



# United Counties Council of Illinois

## 2022 Statewide Salary & Fringe Benefits Survey

Executive Summary

2022 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 42 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 2022 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

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

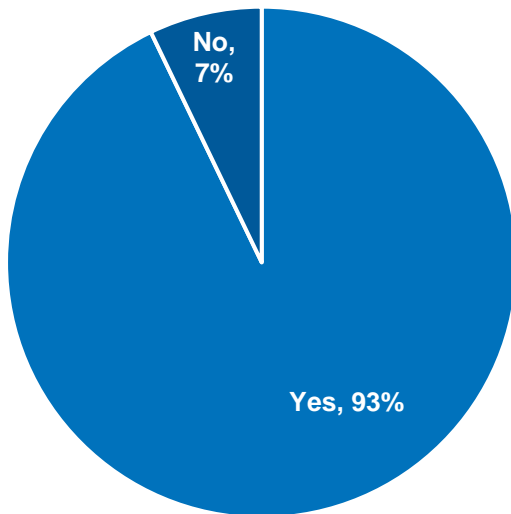
A key takeaway from the 2022 survey is that participating counties were challenged in maintaining competitiveness with talent shortages and wage pressures for many positions across the state. Unemployment levels headed down dramatically with the ongoing effects and challenges of the COVID-19 pandemic. Unemployment fell to 5.3% (December, 2021) from historical highs in 2020. Salary budgets indicated 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 a median 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

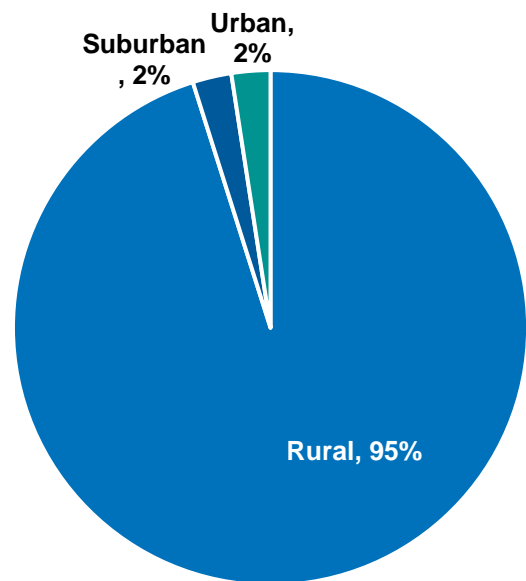
## Demographics

County		
Adams	Iroquois	Pope
Bond	Johnson	Putnam
Brown	Kendall	Randolph
Bureau	Lee	Rock Island
Carroll	Livingston	Schuyler
Crawford	Logan	Stark
Cumberland	Macon	Stephenson
DeWitt	Madison	Tazewell
Edwards	Marshall	Union
Effingham	Mason	Warren
Fayette	Menard	Wayne
Ford	Mercer	Whiteside
Fulton	Montgomery	Williamson
Henry	Ogle	Woodford

Are you a current member of UCCI?



Geographic Area



# Executive Summary

## Participant Information

### Averages

Assessed Valuation (Taxable) FY2019-2020	Assessed Valuation (Taxable) FY2020-2021	Percent of Unionized Workforce (Current)	Total 2021 Expenditure Budget
\$649,756,154	\$678,182,484	43%	\$22,082,730

General Fund Levy Rate (Tax Year 2020/ Payable 2021)	Special Revenue Funds Budget	Special Revenue Funds Levy Rate (Tax Year 2020/Payable 2021)	Total Levy Rate (General Levy Rate + Special Levy Rate)
0.4099	\$13,051,158	0.63370	0.9272

# Compensation Highlights

# Executive Summary

To attract and retain top talent it is important to maintain competitive with compensation levels. Results indicated that median salary increase budgets increased 2.0%-2.7% for 2021-2022 while the national average remains at 3.0% or higher 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	42	\$142,068	\$146,331	\$183,434	*
Sheriff	42	\$66,325	\$78,507	\$86,397	*
County Treasurer	42	\$53,747	\$65,223	\$71,290	*

## Administrative Exempt

**Administrative Exempt Annualized Salary Schedule**

	# Counties	25th Percentile	Median	75th Percentile
Public Defender	36	\$64,390	\$126,466	\$165,090
Highway Engineer	39	\$97,800	\$115,297	\$123,729
County Administrator	13	\$76,999	\$97,500	\$126,387

## Administrative Non-Exempt (hourly rate)

**Administrative Non-Exempt Hourly Salary Schedule**

	# Counties	25th Percentile	Median	75th Percentile
Youth Officer	6	\$20.37	\$26.94	\$35.73
GIS Coordinator	18	\$18.01	\$24.91	\$28.98
Probation Officer	21	\$19.76	\$24.16	\$28.10

# Executive Summary

## Public Works Annualized

**Public Works Annualized Salary Schedule**

	# Counties	25th Percentile	Median	75th Percentile
Civil Engineer	7	\$76,200	\$84,456	\$105,900
Highway Foreman	30	\$50,997	\$60,434	\$67,836
Engineering Technician III	12	\$52,693	\$58,105	\$63,196

## Sheriff/Police (hourly rate)

**Sheriff/Police Hourly Salary Schedule**

	# Counties	25th Percentile	Median	75th Percentile
Deputy Sheriff Captain	5	\$25.49	\$34.23	\$44.14
Chief Deputy Sheriff	29	\$29.16	\$34.21	\$39.54
Sheriff Lieutenant	11	\$31.23	\$34.00	\$40.59

# 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	\$622	\$143	\$900	\$943
Median	<b>\$630</b>	<b>\$88</b>	<b>\$807</b>	<b>\$846</b>
Plan Type		Plan Type		
PPO	82%		86%	
HMO	12%		7%	
HDHP	6%		7%	
Insured		Insured		
Fully-Insured	69%		71%	
Self-Insured	31%		29%	
# of Counties	39		33	

## 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	14%	6%	8%	12%
1 week	38%	42%	40%	39%
2 weeks	41%	45%	48%	42%
3 weeks	7%	6%	4%	6%
4 weeks	0%	0%	0%	0%
5 weeks	0%	0%	0%	0%
Greater than 5 weeks	0%	0%	0%	0%
# of Counties	29	33	25	33

# Executive Summary

## Life Insurance

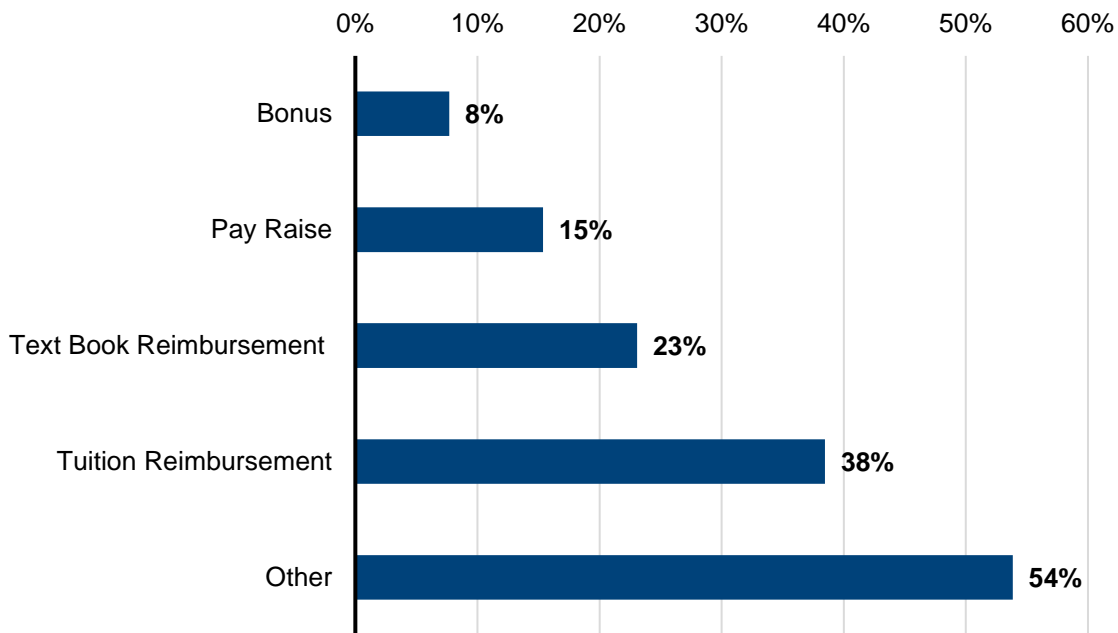
	% Paid by County	Value of Coverage
Average	94%	\$17,097
Median	<b>100%</b>	<b>\$15,000</b>
# of Counties	31	31
Carrier		
Dearborn National/Fort Dearborn		7
Standard Life		5
BlueCross Blue Shield		3
Kansas City Life		2
Mutual of Omaha		2
MetLife		2
Guardian Life		2
NCPERS		2
Varies		2
Physician Mutual		1
Principal		1
Symetra		1
Humana		1

## Sick Leave

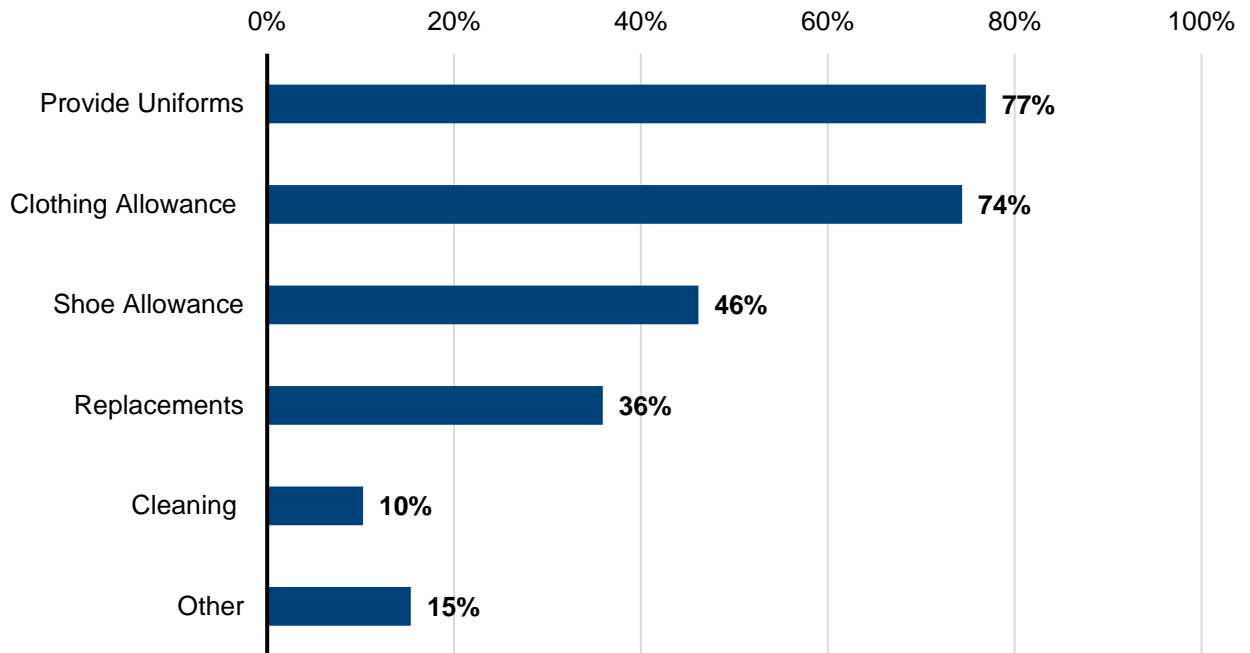
	Administrative Exempt	Administrative Non-Exempt	Public Works	Sheriff
Average Days per Year	11	12	13	12
Maximum Days Accumulated	62	61	64	64
# of Counties	27	27	24	27

# Executive Summary

## Education Benefits



## Clothing Benefits





## For More Information

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Ryan McCreery, Deputy Director

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