

# 2024 Township Salary Survey

Each township board and multi-township board is charged with setting the compensation (salary) for each elected township and multi-township office for the upcoming term, beginning May 19, 2025 and ending the third Monday May 21, 2029 (beginning January 1, 2026 for assessors, multi-township assessors, and tax collectors and ending December 31, 2029). To aid township officials with this process, the survey assists township and multi-township boards throughout the state compare salaries with those paid in other townships of similar population and assessed valuation (by 2024).

The results of the survey indicate the salaries of townships grouped by counties into zones (1-6). 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 (November 18, 2024).

Remember that the salary is set to the position not the person.

## Statutory Guidelines

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, that includes benefits such as health insurance coverage, must be set by the board no later than November 20, 2024 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 2, 2024.

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 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.

## Summary

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.)*

## Zone Breakdowns

### Zone 1

Cook	Kane	McHenry
DuPage	Lake	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 6**

Champaign                Iroquois                   Moultrie  
 Coles                        Livingston                  Piatt  
 DeWitt                      Logan                        Tazewell  
 Douglas                    Macon                      Vermilion  
 Edgar                        McLean                     Woodford  
 Ford

**Zone 5**

Clark                        Franklin                    Marion  
 Clay                         Gallatin                    Richland  
 Crawford                  Hamilton                    Saline  
 Cumberland                Jasper                      Shelby  
 Effingham                  Jefferson                    Wayne  
 Fayette                      Lawrence                    White

**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.

***This survey includes a response rate of 51.12% as of May 1, 2024. We will continue to update these results and will have a new version posted online at [toi.org](http://toi.org) by July 1, 2024.***

Zone Breakdown by Population												
Figure Shown is Number of Townships Responding												
Zones	0-499	500-999	1000-1999	2000-3499	3500-4999	5000-9999	10000-24999	25000-49999	50000-74999	75000-99999	100000-200000	Total Twps.
	population	population	population	population	population	population	population	population	population	population	population	
Zone 1	0	2	6	4	4	8	15	14	11	7	5	76
Zone 2	19	23	18	8	7	12	9	6	1	0	0	103
Zone 3	45	40	36	14	5	7	7	2	0	0	0	156
Zone 4	35	26	24	19	9	21	3	7	0	0	0	144
Zone 5	23	22	17	9	5	4	3	0	1	0	0	84
Zone 6	38	25	27	13	10	7	10	3	1	1	0	135

Zone Breakdown by Population												
Figure Shown is Number of Townships Responding												
Zones	0-4.9	5-9.9	10-19.9	20-49.9	50-74.9	75-99.9	100-149.9	150-199.9	200-499.9	500-799.9	800 & Up	Total Twps.
	million	million	million	million	million	million	million	million	million	million	million	
Zone 1	4	0	0	3	3	3	2	3	8	6	41	73
Zone 2	5	1	6	27	7	8	7	7	10	3	4	85
Zone 3	3	7	30	56	11	4	5	3	8	0	1	128
Zone 4	5	5	25	48	8	3	7	5	7	5	1	119
Zone 5	7	8	22	19	6	2	2	0	2	0	0	68
Zone 6	7	1	22	46	14	6	9	4	7	4	2	122

## 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.

<b>ZONE 1</b>													
<b>113 Surveys Sent</b>						<b>77 (68.14%) Surveys Returned</b>							
		<b>How Paid</b>			<b>Salary Ranges</b>								
<b>Office</b>	<b>Responses Received</b>	<b>Annual</b>	<b>Per Diem or Per Mtg</b>	<b>Both Annual &amp; Per Diem/ Mtg</b>	<b>0-499</b>	<b>500-999</b>	<b>1,000-4,999</b>	<b>5,000-9,999</b>	<b>10,000-19,999</b>	<b>20,000-29,999</b>	<b>over 30,000</b>	<b>Health Insurance Provided</b>	<b>Retirement Program Provided</b>
Supervisor	76	98.68%	0.00%	1.32%	0.00%	0.00%	1.32%	3.95%	21.05%	25.00%	48.68%	19	31
Clerk	77	98.70%	0.00%	1.30%	0.00%	0.00%	3.90%	35.06%	44.16%	12.99%	3.90%	6	9
Commissioner	65	100.00%	0.00%	0.00%	1.54%	0.00%	1.54%	0.00%	6.15%	12.31%	78.46%	29	35
Assessor	74	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.41%	5.41%	21.62%	67.57%	31	41
Multi-Assessor	2	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	Included with Assessor total	Included with Assessor total
Trustees	74	86.49%	10.81%	2.70%	0.00%	12.16%	62.16%	22.97%	2.70%	0.00%	0.00%	3	3
Collectors	5	100.00%	0.00%	0.00%	0.00%	60.00%	66.67%	0.00%	0.00%	0.00%	0.00%	1	0
Road Treas	48	100.00%	0.00%	0.00%	16.67%	4.17%	79.17%	0.00%	0.00%	0.00%	0.00%	NA	NA

<b>ZONE 2</b>													
<b>168 Surveys Sent</b>						<b>107 (63.69%) Surveys Returned</b>							
		<b>How Paid</b>			<b>Salary Ranges</b>								
<b>Office</b>	<b>Responses Received</b>	<b>Annual</b>	<b>Per Diem or Per Mtg</b>	<b>Both Annual &amp; Per Diem/ Mtg</b>	<b>0-499</b>	<b>500-999</b>	<b>1,000-4,999</b>	<b>5,000-9,999</b>	<b>10,000-19,999</b>	<b>20,000-29,999</b>	<b>over 30,000</b>	<b>Health Insurance Provided</b>	<b>Retirement Program Provided</b>
Supervisor	107	92.52%	0.00%	7.48%	0.00%	0.00%	11.21%	45.79%	21.50%	15.89%	5.61%	10	12
Clerk	107	90.65%	0.00%	9.35%	0.00%	0.00%	43.93%	42.99%	11.21%	1.87%	0.00%	2	6
Commissioner	104	97.12%	0.00%	2.88%	0.00%	0.00%	0.96%	3.85%	11.54%	25.00%	58.65%	14	31
Assessor	44	100.00%	0.00%	0.00%	0.00%	0.00%	4.55%	2.27%	11.36%	20.45%	61.36%	10	19
Multi-Assessor	41	100.00%	0.00%	0.00%	2.44%	2.44%	0.00%	7.32%	63.41%	7.32%	17.07%	Included with Assessor total	Included with Assessor total
Trustees	108	57.41%	24.07%	19.44%	6.48%	44.44%	46.30%	2.78%	0.00%	0.00%	0.00%	2	1
Collectors													
Road Treas	45	97.78%	0.00%	2.22%	8.89%	28.89%	62.22%	0.00%	0.00%	0.00%	0.00%	NA	NA

# ZONE 3

318 Surveys Sent

161 (50.62%) 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	161	90.68%	0.62%	8.70%	0.00%	1.24%	42.86%	37.89%	10.56%	1.86%	5.59%	8	13
Clerk	161	91.30%	0.62%	8.07%	0.62%	2.48%	74.53%	17.39%	4.97%	0.00%	0.00%	4	3
Commissioner	151	94.70%	0.66%	4.64%	0.00%	0.00%	1.32%	3.31%	13.25%	28.48%	53.64%	13	21
Assessor	36	94.44%	0.00%	5.56%	2.78%	0.00%	16.67%	19.44%	22.22%	11.11%	27.78%	10	14
Multi-Assessor	76	100.00%	0.00%	0.00%	0.00%	0.00%	13.16%	35.53%	36.84%	2.63%	11.84%	Included with Assessor total	Included with Assessor total
Trustees	160	69.38%	20.63%	10.00%	26.88%	57.50%	13.13%	0.63%	1.88%	0.00%	0.00%	4	0
Collectors	7	100.00%	0.00%	0.00%	0.00%	14.29%	71.43%	14.29%	0.00%	0.00%	0.00%	1	0
Road Treas	53	96.23%	1.89%	1.89%	18.87%	22.64%	58.49%	0.00%	0.00%	0.00%	0.00%	NA	NA

# ZONE 4

304 Surveys Sent

153 (50.32%) 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	151	91.39%	1.32%	7.28%	0.66%	0.00%	31.13%	34.44%	18.54%	8.61%	6.62%	13	23
Clerk	151	88.74%	0.66%	10.60%	1.32%	2.65%	54.97%	29.80%	9.27%	1.32%	0.66%	5	9
Commissioner	147	96.60%	2.04%	2.04%	1.36%	0.00%	2.04%	2.72%	23.81%	22.45%	47.62%	17	41
Assessor	45	93.33%	0.00%	8.89%	0.00%	2.22%	8.89%	33.33%	26.67%	8.89%	20.00%	7	10
Multi-Assessor	50	100.00%	0.00%	0.00%	0.00%	0.00%	16.00%	40.00%	34.00%	2.00%	8.00%	Included with Assessor total	Included with Assessor total
Trustees	152	72.37%	13.82%	13.82%	17.11%	40.13%	39.47%	2.63%	0.66%	0.00%	0.00%	3	4
Collectors													
Road Treas	54	92.59%	0.00%	7.41%	12.96%	24.07%	62.96%	0.00%	0.00%	0.00%	0.00%	NA	NA

# ZONE 5

**244 Surveys Sent**

**92 (37.7%) 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	90	96.67%	0.00%	3.33%	0.00%	0.00%	45.56%	27.78%	23.33%	3.33%	0.00%	5	14
Clerk	92	91.30%	0.00%	8.70%	0.00%	2.17%	79.35%	15.22%	3.26%	0.00%	0.00%	4	7
Commissioner	90	98.89%	0.00%	1.11%	0.00%	0.00%	1.11%	6.67%	30.00%	32.22%	30.00%	13	28
Assessor	20	100.00%	0.00%	0.00%	0.00%	0.00%	25.00%	30.00%	30.00%	0.00%	15.00%	4	5
Multi-Assessor	44	100.00%	0.00%	0.00%	0.00%	0.00%	38.64%	47.73%	13.64%	0.00%	0.00%	Included with Assessor total	Included with Assessor total
Trustees	92	75.00%	16.30%	8.70%	20.65%	46.74%	30.43%	2.17%	0.00%	0.00%	0.00%	4	2
Collectors													
Road Treas	21	100.00%	0.00%	0.00%	23.81%	33.33%	42.86%	0.00%	0.00%	0.00%	0.00%	NA	NA

# ZONE 6

**283 Surveys Sent**

**146 (51.59%) 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	143	97.20%	0.00%	2.80%	0.00%	0.70%	17.48%	50.35%	21.68%	4.20%	5.59%	9	21
Clerk	145	98.62%	0.00%	1.38%	0.69%	0.69%	50.34%	39.31%	8.28%	0.69%	0.00%	4	11
Commissioner	140	99.29%	0.71%	0.00%	0.00%	0.00%	1.43%	2.14%	5.71%	26.43%	64.29%	35	58
Assessor	42	100.00%	0.00%	0.00%	0.00%	0.00%	2.38%	33.33%	21.43%	9.52%	33.33%	10	13
Multi-Assessor	66	100.00%	0.00%	0.00%	0.00%	1.52%	7.58%	37.88%	39.39%	10.61%	3.03%	Included with Assessor total	Included with Assessor total
Trustees	146	83.56%	16.44%	13.70%	10.27%	60.27%	28.08%	1.37%	0.00%	0.00%	0.00%	4	3
Collectors													
Road Treas	52	96.15%	3.85%	0.00%	11.54%	11.54%	76.92%	0.00%	0.00%	0.00%	0.00%	NA	NA