



Wage and Benefit Database

Wage Comparability Support Service

The Illinois Head Start Association (IHSA) Wage and Benefit Database is a support service that assists programs with conducting their wage and fringe benefits comparability study. This service is in response to requests from our members to have accessible and more comprehensive wage and benefit data from other Head Start/Early Head Start grantees.

Typically programs hire outside consultants or devote significant staff time to collect this information. The IHSA Wage and Benefit Database will reduce individual wage and benefit survey requests from and to Illinois Head Start/Early Head Start programs. Thus, saving time and resources to complete this federal mandate. IHSA has created a database that is more thorough and less costly to local programs.

Utilizing the IHSA Wage and Benefit Database allows individual programs to review wage and benefit data from other Head Start/Early Head Start programs across the state. Programs soon will be able to design various reports to support wage and benefit comparability needs that best support local needs.

This project is based on the OHS “Guide for Conducting a Wage and Fringe Benefits Comparability Survey,” using the job categories defined in that instruction. This project was also informed by an advisory group of Head Start program directors in Illinois.

Individual Head Start/Early Head Start programs enter their salary and benefit data into an excel spread sheet after which they can compare their data to all data entered into the database. This is a wonderful strategy for improving or enhancing organizational wage and fringe benefit compensation plans and policies.

Programs will be able to run reports and analyze by job categories on a statewide level and also:

- Regionally where possible
- By agency size
- By agency and program type
- By demographic (urbanized, suburban, rural)
- By union and non-union
- And other reports as determined needed

Who Should Join the Wage and Benefit Database?

- Executive directors, program directors and COOs
- Chief financial officers and fiscal managers
- Human resource directors and staff
- Compensation committees and other leadership groups
- Compensation and benefits consultants

Here's How It Works:

1. Head Start/Early Head Start programs enter their data into the Wage and Benefit Excel Spreadsheet.
2. The Wage and Benefit Excel Spreadsheet is sent to the IHSA Office and then uploaded into the overall database.
3. IHSA provides each Head Start/Early Head Start program a link to access the database.
4. Programs access the Head Start/Early Head Start Wage and Benefit database and run reports as needed.

Wage Comparability Support Services Pricing

IHSA Wage and Benefit Data Base Pricing:	IHSA Member	Head Start Agency But Not an IHSA Member	Non - Head Start Agency
	No Cost	\$1500.00	\$2500.00

In 2018 IHSA will release an aggregated annual report that devotes a full page of analysis to each of the job categories, and also reports on employee education levels, benefits and coverage patterns. This can be purchased at an additional cost.

Also, for programs looking for additional support to assist with analyzing their wage and benefit data contact the IHSA office. We can help! Work with an IHSA consultant!

