

Weatherization Wages in Illinois

Purpose of Study

- Examines the salaries of coordinators, assessors, and final inspectors at IL Wx agencies
- Considers relationship between Wx staff salaries and local median income
- Evaluates how the salaries compare with a measure of poverty
- Looks at the way salaries of Wx staff relate to occupations with similar skills

Source of Information on Salaries

- The salaries of coordinators, assessors, and final inspectors were taken from the current year's implementation reports
 - Each year each Wx agency must submit a report on their plans for meeting its goals
 - The implementation reports must detail its budgets, including the fully-burdened salaries for agency staff

Implementation Reports

- 34 agencies serve the 102 counties in Illinois with weatherization programs
- All agencies submitted implementation reports
- 28 reports showed budgeted salaries for some or all of their weatherization staff
 - 6 agencies did not list salaries, but of these 4 provided the information outside of their implementation reports

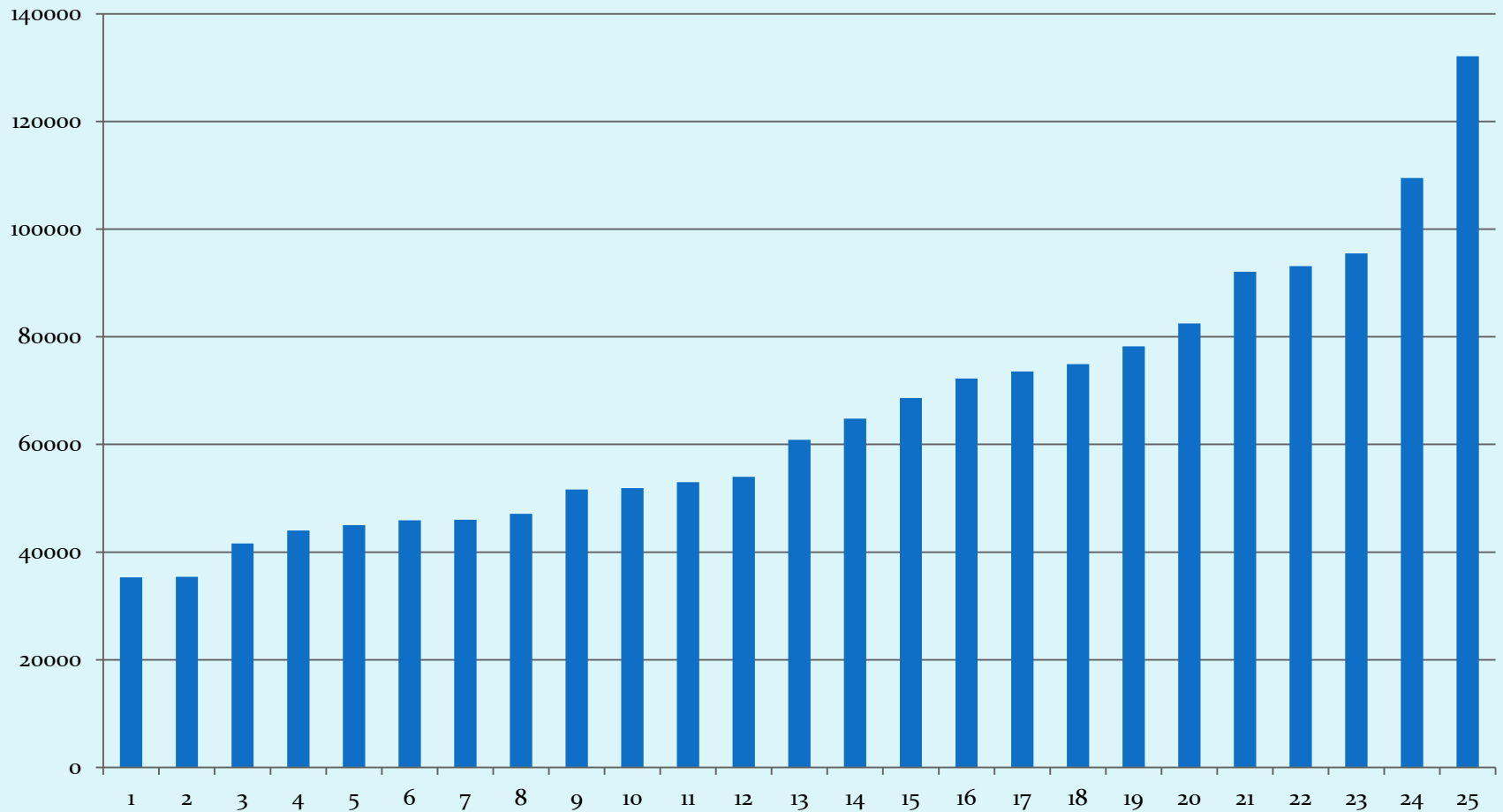
Fully-Burdened Salaries

- The agencies were asked to provide the fully-burdened salaries for their staff
- Some agencies provide both unburdened and burdened salaries
 - The typical cost of insurance and other benefits was found to be 24 percent of the unburdened salaries
- For agencies that did not provide the fully-burdened salaries, a 24 percent estimate for benefits was added to estimate the burdened salaries

Coordinators' Salaries

- 25 agencies reported salaries for their coordinators
 - The lowest fully-burdened salary for a coordinator was \$35,330 and the highest was \$132,107
 - The average salary was \$65,956
 - The median salary was \$60,860
 - The standard deviation of the coordinators' salaries was \$24,540

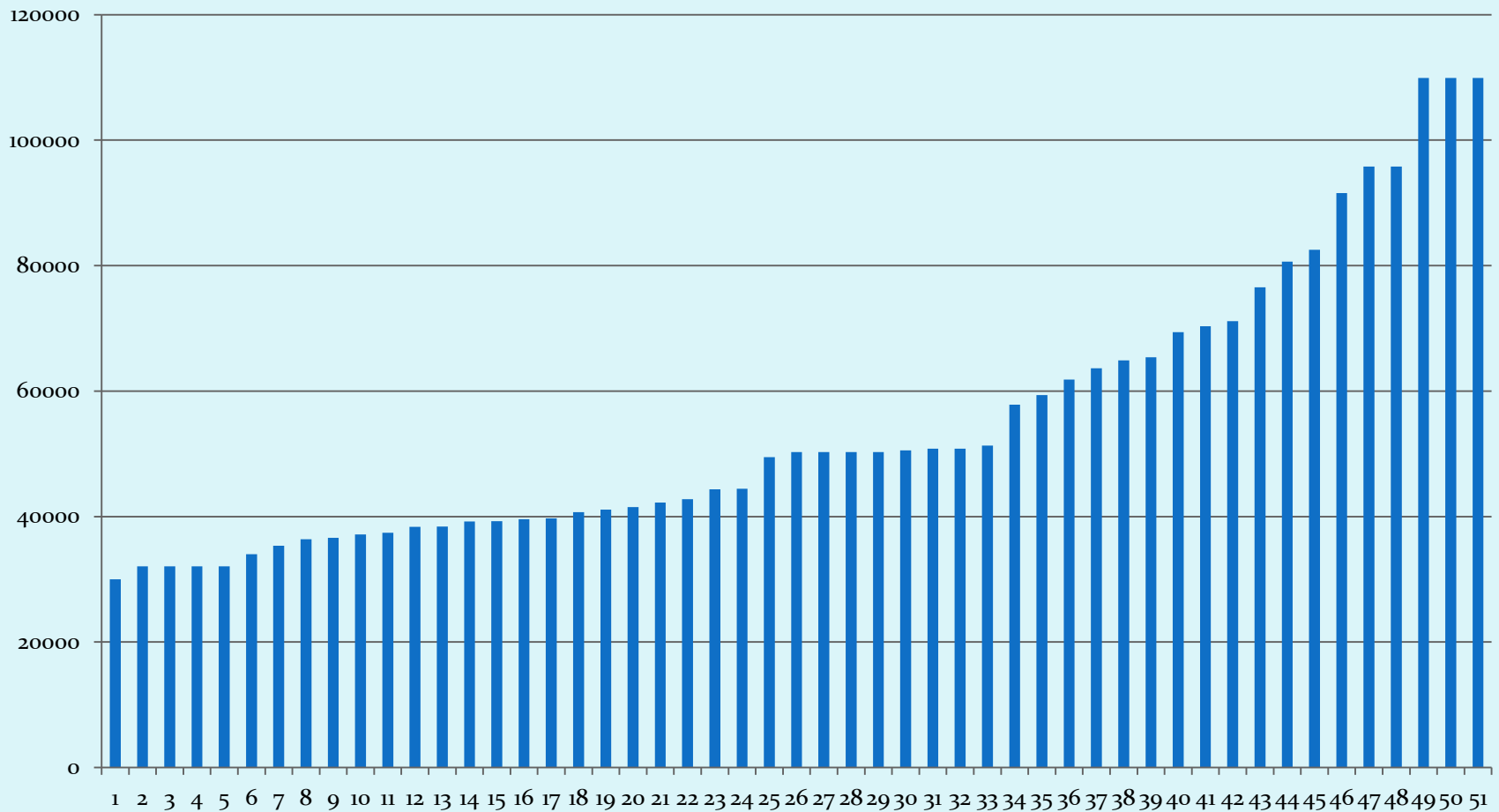
Coordinators' Salaries



Assessors' Salaries

- 26 agencies reported salaries for 51 assessors
 - The lowest salary for an assessor was \$30,000 and the highest was \$109,884
 - The average salary was \$54,847
 - The median salary was \$50,288
 - The standard deviation of the assessors' salaries was \$22,061

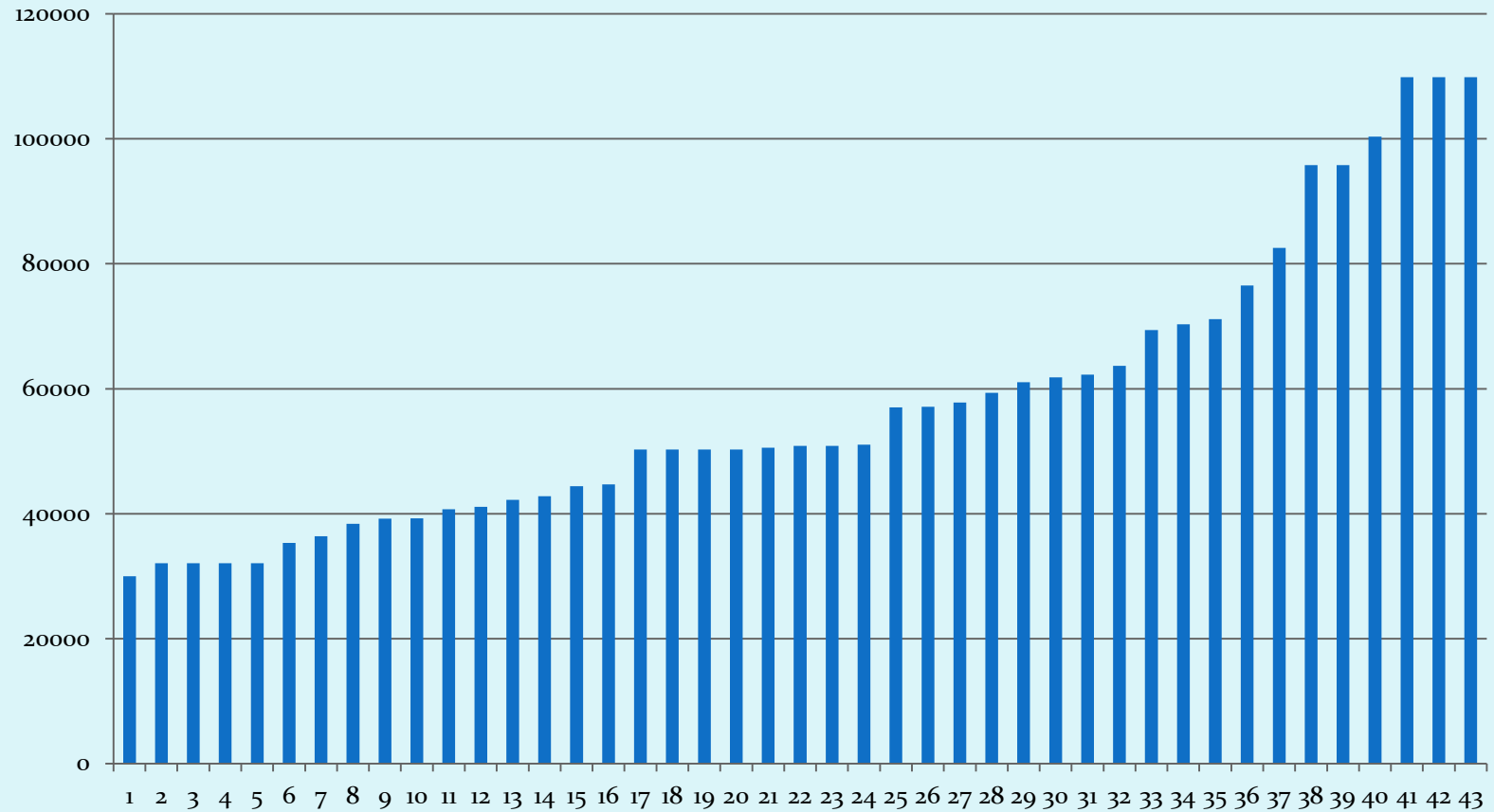
Assessors' Salaries



Final Inspectors' Salaries

- 22 agencies reported salaries for 43 final inspectors
 - The lowest salary for a final inspector was \$30,000 and the highest was \$109,884
 - The average salary was \$57,642
 - The median salary was \$50,834
 - The standard deviation of the final inspectors' salaries was \$22,685

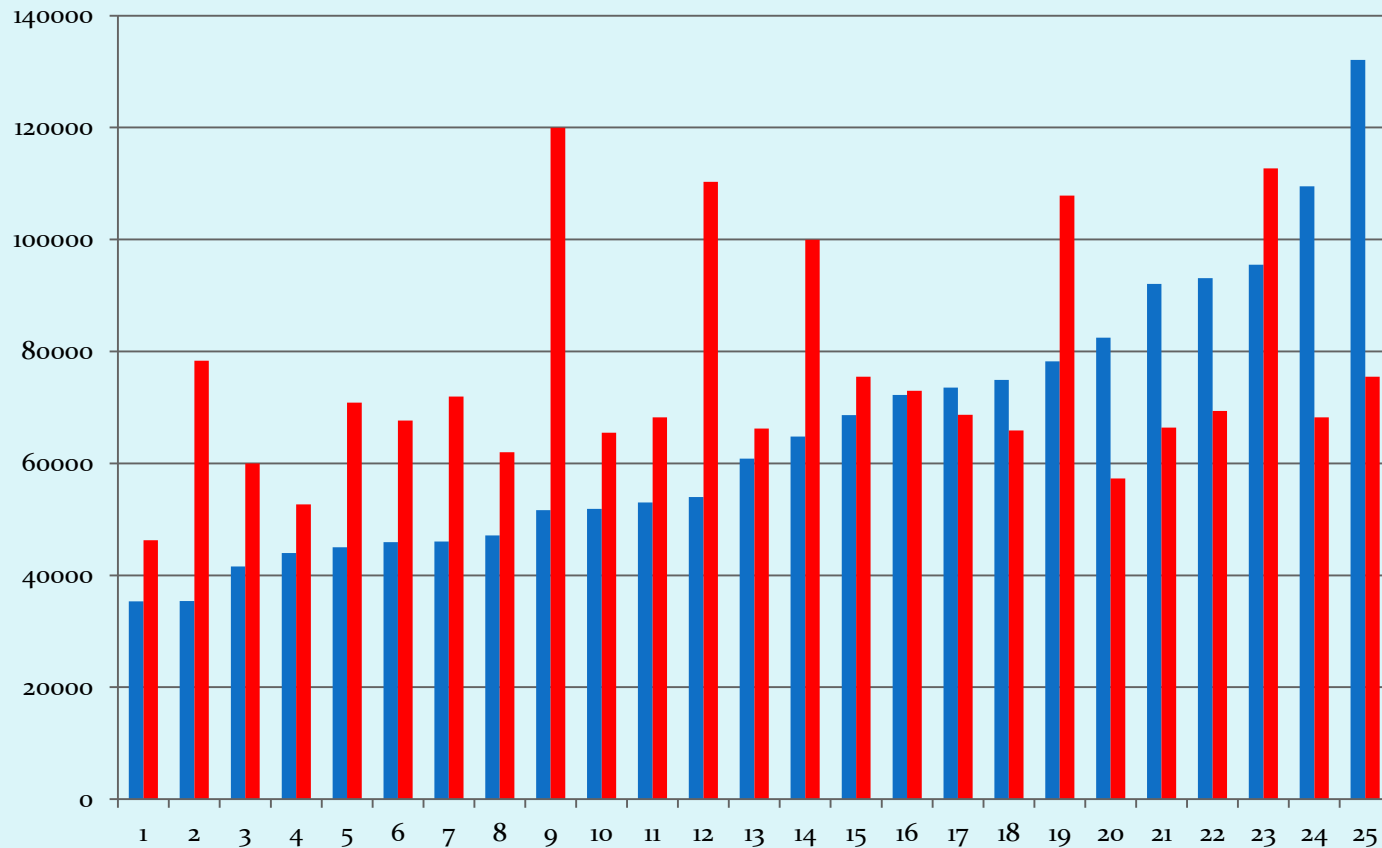
Final Inspectors' Salaries



Comparison of the Salaries to the Local Median Income

- The charts which follow show the salaries of the coordinators, assessors, and final inspectors in comparison with the median income of the county in which their agency has its main office
- Median household income is the level of income at which half of the households in the county are above the median income and half are below it
- We have adjusted median income to 2019 levels and added a 24 percent benefits burden

Comparison of the Coordinators' Salaries to the Local Median Income



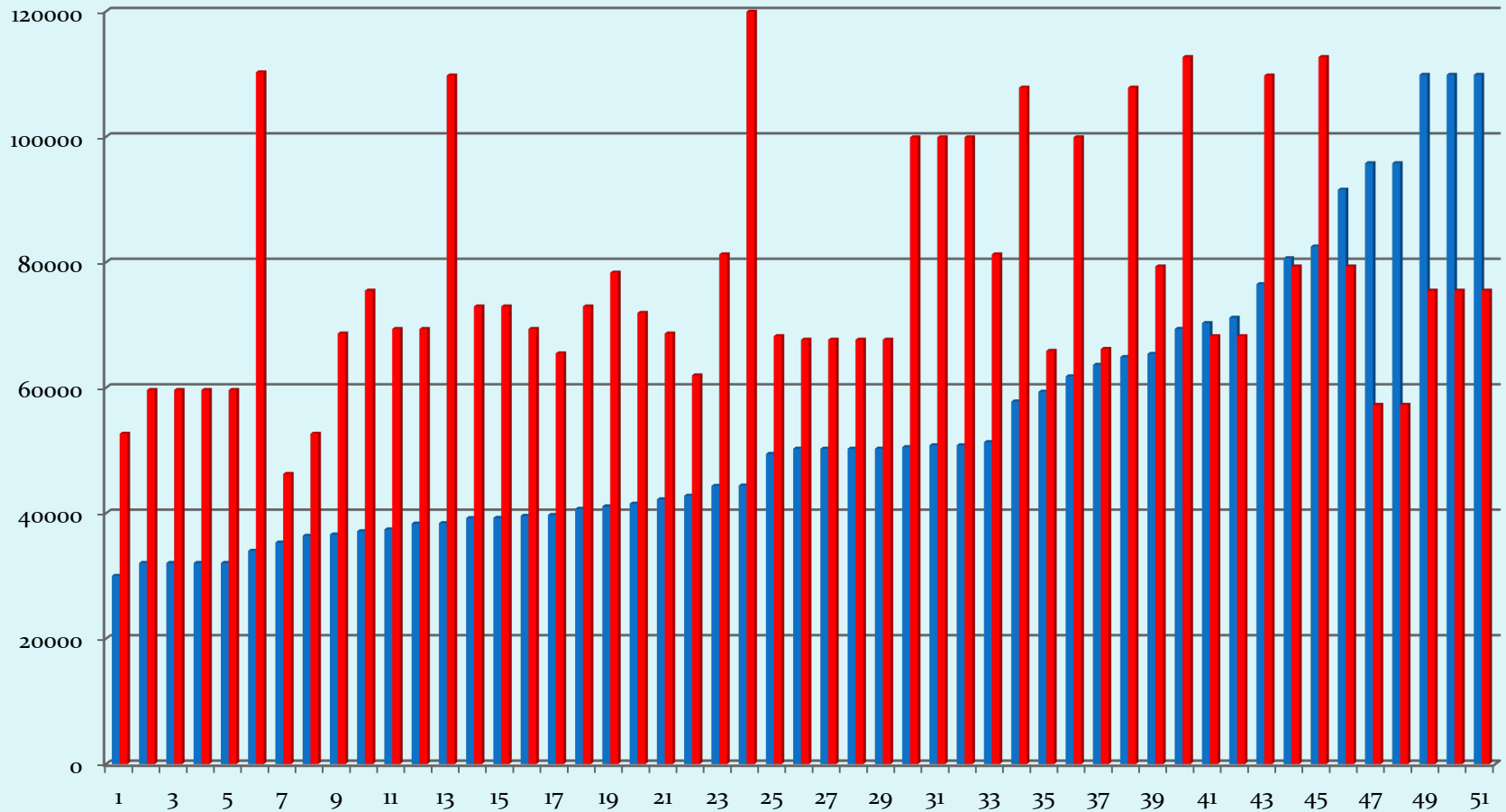
Blue bars represent salaries

Red bars represent local median income

Comparison of the Coordinators' Salaries to the Local Median Income

- Of the 25 coordinators in the sample, only 7 had salaries equal to or greater than the median income (adjusted to include an estimate for benefits) for the local area
- The average salary for the coordinators was 12.3 percent below the average of the local median income

Comparison of the Assessors' Salaries to the Local Median Income



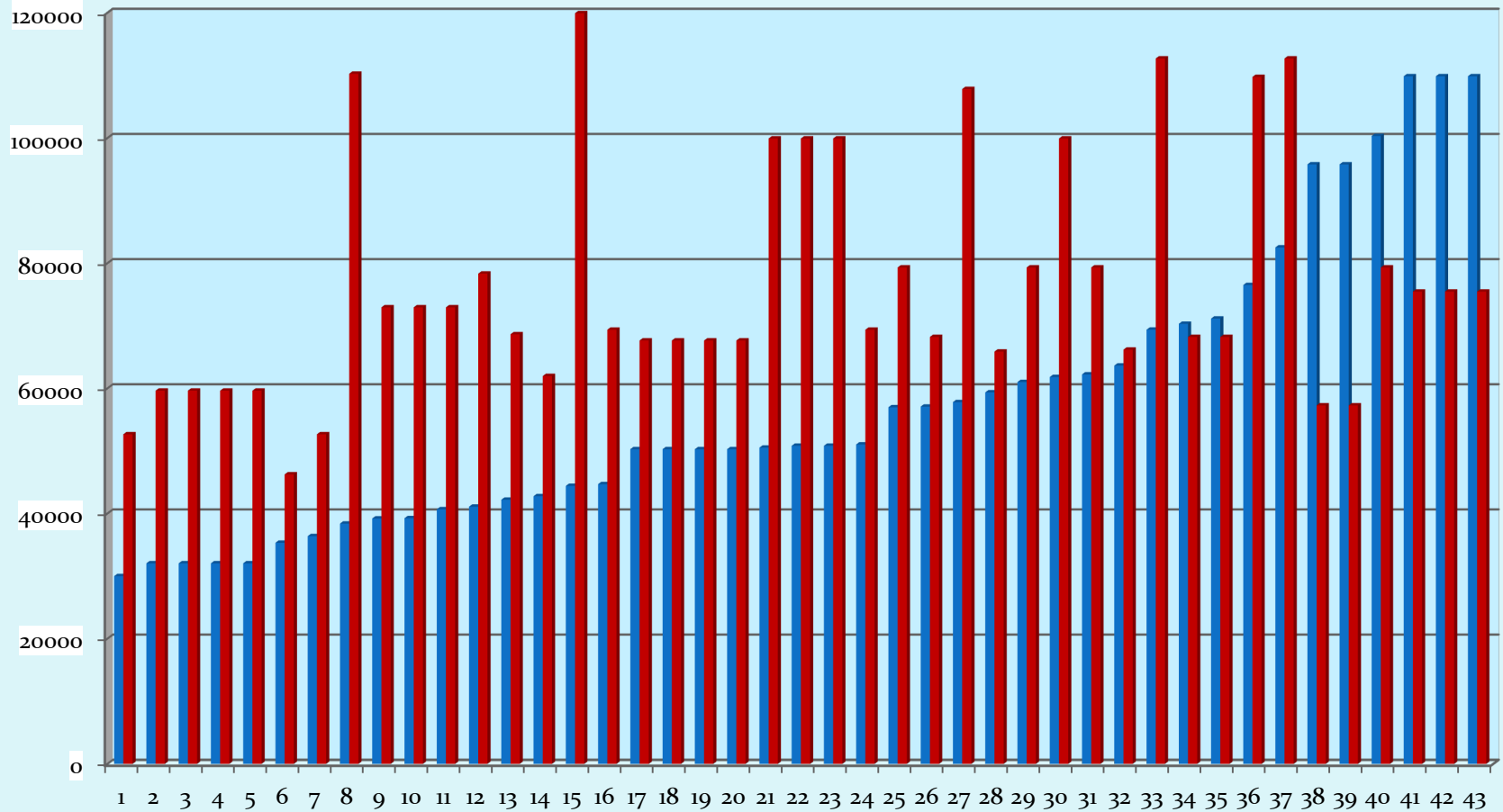
Blue bars represent salaries

Red bars represent local median income

Comparison of the Assessors' Salaries to the Local Median Income

- Of the 51 assessors in our sample, only 9 had salaries equal to or greater than the median income (adjusted to include an estimate for benefits) for the local area
- The average salary for the assessors was 29.1 percent below the average of the local median income

Comparison of the Final Inspectors' Salaries to the Local Median Income



Blue bars represent salaries

Red bars represent local median income

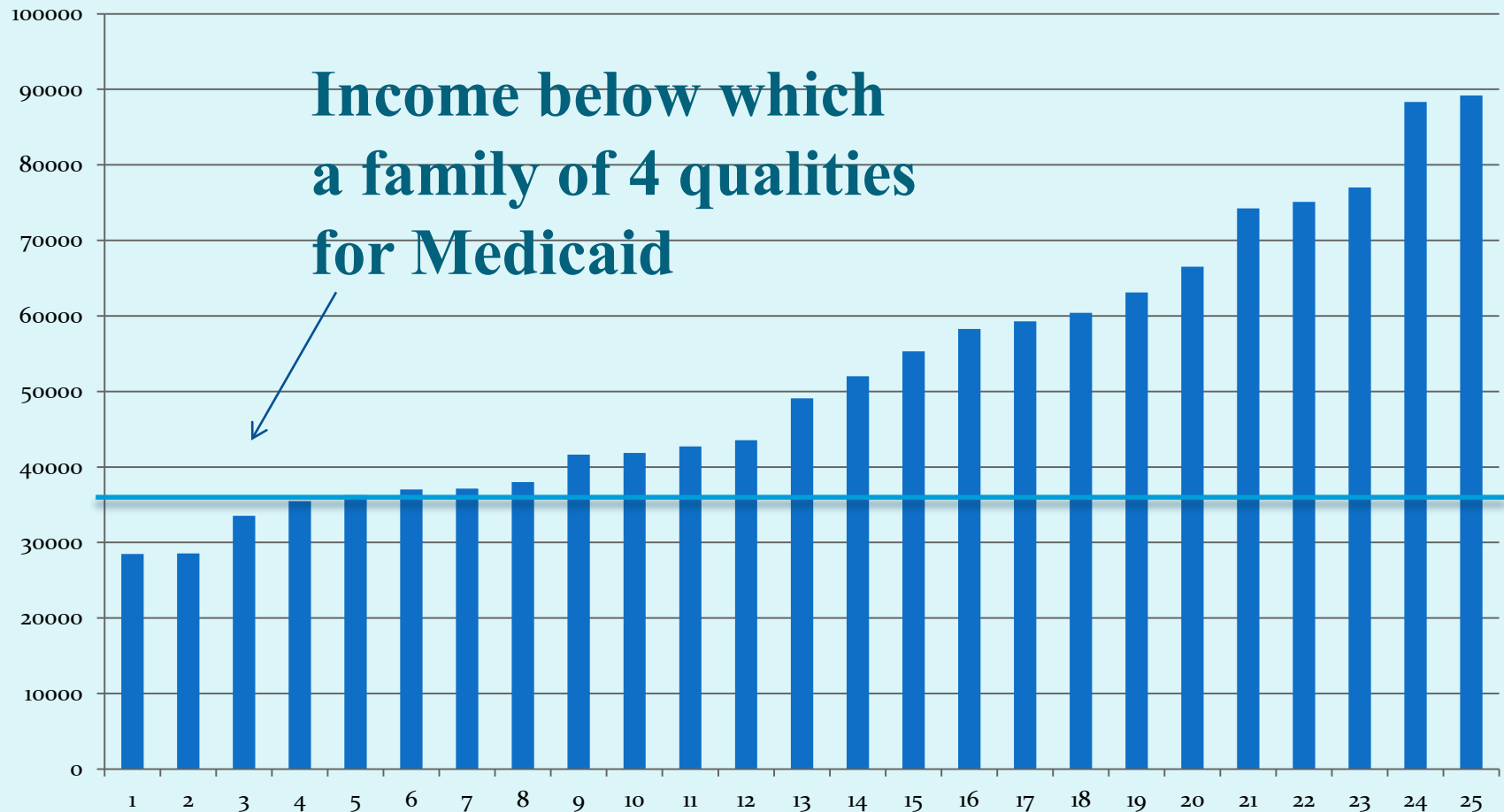
Comparison of the Final Inspectors' Salaries to the Local Median Income

- Of the 43 final inspectors in our sample, only 8 had salaries equal to or greater than the median income (adjusted to include an estimate for benefits) for the local area
- The average salary for the final inspectors was 24.8 percent below the average of the local median income

Salaries at which a family of 4 Qualifies for Medicaid based solely on Income

- The next charts compare the salaries of Wx staff with a measure of poverty
- The measure is the income level at which a family of 4 qualifies for Medicaid (\$35,535) based solely on income
- To facilitate this comparison, benefits are backed out of staff salaries when not available using a 24 percent rate for the benefits burden

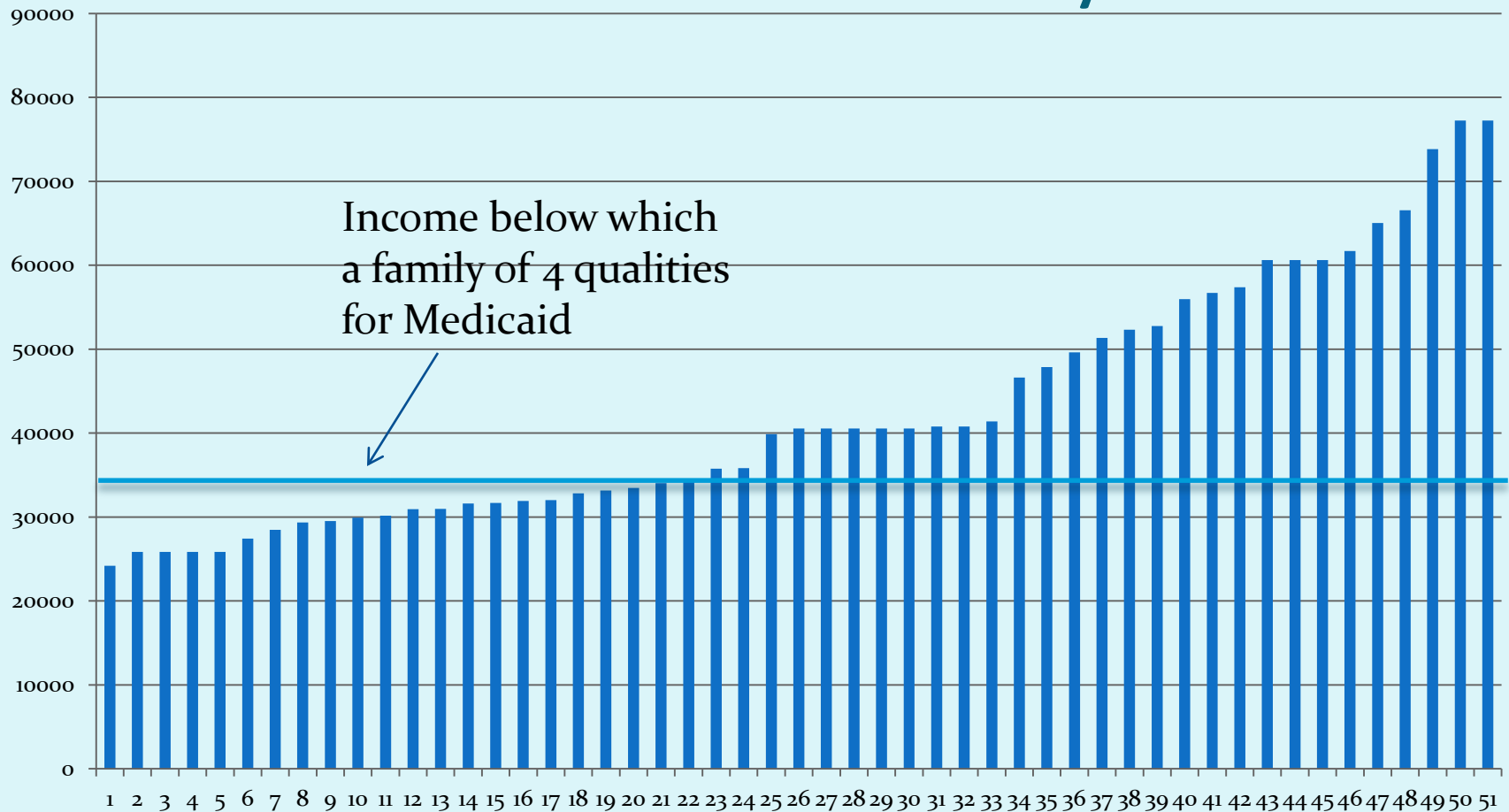
Coordinators' Salaries vs the Maximum Medicaid Income for a family of 4



Coordinators' Salaries vs the Maximum Medicaid Income for a family of 4

- Of the 25 coordinators in our sample, only 4 had salaries which would qualify a family of 4 for Medicaid
- The average salary for the coordinators was 47.7 percent above the Medicaid qualifying income for a family of 4

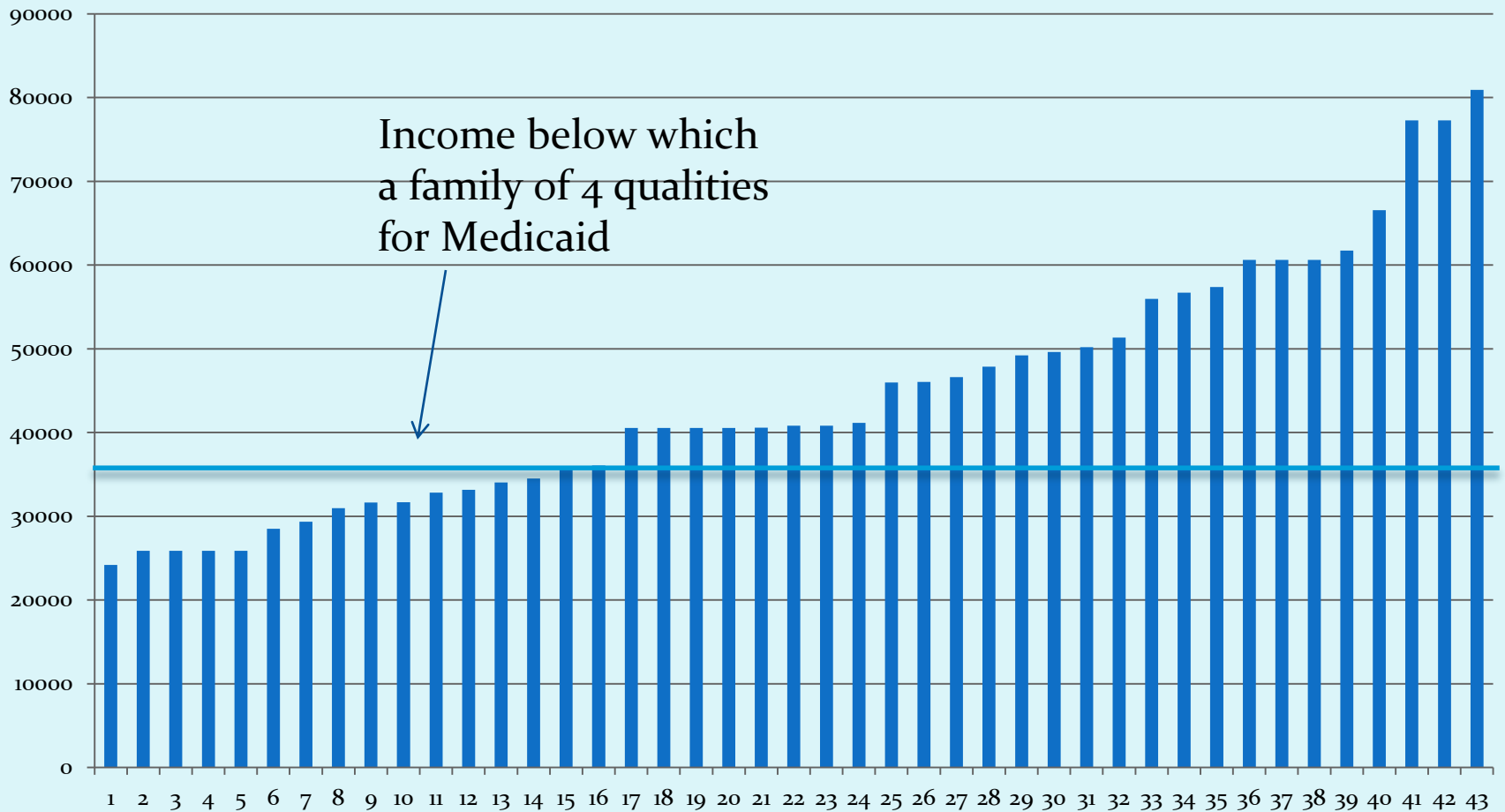
Assessors' Salaries vs the Maximum Medicaid Income for a family of 4



Assessors' Salaries vs the Maximum Medicaid Income for a family of 4

- Of the 51 assessors in our sample, 22 had salaries which would qualify a family of 4 for Medicaid
- The average salary for the assessors was 19.8 percent above the Medicaid qualifying income for a family of 4

Final Inspectors' Salaries vs the Maximum Medicaid Income for a family of 4



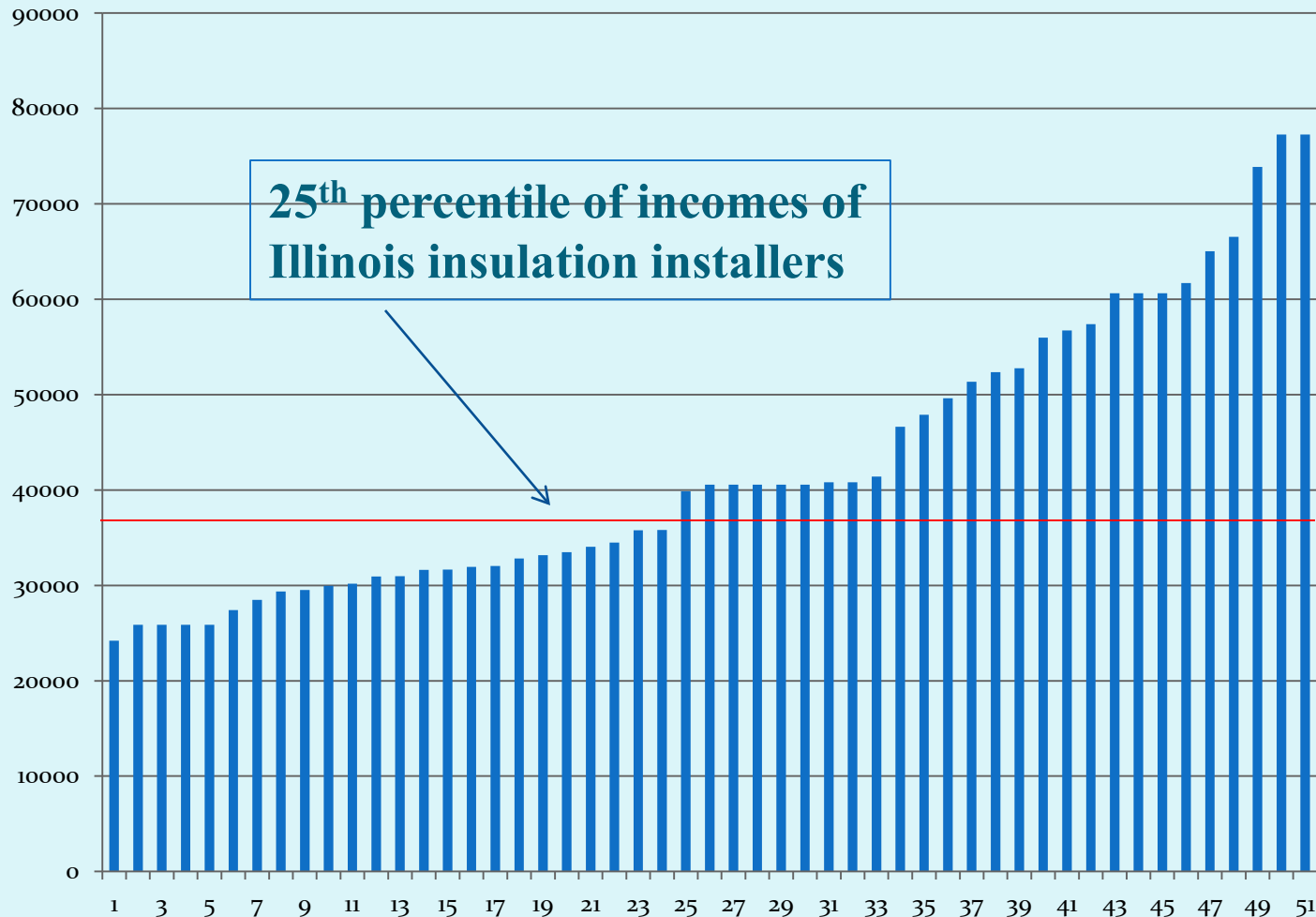
Final Inspectors' Salaries vs the Maximum Medicaid Income for a family of 4

- Of the 43 final inspectors in our sample, 14 had salaries which would qualify a family of 4 for Medicaid
- The average salary for the final inspectors was 25.3 percent above the Medicaid qualifying income for a family of 4

Comparisons of Salaries with the 25th Percentile Income for Similar Workers

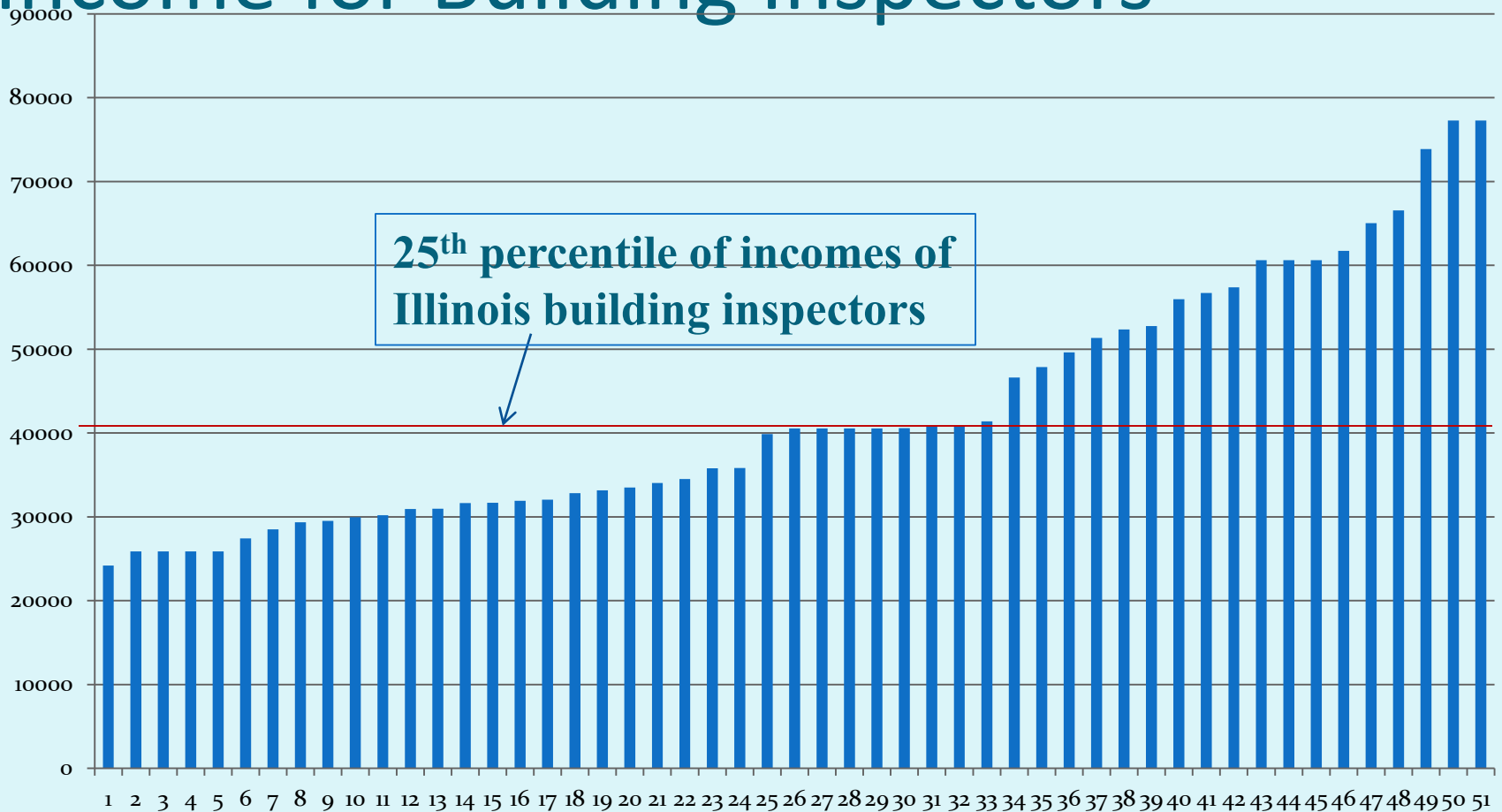
- In the remaining charts the unburdened salaries of the assessors and final inspectors are compared to the incomes of insulation installers and building inspectors in Illinois
- The 25th percentile income of the 680 insulation installers (BLS occupation 47-2131) in Illinois is \$38,310
 - That is to say 75 percent of the insulation installers in Illinois earn more than \$38,310 per year
- The 25th percentile income of the 2640 building inspectors (BLS occupation 47-4011) in Illinois is \$41,300

Assessors' Salaries and 25th Percentile Income for Insulation Installers



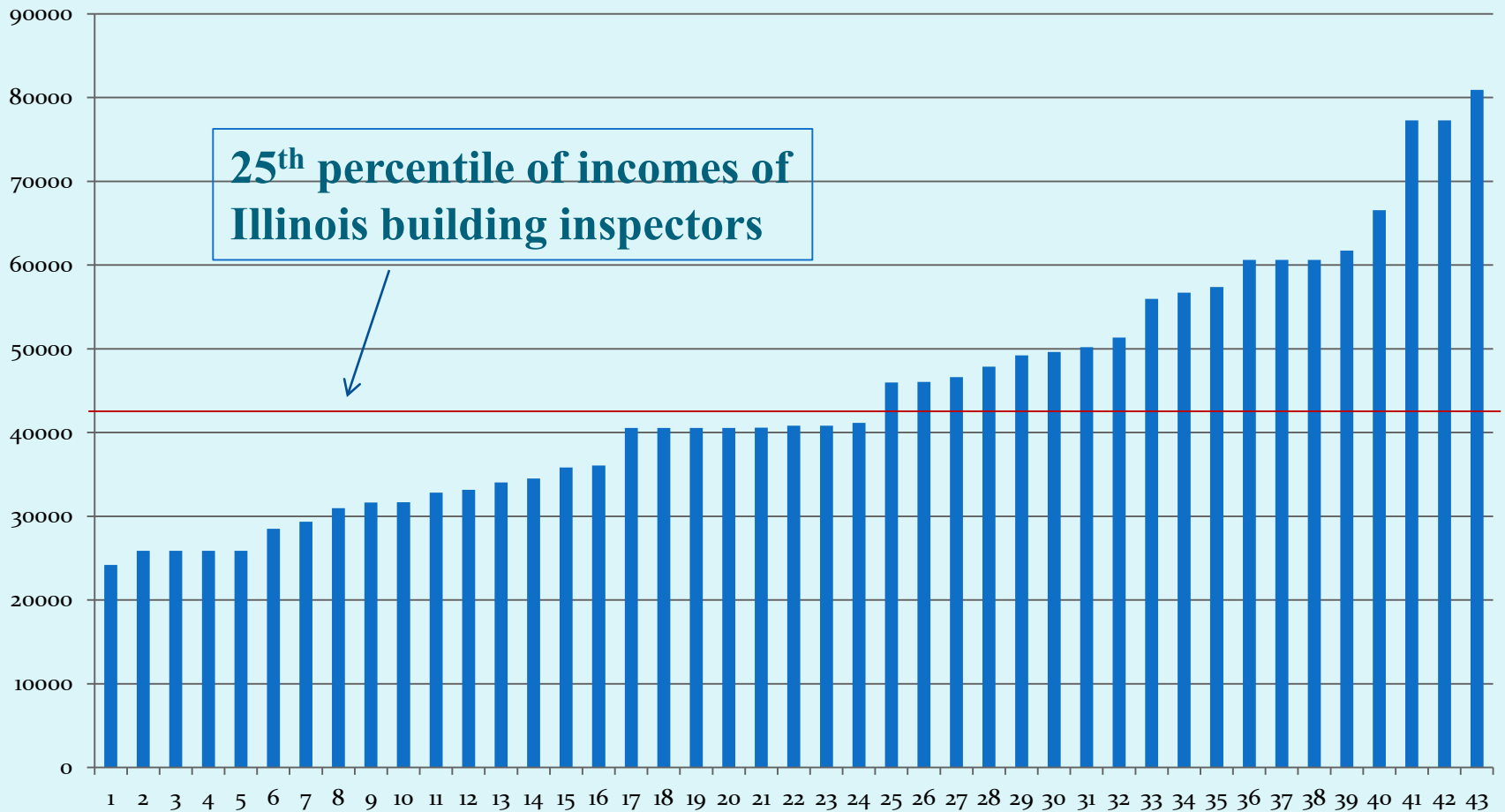
24 of the 51 assessors in the sample had salaries below the 25th percentile of Illinois insulation installers

Assessors' Salaries and 25th Percentile Income for Building Inspectors



32 of the 51 assessors in the sample had salaries below the 25th percentile of Illinois building inspectors

Final Inspectors' Salaries and 25th Percentile Income for Building Inspectors



24 of the 43 final inspectors in the sample had salaries below the 25th percentile of Illinois building inspectors

Observations from the Study

- The salaries of weatherization staff are largely below the median incomes of their local communities.
- The salaries of more than 40 percent of the assessors in the study and more than 30 percent of the final inspectors are below the qualifying level of a major poverty program for a typical size family
- More than half of the salaries of assessors and final inspectors rank within the lower 25 percent of incomes of building inspectors, and almost half of the assessors' salaries rank within the lower 25 percent of incomes of insulation installers