

**TOWNSHIP SALARY AND SALARY  
INCREASE COMPARATIVE DATA**

**PREPARED AUGUST 2016**

Original Study August 2012  
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City of Bloomington Township Supervisor

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## Background

In 2012, at the request of the Trustees of the City of Bloomington Township, the City of Bloomington (“City”) Human Resources Department was asked to examine comparative data for use in setting the salaries of the Township’s Supervisor and Assessor. In comparing salary data, it is generally considered good practice to compare salaries from organizations of like type, size and complexity. To this end, the City conducted a salary survey of Central Illinois Townships. A similar study was conducted in 2008 by the Human Resources Department.

Human Resources contacted Townships within Central Illinois with a population size generally comparable to that of the City of Bloomington Township. In the 2008 and 2012 studies, it was determined that Central Illinois Townships of comparative population and with similar equalized assessed value (EAV) proved to be the best predictors of Township Supervisor and Assessor salaries for this area when compared with those of Chicago collar Townships. That study strongly suggested that concerning Supervisor and Assessor salaries, collar Townships were considered a distinctly different group from those of Townships of Central Illinois. For that reason, the collar Townships were not included in these studies.

Population size would likely be a good proxy for the level of complexity and size of organization required to perform Township duties. Population size was examined here in relation to Township Supervisor and Assessor salaries and was found to be a good predictor for the comparable of Central Illinois Townships. EAV was also found to be a good proxy for the level of complexity involved in performing Township assessments and would likely correspond to the skills and knowledge required to perform assessment duties. The relationship between EAV and Assessor salaries was examined and was as strong as that of the relationship between population and salary.

The City of Bloomington Township, as a “co-terminous” Township, shares the same boundaries as that of the City of Bloomington Municipality. In the 2008 study, it was determined that ‘co-terminous’ status was not a good predictor of Supervisor and Assessor salaries. As well, the 2008 study indicated that the parcel count was a less reliable predictor of the salaries than both the population and EAV; thus, it was not used in the 2012 study.

The 2012 study was conducted by Laurie Wollrab, Human Resources Compensation & Benefit Manager. At that time, information was gathered primarily from phone calls and emails to Township offices. Some population data was collected from Township websites. The basic Township data displayed below (Table 1) was used for the 2012 study and will continue to be used for subsequent studies.

Township	County	Coterminous
Peoria City Township	Peoria	Yes
City of Bloomington Township	McLean	Yes
Rockford Township	Winnebago	No
Champaign City Township	Champaign	Yes
Normal Township	McLean	No
South Moline Township	Rock Island	No
Quincy Township	Adams	Yes
Decatur Township	Macon	No
DeKalb Township	DeKalb	No

Table 1: Townships included in City of Bloomington’s Township Salary Survey

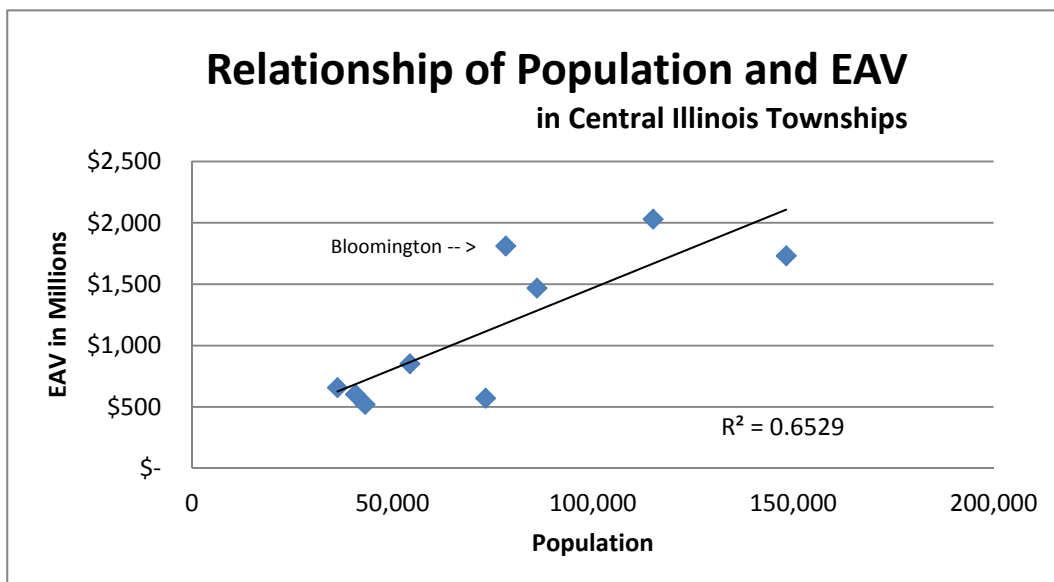
The City of Bloomington Township conducted this Township and Assessor salary survey in August 2016. Information was gathered from Illinois Census.gov, Open the Books.com, Township websites, and through correspondence with Township offices and County Clerks.

**Survey Data and Analysis**

The following data was collected for this 2016 study: Township population with the date of census, both previous and current board of review Equalized Assessed Value (EAV) data, and both previous and current year salaries for Township Supervisors and Assessors. Information was obtained or projected regarding year 2017 salaries. Information about upcoming salary increases can be found at the end of this report. Table 2 below compares year 2015 current estimate of population with that of the 2010 Census data from the Illinois - US Census government website. Also depicted are the comparisons of the 2011 and 2015 EAV comparisons from Tax Computations Reports found at Township and County Clerk websites.

Township	2010 US Census Population	2015 US Census Population (estimate)	2011 EAV in Millions	2015 EAV in Millions
Peoria City Township	115,007	115,070	\$ 1,993	\$ 2,030
City of Bloomington Township	76,610	78,292	\$ 1,557	\$ 1,811
Rockford Township	152,871	148,278	\$ 2,312	\$ 1,731
Champaign City Township	81,182	86,096	\$ 1,457	\$ 1,468
Normal Township	52,497	54,373	\$ 810	\$ 851
South Moline Township	36,399	36,298	\$ 694	\$ 658
Quincy Township	40,633	40,780	\$ 560	\$ 603
Decatur Township	76,122	73,254	\$ 655	\$ 571
DeKalb Township	43,862	43,211	\$ 643	\$ 521

Table 2: Population and EAV Comparisons



Graph 1: Township Population and EAV

As might be expected, among the Townships in this study, population and EAV show a strong positive correlation to each other. This means that higher population predicts a higher EAV while a lower population predicts a lower EAV (Graph 1). This relationship may not hold true everywhere but it is a strong relationship among these Central Illinois Townships.

In graphs 1-5, data are depicted using scatter-gram plots in which each point represents a single Township. A trend line is plotted on each graph and the City of Bloomington Township data point is labeled. Excel was used to plot the trend line and calculate the  $R^2$  statistic. The  $R^2$  statistic measures how strongly two variables, such as population size and EAV or Township population and Supervisor salary, vary together. The stronger the relationship between two variables, the closer  $R^2$  will be to the number one (1). Lack of any relationship would be indicated by zero (0).

The  $R^2$  statistic of .6529 shown on Graph 1 indicates a fairly strong relationship between population and EAV growth. Thus it would be logical to expect that, if salaries can be predicted fairly well by population, then they may also be predicted fairly well by EAV. As this was true in 2008 and in 2012, it continues to be true in 2016.

Among these communities, The City of Bloomington Township has a relatively high EAV for its population size.

## SUPERVISOR SALARY

### Supervisor Salary and Population

Township Supervisor salaries were plotted against population. All Supervisor salaries are a projection from Open the Books database and are based on calendar year so as to maintain uniformity of comparisons and ease of accurate data collection.

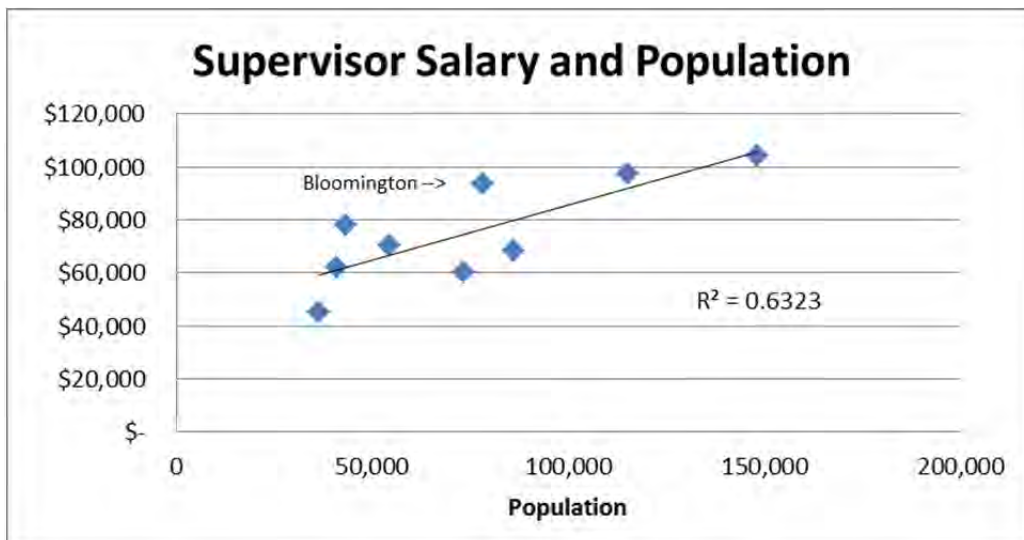
The raw data is shown in Table 3. In Graph 2, Township Supervisor salaries are plotted against Township population. This relationship is seen to have an  $R^2$  value of .6323 which indicates that salaries increase with increasing population among these Townships and that there is a reasonably strong relationship between the two variables. Township's salary fits well on the trend line indicating that it corresponds well to the other Township salaries. All salary values are from OpenTheBooks.com and are based upon the calendar year, not from Township Compensation of Elected Officials Ordinances.

Township	2015 US Census Population (estimate)	Projected Supervisor 2016 Salary
Peoria City Township	115,070	\$ 97,586
City of Bloomington Township	78,292	\$ 93,333
Rockford Township	148,278	\$ 103,914
Champaign City Township	86,096	\$ 68,491
Normal Township	54,373	\$ 70,101
South Moline Township PT	36,298	\$ 45,125
Quincy Township	40,780	\$ 61,869
Decatur Township	73,254	\$ 60,000
DeKalb Township	43,211	\$ 78,023

\*

Table 3: Supervisor Salary and Population by Township  
(Data used to populate Graph 2)

\* City of Bloomington Township Supervisor Salary includes John M. Scott Health Resources Center Administration stipend



Graph 2: Supervisor Salary and Population

**Supervisor Salary and EAV**

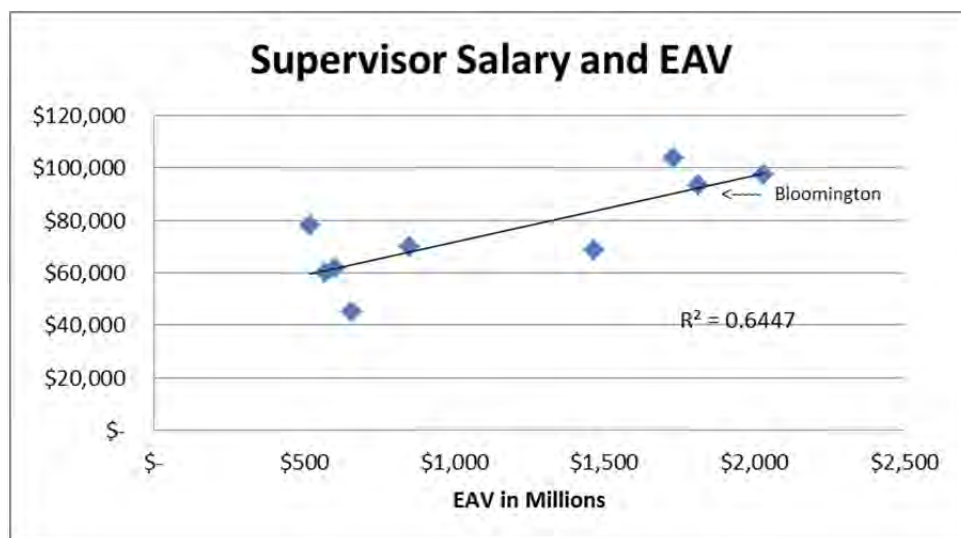
In Graph 3, the Township Supervisor salaries were plotted against EAV. All Supervisor salaries are a projection from Open the Books database and are based on calendar year so as to maintain uniformity of comparisons and ease of accurate data collection.

The raw data is shown in Table 4. Raw data shows the City of Bloomington Township with the second highest EAV in Central Illinois with similarities to Rockford Township. This relationship is seen to have an R<sup>2</sup> value of .6447 which indicates that salaries increase with increasing EAV among these Townships and that there is a strong relationship between the two variables. Township’s salary fits well on the trend line indicating that it corresponds well to the other Township salaries.

Township	2015 US Census Population (estimate)	Projected Supervisor 2016 Salary
Peoria City Township	115,070	\$ 97,586
City of Bloomington Township	78,292	\$ 93,333 *
Rockford Township	148,278	\$ 103,914
Champaign City Township	86,096	\$ 68,491
Normal Township	54,373	\$ 70,101
South Moline Township PT	36,298	\$ 45,125
Quincy Township	40,780	\$ 61,869
Decatur Township	73,254	\$ 60,000
DeKalb Township	43,211	\$ 78,023

Table 4: Supervisor Salary and EAV by Township  
(Data used to populate Graph 3)

\* City of Bloomington Township Supervisor Salary includes John M. Scott Health Resources Center stipend



Graph 3: Supervisor Salary and EAV

## ASSESSOR SALARY

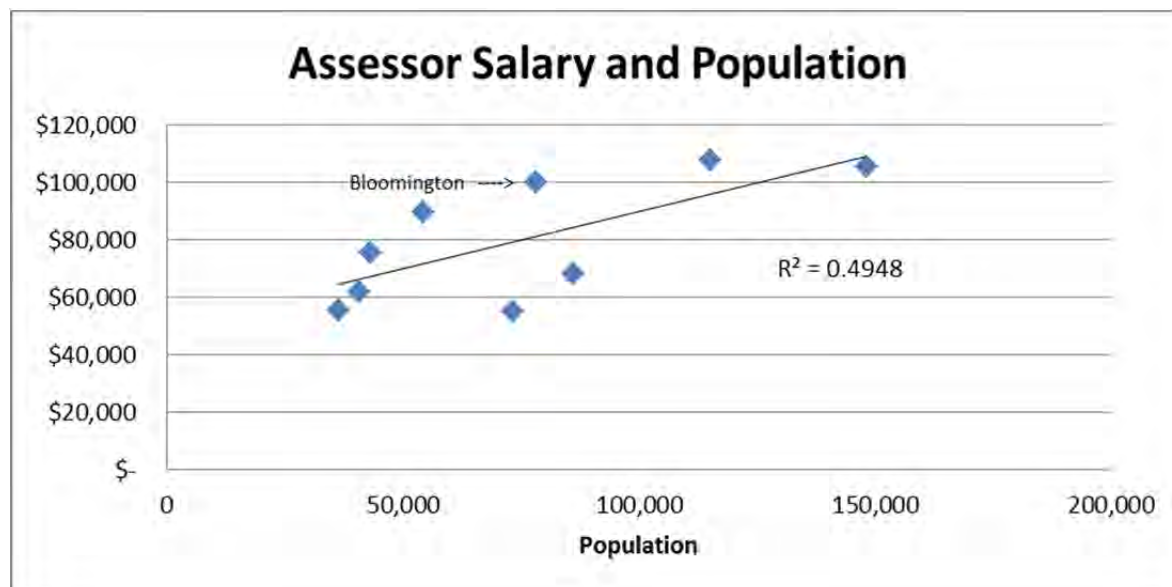
### Assessor Salary and Population

Township Assessor salaries were also plotted against population. The raw data is shown in Table 5. Graph 4 shows Township Assessor salaries plotted against Township population. This relationship is seen to have an R2 value of .4948 which indicates that salaries increase with increasing population among these Townships and that there is a reasonably high relationship between the two variables. City of Bloomington Township Assessor’s salary fits very well on the trend line indicating that it corresponds well to other salaries. All Assessor salaries are a projection from Open the Books database and are based on calendar year so as to maintain uniformity of comparisons and ease of accurate data collection.

Township	2015 US Census Population (estimate)	Assessor 2017 Salary
Peoria City Township	115,070	\$ 107,580
City of Bloomington Township	78,292	\$ 99,000 *
Rockford Township	148,278	\$ 107,823
Champaign City Township	86,096	\$ 70,557
Normal Township	54,373	\$ 90,248
South Moline Township PT	36,298	\$ 56,769
Quincy Township	40,780	\$ 61,869
Decatur Township	73,254	\$ 55,000
DeKalb Township	43,211	\$ 77,711

Table 5: Assessor Salary and Population  
(Data used to populate Graph 4)

\* City of Bloomington Township Assessor salary includes state stipend



Graph 4: Assessor Salary and Population



**Assessor Salary and EAV**

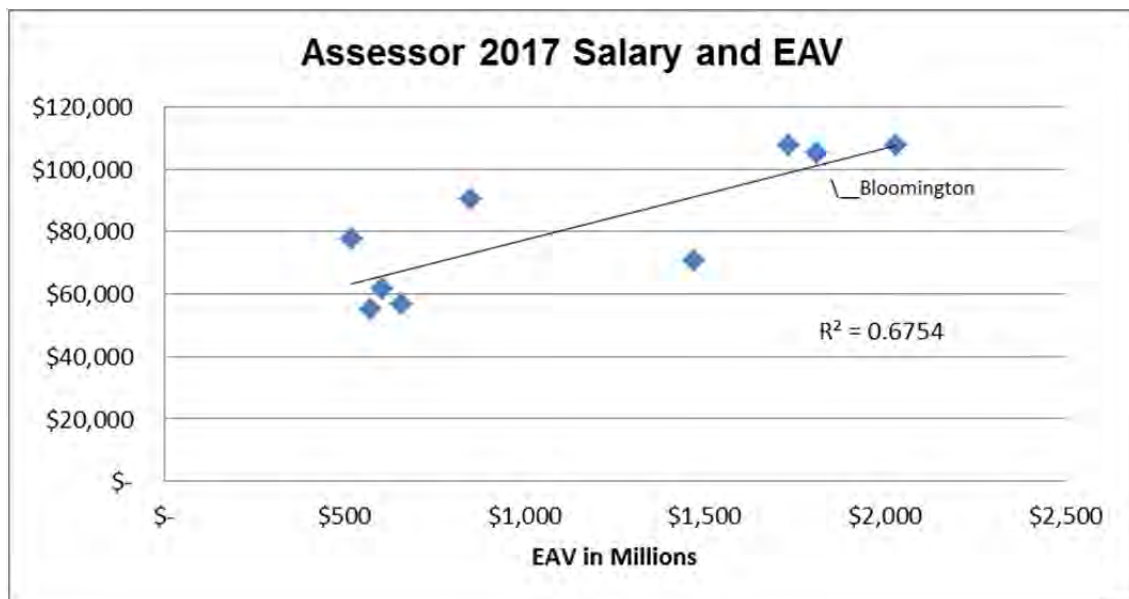
Graph 5 shows the Township Assessor salaries plotted against EAV. The raw data is shown in Table 6. This relationship is seen to have an R2 value of .6754 which indicates that salaries increase with increasing EAV among these Townships and the relationship is stronger than the salary to population. The City of Bloomington Township's salary fits well on the trend line indicating that it corresponds well to the other Township salaries. All Assessor salaries are a projection from Open the Books database and are based on calendar year so as to maintain uniformity of comparisons and ease of accurate data collection.

Township	2015 Equalized Assessed Value	Assessor 2017 Salary
Peoria City Township	\$ 2,030	\$ 107,580
City of Bloomington Township	\$ 1,811	\$ 99,000
Rockford Township	\$ 1,731	\$ 107,823
Champaign City Township	\$ 1,468	\$ 70,557
Normal Township	\$ 851	\$ 90,248
South Moline Township PT	\$ 658	\$ 56,769
Quincy Township	\$ 603	\$ 61,869
Decatur Township	\$ 571	\$ 55,000
DeKalb Township	\$ 521	\$ 77,711

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Table 6: Assessor Salary and EAV  
(Data used to populate Graph 5)

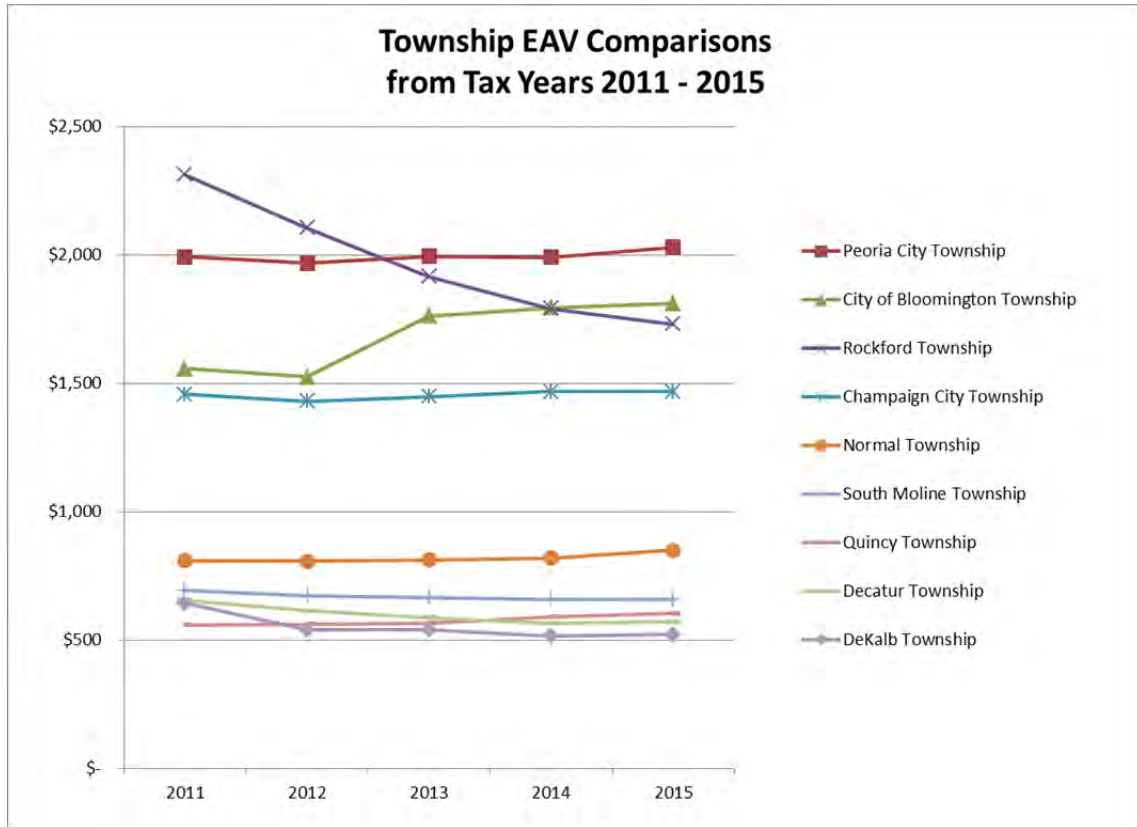
\* City of Bloomington Township Assessor salary includes state bonus



Graph 5: Assessor Salary and EAV

**Future EAV**

Graph 6 shows Township EAV comparisons using data from tax years 2011 thru 2015. Decatur, South Moline, Quincy Townships remain relatively flat in growth. Rockford and DeKalb Townships' EAV continue to decline. Peoria City, Bloomington City, Champaign City and Normal Townships' EAV continue to show growth. Table 7 shows the percent growth or decline in population and EAV.



Graph 6: Township EAV Comparisons

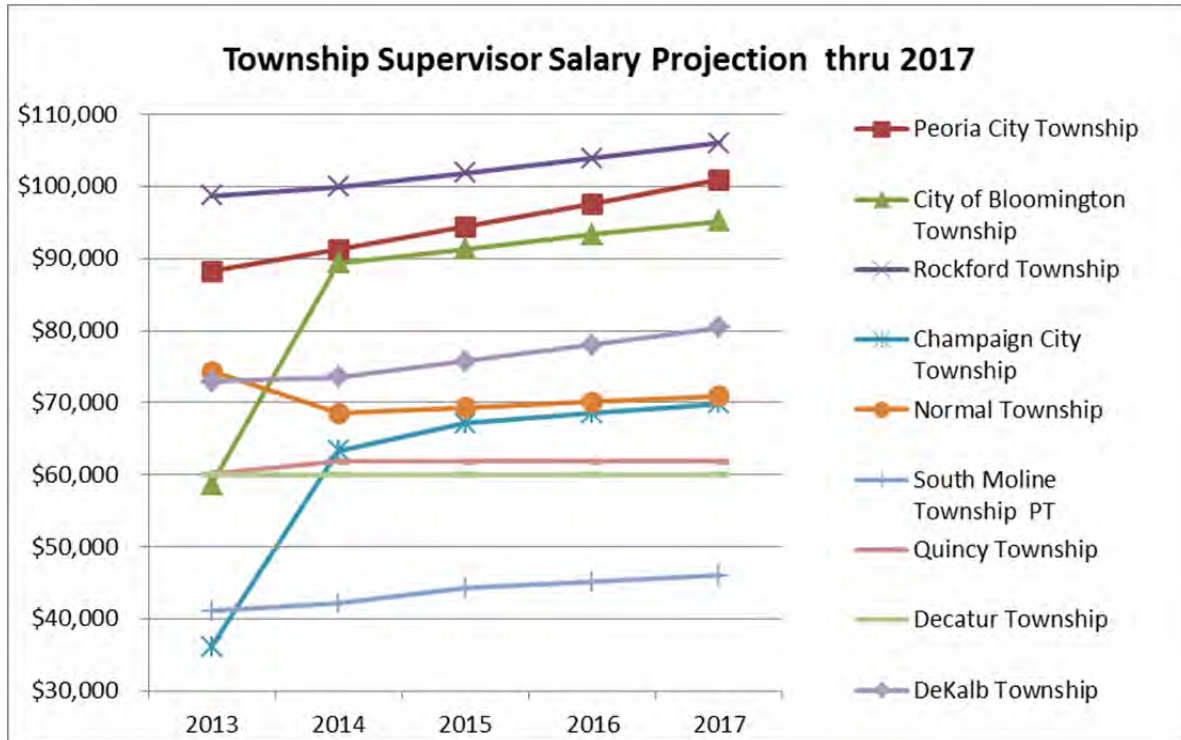
Township	% growth/ decline in Population in 2015	% growth/ decline in EAV in 2015	Result
Peoria City Township	0.1	1.8	Growth
City of Bloomington Township	2.1	14	Growth
Rockford Township	-3.1	-33.6	Decline
Champaign City Township	5.7	0.7	Growth
Normal Township	3.5	4.8	Growth
South Moline Township	-0.3	-5.5	Decline
Quincy Township	0.4	7.1	Growth
Decatur Township	-3.9	-14.7	Decline
DeKalb Township	-1.5	-23.4	Decline

Table 7: Percentage of Growth or Decline in Population and EAV

## Future Salaries

An increase in salaries when population increases is consistent with the results described above and likely relates to increases in Township revenue for the larger Townships. FY2017 salaries are projection only from the assumption that four year terms are set. Open the Books and correspondence with Townships was used to attain the salary data.

Graph 7 shows Township Supervisor Salary Comparisons. Quincy and Decatur Township Supervisor salaries remain frozen or decrease slightly as they remain relatively flat in EAV growth. It remains to be seen whether the declining Townships will reduce salaries in the next term. Following is Table 8 with the raw data used for the Township Supervisor Salary Comparisons.

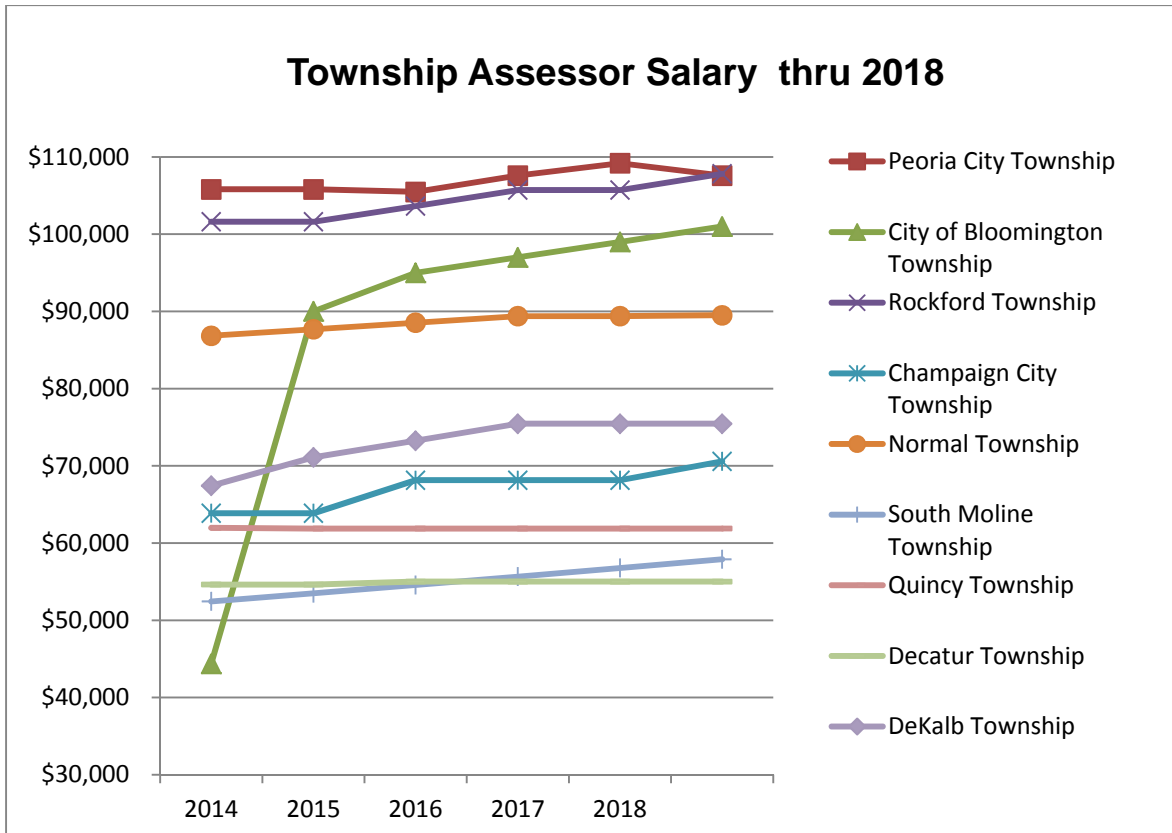


Graph 7: Township Supervisor Salary Comparison and Projection

Township	Supervisor 2013 Salary	Supervisor 2014 Salary	Supervisor 2015 Salary	Supervisor 2016 Salary	Supervisor 2017 Salary
Peoria City Township	\$ 88,248	\$ 91,260	\$ 94,377	\$ 97,586	\$ 100,904
City of Bloomington Township	\$ 58,667	\$ 89,333	\$ 91,333	\$ 93,333	\$ 95,200*
Rockford Township	\$ 98,696	\$ 99,898	\$ 101,876	\$ 103,914	\$ 105,992
Champaign City Township	\$ 36,118	\$ 63,327	\$ 67,148	\$ 68,491	\$ 69,861
Normal Township	\$ 74,364	\$ 68,523	\$ 69,311	\$ 70,101	\$ 70,900
South Moline Township PT	\$ 41,080	\$ 42,108	\$ 44,240	\$ 45,125	\$ 46,028
Quincy Township	\$ 60,179	\$ 61,869	\$ 61,869	\$ 61,869	\$ 61,869
Decatur Township	\$ 60,000	\$ 60,000	\$ 60,000	\$ 60,000	\$ 60,000
DeKalb Township	\$ 72,937	\$ 73,533	\$ 75,750	\$ 78,023	\$ 80,364

Table 8: Raw data for Supervisor Salary Comparison and Projection

\* City of Bloomington Township Supervisor salary includes John M. Scott Stipend



Graph 8: Township Assessor Salary Comparison and Projection

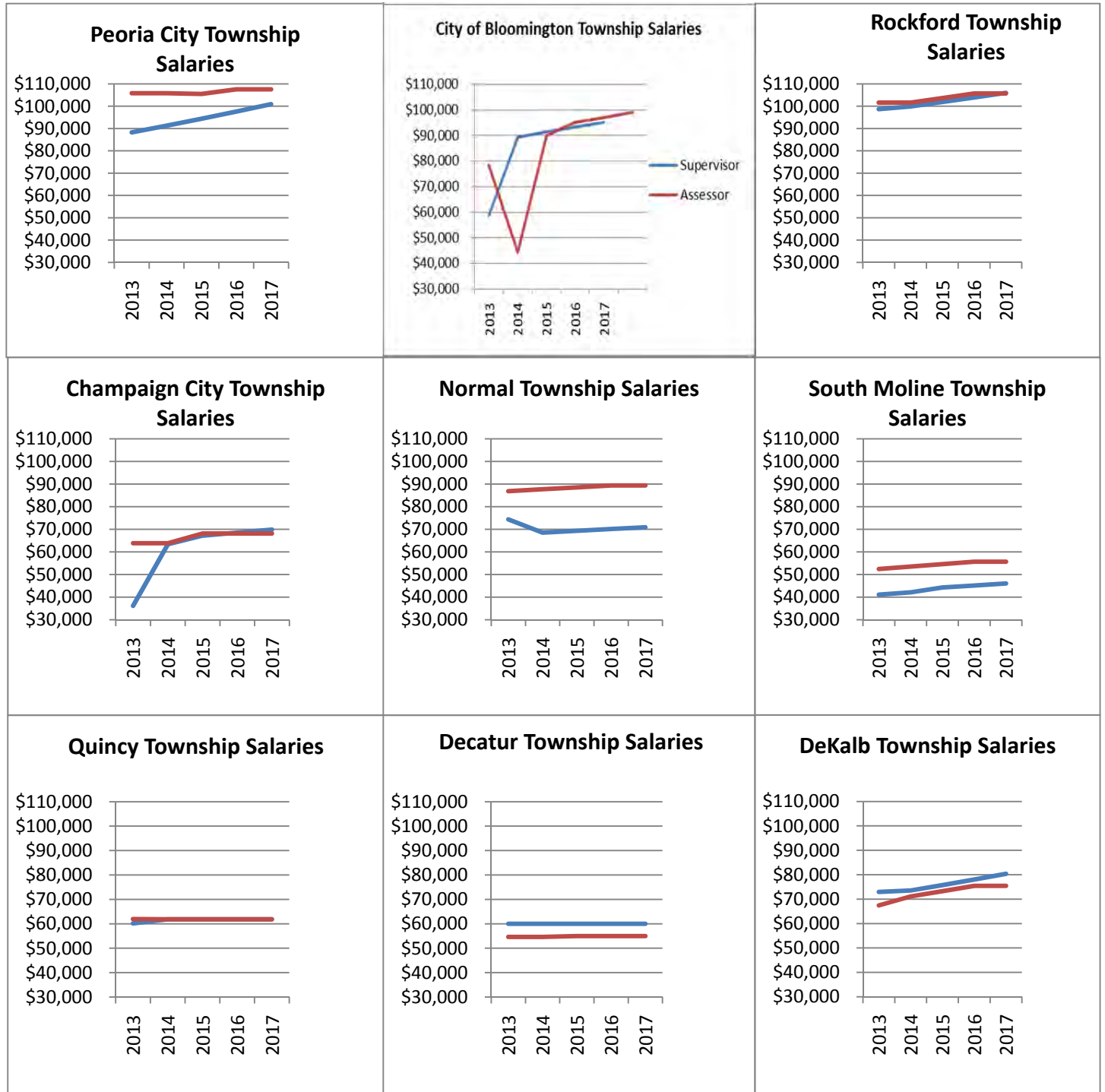
Township	Assessor 2014 Salary	Assessor 2015 Salary	Assessor 2016 Salary	Assessor 2017 Salary	Assessor 2018 Salary
Peoria City Township	\$ 105,803	\$ 105,472	\$ 107,580	\$ 109,194	\$107,580
City of Bloomington Township	\$ 90,000	\$ 95,000	\$ 97,000	\$ 99,000	\$101,000 *
Rockford Township	\$ 101,604	\$ 103,636	\$ 105,709	\$ 105,709	\$107,820
Champaign City Township	\$ 63,857	\$ 68,134	\$ 68,134	\$ 68,134	\$70,577
Normal Township	\$ 87,683	\$ 88,530	\$ 89,385	\$ 89,385	\$89,500
South Moline Township	\$ 53,495	\$ 54,565	\$ 55,656	\$ 56,769	\$57,905
Quincy Township	\$ 61,873	\$ 61,869	\$ 61,869	\$ 61,869	\$61,869
Decatur Township	\$ 54,619	\$ 55,000	\$ 55,000	\$ 55,000	\$55,000
DeKalb Township	\$ 71,100	\$ 73,250	\$ 75,448	\$ 75,448	\$75,448

Table 9: Raw data for Assessor Salary Comparison

\* City of Bloomington Township Assessor salary includes state stipend

**Parity of Supervisor and Assessor Salaries**

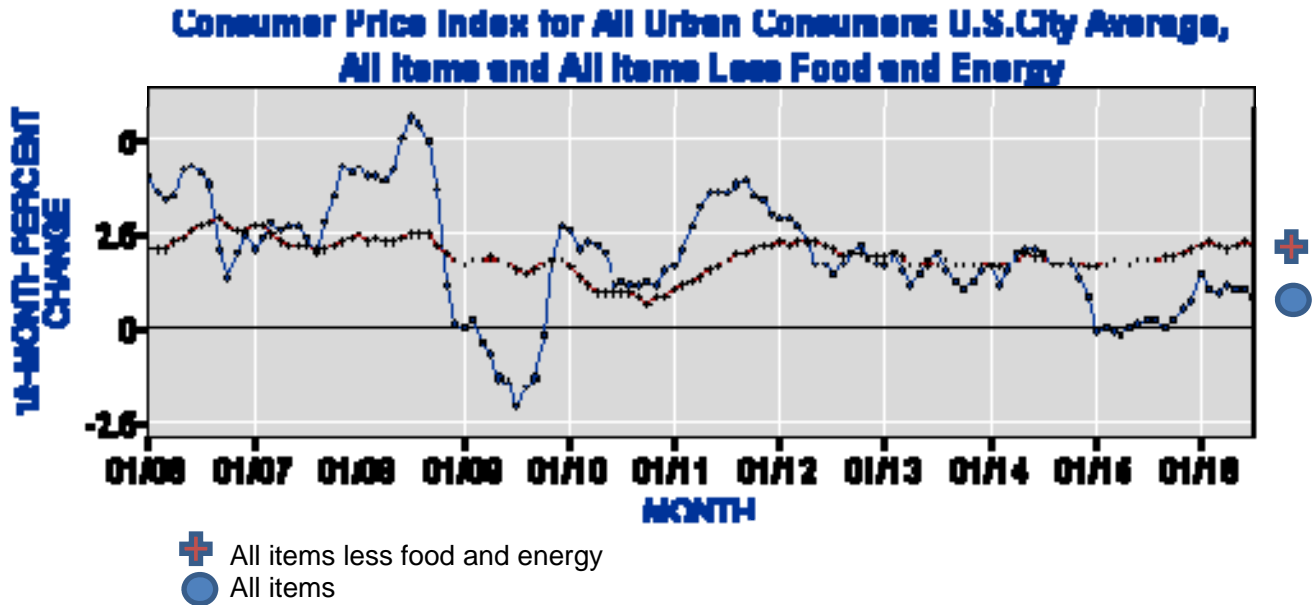
The following charts show the history of the Townships parity of salaries between the Supervisor and the Assessor.



— ASSESSOR — SUPERVISOR

## Consumer Price Index Reference

The CPI index has increased at a 1.9 percent annual rate over the last 10 years. In 2015, it rose 0.7%, in 2014, it rose 0.8%, and in 2013, it rose 1.5%.



## Current Results of Township Elected Officials Compensation

Of the five largest Townships in Central Illinois, Peoria City Township and Normal Township are the only Townships to have approved Compensation of their Township Elected Officials (Table 10). The salaries highlighted in gray are projections from year 2017 until final Township Trustee approval occurs in the next 1-2 months. Please note that the City of Bloomington Township 2018 projected salaries for Supervisor and Assessor do not include the stipends.

Township	Date of contact	Elected Official's Title	Current Official	2018 Salary	Salary Set Date	Term Start Date	Notes
Peoria City Township	8/19/2016	Supervisor	Joe Whalen	\$ 96,628	7/31/2016	5/15/2017	Retiring - New supervisor - salary frozen at \$96,628 4 yrs
Peoria City Township	8/19/2016	Assessor	Max Schlafley	\$107,580	7/31/2016	1/1/2018	Running Again - Salary freeze at \$107,580 4 yrs per Assessor
City of Bloomington Twp	8/19/2016	Supervisor	Deb Skillrud	\$96,000	10/24/2016	5/1/2017	Running Again - #s includes \$16,000 stipend from JMS
City of Bloomington Twp	8/19/2016	Assessor	Steve Scudder	\$101,000	10/24/2016	1/1/2018	Running Again - #s includes \$3000 stipend
Rockford Township	8/19/2016	Supervisor	Mickey Goral	\$103,636	next 1-2 mths	5/15/2017	Running Again - #s reflect no change in salary for start of new term
Rockford Township	8/19/2016	Assessor	Ken Crowley	\$107,820	next 1-2 mths	1/1/2018	Running Again - #s reflect no change in salary for start of new term
Champaign City Township	8/16/2016	Supervisor	Andy Quamstrom	\$66,437	next 1-2 mths	5/15/2016	Running Again
Champaign City Township	16-Aug	Assessor	Brian Christie	\$70,557	next 1-2 mths	1/1/2018	Retiring
Normal Township	8/19/2016	Supervisor	Richard Farr	\$85,000	8/18/2016	5/15/2017	Retiring. First year \$85,000 with 2% each year following
Normal Township	8/19/2016	Assessor	Rob Cranston	\$89,500	8/18/2016	1/1/2018	Running Again - First year \$89,500 with 2% + add \$1000 each year

Table 10: Current Results of Township Elected Official Compensation

## **Summary and Conclusions**

Township Supervisor and Assessor salaries among the larger Townships of Central Illinois increase as Township population increases. The relationship is fairly predictable so that population can be used to help derive these salaries. This approach would help ensure that the salaries are consistent with those of comparable Townships. The fact that Decatur Township has experienced a population decrease and had frozen salaries seems to confirm this relationship. Rockford Township Assessor has specifically mentioned that even though there is a decline in EAV, there is not a decline in the number of parcels which demand Assessor attention. At the Peoria Assessor's recommendation, he has requested a freeze of his salary, as he will run again for another term.

Several Townships have salary increases scheduled. These range from 1 % to 3.4%. It would be anticipated that generally the relationship between Township population and Supervisor and Assessor salaries also continues. City of Bloomington Township salaries could confidently be set based on these relationships for the foreseeable future.