



United Counties Council of Illinois

2025 Statewide Salary & Fringe Benefits Survey

Executive Summary

2025 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 with peers but also competitive with local private sector employers. 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 40 counties across the state of Illinois. It was compiled and analyzed by Newport Group's compensation consultants in this Executive Summary while all information is provided 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 are confident you will find this 2025 edition of the **Statewide Salary & Fringe Benefits Survey** as very useful guidance 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/Police – 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 2025 survey is that participating counties continued to be challenged with maintaining competitiveness particularly for those roles with valued technical skills or expertise. Unemployment levels rose slightly on a year-over-year basis and settled at approximately 5% in December. Across all employment groups and similar to last year, salary budgets are in the 3% - 4% range. A median increase of approximately 3.5% remains consistent with last year's analysis. This level of increase also mirrors closely with merit increases provided in the private sector.

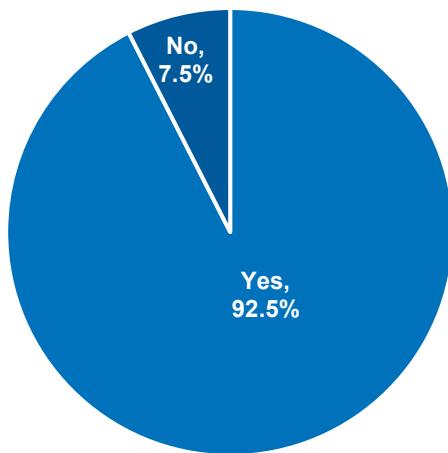
The desire to offer a market leading benefits package is often the focus for many Counties to effectively support County objectives while retaining talented staff. County governments see the critical importance of implementing a comprehensive and affordable rewards package as a key means to retain staff while also maintaining employee related costs at acceptable levels.

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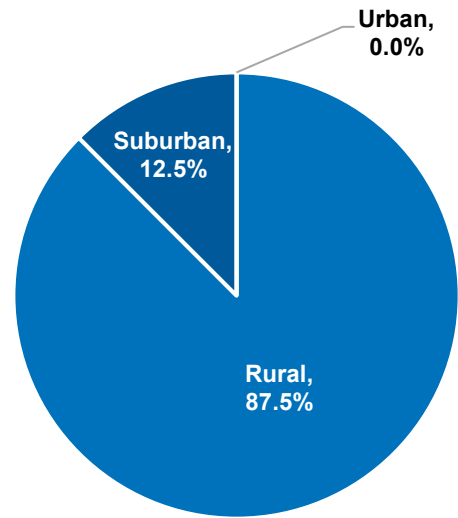
Demographics

County		
Adams County	Jackson County	Montgomery County
Bond County	Johnson County	Ogle County
Brown County	Kankakee County	Putnam County
Bureau County	Kendall County	Randolph County
Crawford County	Lake County	Richland County
Cumberland County	LaSalle County	Schuyler County
DeWitt County	Lee County	Stephenson County
DuPage County	Livingston County	Washington County
Edwards County	Macon County	Wayne County
Effingham County	Madison County	Whiteside County
Fulton County	Marshall County	Will County
Hamilton County	Mason County	Williamson County
Henry County	Menard County	Woodford County
Iroquois 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) FY2022-2023:	Assessed Valuation (Taxable) FY2023-2024:	Percent of Unionized Workforce (Current)	Total 2024 Expenditure Budget
\$3,076,081,784	\$2,588,115,280	45%	\$93,872,586

General Fund Levy Rate (Tax Year 2023/ Payable 2024)	Special Revenue Funds Budget	Special Revenue Funds Levy Rate (Tax Year 2023/Payable 2024)	Total Levy Rate (General Levy Rate + Special Levy Rate)
0.4464	\$63,035,649	0.4783	0.9459

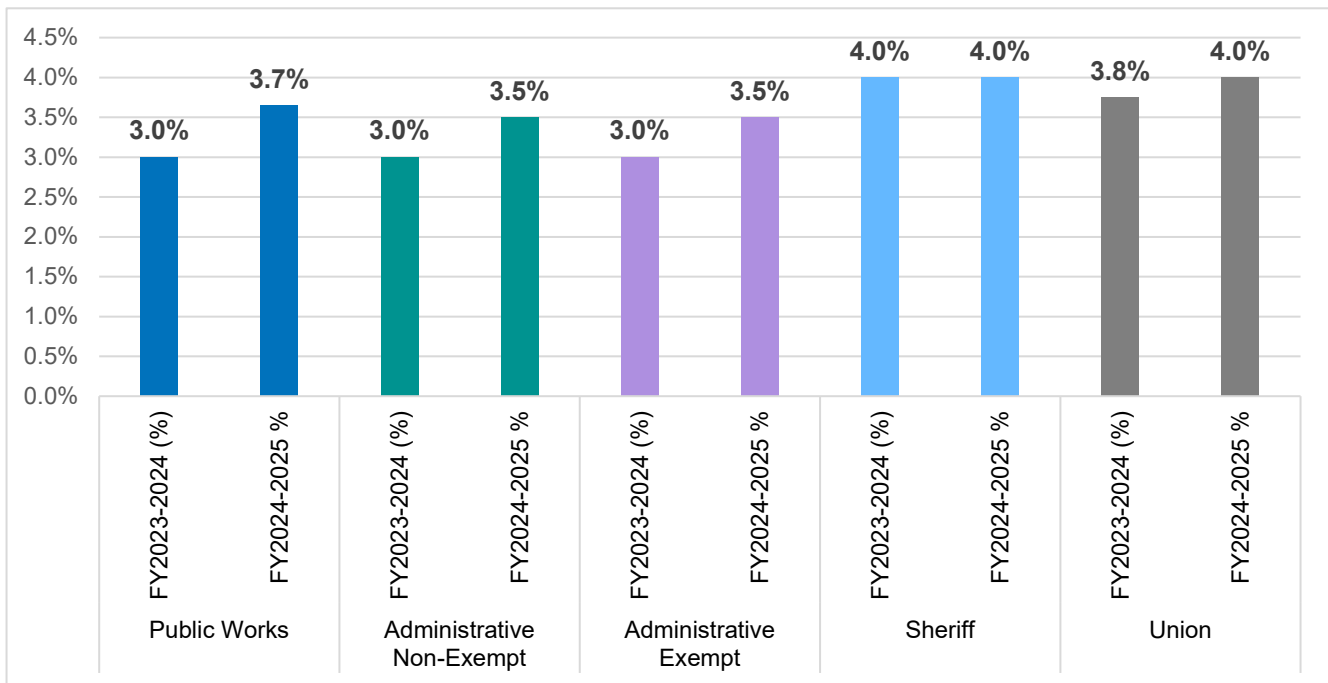
Compensation Highlights

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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 slightly to 3.5%-4.0% for 2024-2025. The national average remains at similar levels across all employers as a comparison. The schedule for the Public Works category showed the highest increase overall since last year.

Salary Schedules

Public Works - FY2024-2025	Administrative Non-Exempt - FY2024-2025	Administrative Exempt - FY2022-2024	Sheriff - FY2024-2025	Union - FY2024-2025
3.7%	3.5%	3.5%	4.0%	4.0%



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	38	\$160,100	\$197,437	\$206,716	*
Sheriff	39	\$128,080	\$161,899	\$165,373	*
County Auditor	7	\$69,900	\$87,781	\$123,000	*

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Administrative Exempt

Administrative Exempt Annualized Salary Schedule

	# Counties	25th Percentile	Median	75th Percentile
Public Defender	38	\$77,405	\$144,090	\$186,044
Highway Engineer	37	\$106,950	\$126,742	\$140,000
Director of Nursing Home	5	\$94,116	\$123,905	\$176,336

Administrative Non-Exempt (hourly rate)

Administrative Non-Exempt Hourly Salary Schedule

	# Counties	25th Percentile	Median	75th Percentile
Facilities Services Manager	7	\$33.65	\$46.15	\$50.39
GIS Coordinator	17	\$25.26	\$30.60	\$37.24
Probation Officer	19	\$24.76	\$29.96	\$33.82

Public Works (hourly rate)

Public Works Annualized Salary Schedule

	# Counties	25th Percentile	Median	75th Percentile
Civil Engineer	7	\$31.86	\$38.01	\$61.30
Equipment Operator	6	\$31.69	\$34.91	\$40.46
Building Inspector	6	\$24.40	\$34.58	\$40.50

Sheriff/Police (hourly rate)

Sheriff/Police Hourly Salary Schedule

	# Counties	25th Percentile	Median	75th Percentile
Sheriff Lieutenant	12	\$41.80	\$46.25	\$49.64
Chief Deputy Sheriff	28	\$36.96	\$44.05	\$56.35
Deputy Sheriff Captain	6	\$32.99	\$42.35	\$65.94

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)

The most popular plan type continues to be a PPO plan with over ¾ of Counties offering as the main health insurance alternative. Single plan premiums are split approximately 86%/14% with family premiums split approximately 69%/31% between the county and employee.

	Single Employer Costs	Single Employee Costs	Family Employer Costs	Family Employee Costs
Average	\$8,231	\$1,492	\$17,940	\$8,757
Median	\$8,880	\$1,358	\$19,850	\$8,485
Plan Type		Plan Type		
PPO	77%	79%		
HMO	10%	7%		
HDHP	13%	14%		
Insured		Insured		
Fully-Insured	63%	65%		
Self-Insured	38%	35%		
# of Counties	30	28		

Vacation Schedule - Starting

While time-off benefits increase with tenure, the highest number of Counties offer initial amounts of vacation of 2 weeks for each group. One week of vacation is the next most offered amount to new employees.

Vacation Schedule - Initial

Initial Amounts	Admin Exempt	Admin Non-Exempt	Public Works	Sheriff's
Less than 1 week	4%	10%	15%	18%
1 week	38%	37%	20%	36%
2 weeks	54%	53%	65%	45%
3 weeks	4%	0%	0%	0%
4 weeks	0%	0%	0%	0%
5 weeks	0%	0%	0%	0%
Greater than 5 weeks	0%	0%	0%	0%
# of Counties	26	30	20	22

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Life Insurance

	% Paid by County	Value of Coverage
Average	71%	\$18,103
Median	100%	\$15,000
<i># of Counties</i>	34	29
Carrier		
Dearborn National/Fort Dearborn		7
Blue Cross Blue Shield		4
Blue Cross Blue Shield & Fort Dearborn		3
MetLife		2
Mutual of Omaha		2
NCPERS		2
Principal		2
Standard Life		2
The Standard		2
Health Alliance		1
Prudential		1
Securian		1
The Hartford		1

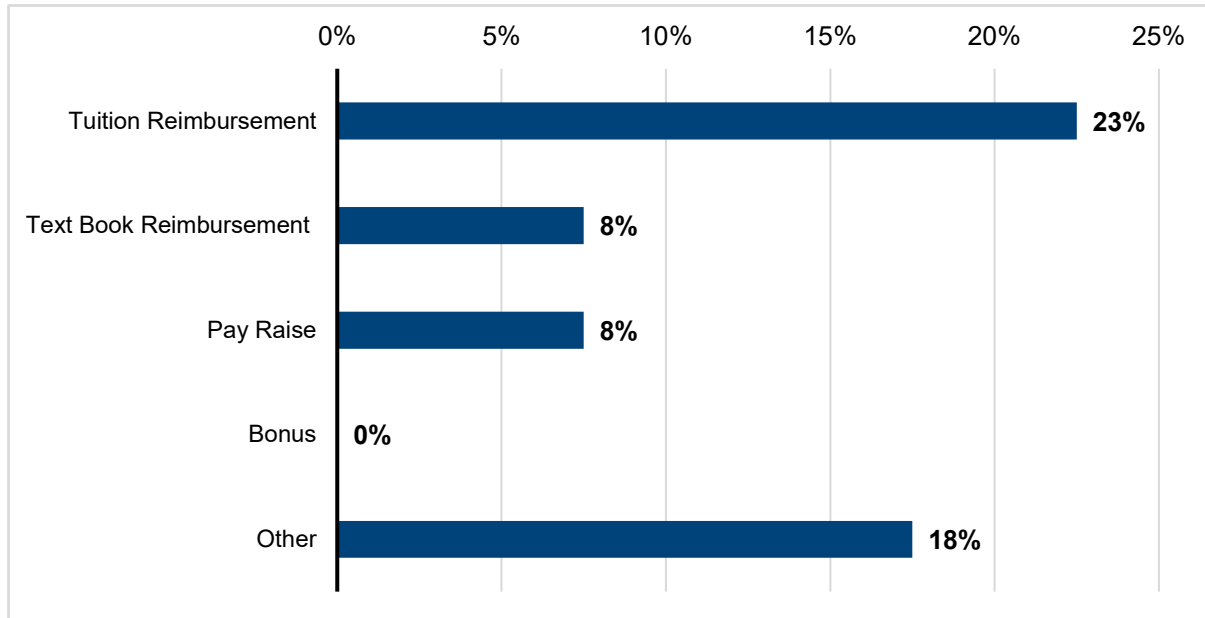
Sick Leave

Average sick days offered has remained consistent with previous years at 12 days per year.

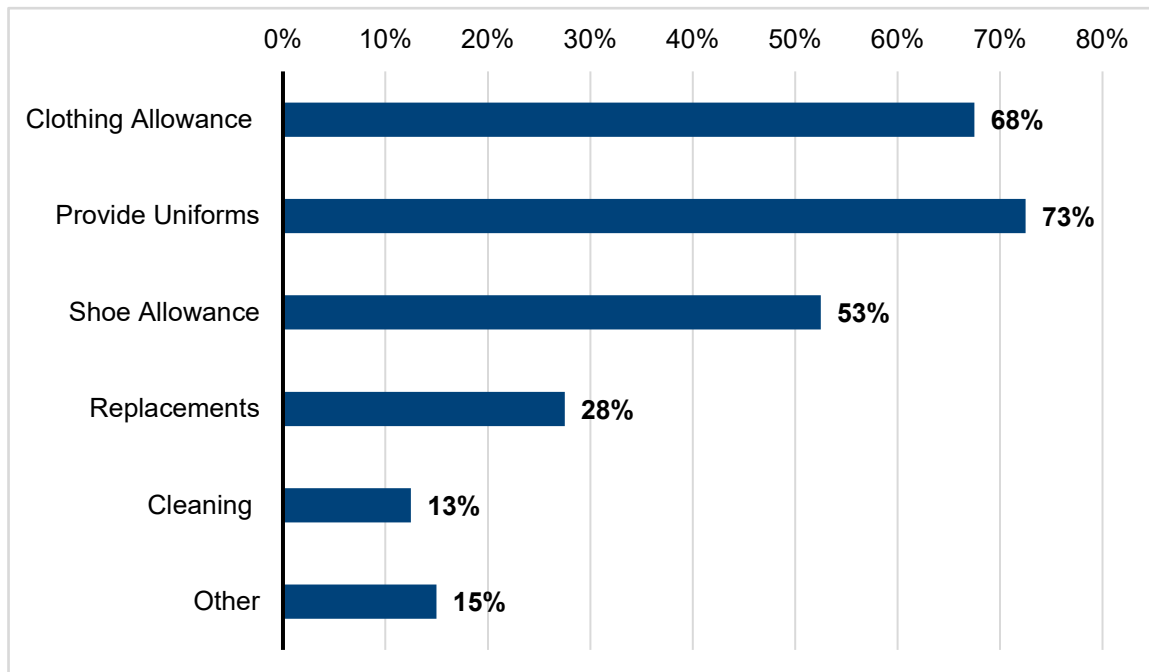
	Administrative Exempt	Administrative Non-Exempt	Public Works	Sheriff
Average Days per Year	11	18	21	19
Maximum Days Accumulated	119	100	122	108
<i># of Counties</i>	26	32	25	33

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Education Benefits



Clothing Benefits





For More Information

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