

## 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 assigns each Head Start/Early Head Start program a code to access the database.
4. Programs access the Head Start/Early Head Start Wage and Benefit database and run reports as needed.



## GET STARTED TODAY!

3435 Liberty Drive  
Springfield, IL 62704  
217.241.3511  
[www.ilheadstart.org](http://www.ilheadstart.org)

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!**



ILLINOIS HEAD START ASSOCIATION  
**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.

## A NEW SOLUTION

Typically programs hire outside consultants or devote significant staff time to collect this information. This new 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.

Using the newly developed 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 can 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.

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[WWW.ILHEADSTART.ORG](http://WWW.ILHEADSTART.ORG)

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## STATEWIDE DATA AT YOUR FINGERTIPS

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

## WORKING FOR YOU

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



**This Wage & Benefit Database Comparability**

**is now a free featured bonus for**

**our IHSA Member Agencies!**