

Wage, Benefits, & Labor Survey



DeKalb County, Illinois

2024 Results & Analysis

Prepared by

**DeKalb County Economic
Development Corporation**



DeKalb County Economic Development Corporation
2025

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Survey Overview



The DeKalb County Economic Development Corporation (DCEDC) ran its 2024 Wage, Benefits, and Labor Survey from August to October 2024. The survey tool was distributed to DeKalb County area employers through email, social media, and was available on the DCEDC website.

DCEDC conducts a Wage, Benefit, and Labor Survey approximately every two to three years to collect data used to measure and assess human resource practices and the health of the local business community. The last survey was completed in 2022. Respondents were located within DeKalb County. Due to small sample size (9 respondents) and to protect firm confidentiality, some survey results were aggregated or suppressed as needed.

DCEDC sincerely thanks all participants for their time and valuable feedback. Comments and suggestions from participants will be used to improve future surveys. Please forward any questions or comments regarding the results of this survey to the DCEDC office.

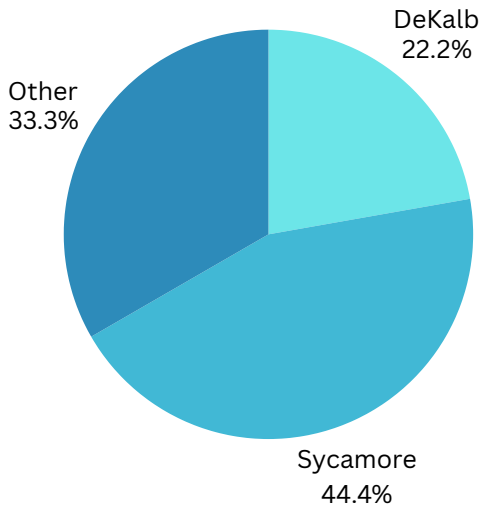
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Operations



Respondent Locations

Most survey respondents were located in the larger cities of Sycamore and DeKalb, while others reported from smaller municipalities within DeKalb County.

Respondents represent a variety of industry sectors, both public and private.

Work Week

In addition to typical Monday - Friday business hours, over 50% of survey respondents reported having weekend hours of operation.

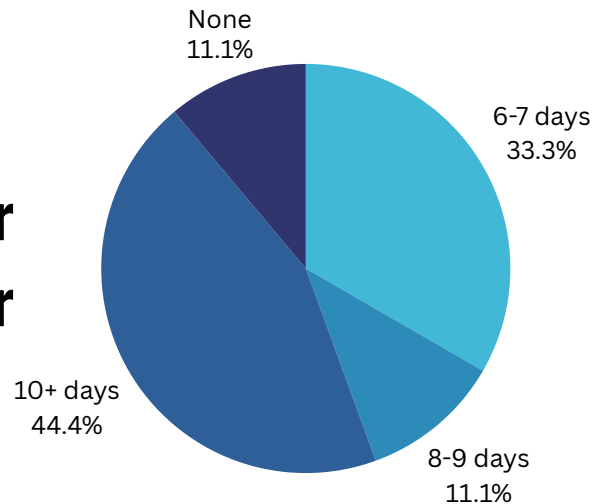
All survey respondents reported that their company's basic work week for FULL-TIME employees was 40 hours per week.

Reported Shift Lengths:

- 4 to 12 hours
- 8 hours
- 8 to 10 hours
- 8 to 12 hours

44% of respondents indicated their business operated with multiple shifts.

Paid Holidays Per Year

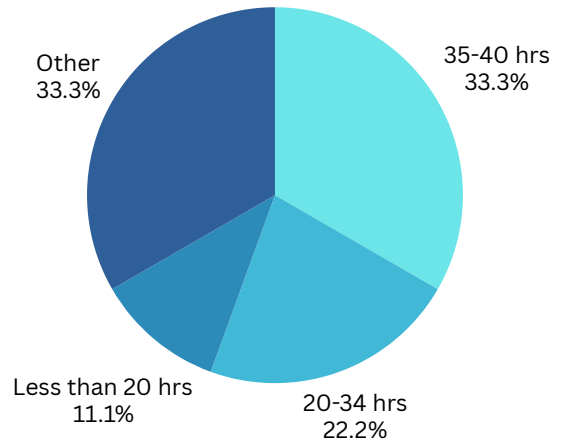


Paid Benefits Qualifications

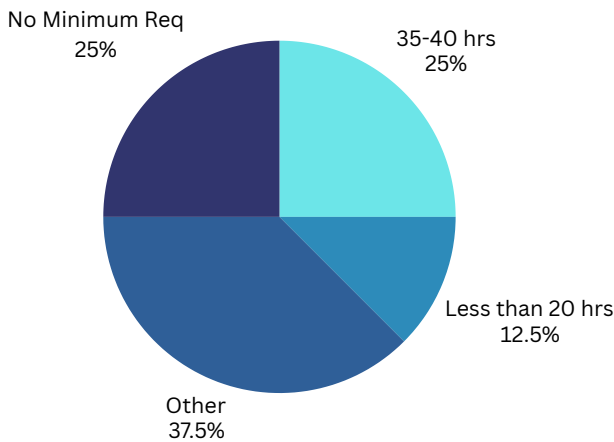
Minimum Hours Worked In A Week to Qualify for PAID HOLIDAYS

“Other” responses included:

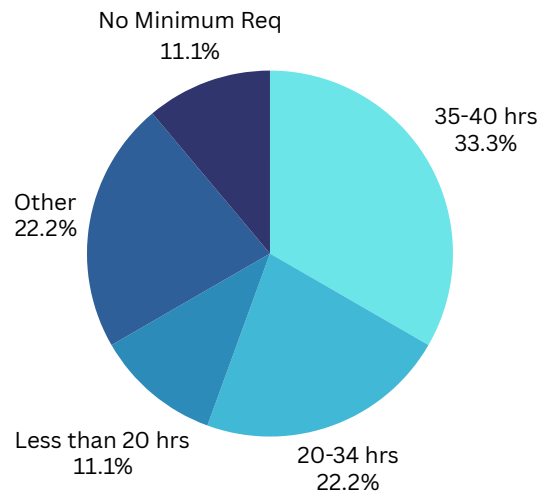
- Only Full-Time employees over 30 or more hrs qualify
- All employees qualify
- No holiday pay given



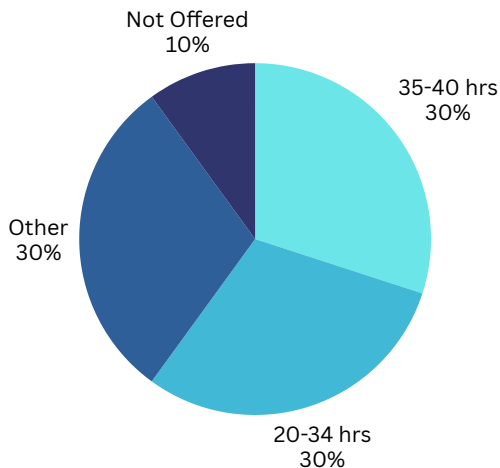
Minimum Hours Worked In A Week to Qualify for PAID SICK TIME



Minimum Hours Worked In A Week to Qualify for PAID VACATION



The majority of the “other” responses noted using a PTO policy/following the 1 hour per every 40 hours worked legislation in regard to “sick time” and “vacation time”



Minimum Hours Worked In A Week to Qualify for HEALTH INSURANCE

“Other” responses included:

- Only Full-Time employees over 30 or more hrs qualify

Years of Service & Time Off

Number of VACATION DAYS That Best Correspond with Years of Service

FULL-TIME EMPLOYEES

Less Than 1 Year	1 - 5 Years	6 - 10 Years	11 - 15 Years	16 - 20 Years	21 - 25 Years	26 - 30 Years	30+ Years
12.3	11.8	16.3	19.6	19.5	19.8	20.3	20.3

For PART-TIME EMPLOYEES, majority of responses were “1 hour earned for every 40 hours worked” or per hours worked according to company policy.

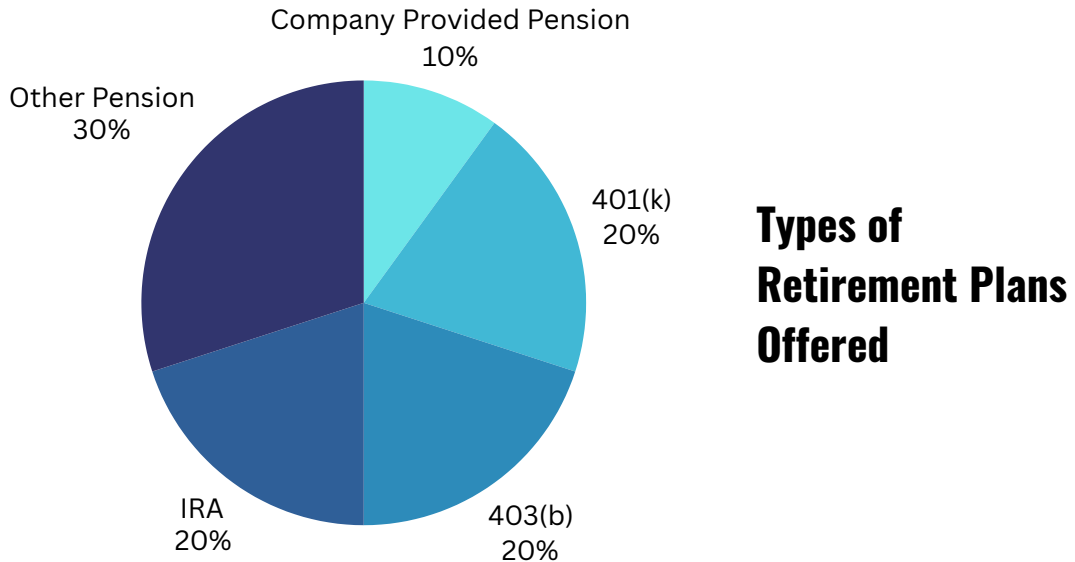
Number of SICK DAYS That Best Correspond with Years of Service

For both FULL-TIME and PART-TIME EMPLOYEES, responses were varied. Numerous respondents reported only using PTO, making no distinction for separate “sick time”. A few others reported other varied amounts per company policy.

PAID HOLIDAYS Given Per Year

The most common response was 6-7 days per year. The next most common reported amount was 11 days per year.

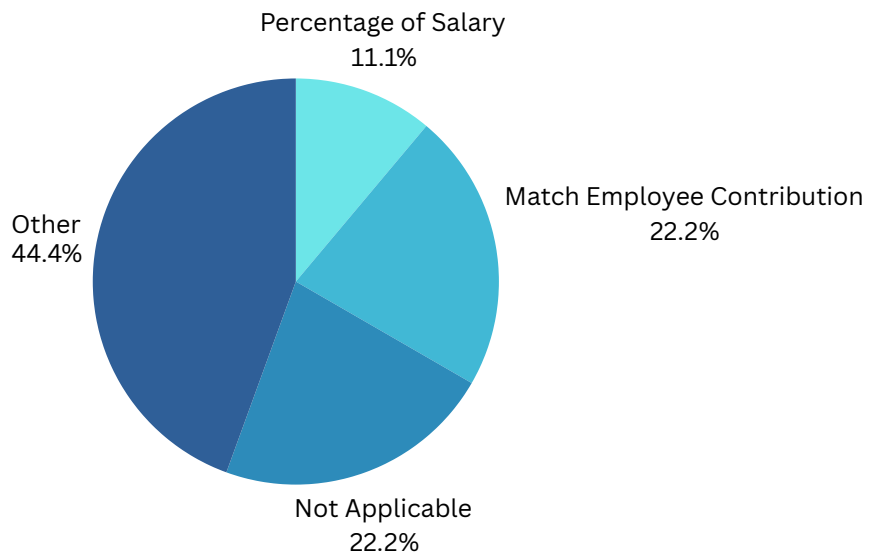
Benefits: Retirement



Which best describes the funding of the retirement plan:

Employee Contribution Only	Company contribution only	If employee contributes, company also contributes	If company contributes, employee may contribute	If company contributes, employee must contribute	Other
22%	0%	44%	0%	11%	22%

Which best describes the maximum retirement plan contribution made by the company:



Benefits: Contributions

For companies offering the following benefits, what contributions, if any, are made by DeKalb County employers for FULL-TIME EMPLOYEES:

% of Premium Paid by Companies

% of Respondents That Pay the Indicated Premium		100%	90-99%	80-89%	70-79%	60-69%	50-59%	Less Than 50%	None
	Employee Health		12.5%	50%	12.5%		25%		
	Dependent Health			25%	25%		25%	12.5%	12.5%
	Employee Dental		12.5%	12.5%	25%	12.5%	12.5%	12.5%	12.5%
	Dependent Dental			12.5%	12.5%	12.5%	12.5%	25%	25%
	Employee Vision	33%	17%						50%
	Dependent Vision	17%						17%	66%
	Employee LT Disability	60%							40%
	Employee ST Disability	67%							33%
	Employee Life Insurance	86%						14%	
Employee Acc. Death/Dismemberment	83%						17%		

For PART-TIME employees, 89% of respondents do not offer any of the above. Additional detailed data not available.

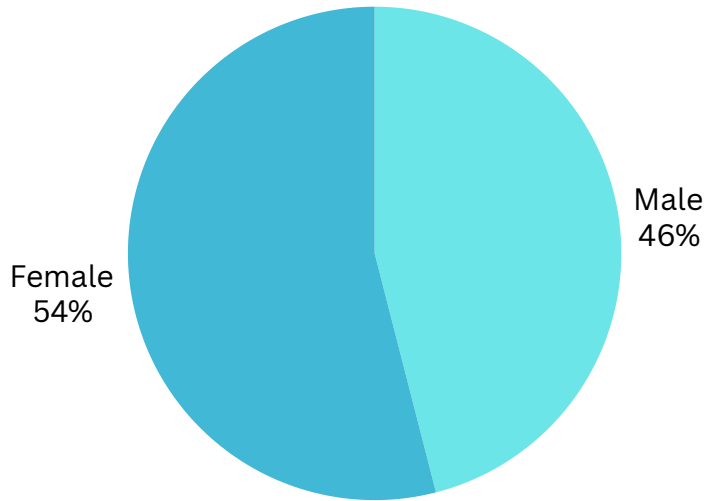
[2022 DATA FOR COMPARISON]

For companies offering the following benefits, what contributions, if any, are made by DeKalb County employers for FULL-TIME EMPLOYEES:

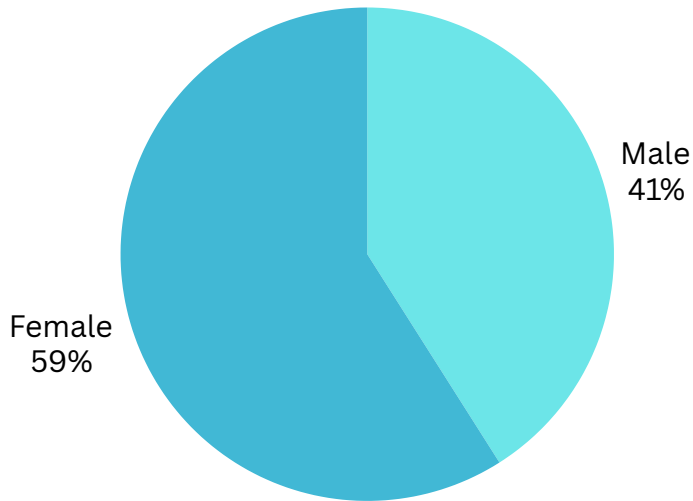
% of Premium Paid by Companies

% of Respondents That Pay the Indicated Premium	100%	90-99%	80-89%	70-79%	60-69%	50-59%	Less Than 50%	None
Employee Health	17%	6%	33%	17%	11%	11%	6%	
Dependent Health	6%	6%	28%	17%	22%	11%	11%	
Employee Dental	21%	5%	5%	21%		16%	16%	16%
Dependent Dental	5%	5%	5%	21%		21%	21%	21%
Employee Vision	19%	6%		19%		6%	19%	38%
Dependent Vision	6%	6%		19%		6%	19%	44%
Employee LT Disability	53%	6%		12%			6%	24%
Employee ST Disability	56%	6%		6%				25%
Employee Life Insurance	78%	6%		6%		6%		6%
Employee Acc. Death/Dismemberment	33%							67%

Workforce



**Percentage of
FULL-TIME
Workforce**



**Percentage of
PART-TIME
Workforce**

Average age of current workforce reported by respondents is 41.3 years of age.

22% of respondents reported having employees who belonged to a union.

Shift Differentials

Overall, businesses offering pay differentials for shift work has increased from 2022 to 2024...

67% of respondents with shift work offer a pay differential for 2nd Shift work. Reported amount of 2nd shift differential ranged from \$0.30/hour to \$2.00/hour.

Compared with 2022 survey results, only 36% of respondents offered a pay differential for 2nd Shift work, ranging from \$0.50/hour to \$2.00/hour.

67% of respondents with shift work offer a pay differential for 3rd Shift work. Reported amount of 3rd shift differential ranged from \$0.30/hour to \$3.00/hour.

Compared with 2022 survey results, only 28% of respondents offered a pay differential for 3rd Shift work (no data for differential pay amounts in 2022).

43% of respondents with weekend business hours offer a pay differential for **Weekend shifts**. Reported amount of Weekend differential ranged from \$0.75/hour to \$1.00/hour to paying time and a half of employee's wage.

Compared with 2022 survey results, only 24% of respondents offered a pay differential for Weekend Shift work (no data for differential pay amounts in 2022).

Performance Review & Adjustment

63% of respondents reported an introductory/probationary employment period lasting 90 days.

78% of participating companies give performance reviews, a slight decrease from 80% in 2022.

Respondents reported the following as a basis for wage/salary increases:

- Merit Review: 88%
- Cost of Living: 44%
- Length of Service: 33%

67% of respondents reported using more than one basis for an increase.

44% of participating companies give a wage/salary adjustment to NEW employees once DURING their first year. AFTER their first year, ALL RESPONDENTS provide ANNUAL ADJUSTMENTS.

ALL participating companies reported annual wage adjustments in 2024. The AVERAGE ADJUSTMENT was 5.3%, an INCREASE from 3.8% in 2022.

Training & Education

ALL participating companies offer INTERNAL employee training and/or education opportunities.

Frequency of INTERNAL training/educational opportunities:

- As Needed: 78%
- At Employee Request: 44%
- Annually: 33%
- Monthly: 22%
- Other: 22%

44% of respondents reported multiple frequencies of training opportunities.

“Other” responses included “Daily” and “Upon Hire”.

ALL respondents offer INTERNAL training and/or educational opportunities through ONLINE methods.

Additionally, 89% of respondents offer IN-PERSON internal training opportunities.

89% of participating companies offer EXTERNAL employee training and/or education opportunities.

Frequency of EXTERNAL training/educational opportunities:

- As Needed: 78%
- At Employee Request: 33%
- Annually: 22%
- Other: 11%

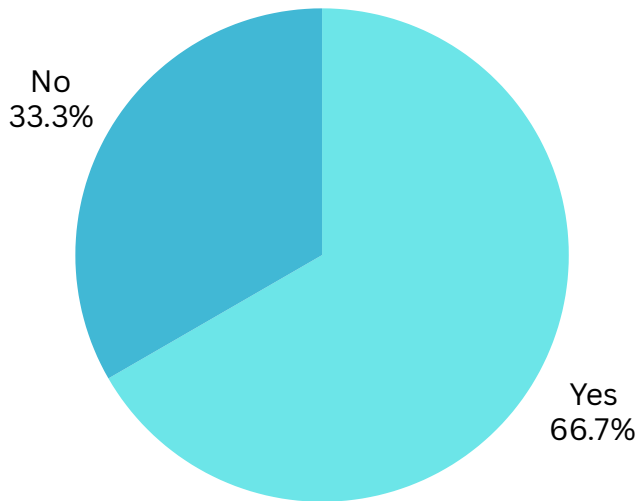
44% of respondents reported multiple frequencies of training opportunities.

Types of EXTERNAL training opportunities offered by respondents:

- Seminar/Workshop reimbursement or stipend: 89%
- Professional Conference reimbursement or stipend: 67%
- Tuition/Coursework reimbursement or stipend: 67%
- Certification reimbursement or stipend: 44%

ALL respondents offer multiple types of EXTERNAL training opportunities.

Internships

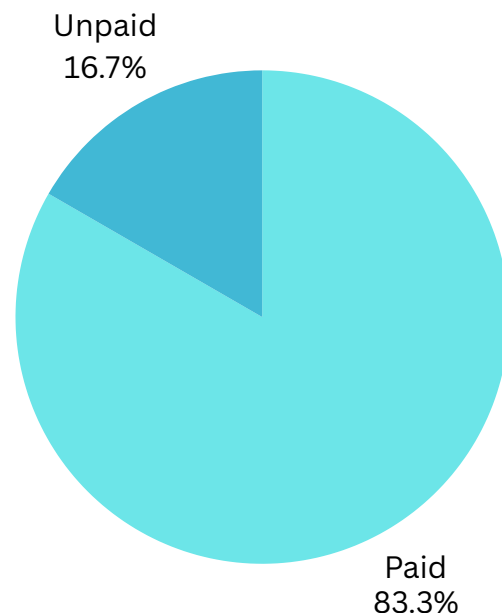


Approximately 67% of respondents employ student interns at their place of business.

Survey participants reported employing student interns from the following levels:

- Four-Year University: 56%
- Community College: 44%
- High School: 11%

Of the respondents that employ student interns, over 83% of those internships are PAID positions.



Child Care

Businesses need to attract and retain a quality workforce, but quality, affordable childcare is in short supply.

Survey respondents reported the following impacts to their business:

- Makes it difficult to recruit qualified workers: 33%
- Decreased employee productivity or reliability due to childcare concerns: 22%
- Difficulty staffing certain shifts because employees don't have childcare: 22%
- Employees have left the workforce because they didn't have reliable childcare: 11%

However, approximately **55%** of respondents **shared child care concerns have NOT impacted their business.**

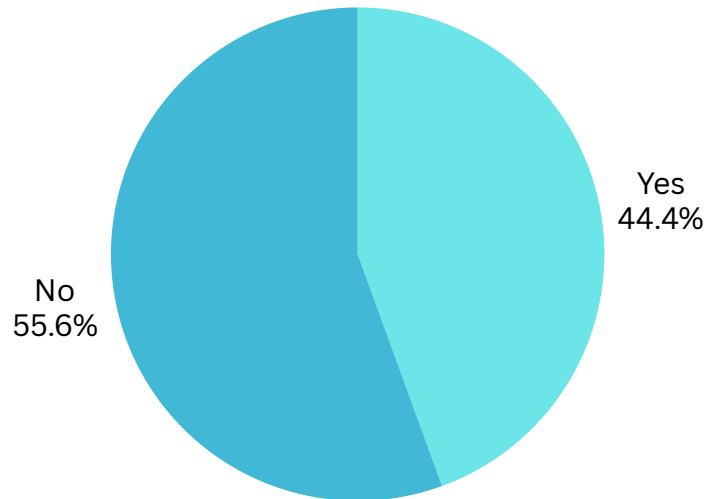
Another 11% reported being unsure or unaware of potential impacts.

Reported steps taken to address the childcare needs of your employees:

- Allowing flexible hours
- Allowing employees to work from home

Remote / Hybrid Work

The majority of respondents -- approximately 56% -- do NOT use remote/hybrid positions.



Of the respondents that offer remote/hybrid positions, the following opportunities are offered:

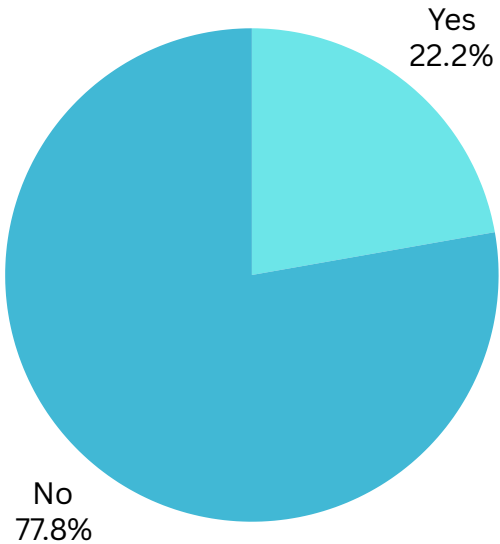
- Hybrid work: 75%
- Fully Remote work: 50%
- Remote only as needed: 50%

Of the respondents that offer remote/hybrid positions, the following equipment are offered:

- Laptop: 75%
- Extra computer monitor(s): 50%
- Phone: 25%
- Docking station: 25%

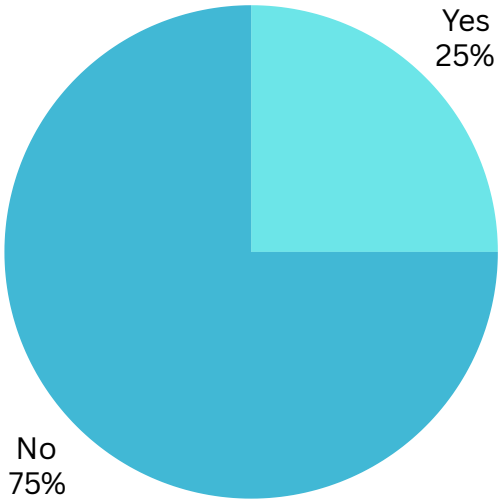
ALL survey respondents that DO NOT offer remote/hybrid work, reported NO PLANS to offer FUTURE remote/hybrid work.

Expansion Plans



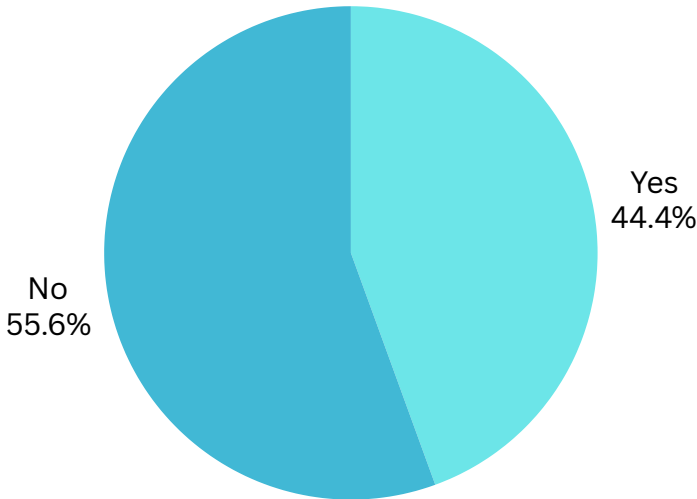
Approximately **22%** of respondents reported that they **DO plan to increase** DeKalb County employment levels **in the next 3 years**, a notable **DECREASE** from **61% in 2022**.

25% of respondents **DO plan to physically expand** their DeKalb County location **within the next 3 years**, an **INCREASE** from **9% in 2022**.



No
75%

Yes
25%



Approximately **45%** of respondents **DO plan to make internal upgrades** to their DeKalb County location, a **slight increase** from **43% in 2022**.

Business Concerns

Survey respondents were presented an open-ended question regarding pertinent issues or concerns to their company's ability to do business (i.e. legislation, labor/workforce, resources, supplies, etc).

The following concerns were reported:

- Recruiting and retaining qualified workers
 - Extra challenges noted with 2nd and 3rd shift work and part-time staffing
- Shallow labor pool
- Limited budgets/financial resources
- Increased minimum wage
- Impacts from AI

DeKalb County Wage Data

Area Wage Comparison - Average Hourly Wage (Mean)

Occupation Group	DeKalb County	LWA 5*	Illinois
Management	\$57.57	\$60.37	\$65.89
Business & Financial Operations	\$37.42	\$39.93	\$44.29
Computer & Mechanical	\$43.08	\$48.87	\$51.08
Architecture & Engineering	\$43.31	\$47.26	\$46.88
Life, Physical, & Social Science	\$36.82	\$48.40	\$43.20
Community & Social Service	\$28.29	\$29.17	\$28.27
Legal	\$45.32	\$49.83	\$65.46
Educational Instruction & Library	\$32.84	\$31.39	\$31.52
Arts, Design, Entertainment, Sports, Media	\$31.08	\$30.91	\$36.57
Healthcare Practitioners & TEchnical	\$45.71	\$47.28	\$47.32
Healthcare Support	\$20.15	\$20.58	\$19.53
Protective Service	\$34.06	\$33.80	\$30.86
Food Preparation & Service	\$17.43	\$17.52	\$17.20
Building & Grounds Cleaning & Maintenance	\$20.37	\$20.15	\$19.38
Personal Care & Service	\$19.09	\$19.77	\$19.52
Sales & Related	\$24.28	\$25.70	\$26.98
Office & Admin Support	\$23.26	\$23.66	\$23.76
Framing, Fishing, Forestry	\$20.97	\$22.55	\$21.45
Construction & Extraction	\$40.92	\$38.38	\$37.55
Installation, Maintenance, & Repair	\$29.29	\$30.10	\$30.11
Production	\$23.26	\$22.77	\$23.24
Transportation & Material Moving	\$23.89	\$22.87	\$24.41

Data Source: Illinois Department of Employment Security, Occupational Employment Statistics, 2023

*Local Workforce Area #5 - Includes DeKalb, Kane, and Kendall Counties. For more information, please visit <https://www.illinoisworknet.com/WIOA/RegPlanning>

To protect respondent confidentiality, survey wage data was suppressed and larger group data provided due to low response for wage data.

Pay Transparency Law

The DCEDC Business Retention, Expansion, and Talent Pipeline Committee would like to note legislative changes in the State of Illinois taking effect January 1, 2025 that may effect future DCEDC Wage, Benefit, and Labor Surveys. Please see the official press release from the IL Dept. of Labor for additional information:

Pay Transparency Law Takes Effect January 1

Press Release - Monday, December 16, 2024 [<https://labor.illinois.gov/news/press-release.30746.html>]

Law requires pay scale and benefit information in job postings

SPRINGFIELD - The Illinois Department of Labor (IDOL) is reminding job seekers and employers that, effective January 1, 2025, all job postings made by employers with 15 or more employees will need to include pay scale and benefit information.

This **amendment** to the Illinois Equal Pay Act of 2003 (IL EPA) was contained in HB 3129, passed by the General Assembly and signed into law by Governor JB Pritzker in 2023.

The amendment brings greater transparency to the hiring process by giving prospective employees the opportunity to learn about what compensation and benefits the employer will offer for an open job position.

Employers will also be required to extend transparency in opportunities by informing current employees about all open job postings, so that they might choose to apply.

"Here in Illinois, we've taken action to close the pay gap and strengthen protections for workers — and these amendments to the Illinois Equal Pay Act are another critical step in that fight," said Governor JB Pritzker. "By ensuring that compensation and benefits are clear from the start, workers will have the information they need to make informed decisions, helping to create a more equitable job market."

"When employers aren't transparent about pay, gender and racial wage gaps widen, costing women and people of color valuable compensation," said Lt. Governor Juliana Stratton. "Illinois' new Pay Transparency law is a resounding win for the working people who call our state home. Not only will transparency help close gender and racial wage gaps, it will also empower EVERY worker considering how potential income will impact their families."

"These new amendments are another step forward in Illinois' continued efforts to close wage gaps through pay equity and transparency," said Illinois Department of Labor Director Jane Flanagan. "Both employers and workers benefit when job applicants can make informed choices."

Anyone may file a complaint with IDOL if they become aware of a job posting that lacks the required salary and benefit information. Complaints should be submitted to IDOL within one year of the alleged violation and can include a link, picture, or screenshot of the posting.

If IDOL finds that an active job posting violates the law, the Department will notify the employer of the complaint and provide a date by which the violation must be resolved.

This concludes the DCEDC 2024 Wage, Benefits, and Labor Survey report. Thank you to all survey participants.

Please forward any questions or comments regarding the results of this survey to the DCEDC office:

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