	67
# of Counties	26	31	29	32

# Executive Summary

## Education Benefits



## Clothing Benefits





## For More Information

**For questions about this survey or Newport services, please contact:**

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