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Troy Township Salary Committee

Meeting Notice and Agenda

NOTICE IS HEREBY GIVEN

To the legal voters, residents of the Township of Troy in the County of Will and State of Illinois, that a committee meeting for the review, discussion, and establishment of the salaries and benefits packages of the Township's elected officials for the 2021-2025 will take place on:

Monday, July 20, 2020

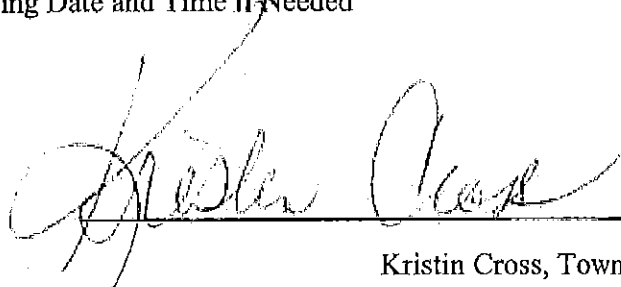
being the third Monday of said month

at the hour of 6:00 PM at

Troy Township Community Center, 25448 Seil Rd, Shorewood, IL

- 1) Call to Order
- 2) Pledge to the Flag
- 3) Roll Call
- 4) Guests and Citizen Comments
- 5) Salaries and Benefit Packages for Elected Officials for the 2021-2025 Term Including the Review & Discussion of:
 - i. Current Troy Township Elected Officials Compensation Resolution 16-17R-14 and Salary History Review
 - ii. TOI Salary Survey Review
 - iii. Discussion of any Proposed Changes for the 2021-2025 Term
 - iv. Any Additional Research Needed to Make a Recommendation to the Board
- 6) Make Recommendation to the Troy Township Board for the Salaries and Benefits Packages for the Elected Officials of Troy Township for the 2021-2025 Term
- 7) Establish Next Committee Meeting Date and Time if Needed
- 8) Adjournment

Dated: 7-15-2020



Kristin Cross, Town Clerk



Supervisor
Joseph D. Baltz

Clerk
Kristin Dawn Cross

Phone
1-815-744-1968



Trustees
Larry Ryan
John "Theo" Theobald
Donald Walden
Brett Wheeler

Fax
1-815-744-1910

25448 SEIL ROAD
SHOREWOOD, ILLINOIS
60404-7620
www.troytownship.com

RESOLUTION 16-17R-14

A RESOLUTION SETTING COMPENSATION OF TOWNSHIP OFFICIALS
FOR THE TERMS BEGINNING MAY 15, 2017 and on January 1, 2018
TROY TOWNSHIP, WILL COUNTY, ILLINOIS

WHEREAS, according to 60 ILCS 1-65-20, the compensation of township officers shall be set by the township board at least 180 days before the beginning of the terms of office.

WHEREAS, according to 60 ILCS 1-65-20, the compensation for the road district treasurer shall be fixed by the township board and shall not be less than \$100.00 or more than \$1,000.00 per year.

WHEREAS, according to 605 ILCS 5/6-207, the compensation of the highway commissioner shall be fixed by the township board at an annual salary of not less than \$3,000.00 to be paid in equal monthly installments, or a per diem amount for each day he or she is necessarily employed in the discharge of official duties;

WHEREAS, according to 35 ILCS 200/2-70, the compensation of the township assessor and collector shall be set by the township board at the same time the board sets the compensation of its township supervisor.

NOW, THEREFORE, BE IT ORDAINED BY Board of Trustees of Troy Township that the

compensation of the township officials for the term beginning May 15, 2017 and thereafter, and on January 1, 2018 and thereafter for assessors and collectors shall be as follows:

SECTION 1: SALARIES OF ELECTED OFFICIALS

The salaries for township officials shall be as follows:

- a) **Township Supervisor**, effective for each of the following years:
 - i) May 15, 2017 – May 21, 2018: \$2,916.67 per month.
 - ii) May 21, 2018 – May 20, 2019: \$2,916.67 per month.
 - iii) May 20, 2019 – May 19, 2020: \$2,916.67 per month.
 - iv) May 19, 2020 – Until Changed: \$2,916.67 per month.
- b) **Road District Treasurer**
 - i) The Road District Treasurer shall receive compensation of \$1,000.00 annually.
- c) **Township Clerk**, effective for each of the following years:
 - i) May 15, 2017 – May 21, 2018: \$1,250.00 per month.
 - ii) May 21, 2018 – May 20, 2019: \$1,250.00 per month.
 - iii) May 20, 2019 – May 19, 2020: \$1,250.00 per month.
 - iv) May 19, 2020 – Until Changed: \$1,250.00 per month.
- d) **Township Trustees**, effective for each of the following years:
 - i) May 15, 2017 – May 21, 2018: \$500.00 per month.
 - ii) May 21, 2018 – May 20, 2019: \$500.00 per month.
 - iii) May 20, 2019 – May 19, 2020: \$500.00 per month.
 - iv) May 19, 2020 – Until Changed: \$500.00 per month.
- e) **Township Assessor**, effective for each of the following years:
 - i) January 1, 2018 – December 31, 2018: \$5,583.34 per month equal to \$67,000.08 annually.
 - ii) January 1, 2019 – December 31, 2019: Use the 2018 rate plus the annual cost of service adjustment as described in item v below.

- iii) January 1, 2020 – December 31, 2020: Use the 2019 rate plus the annual cost of service adjustment as described in item v below.
- iv) January 1, 2021 – Until Changed: Use the 2020 rate plus the annual cost of service adjustment as described in item v below.
- v) Annual Cost of Service Adjustment
 - (1) Commencing on January 1, 2019 and annually thereafter, the compensation set forth in Section e shall be increased by the lesser of 3% or CPI based upon the Consumer Price Index All Urban Consumers (CPI-U) U.S. City Average All Items December – December Percentage Change.
 - (i) The December 2017 CPI rate will be used when calculating the increase effective January 1, 2019.
 - (ii) The December 2018 CPI rate will be used when calculating the increase effective January 1, 2020.
 - (iii) The December 2019 CPI rate will be used when calculating the increase effective January 1, 2021.
- f) **Tax Collector**, effective for each of the following years:
 - (1) The Township Tax Collector shall receive total compensation of \$0.00 (zero) per month.
- g) **Highway Commissioner**, effective for each of the following years:
 - i) May 15, 2017 – May 21, 2018: \$5,583.34 per month equal to \$67,000.08 annually.
 - ii) May 21, 2018 – May 20, 2019: Use the rate as of May 15, 2017 plus the annual cost of service adjustment as described in item v below.
 - iii) May 20, 2019 – May 19, 2020: Use the rate as of May 21, 2018 plus the annual cost of service adjustment as described in item v below.
 - iv) May 19, 2020 – Until Changed: Use the rate as of May 20, 2019 plus the annual cost of service adjustment as described in item v below.

v) Annual Cost of Service Adjustment

(1) Commencing on May 21, 2018 and annually thereafter, the compensation set forth in Section g shall be increased by the lesser of 3% or CPI based upon the Consumer Price Index All Urban Consumers (CPI-U) U.S. City Average All Items December – December Percentage Change.

(i) The December 2017 CPI rate will be used when calculating the increase effective May 21, 2018.

(ii) The December 2018 CPI rate will be used when calculating the increase effective May 20, 2019.

(iii) The December 2019 CPI rate will be used when calculating the increase effective May 19, 2020.

h) Pension Coverage

(1) All paid elected official positions may participate in the Illinois Municipal Retirement Fund to the extent they are eligible.

i) Effect of Provisions

(1) The compensation fixed by this section shall be effective as to each office on the first day of the term of that office when said term begins at least 180 days hereafter. The compensation established by prior ordinances for each office shall continue until the compensation set forth in this section becomes effective as to that office.

SECTION 2: ADDITIONAL COMPENSATION

The following township offices in addition to the compensation outlined in Section 1, will receive the following benefits:

a) Highway Commissioner:

The Highway Commissioner will have use of a township vehicle. Health, dental and vision insurance is offered for the Commissioner, his/her spouse and his/her children through the

Township's group plan. The Commissioner will contribute 2% of his/her compensation as set forth in Section 1 towards the health, dental and vision insurance premiums if this coverage is elected.

b) Assessor:

The Assessor will receive \$300.00 per month for mileage. Health, dental and vision insurance is offered for the Assessor, his/her spouse and his/her children through the Township's group plan. The Assessor will contribute 2% of his/her compensation as set forth in Section 1 towards the health, dental and vision insurance premiums if this coverage is elected.

c) Supervisor:

Health, dental and vision insurance is offered for the Supervisor, his/her spouse and his/her children through the Township's group plan. The Supervisor will contribute 2% of his/her compensation as set forth in Section 1 towards the health/dental insurance premiums if this coverage is elected.

SECTION 3: SEVERABILITY

In the event any word, phrase, clause, sentence, paragraph, provision or section of this ordinance, or any part thereof, shall be held to be unconstitutional, unenforceable or void, the same shall not affect the validity or enforceability of any remaining words, phrases, clauses, sentences, paragraphs, provisions or sections of this ordinance.

SECTION 4: REPEALER

All ordinance or parts of ordinances conflicting with any provision of this ordinance are hereby repealed.

SECTION 5: EFFECTIVE DATE

This Ordinance shall be in full force and effect from and after its passage and approval as provided by law.

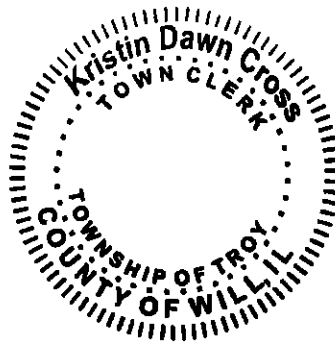
ADOPTED this 18th day of July, 2016 on a roll call vote as:

Ayes:	Nays:	Abstain:	Absent:	
			✓	Larry Ryan, Trustee
✓				John Theobald, Trustee
✓				Donald Walden, Trustee
✓				Brett Wheeler, Trustee
✓				Joseph D. Baltz, Supervisor

Township Supervisor

By: *Joseph D. Baltz*
Joseph D. Baltz, Supervisor

ATTESTED:
By: *Kristin Dawn Cross*
Kristin Dawn Cross, Clerk





Troy Township Elected Officials Salary History 1989 to 2021

Term	1989-1993	1993-1997	1997-2001	2001-2005	2005-2009	2009-2013	2013-2017	2017-2021
Supervisor	\$ 15,250.00	\$ 15,250.00	\$ 16,875.00	\$ 28,000.00	\$ 32,190.00	\$ 35,000.00	\$ 35,000.00	\$ 35,000.04
Supervisor Health	No	No	No	Yes	Yes	Yes	Yes	Yes
Supervisor's Health Contribution	N/A	N/A	N/A	0%	0%	2%	2%	2%
Percent Increase from Prior Term		0.00%	10.66%	65.93%	14.96%	8.73%	0.00%	0.00%
R&B Treasurer	\$ -	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
Percent Increase from Prior Term			0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Town Clerk	\$ 6,150.00	\$ 6,150.00	\$ 6,765.00	\$ 10,000.00	\$ 11,100.00	\$ 15,000.00	\$ 15,000.00	\$ 15,000.00
Percent Increase from Prior Term		0.00%	10.00%	47.82%	11.00%	35.14%	0.00%	0.00%
Assessor	\$ 25,920.00	\$ 32,400.00	\$ 35,640.00	\$ 48,000.00	\$ 53,280.00	\$ 65,000.00	\$ 65,000.00	\$67,000.08 - \$71,310.00
Annual Increase¹	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Yes
Assessor Health	?	No	Yes (individual)	Yes	Yes	Yes	Yes	Yes
Assessor's Health Contribution	?	N/A	Paid by TWP	0%	0%	2%	2%	2%
Assessor's Mileage/Month	?	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 300.00	\$ 300.00	\$ 300.00
Percent Increase from Prior Term		25.00%	10.00%	34.68%	11.00%	22.00%	0.00%	3.08% at start of term
Highway Commissioner	\$ 37,440.00	\$ 39,985.00	\$ 44,000.00	\$ 48,000.00	\$ 53,280.00	\$ 65,000.00	\$ 65,000.00	\$67,000.08 - \$71,310.00
Annual Increase²	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Yes
Hwy Com.'s Health	?	Yes (individual)	Yes (individual)	Yes	Yes	Yes	Yes	Yes
Hwy. Com.'s Health Contribution	?	Paid by TWP	Paid by TWP	0%	0%	2%	2%	2%
Hwy. Com's Vehicle	?	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Percent Increase from Prior Term		6.80%	10.04%	9.09%	11.00%	22.00%	0.00%	3.08% at start of term
Trustee	\$ 1,800.00	\$ 1,800.00	\$ 2,400.00	\$ 3,600.00	\$ 3,996.00	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00
Percent Increase from Prior Term		0.00%	33.33%	50.00%	11.00%	50.15%	0.00%	0.00%

***In 2001 Insurance became available for the Supervisor, Highway Commissioner & Assessor Including dependents.**

Health Insurance Contribution is 2% of Gross Salary.

1: Assessor's Annual Cost of Service Adjustment:

Commencing on January 1, 2019 and annually thereafter, the compensation shall be increased by the lesser of 3% or CPI based upon the Consumer Price Index All Urban Consumers (CPI-U) U.S. City Average All Items December – December Percentage Change.

- (i) The December 2017 CPI rate will be used when calculating the increase effective January 1, 2019.
- (ii) The December 2018 CPI rate will be used when calculating the increase effective January 1, 2020.
- (iii) The December 2019 CPI rate will be used when calculating the increase effective January 1, 2021.



Troy Township Elected Officials Salary History 1989 to 2021

2: Highway Commissioner's Annual Cost of Service Adjustment:

Commencing on May 21, 2018 and annually thereafter, the compensation shall be increased by the lesser of 3% or CPI based upon the Consumer Price Index All Urban Consumers (CPI-U) U.S. City Average All Items December – December Percentage Change.

- (i) The December 2017 CPI rate will be used when calculating the increase effective May 21, 2018.
- (ii) The December 2018 CPI rate will be used when calculating the increase effective May 20, 2019.
- (iii) The December 2019 CPI rate will be used when calculating the increase effective May 19, 2020.

Highway Commissioner & Assessor Compensation Summary 2017-2021 Term					
Effective Date for Highway Commissioner	CPI Increase	\$ Increase	Monthly	Annual	Effective Date for Assessor
5/15/2017			\$ 5,583.34	\$ 67,000.08	1/1/2018
5/21/2018	2.10%	\$ 117.25	\$ 5,700.59	\$ 68,407.08	1/1/2019
5/20/2019	1.90%	\$ 108.31	\$ 5,808.90	\$ 69,706.80	1/1/2020
5/19/2020	2.30%	\$ 133.60	\$ 5,942.50	\$ 71,310.00	1/1/2021

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

