

2020 Township Salary Survey

AS MANY OF YOU KNOW, later this year each township board and multi-township board is charged with setting the compensation for each elected township and multi-township office for the upcoming term, beginning May 17, 2021 and ending the third Monday in May 2025 (beginning January 1, 2022 for assessors, multi-township assessors and Tax Collectors and ending December 31, 2025). To aid township officials with this process, during January of this year, the Township Officials of Illinois (TOI) sent a salary survey to township clerks throughout the State of Illinois. The information gained from the survey will assist township and multi-township boards throughout the state, compare their salaries with those paid in other townships of similar size, assessed valuation and population. Obviously, due to space, we cannot print each salary submitted so we have done the best we can and provided results in ranges.

The results of the survey indicate the salaries of townships grouped by counties into zones, and we recommend each township official review and consider this information prior to setting salaries for the new term of office. The results also indicate the number of townships responding to the survey for each office, whether health insurance coverage is provided, and whether a retirement program is provided to the official. If you have questions on setting salaries, please consult your township attorney or contact TOI. Just remember, you **MUST** set the salaries by the statutory deadlines.

Before getting into the results of the survey, it may

be best to review the statutory guidelines on setting salaries.

According to state law, compensation for the elected township officials shall be set by the township board at least 180 days prior to the beginning of the term of office. Compensation, which includes benefits such as health insurance coverage must be set by the board no later than November 18, 2020 and must be done in an open meeting with a public vote by the board.

According to state law, compensation set for the multi-township assessor and multi-township assessment district (MTAD) board members must be set at least 150 days before the election. Salaries for the multi-township assessor and MTAD board members must be done in an open meeting with a public vote by the MTAD board no later than November 7, 2020.

Again, any health insurance benefit provided is considered part of the compensation package and needs to be set at the same time salary for the position is set. Health insurance payments must be made directly to the provider and not be paid directly to the elected official as a form of reimbursement.

The Attorney General's Office has stated that even discussion of the salaries for the elected officials must be done in an open meeting. The Open Meetings Act

Please remember that salaries may only be legally established by statute. For each elected official here is what the statutes say:

Office	Minimum Salary	Maximum Salary
Supervisor	None	None
Road Dist. Treasurer (Supervisor)	\$100.00	\$1,000.00
Clerk	None	None
Assessor or Multi-Township Assessor	None	None
Highway Commissioner	\$3,000 Minimum Annual Salary	None
Trustees*	None	None
Tax Collectors	None	None

(only three counties as of the new term will have township tax collectors. They are Madison, Peoria, and Will.)

*(Multi-Township Board of Trustees, which is the Supervisor and Clerk from each township in the MTAD, may receive additional compensation for their service, set by the multi-township board, in an amount not to exceed \$25/day for each day of service)

does contain a provision that allows for a closed session to discuss the salary schedules for employees. However, the Attorney General’s office has said that elected township officials do not fall under the definition of “employee” and thus discussion, deliberation and the final vote on salaries for elected township officials must all be done in an open public meeting.

Zone Breakdowns		
Zone 1		
Cook	DuPage	Kane
Lake	McHenry	Will
Zone 2		
Boone	Kankakee	Lee
DeKalb	Kendall	Ogle
Grundy	LaSalle	Winnebago
Zone 3		
Bureau	Jo Daviess	Putnam
Carroll	Knox	Rock Island
Fulton	Marshall	Stark
Hancock	Mercer	Stephenson
Henderson	McDonough	Warren
Henry	Peoria	Whiteside
Zone 4		
Adams	Greene	Montgomery
Bond	Jackson	Pike
Brown	Jersey	Sangamon
Cass	Macoupin	Schuyler
Christian	Madison	St. Clair
Clinton	Mason	Washington
Zone 5		
Clark	Franklin	Marion
Clay	Gallatin	Richland
Crawford	Hamilton	Saline
Cumberland	Jasper	Shelby
Effingham	Jefferson	Wayne
Fayette	Lawrence	White
Zone 6		
Champaign	Iroquois	Moultrie
Coles	Livingston	Piatt
DeWitt	Logan	Tazewell
Douglas	Macon	Vermilion
Edgar	McLean	Woodford
Ford		

Supervisors, Clerks & Trustees

Generally speaking, supervisors and clerks are paid annual salaries. However, these offices may be paid on a per diem basis. In addition to their salary, a supervisor may be compensated for serving as Road District Treasurer. The salary as road district treasurer may not be less than \$100 nor more than \$1,000 per year. This must also be set at the same time as the other township officials’ salaries and must be paid out of the town fund. Trustees may be paid either an annual salary, or on a per diem (per meeting) basis.

Highway Commissioners

Highway Commissioners may be paid an annual salary (minimum of \$3,000) or a per diem salary but NOT a combination of both. Highway Commissioners may not legally be paid an hourly rate or overtime for hours in excess of an established number. It should be understood that per diem payments are for all duties carried out in a single 24-hour period. However, if a per diem is established, the township board must be prepared to pay the per diem for every day of the year including Sundays and holidays.

Assessors

Township assessors and multi-township assessors may also be paid a per diem or an annual salary. There is no provision though for a per-parcel payment, even if per-parcel compensation is utilized for establishing a fair annual salary. The salary ranges for assessors shown in the survey results do not include reimbursement of official expenses incurred by travel, training, education, postage, etc., required for administering the office of assessor or multi-township assessor.

SURVEY RESULTS

The results of this survey will aid your township in comparing your salaries with those paid in townships of approximately the same population and assessed valuation. Please keep in mind the salaries set remain in effect for the four-year term beginning May 17, 2021 (January 1, 2022 for assessors, multi-township assessors and collectors). Note that it is acceptable to establish incremental increases (or decreases) for each of the four years, but the compensation must be set by the respective boards prior to the last day to set salaries for the 2021 township election as outlined above.

Supervisors

As past surveys have illustrated, salaries in Zone I are generally higher than the other zones. This zone includes Cook and the “collar” counties. According to the survey results, over 93% of the supervisors in Zone I make at least \$10,000 a year, with 43% receiving more

Zone Breakdown by Population

Figure Shown is Number of Townships Responding

Zones	0-499	500-1000	1000-2000	2000-3500	3500-5000	5000-10000	10000-25000	25000-50000	50000-75000	75000-100000	100000-200000	Total Twps.
	population	population	population	population	population	population	population	population	population	population	population	
Coterminous Twps.	0	0	0	0	0	0	1	2	1	0	1	5
Zone I	0	0	3	3	2	7	9	8	8	2	6	48
Zone II	10	12	12	13	7	6	7	0	0	0	0	67
Zone III	41	26	31	14	3	2	8	1	0	0	1	127
Zone IV	31	29	16	16	8	12	3	5	0	0	0	120
Zone V	27	19	19	11	4	4	1	0	0	0	0	85
Zone VI	36	28	19	7	9	3	6	2	1	0	0	111

Zone Breakdown by Equalized Assessed Valuation

Figure Shown (2017 payable 2018) is Number of Townships Responding

Zones	0-5	5-10	10-20	20-50	50-75	75-100	100-150	150-200	200-500	500-800	800 & Up	Total Twps.
	million	million	million	million	million	million	million	million	million	million	million	
Coterminous Twps.	0	0	0	0	0	0	0	0	2	2	1	5
Zone I	0	0	0	3	2	2	3	2	7	6	23	48
Zone II	0	1	8	30	6	6	6	4	6	0	0	67
Zone III	3	13	42	47	7	2	1	5	6	0	1	127
Zone IV	7	20	32	26	9	8	5	7	2	4	0	120
Zone V	7	25	29	17	3	1	2	1	0	0	0	85
Zone VI	0	8	42	36	7	8	2	2	3	3	0	111

than \$30,000. Of the supervisors in Zone II, over 39% of those responding are paid more than \$10,000 and only 1% receive \$30,000 or more. A bulk of the supervisors receive a salary between \$1,000 and \$10,000 in Zones III, IV, V, and VI with Zone III 82%, Zone IV 72%, Zone V 87% and Zone VI 82% respectively. In addition, 75% of those supervisors who responded that they receive compensation as Road District Treasurer in Zone I receive \$1,000 as road district treasurer, with 54% in Zone II, 47% in Zone III, 70% in Zone IV, 40% in Zone V, and 62% in Zone VI receiving the same compensation.

Clerks

As with supervisors, the clerks in Zone I receive a greater salary than that of the clerks in the other zones. Approximately 91% of the clerks responding to the survey in Zone I receive at least \$5,000. In fact, in Zone I a vast majority of clerks, nearly 65% receive an annual salary between \$5,000 and \$20,000. In Zone II, 48% of the clerks responding receive less than \$5,000 in salary with only 51% falling in the \$5,000 to \$20,000 range. A majority of clerks responding receive less than \$5,000 per year in Zone III 81%, Zone IV 65%, Zone V 90% and Zone VI 68%.

Trustees

Respondents showed a mix of per diem and annual basis for Trustees compensation. It appears that Trustees compensation is a reflection of the population figures, with Zone I experiencing the highest range. All Zones, except Zones I and II show a majority of trustee compensation in the below \$1,000 range.

Highway Commissioners

Results indicate that in Zone I, 97% of the highway commissioners earn \$10,000 or more and 73% receive over \$30,000. Similarly, in Zone II, 92% receive \$10,000 or more with 41% receiving over \$30,000. The information illustrates that highway commissioners in the \$10,000 or more range are as follows: Zone III 90%, Zone IV 95%, Zone V 86%, and in Zone VI 97%.

It is safe to say that a significant number of highway commissioners serve full time. This explains the distribution of funds when comparing to other officials.

Assessors

In Zone I, the largest percentage of assessor (single) salaries lie in the over \$30,000 range, at 71% of the respondents. The assessor position is generally considered a full-time post in Zone I. Zone II had 31 assessor (single) responding with 90% being over \$10,000 range of which 32% is over \$30,000. Zone II showed 23 multi-township assessors responding; the

largest percentage in the \$10,000 to \$19,999 range at 47%. Zone III had 30 assessor (single) responses. Though they ranged from \$1,000 to over \$30,000, the highest percentage was over \$30,000. Zone III had 46 multi-township assessor responses; the highest percentage in the \$10,000-\$19,999 range. Zone IV had 36 assessor (single) responses and 35 multi-township assessor responses. The assessor ranged from the \$1,000 to over \$30,000 with the largest percentage for assessor in the \$10,000-\$19,999 range and multi-township assessor in the \$5,000 to \$9,999 range. Zone V had 19 assessor (single) responses with the highest percentages in the \$5,000 to \$9,999 range. Zone V multi-township assessors responded with 33 with the vast majority making \$1,000 to \$9,999. Zone VI had 28 assessor (single) responses with the majority in the \$5,000 to \$9,999 range and it had 54 multi-township assessor responses with majority in the \$5,000 to \$9,999 and the \$10,000 to \$19,999 range.

Salaries for township and multi-township assessors show a lot of disparity between Zone I and all the other zones. Again, although a per-parcel salary is not permitted by statute, you may want to consider the number of parcels to help make a more reasonable salary determination for the assessor. This information may be obtained from your assessor or your chief county assessment officer.

ZONE 1													
113 Surveys Sent 48 (42.48%) Surveys Returned													
Office	Responses Received	How Paid			Salary Ranges							Health Insurance Provided	Retirement Program Provided
		Annual	Per Diem or Per Mtg	Both Annual & Per Diem/ Mtg	0-499	500-999	1,000-4,999	5,000-9,999	10,000-19,999	20,000-29,999	over 30,000		
Supervisor	46	96%	0.00%	4.35%	0.00%	0.00%	0.00%	6.52%	32.61%	17.39%	43.48%	17	10
Clerk	46	98%	0.00%	2.17%	0.00%	0.00%	8.70%	32.61%	32.61%	13.04%	13.04%	10	6
Commissioner	42	100%	0.00%	0.00%	0.00%	0.00%	0.00%	2.38%	11.90%	11.90%	73.81%	20	11
Assessor	45	93%	0.00%	2.22%	0.00%	0.00%	0.00%	6.67%	6.67%	15.56%	71.11%	21	14
Multi-Assessor	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	0	0
Trustees	42	92.86%	11.11%	2.22%	0.00%	8.89%	66.67%	20.00%	4.44%	0.00%	0.00%	9	5
Collectors	1	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1	1
Road Treas	28	100%	0.00%	0.00%	14.29%	10.71%	75.00%	0.00%	0.00%	0.00%	0.00%	NA	NA

ZONE 2

168 Surveys Sent 67 (39.88%) Surveys Returned

Office	Responses Received	How Paid			Salary Ranges							Health Insurance Provided	Retirement Program Provided
		Annual	Per Diem or Per Mtg	Both Annual & Per Diem/ Mtg	0-499	500-999	1,000-4,999	5,000-9,999	10,000-19,999	20,000-29,999	over 30,000		
Supervisor	66	98.48%	0.00%	1.52%	0.00%	0.00%	19.70%	40.91%	22.73%	15.15%	1.52%	5	4
Clerk	66	98.48%	0.00%	1.52%	0.00%	0.00%	48.48%	37.88%	13.64%	0.00%	0.00%	5	2
Commissioner	63	96.83%	1.59%	1.59%	0.00%	0.00%	1.59%	6.35%	17.46%	33.33%	41.27%	9	8
Assessor	31	100.00%	0.00%	0.00%	0.00%	0.00%	3.23%	6.45%	22.58%	35.48%	32.26%	6	3
Multi-Assessor	23	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	13.04%	47.83%	26.09%	13.04%	Included with Assessor total	Included with Assessor total
Trustees	67	67.16%	31.34%	1.49%	13.43%	43.28%	43.28%	0.00%	0.00%	0.00%	0.00%	4	0
Collectors	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	0	0
Road Treas	24	16.67%	0.00%	0.00%	16.67%	29.17%	54.17%	0.00%	0.00%	0.00%	0.00%	NA	NA

ZONE 3

316 Surveys Sent 127 (40.19%) Surveys Returned

Office	Responses Received	How Paid			Salary Ranges							Health Insurance Provided	Retirement Program Provided
		Annual	Per Diem or Per Mtg	Both Annual & Per Diem/ Mtg	0-499	500-999	1,000-4,999	5,000-9,999	10,000-19,999	20,000-29,999	over 30,000		
Supervisor	126	94.44%	0.00%	5.56%	0.00%	1.59%	53.17%	29.37%	7.14%	2.38%	6.35%	18	4
Clerk	124	92.74%	0.00%	7.26%	0.81%	4.03%	76.61%	13.71%	3.23%	1.61%	0.00%	16	1
Commissioner	118	95.76%	0.85%	3.39%	0.00%	0.00%	1.69%	7.63%	17.80%	31.36%	41.53%	25	11
Assessor	30	100.00%	0.00%	0.00%	0.00%	0.00%	23.33%	26.67%	10.00%	10.00%	30.00%	9	3
Multi-Assessor	46	97.83%	2.17%	0.00%	2.17%	0.00%	13.04%	36.96%	41.30%	6.52%	0.00%	Included with Assessor total	Included with Assessor total
Trustees	125	57.60%	40.80%	1.60%	27.20%	59.20%	12.80%	0.80%	0.00%	0.00%	0.00%	14	1
Collectors	8	100.00%	0.00%	0.00%	12.50%	0.00%	75.00%	12.50%	0.00%	0.00%	0.00%	0	0
Road Treas	34	100.00%	0.00%	0.00%	17.65%	35.29%	47.06%	0.00%	0.00%	0.00%	0.00%	NA	NA

ZONE 4

304 Surveys Sent 120 (39.47%) Surveys Returned

Office	Responses Received	How Paid			Salary Ranges							Health Insurance Provided	Retirement Program Provided
		Annual	Per Diem or Per Mtg	Both Annual & Per Diem/Mtg	0-499	500-999	1,000-4,999	5,000-9,999	10,000-19,999	20,000-29,999	over 30,000		
Supervisor	116	94.83%	0.86%	4.31%	0.00%	0.00%	41.38%	31.03%	14.66%	6.03%	6.90%	25	15
Clerk	119	92.44%	3.36%	4.20%	2.52%	4.20%	58.82%	25.21%	7.56%	0.84%	0.84%	17	6
Commissioner	112	97.32%	0.00%	2.68%	0.00%	0.00%	0.89%	3.57%	34.82%	25.89%	34.82%	27	18
Assessor	36	97.22%	0.00%	2.78%	0.00%	0.00%	13.89%	27.78%	36.11%	5.56%	16.67%	9	4
Multi-Assessor	35	100.00%	0.00%	0.00%	0.00%	0.00%	25.71%	48.57%	20.00%	5.71%	0.00%	Included with Assessor total	Included with Assessor total
Trustees	120	73.33%	25.83%	0.83%	20.83%	46.67%	30.83%	0.83%	0.83%	0.00%	0.00%	15	4
Collectors	7	100.00%	0.00%	0.00%	14.29%	0.00%	28.57%	42.86%	14.29%	0.00%	0.00%	0	0
Road Treas	34	100.00%	0.00%	0.00%	5.88%	23.53%	70.59%	0.00%	0.00%	0.00%	0.00%	NA	NA

ZONE 5

244 Surveys Sent 85 (34.9%) Surveys Returned

Office	Responses Received	How Paid			Salary Ranges							Health Insurance Provided	Retirement Program Provided
		Annual	Per Diem or Per Mtg	Both Annual & Per Diem/Mtg	0-499	500-999	1,000-4,999	5,000-9,999	10,000-19,999	20,000-29,999	over 30,000		
Supervisor	82	98.78%	0.00%	1.22%	0.00%	0.00%	54.88%	32.93%	8.54%	3.66%	0.00%	8	3
Clerk	85	97.65%	0.00%	2.35%	1.18%	4.71%	84.71%	8.24%	1.18%	0.00%	0.00%	7	2
Commissioner	80	96.25%	3.75%	0.00%	0.00%	0.00%	3.75%	10.00%	27.50%	32.50%	26.25%	13	10
Assessor	19	100.00%	0.00%	0.00%	5.26%	0.00%	26.32%	36.84%	26.32%	0.00%	5.26%	4	3
Multi-Assessor	33	100.00%	0.00%	0.00%	0.00%	0.00%	39.39%	45.45%	15.15%	0.00%	0.00%	Included with Assessor total	Included with Assessor total
Trustees	83	75.90%	24.10%	0.00%	30.12%	44.58%	25.30%	0.00%	0.00%	0.00%	0.00%	7	1
Collectors	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	0	0
Road Treas	15	100%	0.00%	0.00%	20.00%	40.00%	40.00%	0.00%	0.00%	0.00%	0.00%	NA	NA

ZONE 6

282 Surveys Sent 111 (39.36%) Surveys Returned

Office	Responses Received	How Paid			Salary Ranges							Health Insurance Provided	Retirement Program Provided
		Annual	Per Diem or Per Mtg	Both Annual & Per Diem/ Mtg	0-499	500-999	1,000-4,999	5,000-9,999	10,000-19,999	20,000-29,999	over 30,000		
Supervisor	108	99.07%	0.00%	0.93%	0.00%	0.00%	39.81%	42.59%	11.11%	3.70%	2.78%	13	8
Clerk	110	100.00%	0.00%	0.00%	0.00%	0.91%	67.27%	27.27%	4.55%	0.00%	0.00%	10	1
Commissioner	107	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.80%	15.89%	22.43%	58.88%	31	22
Assessor	28	100.00%	0.00%	0.00%	3.57%	0.00%	3.57%	39.29%	25.00%	7.14%	21.43%	10	3
Multi-Assessor	54	100.00%	0.00%	0.00%	0.00%	0.00%	5.56%	38.89%	38.89%	12.96%	0.00%	Included with Assessor total	Included with Assessor total
Trustees	110	67.27%	32.73%	0.00%	15.45%	61.82%	22.73%	0.00%	0.00%	0.00%	0.00%	9	0
Collectors	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Road Treas	32	100.00%	0.00%	0.00%	21.88%	15.63%	62.50%	0.00%	0.00%	0.00%	0.00%	NA	NA

Coterminous Townships

17 Surveys Sent 5 (29.41%) Surveys Returned

Office	Responses Received	How Paid			Salary Ranges							Health Insurance Provided	Retirement Program Provided
		Annual	Per Diem or Per Mtg	Both Annual & Per Diem/ Mtg	0-499	500-999	1,000-4,999	5,000-9,999	10,000-19,999	20,000-29,999	over 30,000		
Supervisor	5	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	3	3
Clerk	4	100%	0.00%	0.00%	25.00%	0.00%	25.00%	25.00%	0.00%	25.00%	0.00%	1	1
Commissioner	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Assessor	5	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	20.00%	0.00%	80.00%	3	3
Multi-Assessor	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	Included with Assessor total	Included with Assessor total
Trustees	4	100%	0.00%	0.00%	25.00%	25.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0	1
Collectors	1	100%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0	0
Road Treas	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

