



# United Counties Council of Illinois

## 2024 Statewide Salary & Fringe Benefits Survey

Executive Summary

2024 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 44 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 2024 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

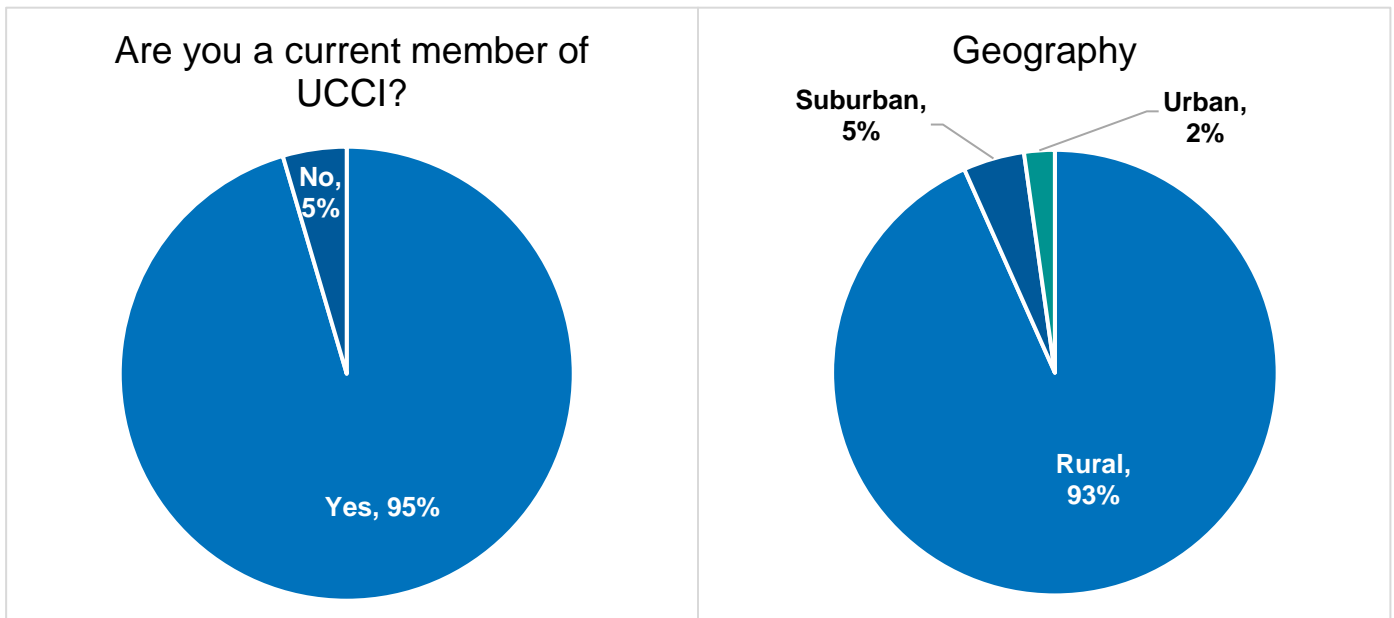
A key takeaway from the 2024 survey is that participating counties continued to be challenged with maintaining competitiveness particularly for those roles with valued technical skills or expertise. Unemployment levels remained similar on a year-over-year basis at 4.8%. Across all employment groups and similar to last year, salary budgets increased significantly from previous years. A median increase of approximately 4.0% was slightly more than last year. 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.

# Executive Summary

## Demographics

County		
Adams County	Kendall County	Piatt County
Bond County	LaSalle County	Pike County
Bureau County	Lee County	Putnam County
Carroll County	Livingston County	Randolph County
Cumberland County	Macon County	Schuyler County
DeWitt County	Madison County	Stark County
Effingham County	Marshall County	Stephenson County
Fulton County	Mason County	Tazewell County
Gallatin County	McDonough County	Union County
Grundy County	McHenry County	Washington County
Hamilton County	Menard County	Whiteside County
Henry County	Montgomery County	Will County
Jackson County	Moultrie County	Williamson County
Jefferson County	Ogle County	Woodford County
Jo Daviess County	Peoria County	



# Executive Summary

## 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) FY2021-2022	Assessed Valuation (Taxable) FY2022-2023	Percent of Unionized Workforce (Current)	Total 2023 Expenditure Budget
\$1,366,715,918	\$2,747,136,608	42%	\$42,689,639

General Fund Levy Rate (Tax Year 2022/ Payable 2023)	Special Revenue Funds Budget	Special Revenue Funds Levy Rate (Tax Year 2022/Payable 2023)	Total Levy Rate (General Levy Rate + Special Levy Rate)
0.3015	\$38,932,717	0.5286	0.8309

# 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 from 3.0%-4.0% for 2023-2024 while the national average remains at similar levels across all employers as a comparison. The schedule for the Sheriff category showed some particularly high increases for some counties.

## Salary Schedules

Public Works - FY2023-2024	Administrative Non-Exempt - FY2023-2024	Administrative Exempt - FY2022-2024	Sheriff - FY2023-2024	Union - FY2023-2024
3.0%	4.0%	4.0%	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	44	\$152,912	\$188,754	\$197,436	*
Sheriff	44	\$122,330	\$154,477	\$157,949	*
County Clerk	44	\$65,106	\$72,864	\$85,663	*

## Administrative Exempt

Administrative Exempt Annualized Salary Schedule

	# Counties	25th Percentile	Median	75th Percentile
Public Defender	41	\$82,114	\$140,268	\$177,692
Highway Engineer	40	\$115,942	\$124,150	\$138,730
Director of Nursing Home	6	\$92,625	\$108,124	\$147,932

## Administrative Non-Exempt (hourly rate)

Administrative Non-Exempt Hourly Salary Schedule

	# Counties	25th Percentile	Median	75th Percentile
Facilities Services Manager	6	\$21.48	\$37.39	\$44.44
GIS Coordinator	25	\$24.08	\$28.32	\$33.55
Executive/Judicial Secretary	16	\$21.81	\$26.92	\$30.35

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## Public Works Annualized

**Public Works Annualized Salary Schedule**

	# Counties	25th Percentile	Median	75th Percentile
Civil Engineer	9	\$65,686	\$87,468	\$99,101
Engineering Technician III	12	\$60,923	\$69,001	\$78,952
Highway Foreman	32	\$58,609	\$68,858	\$74,082

## Sheriff/Police (hourly rate)

**Sheriff/Police Hourly Salary Schedule**

	# Counties	25th Percentile	Median	75th Percentile
Deputy Sheriff Captain	6	\$27.88	\$49.82	\$54.69
Sheriff Lieutenant	13	\$41.31	\$47.34	\$49.68
Chief Deputy Sheriff	35	\$35.11	\$42.00	\$52.88

# 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 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 89%/11% with family premiums split approximately 70%/30% between the county and employee.

	Single Employer Costs	Single Employee Costs	Family Employer Costs	Family Employee Costs
Average	\$7,052	\$1,175	\$15,540	\$8,257
Median	\$8,125	\$985	\$14,850	\$6,600
Plan Type		Plan Type		
PPO	76%	77%		
HMO	9%	7%		
HDHP	15%	17%		
Insured		Insured		
Fully-Insured	50%	50%		
Self-Insured	50%	50%		
# of Counties	34	30		

## 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.

### Vacation Schedule - Initial

Initial Amounts	Admin Exempt	Admin Non-Exempt	Public Works	Sheriff's
Less than 1 week	14%	18%	19%	21%
1 week	24%	24%	19%	29%
2 weeks	48%	53%	54%	50%
3 weeks	10%	3%	4%	0%
4 weeks	3%	3%	4%	0%
5 weeks	0%	0%	0%	0%
Greater than 5 weeks	0%	0%	0%	0%
# of Counties	29	34	26	34

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## Life Insurance

	% Paid by County	Value of Coverage
Average	81%	\$22,500
Median	<b>100%</b>	<b>\$15,000</b>
# of Counties	33	30
Carrier		
Blue Cross Blue Shield		7
Dearborn National / Fort Dearborn		6
NCPERS		3
Mutual of Omaha		2
Principal		2
Standard Life		2
The Standard		2
Companion Life		1
Lincoln Financial Group		1
Physician Life		1
Standard Insurance		1
Symetra		1
United Healthcare		1
UNUM		1

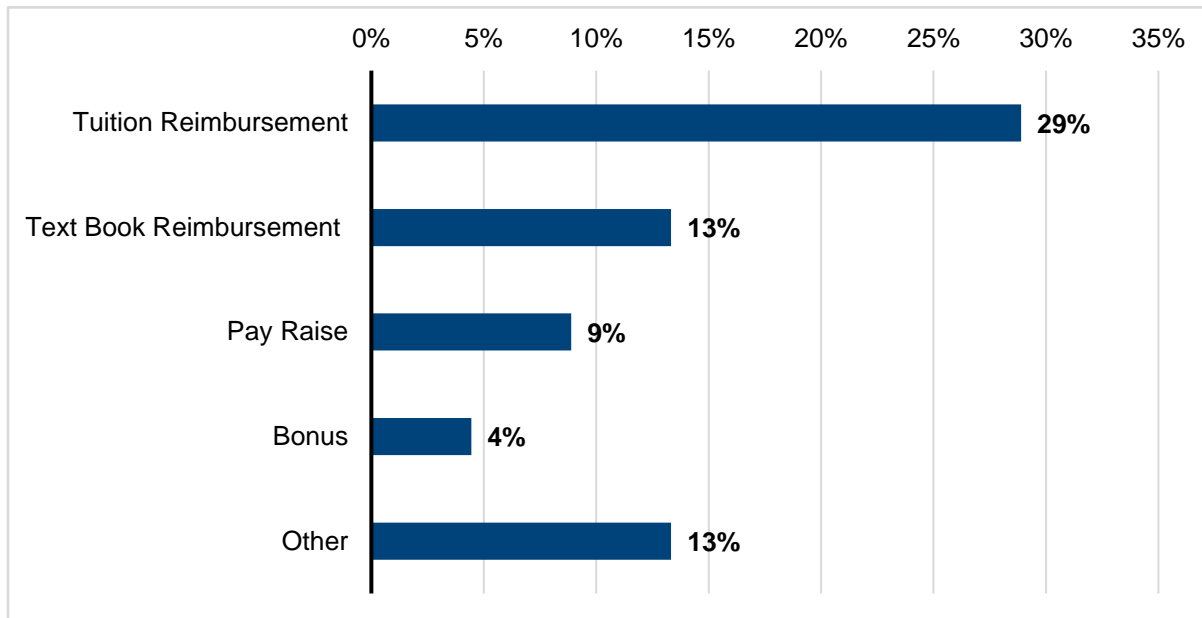
## Sick Leave

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

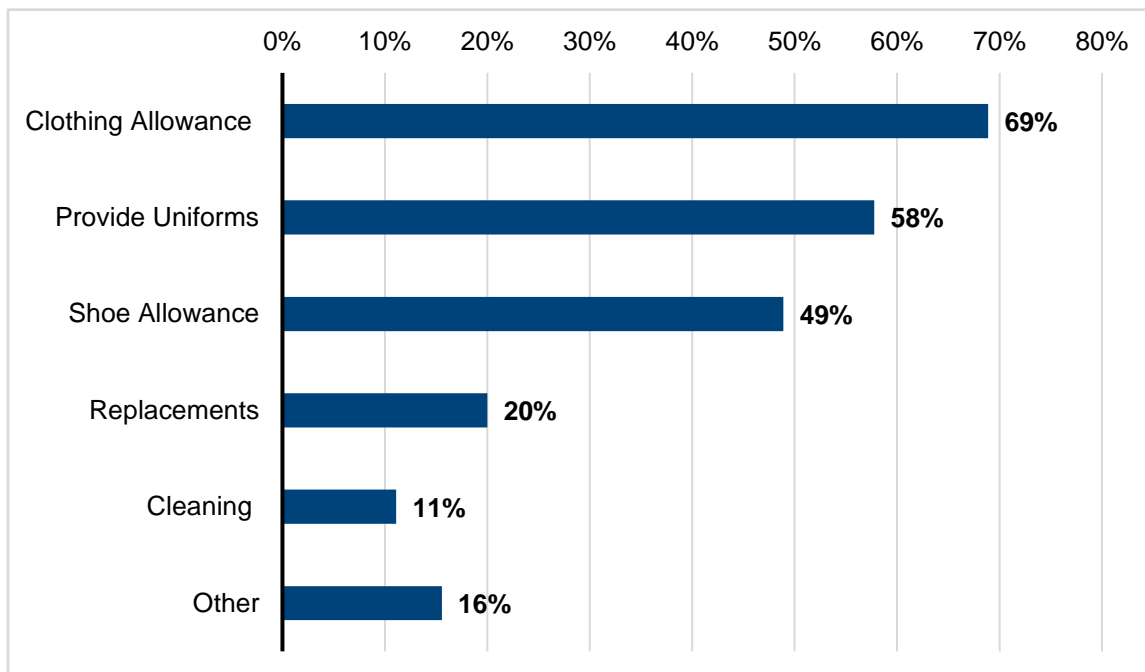
	Administrative Exempt	Administrative Non-Exempt	Public Works	Sheriff
Average Days per Year	12	12	12	12
Maximum Days Accumulated	64	59	53	55
# of Counties	29	33	24	34

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## Education Benefits



## Clothing Benefits





## For More Information

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

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