

COUNTY SALARIES IN IOWA--1956

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County Salaries in Iowa--1956

Institute of Public Affairs
of the State University of Iowa
Iowa City

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FOREWORD

This is the Institute's second biennial survey of salaries and wages and work policies for county office and road employees in Iowa. The survey was initiated in 1954 at the request of Mr. George D. Woods, chairman of the Howard County board of supervisors, who asked the Institute for comparative information regarding work policies and wages paid to county road employees in the 99 counties. When the Institute agreed to undertake such a survey, it seemed desirable to obtain the same kind of information regarding county office employees as well. Because the salaries of elected officials and their deputies in Iowa counties are set by state law, this survey does not include salary data for them.

Questionnaires were sent to each county auditor and each county engineer in the state requesting information on salaries and wages and work policies in effect on August 1, 1956. The response was excellent: 98 county engineers and 91 county auditors supplied the information requested. This kind of response undoubtedly indicates a widespread interest among county governments to have this kind of comparable information available. The Institute's thanks go to each auditor and engineer who returned the questionnaire. Without their cooperation this survey could not have been possible.

In the tabular information of this survey, the use of dashes is frequent. A dash indicates that the space in the questionnaire where the particular information was asked for was left blank or that the county does not have the position or the type of employees for which the information was requested.

Median salaries are given at the end of most columns of tabular material. The median salary for a position is the middle salary, that is, half the counties pay more than this amount and half of them pay less.

The Institute will welcome any inquiries regarding the information presented here and any suggestions for the improvement of this type of survey.

Robert F. Ray, Director
Institute of Public Affairs
State University of Iowa

Iowa City
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SUMMARY OF POLICIES REGARDING HOURS OF WORK, OVERTIME PAY,
VACATIONS, HOLIDAYS AND SICK LEAVE FOR COUNTY OFFICE EMPLOYEES

Hours of work. In 47 of the 91 counties that returned the questionnaire, county office employees work 44 hours per week. The other 44 counties reported work weeks ranging from 38 hours to 49 hours as follows:

49 hours.....1	41 $\frac{1}{4}$ hours.....1
48 hours.....1	41 hours.....3
47 hours.....1	40 hours.....14
43 $\frac{1}{2}$ hours.....1	39 hours.....8
43 hours.....1	38 $\frac{1}{2}$ hours.....2
42 hours.....5	38 hours.....1
41 $\frac{1}{2}$ hours.....4	

Saturday office hours. County offices close at noon on Saturday in 85 of the counties that returned the questionnaire. In two counties the offices are closed all day except that in one of these two the sheriff's and clerk of court's offices are open until noon. Four counties reported that their offices are open all day or nearly all day; in one of the four, offices close at noon during the months of July and August, in another county the offices close on Thursday afternoon, and in a third county the offices close at four p. m. on Saturdays.

Staying open during the noon hour. County offices are closed during the noon hour in 48 of the counties that returned the questionnaire; in 35 counties they are kept open. Eight of the counties reported that some offices are kept open during the noon hour while other offices are closed at that time.

Overtime pay. Regular salaried employees are not paid for overtime work in 77 of the 89 counties that responded to the question concerning overtime pay. Four counties reported that such employees are paid straight time for overtime work; five stated that compensatory time off is granted and one county reported that compensatory time off is allowed occasionally, and two counties indicated that they have no definite policy concerning overtime pay.

Regular hourly and daily employees receive straight time pay for overtime work in 30 counties; in one county they receive time and one-half pay, and in one county compensatory time off is granted. Twenty-six of the counties reported that overtime pay is not allowed, and one county indicated that it has no definite policy. Thirty-two of the counties that returned questionnaires did not answer this particular question.

Holidays with pay. Ninety counties reported their policies concerning holidays with pay for regular

salaried employees as follows:

9 holidays.....40	6 holidays.....3
8 holidays.....28	5 holidays.....2
7 holidays.....15	Not definite.....2

Regular hourly and daily employees in county offices are allowed holidays with pay as follows:

None.....56	7 holidays.....3
Not reported.....14	6 holidays.....1
9 holidays.....6	5 holidays.....2
8 holidays.....9	

Vacations with pay. Vacation policies for county office employees show wide variations. Eleven counties reported that regular salaried employees are allowed one week of vacation the first year of employment, and ten of these extend the vacation period to two weeks in the second year of employment. Two counties allow one week after the first year of employment, and one county allows a week after six months' employment. Two weeks of vacation with pay are allowed office employees in 66 counties--apparently without regard for any time factor--and in two of these counties the vacation period is extended to 16 $\frac{1}{2}$ days after 15 years' employment. One county reported that 15 working days are allowed; another reported that it has no definite policy, and two indicated that the question of vacations is decided by the elective officials in charge of the various county offices. For employees who have worked less than one year, two counties reported special arrangements: one county allows one-half day vacation per month worked, and the other county permits one day vacation per month worked. Only one county reported that it does not grant vacations to any employees.

Sick leave with pay. Sixty-two of the counties that responded to the questionnaire reported they have no set sick leave policy, but in these counties office employees may receive time off with pay for sickness at the discretion of the supervisors and/or the principals. Eight counties indicated that a maximum of 30 days or the equivalent of four work weeks is allowed, although one county indicated that it is discretionary with the principal officer. One county allows three work weeks, and 11 allow the equivalent of two weeks, with one county reporting that it is a matter of discretion with the principal officer. Five counties grant one week for sick leave, and one county authorizes sick leave on a sliding scale based on years of service.

SALARY SCALES FOR COUNTY OFFICE EMPLOYEES

A. The question, "Are employees (under the rank of deputy) who do about the same kind of work paid on approximately the same salary basis regardless of the office in which they work?" was answered "yes" by 71 of the 91 counties that returned the questionnaire.

B. Twenty six of the 91 counties that returned the questionnaire reported that office employees are paid according to a set salary scale which provides for automatic increases upon the completion of certain periods of service. The following is a listing of the salary scales as reported by 16 of the counties.

Allamakee. All clerks begin at \$180 per month; after six months, the pay is increased to \$200 per month.

Appanoose. All clerks begin at \$150 per month, and are advanced to \$170 per month after six months.

Audubon. All clerks begin at \$175 per month, are advanced to \$200 per month after six months, and to \$215 per month after a second six month's period.

Benton. The salaries of employees are increased from the beginning salary of \$170 per month to a maximum of \$200. The increases are granted every six months on the recommendation of the office head.

Cerro Gordo. Clerks begin at \$165 per month and receive automatic pay raises of \$25 per month after each six months up to a maximum of \$300 per month.

Clayton. Clerks begin at \$150 per month, and increases are granted at the end of six months, one year, two years, etc.

Des Moines. There are three classes of clerical employees: Senior Clerk, \$175 to \$210 per month; Intermediate Clerk, \$165 to \$200 per month; and Junior Clerk, \$155 to \$190 per month. Increases of \$5 per month are granted in each class after six months, after 12 months, after 18 months, after 24 months, after five years and after 10 years.

Grundy. Increases are granted every six months until the maximum is reached in two years.

Guthrie. Clerks begin at \$160 per month and are advanced to \$180 per month after three month's employment. The monthly rate for employees with 19 to 36 month's service is \$200, and for 37 months and over the rate is \$220 per month.

Howard. Increases are granted every six months until the maximum salary is reached.

Humboldt. Clerks begin at \$180 per month and are advanced to \$185 per month after six months. The second year of employment they are paid \$190 per month and beginning with the third year of employment they receive the maximum of \$200 per month.

Johnson. Clerks are paid on a graduated scale. The maximum salary for women is \$230 per month; the maximum salary for men is \$300 per month.

Mills. Employee salaries are based on a percentage of the elected officials' salaries. Present employees are paid 75% of their principal's salary; future employees will be paid 70% of their principal's salary during the first year of employment, and 75% thereafter.

Scott. For most employees the salary range is \$195-\$240. Clerks begin at \$195 per month and are advanced to \$200 at the end of six months. Beginning with the second year of employment they receive \$220 per month; this is increased \$10 per month during the third year of employment and again during the fourth year of employment.

Warren. The salary range for clerks is \$175-\$210 per month. The first year's salary is at the rate of \$175 per month; this is increased to \$190 per month the second year, to \$200 per month the third year, and the maximum of \$210 per month is paid thereafter.

Washington. Clerks begin at \$200 per month and are advanced to \$210 at the end of six months. After one year, the maximum salary of \$225 per month is paid.

Table A-1--MONTHLY SALARIES OF SELECTED COUNTY EMPLOYEES

County	County School System				Deputy Assessor	Hospital Superintendent	Health Nurse	Overseer of Poor
	Superintendent	Assistant	Supervisory Assistant(a)	Assessor				
Adair	---	---	---	\$333(b)	\$270	\$325(b)	---	---
Adams	\$333	\$242	---	300(b)	---	---	---	\$200
Allamakee	433	243	---	383(b)	---	---	---	---
Appanoose	417	225	---	325(b)	---	---	---	---
Audubon	479	275	\$392	313(b)	---	460	---	---
Benton	467	---	---	363(b)	---	---	\$340	250
Black Hawk	605	400	542	500(b)	350-392(b)	220(c, d)	340(e)	330(f)
Boone	550	425	383	417(b)	---	500(g)	325(b, e)	---
Bremer	583	300	---	350(b)	---	---	---	---
Buchanan	450	254	---	338(b)	---	---	180(h)	245
Buena Vista	483	---	---	390(b)	---	650(i)	260(e)	---
Butler	433	325	---	325(b)	248(j, b)	---	---	---
Calhoun	---	---	---	354(b)	---	---	---	---
Carroll	608	333	500	417(b)	---	---	210(h)	280(f)
Cass	558	271	---	325(b)	275(b)	---	---	---
Cedar	496	---	---	325(b)	---	---	---	200
Cerro Gordo	---	---	---	400(b)	10.00 day(b)	---	---	---
Cherokee	517	260	---	417(b)	267(b)	---	---	---
Clarke	450	216	---	300	---	250(k)	---	---
Clay	471	175	---	367(b)	318(b)	---	225	---
Clayton	417	---	---	---	---	(1)	---	---
Clinton	560	381	---	417(b)	333(b)	---	148(h, i)	---
Crawford	600	275	388	375(b)	---	556(b)	240(h)	---
Dallas	525	308	---	375(b)	---	550	255	---
Decatur	458	---	---	317(b)	---	425(m)	---	---
Delaware	460	244	---	325	---	450	---	---
Des Moines	525	250	333	417(b)	---	---	165, 210	58
Dickinson	417	---	---	338(b)	---	---	---	275
Dubuque	442	353	---	475(b)	395(b)	550(d)	290(e)	---
Emmet	440	---	---	333	275	---	268	150(f)
Fayette	567	321	433	367(i)	---	---	---	229
Floyd	---	---	---	333(b)	267(b)	---	---	280(f)
Franklin	458	292	---	325	252	---	---	---
Fremont	479	250	---	313(b)	---	---	---	265
Greene	400	---	---	333(b)	317(b)	500	---	---
Grundy	434	408	550(n)	313(b)	203	425	---	---
Guthrie	500	250	---	325	260	400	---	---
Hamilton	442	---	---	400	---	550(b)	---	---

Hancock	508	---	---	358(b)	---	250(b)	195	---
Hardin	542	185	450	367(b)	\$1.35 hr. (b)	---	240	---
Harrison	---	---	---	325	---	---	---	270
Henry	500	266	---	333	---	506	---	---
Howard	443	210	---	313	250	---	---	---
Humboldt	442	275	---	313(b)	220(j, b)	---	280(e)	220
Ida	467	---	---	350(b)	---	---	---	---
Iowa	475	260	---	325(b)	---	---	---	275
Jackson	467	---	---	325(b)	---	508	290(e)	---
Jasper	---	---	---	363(b)	---	---	255	---
Jefferson	333	260	---	325(b)	308(b)	535	---	---
Johnson	583	417	417	400	---	---	300(p)	---
Jones	521	---	250	325(b)	---	---	---	200
Kossuth	550	375	220	---	---	---	210	275
Lee	558	250	---	429(b)	---	---	210(h)	---
Linn	558	275	542	500(b)	400(b)	---	---	340
Louisa	525	---	185	---	---	---	---	---
Lucas	467	250	---	313(b)	---	---	---	---
Lyon	458	205	---	313(b)	---	---	275(e, q)	---
Madison	525	---	250	313(b)	---	375(q)	---	---
Mahaska	500	271	358	338(b)	---	365	225	240
Marshall	467	225	---	375(b)	250, 333(b)	---	195(r)	---
Mills	438	---	250	333(b)	---	---	---	---
Monona	500	260	450	425(b)	260(j)	---	---	---
Montgomery	460	---	---	325	---	---	---	288
Muscatine	533	210	---	363(b)	---	700	---	358(f)
O'Brien	558	271	---	325(b)	---	---	---	---
Osceola	467	250	---	313(b)	---	---	---	---
Page	458	258	---	338(b)	258(b)	---	---	333
Palo Alto	500	---	267	325(b)	260	---	180(b)	280
Plymouth	416	---	275	416	270	---	---	75
Pocahontas	400	250	---	325(b)	---	---	220(h)	---
Polk	933	433	600	583	446	575	225, 275	60(f)
Pottawattamie	596	---	405	492(b)	369(b)	---	265(i)	---
Poweshiek	417	260	---	325(b)	---	---	---	---
Sac	465	260	---	400(b)	---	---	---	---
Scott	667	383	500, 536, 545	617(b)	433(b)	350(s)	290	375(f)
Shelby	542	---	---	325(b)	---	500(i)	---	---
Sioux	508	200	---	350(b)	---	---	195	---
Story	417	292	---	---	---	500	280	354
Tama	417	250	---	338(b)	---	---	160	---
Taylor	383	---	---	313(b)	---	---	---	---
Union	375	---	---	325	---	425(t)	---	---

Table A-1--Monthly Salaries of Selected County Employees, Continued

County	County School System			Assessor	Deputy Assessor	Hospital Superintendent	Health Nurse	Overseer of Poor
	Superintendent	Assistant	Supervisory Assistant(a)					
Van Buren	\$400	\$234	---	\$417(b)	---	\$500	---	---
Wapello	500	317	---	450(b)	\$383	708(u)	\$240(h)	---
Warren	500	---	---	330(b)	---	---	255(h)	---
Washington	433	254	\$375	400(b)	300(j, b)	433(v)	180	---
Wayne	438	208	---	313(b)	234	425	---	---
Webster	500	---	460	450(b)	---	---	\$12.00 day(o)	\$310(f)
Winneshiek	492	200	417	350(b)	---	---	210	275
Woodbury	650	375	443	483(b)	---	225(w)	---	---
Worth	500	258	---	354(b)	250(j)	---	260(e)	---
Wright	441	250	---	375(b)	260(j)	---	---	---
MEDIAN SALARIES								
Number	85	---	---	87	32	32	---	29
Median	\$475	---	---	\$338	\$270	\$480	---	\$275

Note: All monthly salaries have been rounded to the nearest dollar.

(a) See page 15 for salaries of special assistants

(b) Plus mileage

(c) Matron, \$200

(d) Plus housing, utilities and food

(e) Includes state participation

(f) Other employees: Black Hawk, senior caseworker, \$295, junior caseworker, \$250; Carroll, secretary, \$220; Emmet, stenographer, \$180; Floyd, assistant overseer, \$235; Muscatine, assistant overseer, \$280; Polk, custodian, \$297, serviceman, \$258, commodities, \$258, \$292; Scott, 3 caseworkers, \$255, clerk-stenographer, \$230; Webster, assistant overseer, \$275, part time clerk, \$1.35 per hour.

(g) Administrator, \$500 plus mileage; superintendent, \$400 plus room and board allowance if needed.

(h) County share only

(i) Plus mileage and expenses

(j) Assistant

(k) Acting administrator

(l) County insane hospital: superintendent, \$140; matron, \$130; wardman, \$128.50; farm hand, \$128.50; women help (3), \$120--all live at the hospital.

(m) Plus meals

(n) Ten months

(o) Part time

(p) Secretary, \$210

(q) Plus car

(r) Plus official expenses

(s) Isolation hospital superintendent, \$425 plus \$1 per day subsistence

(t) Plus mileage and noon meals

(u) Plus one-half of part of out patient's pay and house

(v) Plus house and utilities

(w) Tuberculosis hospital

Table A-1, Continued--MONTHLY SALARIES OF SELECTED COUNTY EMPLOYEES

County	Secretary, Soldiers' Relief	County Home(a)						Courthouse Janitor	Weed Commissioner	
		Steward	Matron	Ward Lady	Ward Man	Farm Hand	Cook			
Adair	---	\$300	(b)	---	---	---	---	\$190	\$1.20 hr.	
Adams	\$ 50	120	\$120	\$100	\$100	---	---	250	1.00 hr.	
Allamakee	---	150	150	---	---	\$125	\$125	230	250(c)	
Appanoose	---	300	(b)	---	---	---	---	270	1.25 hr.(c)	
Audubon	1.00 hr.	292	(b)	---	---	---	---	300	10.00 day(c)	
Benton	---	200	200	150	---	---	125	250	300	
Black Hawk	354	290	290	145	145	---	145	235(d)	1.25 hr.(c)	
Boone	336	185(e)	185	123	123	---	123	190(f)	11.00 day(c, g)	
Bremer	150	208	192	110	110	---	110	270	0.90 hr.	
Buchanan	100	192	192	115	---	135	140	225(d)	1.15 hr.(c, g)	
Buena Vista	---	308(e)	(b)	---	---	---	100	300	1.36 hr.(c)	
Butler	---	195(e)	165	---	---	---	120	270	180(c)	
Calhoun	---	300	(b)	---	---	---	---	200	1.25 day(c, g)	
Carroll	---	220	75	125	---	---	---	240	270	
Cass	260	140(e)	140	---	---	---	130	235(d)	185(c)	
Cedar	---	367(e)	(b)	145	---	---	145	195	225(c)	
Cerro Gordo	---	275(h)	275	175	175	---	160	178, 191	1.10 hr.	
Cherokee	---	335	(b)	---	---	---	---	250	225(c)	
Clarke	---	No County Home						---	210	225(c)
Clay	240	350(h, e)	(b)	135	---	---	135	220	1.20 hr.(c, g)	
Clayton	---	150	140	---	---	180	120	255	250(c)	
Clinton	160	267(h, e)	200	120	---	---	150	200, 210(f)	1.50 hr.(c)	
Crawford	---	180	170	110	110	150	---	225	1.35 hr.(c)	
Dallas	105	200	200	140	---	---	140	240	8.00 day(g)	
Decatur	---	138(e)	138	120	---	---	---	160	---	
Delaware	---	313	(b)	---	---	175	5.00 day	275	1.50 hr.(c, g)	
Des Moines	110	275(h)	275	145, 150	100, 145	---	150	210(f)	225(c)	
Dickinson	---	350	---	---	---	200	---	200(i)	200(c)	
Dubuque	175	357(e)	---	---	---	---	119	285(d)	180(c)	
Emmet	---	175	175	100	125(j)	---	---	230	1.05 hr.(c)	
Fayette	50	271	271	125	135	---	130	250	10.00 day(c, g)	
Floyd	280	183	183	125	125	125	125	250(d)	250	
Franklin	---	230(h)	100	---	---	---	---	---	1.25 hr.(c)	
Fremont	90	250(e)	(b)	---	---	---	---	225	275(c)	
Greene	100	300	(b)	---	---	---	135	225, 233	280	
Grundy	---	No County Home						---	---	1.00 hr.(c, g)
Guthrie	200	292(e)	(b)	---	---	---	---	(d)	1.18 hr.(c)	
Hamilton	200	238	213	---	---	---	150	250(d)	(c)	

Table A-1, Continued-- Monthly Salaries of Selected County Employees (Continued)

County	Secretary, Soldiers' Relief	County Home (a)					Farm Hand	Cook	Courthouse Janitor	Weed Commissioner
		Steward	Matron	Ward Lady	Ward Man					
Hancock	---	\$275	\$200	\$150	---	---	\$150	\$287	\$1.10 hr. (c, g)	
Hardin	\$292	258(e)	150	125, 150	\$150	\$135	---	265	1.00 hr. (c, g)	
Harrison	---	No County Home							240	---
Henry	---	185	185	100	---	---	88	250	---	
Howard	250	175	175	133	133	---	---	250(d)	260(c)	
Humboldt	---	146	146	---	---	100	---	200(f)	250(c)	
Ida	40(k)	No County Home							250	250(c)
Iowa	---	250	250	150	150	150	150	235	1.00 hr. (c, g)	
Jackson	---	181	---	---	---	---	---	350	0.90 hr. (c)	
Jasper	---	250	250	150	150	---	145	300(d)	---	
Jefferson	50	140(e)	110	100	100	---	---	220	---	
Johnson	175	478(e)	(b)	184	170	174	137	308	235(c)	
Jones	---	217	217	---	---	---	---	192	8.00 day(c)	
Kossuth	---	300	(b)	(1)	250(e)	---	---	240, 325	1.00 hr. (c, g)	
Lee	---	205(h)	188	145	155	---	145	200	25(c)	
Linn	335	325(e)	265	200	200	210	200	325(d)	(c)	
Louisa	---	163	163	100	100	---	5.00 day	215	1.00 hr. (g)	
Lucas	200	167	167	---	---	---	---	185(d)	---	
Lyon	150	No County Home							235	100(c)
Madison	--	Leased to Private Operator							220	35(c)
Mahaska	225	250	150	140	150	---	130	235	200(c)	
Marshall	220	217	217	120, 167	---	---	182	250(d)	290(c)	
Mills	---	Leased to Private Operator							195	100(c, g)
Monona	---	No County Home							350(i)	---
Montgomery	52	190	190	125	125	---	---	250	100(c)	
Muscatine	35(k)	200	133, 242	---	135	160	140	217(d)	190(c)	
O'Brien	---	177(e)	177	125	100	125, 130	130	275	1.25 hr. (c, g)	
Osceola	---	---	---	---	---	---	---	250	95(c)	
Page	---	150	150	---	---	(e)	100	250	290(c)	
Palo Alto	20	167	(b)	---	---	---	---	233	1.00 hr. (g)	
Plymouth	60	206(e)	206	---	---	---	208	270	10.00 day	
Pocahontas	---	300	(b)	---	---	---	---	300	1.15 hr. (c)	
Polk	446(m)	325(e)	---	---	---	---	183	342(d)	357(c)	
Pottawattamie	300(g)	183(e)	167	---	100	---	125	350(d)	200(c, g)	
Poweshiek	175	225	225	110	---	---	---	225	13.00 day(c)	
Sac	---	222	---	---	---	---	---	100(d)	1.50 hr. (c, g)	
Scott	300	425(n, e)	---	110	150	275	200	375(d)	7.00 day(c, g)	
Shelby	---	125	125	---	---	75	---	200	250(c, g)	

Sioux	50	438(e)	(b)	125	125	---	125	190	250(c, g)
Story	150(k)	292(e)	250	160	150	---	---	271	298(c)
Tama	30	175	175	135	135	150	160	215	285(c)
Taylor	---	130	130	---	---	110	110	188(d)	1.15 hr. (c)
Union	298	150	150	---	---	---	80	200	1.00 hr. (c, g)
Van Buren	---	150(e)	150	100	100	---	100	225	(c)
Wapello	267	400(e)	---	135	290	---	190	255(d)	1.50 hr. (c, g)
Warren	260	No County Home						260(d)	10.00 day(c, g)
Washington	---	220(e)	220	145	145	---	125	290	1.00 hr. (c, g)
Wayne	---	300(e)	---	---	---	---	---	215(d)	---
Webster	300	250(e)	250	155	135, 140	160	145, 155	275(d)	310(c)
Winneshiek	175	250(e)	140	---	---	---	140	175	200(c)
Woodbury	(m)	221(h, e)	221	163	163	---	142	210	188(c)
Worth	---	---	175	---	---	---	---	175	1.00 hr. (c, g)
Wright	250	No County Home						295	260(g)

MEDIAN SALARIES:

Number	---	80	46	35	20	36	92	---
Median	---	\$350	\$134	\$135	\$150	\$136	\$235	---

Note: All monthly salaries have been rounded to the nearest dollar.

- (a) In most cases these salaries are in addition to maintenance or maintenance allowances.
- (b) Included in steward's salary
- (c) Months employed: Allamakee, 8; Appanoose, summer; Audubon, 6; Black Hawk, as required; Boone, 7; Bremer, 3; Buchanan, 3-4; Buena Vista, 9 full time plus 3 part time, average monthly salary \$340; Butler, 7; Calhoun, 6; Carroll, 12, asst. to commissioner, \$210; Cass, 10; Cedar, 5; Cherokee, 6; Clarke, 3; Clay, as required, also works for road department part time at 90¢ per hour; Clayton, 3, two helpers are paid \$250 per month; Clinton, 7, asst. commissioner, \$1.40 per hour; Crawford, 10; Delaware, 3-4; Des Moines, 3; Dickinson, 6; Dubuque, 3, road worker remainder of year; Fayette, 4; Franklin, 6; Fremont, summer and early fall; Greene, 12; Grundy, about 4; Guthrie, 5, road worker remainder of year; Hamilton, about 3, salary varies; Hancock, 6; Hardin, 3; Howard, 10, other two months employed as field assessor; Humboldt, 8; Ida, 12; Iowa, 9, other three months employed as field assessor; Jackson, as required; Johnson, 5; Jones, 6; Kossuth, 12, but draws small salary in winter; Lee, as required; Linn, summer; Lyon, 12; Madison, 4; Mahaska, 12, rock crusher in winter months; Marshall, 7; Mills, 12; Montgomery, 12; Muscatine, 12, also caretaker; O'Brien, 12, hourly; Osceola, 9; Page, 5; Pocahontas, 7; Polk, 6, real estate

- deputy six months; Pottawattamie, 7; Poweshiek, weed growing season; Sac, part time, asst. commissioner, \$1.25 per hour; Shelby, 3; Sioux, 7; Story, as required; Tama, 12; Taylor, about 6, road worker remainder of year; Union, 3-4; Van Buren, 5-6; Wapello, summer; Warren, 5, maximum pay \$500; Washington, 3; Webster, 12, road worker part of time; Winneshiek, 10; Woodbury, 12.
- (d) Pottawattamie, building superintendent; Scott, building maintenance superintendent. See page 16 for other custodial employees.
- (e) See page 16 for other county home employees.
- (f) Plus living quarters and utilities
- (g) Plus mileage
- (h) Superintendent
- (i) Man and wife
- (j) Also farm laborer
- (k) Part time
- (l) Combined salary
- (m) Other soldiers' relief employees: Polk, director, executive secretary, \$249, field workers, \$315, \$337, bookkeeper, \$221; Woodbury, investigator, \$150.
- (n) Stewardess

Table A-2--SALARIES OF CLERKS IN SELECTED COUNTY OFFICES

County	Auditor			Assessor			Court Clerk			Recorder			Treasurer		
	High	Low	Start	High	Low	Start	High	Low	Start	High	Low	Start	High	Low	Start
Adair	\$8 day	\$8 day	\$8 day	\$8 day	\$8 day	\$8 day	\$8 day	\$8 day	\$8 day	\$8 day	\$8 day	\$8 day	\$8 day	\$8 day	\$8 day
Adams	No regular salaries--80¢ per hour for time employed														
Allamakee	200	---	180	260	---	180	---	---	---	---	---	---	200	---	180
Appanoose	170	---	150	200	---	200	170	---	150	170	---	150	170	---	150
Audubon	---	---	---	215	200	175	---	---	---	---	---	---	215	---	175
Benton	200	---	170	185	---	170	170	---	170	---	---	170	200	---	170
Black Hawk (a, b)	195	175	175	205	175	175	225	210	175	240	180	175	260(c, d)	175	175
Boone	185	---	170	250	---	---	185	---	170	185	---	170	185	---	170
Bremer	---	---	---	283	229	---	---	---	---	---	---	---	(e)	---	---
Buchanan	150	150	150	(f)	---	---	---	---	---	180	---	150	190	190	150
Buena Vista	200	200	160	270	160	160	160	160	160	---	---	---	200	160	160
Butler (a)	No general clerks												190(g)	---	---
Calhoun	200	---	---	271	---	---	200	---	---	200	---	---	200(g)	---	---
Carroll	185	185	125	170	150	150	150	125	125	---	---	---	185	185	125
Cass	185	185	---	190	190	---	185	185	---	185	185	---	185	185	---
Cedar	90¢ hr.	---	85¢ hr.	238	---	---	---	---	---	90¢ hr.	---	---	90¢ hr.	---	---
Cerro Gordo	300	200	165	175	---	165	165	---	165	300	---	165	300	225	165
Cherokee	1.00 hr.	---	---	1.00 hr.	---	---	1.00 hr.	---	---	---	---	---	1.00 hr. (e)	---	---
Clarke	---	---	---	205	---	---	---	---	---	---	---	---	200	---	---
Clay	243	243	190	---	---	---	---	---	---	190	190	190	243	243	190
Clayton	180	150	150	180	150	150	150	150	150	---	---	---	200	150	150
Clinton	225	150	150	225	150	150	225	150	150	225	150	150	225	150	150
Crawford	---	---	---	225	---	175	---	---	---	---	---	---	211(e)	---	175
Dallas	200	---	150	200	---	150	200	---	200	---	---	---	200(e)	---	150
Decatur	200	---	150	180	---	150	---	---	---	---	---	---	213	---	---
Delaware	1.10 hr.	---	85¢-90¢ hr.	235	---	1.10 hr.	---	---	---	---	---	---	215(e)	190	85¢-90¢ hr.
Des Moines	210	155	155	275	---	---	185	160	155	195	165	155	210(e)	155	155
Dickinson	165	---	155	216	---	180	---	---	---	---	---	---	165	---	155
Dubuque	350(a)	250	(h)	300	---	(h)	---	---	(h)	254(i)	---	(h)	384	231	(h)
Emmet	230	---	230	230	175	150	---	---	---	---	---	---	230	---	---
Fayette	265	265	154	250	---	---	---	---	---	---	---	---	248	225	154
Floyd	175	---	150	200	---	---	225	---	150	225	---	150	235(e)	165	150
Franklin	---	100(j)	---	---	---	---	---	---	---	---	---	---	---	---	---
Fremont	---	---	---	200	---	185	---	---	---	---	---	---	200(g)	---	200
Greene	---	175	175	---	---	---	---	---	---	---	---	---	210	---	210
Grundy	203	150	150	185	150	150	203	---	---	203	---	---	203(d)	150	150
Guthrie	180	180	160	---	---	---	---	---	---	---	---	---	220	180	160
Hamilton	190	---	165-175	260	---	---	---	---	---	---	---	---	190	---	165-175
Hancock	242	---	150	175	175	150	260	---	150	260	---	150	260	---	150

Hardin	170	160	150	170	---	150	---	150(j)	150	170	---	150	170	150	150
Harrison	Standard rate of \$179 per month for all clerks														
Henry	260	250	(k)	260	---	(k)	260	---	(k)	260	---	(k)	260	---	(k)
Howard	250	190	190	250	---	190	250	---	190	250	---	190	250	---	190
Humboldt	200	---	180	---	---	---	---	---	---	---	---	---	200	---	180
Ida	200	---	165	---	---	---	200	---	180	---	---	---	200(e)	---	165
Iowa	225	---	160	---	---	---	---	---	---	---	---	---	---	---	---
Jackson	---	---	---	250	---	---	---	---	---	---	---	---	190	---	---
Jasper	254	200	200	254	200	200	254	200	200	254	200	200	254	200	200
Jefferson	211	---	211	211	---	211	---	---	---	---	---	---	211	---	211
Johnson	230	200	180	230	---	180	230	---	180	230	---	180	250(e)	180	170
Jones	180	125	85¢ hr.	225	---	125	---	---	85¢ hr.	---	---	85¢ hr.	180	180	85¢ hr.
Kossuth	263	231	8 day	263	231	8 day	263	---	---	263	---	---	263(e)	231	8 day
Lee	233	---	---	200	---	---	249	---	---	200	---	---	215(e)	---	---
Linn	235	190	190	240	230	220	230	190	190	240	200	190	230(e)	190	190
Louisa	200	---	165	190	---	160	---	---	---	1.25 hr.	---	---	190	---	165
Lucas	---	---	---	226	---	---	---	---	---	---	---	---	226(g)	---	---
Lyon	---	---	---	215	215	175	---	---	165	---	---	175	185	185	150
Madison	190	---	165	190	---	190	---	---	---	---	---	---	190	---	165
Mahaska	200	200	175	200	200	175	200	200	175	200	200	175	200	200	175
Marshall	260	160	160-180	220	---	---	210	190	---	100(j)	---	---	185(e)	175	170-185
Mills	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Monona	---	---	---	---	---	---	---	---	---	---	---	---	260	225	---
Montgomery	---	---	165	---	---	---	---	---	---	---	---	---	185	185	165
Muscatine (a)	225	---	192	280	---	---	225	---	---	---	---	---	225(e)	---	---
O'Brien	---	---	---	260	---	---	---	---	---	---	---	---	217(g)	---	---
Osceola	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Page	200	165	165	---	---	---	---	---	---	---	---	---	200	165	165
Palo Alto	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Plymouth	80¢ hr.	---	80¢ hr.	---	---	---	---	---	---	---	---	---	175(e)	---	---
Pocahontas	220	---	190	233	---	---	---	---	---	---	---	---	190	---	190
Polk (b, d, i)	263	217	---	242	200	---	---	---	---	263	254	---	263(c, e)	216	---
Pottawattamie	283	245	200(1)	350	---	200(1)	342	175	200(1)	230(i)	226	200(1)	300(e)	210	---
Poweshiek	175	---	175	220	---	175	---	---	---	---	---	---	200	---	175
Sac	208	208	165	208	165	165	---	---	---	---	---	---	208	208	165
Scott (a)	240	215	195	400	---	---	240	195	195	240	195	195	275(e)	195	---
Shelby	210	155	155	215	---	---	---	---	---	190	---	---	190(e)	190	---
Sioux	265	200	1.00 hr.	235	200	1.00 hr.	---	---	---	---	---	---	245(e)	200	1.35 hr.
Story	(c)	1.00 hr.	90¢ hr.	200	1.00 hr.	90¢ hr.	---	---	---	210	1.00 hr.	90¢ hr.	200(e)	90¢ hr.	90¢ hr.
Tama	185(a)	---	165	225(d)	---	---	---	---	---	---	---	---	(c, e)	185	---
Taylor	---	---	---	250	---	---	---	---	---	---	---	---	---	---	---
Union	200	---	200	200	---	---	200	---	---	200	---	---	200	---	---
Van Buren	200	---	160	234	---	---	---	---	---	160	160	160	200	---	180

Table A-2--Salaries of Clerks in Selected County Offices

County	Auditor			Assessor			Court Clerk			Recorder			Treasurer		
	High	Low	Start	High	Low	Start	High	Low	Start	High	Low	Start	High	Low	Start
Wapello	\$358(a, d)	\$175	\$160	\$333	---	---	\$358	\$160	\$160	\$283	\$175	\$160	\$358(c, e)	\$160	\$160
Warren	200	---	175	260	---	---	190	---	175	---	---	---	190	175	175
Washington	225	---	200	300	\$225	\$200	210	---	200	---	---	---	225(e)	---	200
Wayne	192(c)	---	182	---	---	---	---	---	---	---	---	---	192(e)	---	182
Webster	---	---	---	---	---	---	190	160	160	210	---	200	200	170	170
Winneshiek	160	---	140	170	---	140	150	---	140	---	---	---	150(e)	---	150
Woodbury	210	180	175	200	200	175	210	210	175	210	210	175	210	210	210
Worth	No general clerks														
Wright	220	220	200	220	220	200	---	---	---	---	---	---	220	220	200

Note: All monthly salaries have been rounded to the nearest dollar.

- (a) Addressograph operators: Black Hawk, \$220, \$250; Butler, \$225; Dubuque, \$309; Muscatine, \$308; Scott, \$10 per day part time; Tama, \$1.50 per hour; Wapello, \$225
- (b) Microfilm operators: Black Hawk, \$1.00 per hour; Polk, \$250
- (c) Bookkeepers: Black Hawk, \$315; Polk, \$263; Story, \$238; Tama, \$225; Wapello, \$283; Wayne, \$192
- (d) Stenographers: Black Hawk, \$205; Grundy, \$150; Polk, Board of Education, \$211, State Institutions, \$263; Tama, \$225; Wapello, \$225; Worth, \$230
- (e) Motor vehicle clerks; Black Hawk, chief clerk, \$340; Bremer, \$215; Cherokee, \$185; Crawford, \$211, \$260; Dallas, \$200; Delaware, \$230; Des Moines, manager, \$330; Floyd, \$175; Ida, \$210-\$250; Johnson, chief clerk, \$300; Kossuth, \$231, \$250; Lee, \$235; Linn, \$190, \$200, \$215; Lucas, \$226; Marshall, \$175, \$260; Mus-

catine, \$192; Plymouth, \$175; Polk, \$263; Pottawattamie, \$220-\$250; Scott, \$195-\$275; Shelby, \$190; Sioux, \$1.35 per hour; Story, \$238; Tama, \$200; Wapello, \$175; Washington, \$252; Wayne, \$192; Winneshiek, \$175

- (f) Assistant at \$270 per month; extra help at 90¢ per hour
- (g) Motor vehicle clerk
- (h) Probationary salary of \$225 is paid for six months to one year; then beginners are placed on basic salary
- (i) Photostat operators: Dubuque, \$254; Polk, \$294; Pottawattamie, \$230; Wapello, \$283
- (j) Part time
- (k) Maximum of \$6 per day
- (l) Approximate

SALARIES OF PROBATION OFFICERS

(Probation officers are appointed and their salaries are determined by the judge or judges who handle juvenile cases within the various judicial districts. Salaries of probation officers, arranged by counties within judicial districts, are given below.)

1st Judicial District. None
2nd Judicial District. Appanoose, \$150; Jefferson, \$50; Wapello, \$225
3rd Judicial District. One probation officer serves seven counties, including Adams, \$54.76; Decatur, \$54.76; Union, \$54.76; Wayne, \$54.76
4th Judicial District. Woodbury, \$375
5th Judicial District. One probation officer serves six counties, including Adair, \$39.56; Dallas, \$82.15; Guthrie, \$54.78; Madison, \$54.78; Warren, \$63.86
6th Judicial District. One probation officer serves Jasper, \$275, and Poweshiek, \$83.33, counties
7th Judicial District. Clinton, \$333.33; Jackson, \$240; Muscatine, \$366.66; Scott, \$408.33
8th Judicial District. Iowa, \$1 per hour plus mileage; Johnson, \$300
9th Judicial District. Polk, \$483.32
10th Judicial District. Black Hawk, \$408.33
11th Judicial District. Boone, \$8 per day; Webster, \$366.67; Wright, \$1 per hour
12th Judicial District. Cerro Gordo, \$366.67; Floyd, \$8 per day and mileage; one probation officer serves six counties, including Bremer, \$52.78; Butler, \$52.78; Hancock, \$52.78; Worth, \$52.78
13th Judicial District. One probation officer serves

six counties, including Allamakee, \$53.59; Clayton, \$73.67; Fayette, \$92.50; Howard, \$42.93; Winneshiak, \$70.92
14th Judicial District. One probation officer serves eight counties, including Clay, \$49.83; Dickinson, \$38.33; Emmet, \$38.33; Humboldt, \$38.33; Kossuth, \$69; Palo Alto, about \$46; Pocahontas, 12%
15th Judicial District. Pottawattamie, \$391.66 and mileage; one probation officer serves four counties-- Audubon, \$69; Cass, \$107.33; Shelby, \$92; Harrison, 30%; one probation officer serves the counties of Fremont, \$76.67; Mills, \$76.67; Montgomery, \$95.83; Page, \$134.17
16th Judicial District. None
17th Judicial District. Marshall, \$233.33; one probation officer serves Benton, \$152.50, and Tama, \$142.50, counties
18th Judicial District. Linn, \$408.33
19th Judicial District. Dubuque, \$408.33
20th Judicial District. One probation officer serves Des Moines, \$175, Henry, \$105, and Louisa, \$70, counties
21st Judicial District. Cherokee, \$100; Plymouth, \$65; one probation officer serves four counties, including Lyon, \$66.50; O'Brien, \$101.50; Osceola, \$59.50

SALARIES OF MISCELLANEOUS EMPLOYEES

(All monthly salaries have been rounded to the nearest dollar)

Special Assistants to County Superintendents of Schools

Benton, elementary and special education supervisor, \$520 per month for 10 months; Boone, reading assistant, \$4600 per year, speech correctionist, \$4000 per year; Bremer, school nurse, \$300, elementary supervisor, \$417; Buchanan, speech and hearing consultant, \$296; Clay, elementary supervisor, \$4050 per year; Clinton, teacher consultant, \$439, special education supervisor, \$438; Fayette, speech correctionist, \$3800 for 9 months, mentally handicapped children teachers \$3500-\$4000 for 9 months, music supervisor, \$10.50 per half day; Hamilton, speech therapist, \$317, elementary supervisor, \$350; Hardin, special education supervisor, \$450 per month plus expenses for 10 months; Humboldt, special education supervisor, \$425, elementary supervisor, \$354, speech therapist, \$350, guidance director, \$417, music instructor, \$125 part time; Lee, speech correctionist, \$450; Linn, speech therapists, \$300, psychologist, \$492; Mahaska, special education supervisor, \$375; O'Brien, elementary supervisor, \$465, art supervisor, \$510, both for 10 months; Polk, elementary director, \$500, continuing education, \$508, music director, \$483, audio-visual, \$350, speech, \$317, \$375; Scott, speech correctionist, \$440 for 10 months; Shelby, speech correctionist in conjunction with other counties, \$333; Warren, elementary supervisor, \$333, librarian, \$200; Winneshiak, elementary supervisor, \$417, librarian, \$150

Salaries of Highest Paid Clerks in County Superintendents' Offices

Adair, \$200; Allamakee, \$243; Audubon, \$1 per hour; Black Hawk, \$250; Buena Vista, \$175 part time; Cass, \$270; Cedar, \$175; Clayton, \$229; Clinton, \$210; Decatur, \$200; Des Moines, \$250; Dickinson, \$150; Emmet, \$165; Fayette, \$200; Floyd, \$233; Greene, \$175; Hamilton, \$240; Hancock, \$175; Hardin, \$170; Henry, \$267; Howard, \$210; Humboldt, \$200; Ida, \$1.25 per hour part time; Jackson, \$192; Jasper, \$180; Johnson, \$215; Jones, \$250; Kossuth, \$333; Linn, \$200; Louisa, \$185; Lucas, \$250; Lyon, \$210; Madison, \$250; Mahaska, \$200; Marshall, \$1 per hour part time; Muscatine, \$210; Page, \$200; Palo Alto, \$1 per hour; Pocahontas, \$250; Polk, \$275; Poweshiek, \$260; Scott, \$300; Shelby, \$215; Taylor, \$215; Union, \$200; Van Buren, \$234; Wapello, \$317; Washington, \$254; Webster, \$175; Woodbury, \$170

Bailiffs

Appanoose, \$100; Audubon, \$7 per day; Black Hawk, two half time at \$90 each; Boone, \$65; Buena Vista, \$8.50 per day when court is in session; Butler, \$5 per day when court is in session; Cass, \$6 per day; Cedar, \$8 per day while working; Cerro Gordo, \$5 per day; Clayton, \$6 per day; Clinton, \$145; Des Moines, \$329; Dubuque, \$309; Floyd, \$7.50 per day; Henry, \$6 per day; Howard, \$8 per day; Iowa, \$6 per day; Jackson, \$138; Jefferson, \$4.50 per day; Johnson, \$220; Lee, \$6.50 per day;

Salaries of Miscellaneous Employees, Continued

Linn, two at \$215; Mahaska, \$6 per day; Mills, \$40; Muscatine, \$258; Page, \$45; Palo Alto, \$5 per day; Plymouth, \$5 per day when working; Polk, \$275; Pottawattamie, two at \$230; Scott, two at \$10 per day; Shelby, \$5 per day; Sioux, \$5 per day when court is in session; Tama, \$5 per day; Wapello, \$200; Woodbury, four at \$135

Jailers

Black Hawk, \$210, \$240, \$260; Dubuque, three at \$380; Linn, \$225, \$250; Page, \$60; Polk, \$304; Pottawattamie, \$242 plus meals and housing; Scott, \$275; Wapello, \$200; Webster, \$100

Jail Matrons

Linn, \$230; Polk, \$192; Scott, \$250; Wapello, \$50

Miscellaneous Custodial Employees

Black Hawk, utility man, \$100; Buchanan, janitress, \$160; Cass, asst. janitor, \$135; Clinton, fireman, \$210; Des Moines, two night janitors, one maintenance man, \$210 each; Dubuque, asst. janitor, \$200, janitress, \$225, fireman, \$280, night fireman, \$150 for seven months; Floyd, asst. janitor, \$200 plus living quarters; Guthrie, two work one-half of each month and each receives \$100; Hamilton, \$1.15 per hour; Howard, extra help, \$100; Jasper, asst. janitor, \$200; Linn, one at \$275, two at \$240, three at \$235, matron, \$190; Lucas, asst. janitor, \$90; Marshall, fireman, \$200; Muscatine, janitress, \$100; Polk, asst. custodian, \$267, night foreman, \$271, serviceman, \$258, engineer, \$350, asst. engineer and fireman, \$280, matron, \$245, electrician, utilities, carpenter, \$263; Pottawattamie, three janitors at \$245 each; Sac, asst. janitor, \$100; Scott, five janitors at \$195, one janitor at \$205, one janitor at \$225, one janitor at \$250; Taylor, matron, \$75; Wapello, five janitors at \$215 each; Warren, asst. custodian, \$49, matron, \$49; Wayne, matron, \$25; Webster, asst. janitor, \$100, part time assistant, \$1 per hour

Miscellaneous County Home Employees

(In most cases these salaries are in addition to maintenance or maintenance allowances.)

Boone, farm manager, \$250, janitor, \$123; Buena Vista, janitor, \$130; Butler, other help, \$50, \$150; Cass, extra man, \$150; Cedar, janitor, \$50; Clay, farm operator, \$250; Clinton, farm foreman, \$150; Decatur, night watchman, \$60; Dubuque, guard, \$272; housekeeper, \$146; Fremont, asst. steward and matron, \$180; Guthrie, all other help, \$125; Hardin, laundry, \$115, relief lady, \$125, kitchen help, \$125; Jefferson, farm manager, \$135; Johnson, night watchman, \$55, part time help, \$53; Linn, attendants, \$200, engineer, \$260, asst. engineer, \$210, dairy hand, \$210; O'Brien, general lady, \$125; Page, farm helper and wife, \$100 each; Plymouth, superintendent, \$412, janitor, \$208; Polk, superintendent, \$375, engineer, \$354, asst. engineer, \$283, fireman, \$245, laundress, night watch, attendants, \$167, seamstress, \$171, nurse, \$192, maintenance

man, \$192, \$208, dairy man, \$175, herdsman, \$208, dining room supt., \$167, creamery, \$246, poultry and hogs, \$175, telephone operator, \$225, carpenter, \$258, utility man, \$125, truck driver, \$125, farm manager, \$240, barber, \$204, gardener, \$200; Pottawattamie, matron's asst., \$50, part year fireman and engineer, \$50; Scott, nurse, \$150, domestic, \$125, janitor and fireman, \$75, \$90; Sioux, janitor, \$260, nurse, \$125, general worker, \$125; Story, farm boss, \$160, janitor, \$75; Van Buren, janitor, \$136; Wapello, herdsman, \$160, nurse, \$150; Washington, farm boss, \$125, janitor, \$175; Wayne, household helper, \$125; Webster, night nurse, \$125, night attendants, \$125; Winnesiek, cattleman, \$225, day man, \$100, nurse, \$175, night man, \$90, asst. matron, \$140; Woodbury, fireman, \$163, laundry, \$163

Field Assessors

Adams. \$1 per hour, mileage
Appanoose. \$1 per hour
Benton. \$1.50 per hour, 10¢ per dog listed, mileage
Black Hawk. \$1.50 per hour, mileage
Boone. \$1.30 per hour, mileage, allowance for meals, postage and any other miscellaneous expense
Bremer. \$0.90 per roll, mileage
Buchanan. \$1.40 per hour, 10¢ per dog listed, mileage
Buena Vista. \$1.25 per hour, mileage
Butler. Rural assessors, \$1.30 per roll; town assessors, 80¢ per roll. Also 25¢ for each homestead signed, 10¢ per dog listed, 50¢ for each new building, and 15¢ for each soldier's exemption
Carroll. \$1.475 per hour, subject to approval by board of supervisors, plus mileage, meals, postage, phone calls
Cass. \$2.25 per roll
Cedar. \$1.30 per hour, mileage
Cherokee. \$1.25 per hour, mileage
Clarke. \$7.50 per day, 10¢ per dog listed
Clay. Townships, \$300; townships which include an unincorporated town, \$325; small towns, \$175 to \$225. Plus mileage.
Clayton. \$250 or \$10 per day, mileage
Dallas. \$1.25 per hour, mileage
Decatur. \$1.15 per hour
Delaware. \$1.50 per hour, mileage
Des Moines. Rural areas, \$2 per roll; incorporated towns, 75¢ per roll. Plus mileage.
Dubuque. \$10 per day, mileage
Emmet. \$10 per day, mileage, necessary meals
Floyd. \$10 per day, mileage
Franklin. \$1.35 per hour, mileage
Fremont. Townships, \$1.75 per roll; towns, varies, but usually 85¢ per roll, 25¢ per homestead
Grundy. Per roll, 50¢ per new building
Guthrie. Averages \$300 per township, 10¢ per dog listed
Hancock. \$1.25 per hour, mileage
Hardin. Deputy assessors--\$1.35 per hour, mileage
Henry. Rural areas, \$2 per roll; towns, 90¢ per roll plus 10¢ per soldier's exemption
Howard. \$1.70 per personal property roll, 10¢ per dog listed, \$7 per day at meetings, mileage to attend meetings
Humboldt. \$1.25 per hour, mileage

Salaries of Miscellaneous Employees, Continued

Ida. Townships on personal year, \$300; townships on real estate year, \$325; towns according to size
Iowa. \$1.25 per hour, mileage
Jackson. \$9 per day, mileage
Jasper. \$10 per day, mileage
Jefferson. Rural areas, \$2 per roll; towns, 85¢ per roll
Jones. \$1.30 per hour, 10¢ per dog listed, mileage
Kossuth. Townships, \$1.80 per roll; towns, 90¢ per roll; mileage
Linn. One full time field worker, \$350 per month plus mileage; \$1.50 per hour, mileage
Louisa. Townships, \$8.50 per day; cities and towns, \$7.50 per day
Lyon. \$250-\$400 per district
Madison. Varies--one at \$1.25 per hour, two at \$1 per hour, and three paid on basis of assessment rolls written. Plus mileage.
Mahaska. 25¢ per roll, 10¢ per dog listed
Marshall. \$1.75 per roll, mileage
Mills. Glenwood, \$1000, Malvern, \$275 plus 10¢ per dog listed; other field assessors are paid \$2 per roll and 10¢ per dog listed
Monona. Townships, \$290-\$350; towns, \$110-\$700
Montgomery. Townships, \$325; towns, \$75-\$1400
Muscatine. \$12 per day
O'Brien. Townships, \$340-\$355; towns and cities, \$65-\$983. \$5 and car allowance for attendance at meetings called by assessor
Osceola. Rural, \$1.35 per roll; towns, 75¢ per roll. Plus mileage.
Plymouth. \$320 lump sum
Pocahontas. Rural, \$1.50 per roll; towns, 75¢ per

roll, or \$1.50 per hour if called for central assessing. Plus mileage.
Polk. \$283-\$367
Pottawattamie. \$250 per township
Poweshiek. Townships, average of \$402; city of Grinnell and all business and commercial in the county, \$2150 plus expenses
Sac. Rural, \$1.50 per roll; urban, 75¢ per roll
Scott. \$600-\$1500 on contract basis
Shelby. Townships, \$300 plus \$50 car allowance
Story. \$1.25 per hour, mileage
Tama. \$1.30 per hour for appraising; townships, \$1.50 per roll; towns, \$1 per roll. Plus mileage.
Taylor. \$1 per hour, mileage
Union. Rural, \$1.75 per roll; Creston and Afton, \$1 per roll; six small towns, \$1.20 per roll
Van Buren. \$1.25 per hour
Wapello. \$1.65 per hour, mileage
Warren. Townships, \$1.25 per roll and 50¢ per roll for expense and mileage; flat rate in towns
Washington. 90¢ per roll
Wayne. \$8 per day, mileage
Webster. \$100-\$630, based on size of district and work involved
Winneshiek. One day of school, \$1.50 per roll, 10¢ per dog listed, mileage, car allowance, and expenses such as postage. Two town field assessors are paid flat sums of \$1100 and \$125, plus 10¢ per dog listed and expenses
Woodbury. Deputy assessors, \$80-\$190 according to size of assessment district
Worth. \$1.25 per hour, mileage
Wright. \$1.60 per hour, mileage

SUMMARY OF POLICIES REGARDING HOURS OF WORK, OVERTIME PAY,
VACATIONS, HOLIDAYS, SICK LEAVE AND INJURY LEAVE FOR
COUNTY ROAD EMPLOYEES

Hours of work (engineering and administrative). In 61 of the 98 counties that returned the road questionnaire, engineering and administrative employees work a 44 hour week. In four counties the standard work week is 50 hours; in four others the work week is 48 hours. Three counties reported that this group of employees works 54 hours a week; two reported a 45 hour week, and three indicated a work week of 39 hours. The remaining 21 counties reported a wide variation in hours of work for engineering and administrative employees, ranging from 39½ hours to 60 hours. Several indicated that the work week varies in length with the season of the year. Nearly every county reported that although they have a standard work week, engineering personnel are expected to work as many hours as are necessary. Several counties indicated that office personnel reported under this category are under the regular courthouse schedule.

Hours of work (other monthly employees). Eighty-four counties reported the hours of work for their monthly employees--of the 98 counties that returned the road questionnaire, six reported they have no monthly employees and eight did not answer this particular question. The hours of work for monthly employees are distributed as follows:

39 hours.....1	44-50 hours.....2
40 hours.....1	44-55 hours.....5
44 hours.....20	44-60 hours.....1
45 hours.....5	45-50 hours.....1
47 hours.....1	46-57 hours.....1
48 hours.....5	48-54 hours.....1
50 hours.....7	48-58 hours.....2
51 hours.....1	48-60 hours.....1
51¼ hours.....1	49½-52 hours.....1
54 hours.....6	50-55 hours.....1
55 hours.....3	50-56 hours.....1
58 hours.....1	54-60 hours.....3
60 hours.....7	40-45-55 hours.....1
40-50 hours.....1	44-49½-55 hours.....1
44-48½ hours.....1	44-50-55 hours.....1

Hours of work (hourly employees). Ninety-two counties reported the hours of work per week for their hourly employees. The hours of work for these employees are distributed as follows:

40 hours.....2	45-50 hours.....4
44 hours.....5	46-57 hours.....1
45 hours.....5	47½-55 hours.....1
48 hours.....4	48-54 hours.....1
50 hours.....9	48-58 hours.....1
51 hours.....1	48-60 hours.....5
53 hours.....1	49½-52 hours.....1
54 hours.....8	50-55 hours.....1
55 hours.....9	50-56 hours.....1
58 hours.....2	54-60 hours.....7
60 hours.....8	54-66 hours.....1
40-50 hours.....1	55-60 hours.....1
44-48½ hours.....1	40-45-55 hours.....1
44-49½ hours.....1	44-49½-55 hours.....2
44-50 hours.....1	48-54-60 hours.....1
44-55 hours.....5	

Overtime pay. Fifty-one counties do not allow overtime pay for monthly employees; 22 counties permit compensatory time off for overtime work; 13 counties give straight time pay; 3 counties grant either straight time pay or compensatory time off; and one county pays time and one-half for overtime work.

Overtime pay is not allowed hourly employees in 11 counties. Sixty-five of the counties that reported indicated that straight time is paid for overtime work; 11 counties allow compensatory time off; three counties pay time and one-half for such work; one county allows straight time or compensatory time off; and one county grants time and one-half pay or compensatory time off.

Holidays with pay. Ninety-four counties reported holidays with pay for monthly employees as follows:

5 holidays.....4	4-7 holidays.....1
6 holidays.....16	5-10 holidays.....1
7 holidays.....35	7-8 holidays.....1
7½ holidays.....1	8-9 holidays.....1
8 holidays.....24	10 holidays.....1
9 holidays.....9	

Of the counties that reported seven holidays, one indicated that pay is not allowed if the holidays are on Saturday.

County road employees who work on an hourly basis are allowed holidays with pay as follows in the 92 counties that answered this question:

None.....19	7 holidays.....30
3 holidays.....1	7½ holidays.....1
4 holidays.....3	8 holidays.....12
5 holidays.....4	9 holidays.....4
6 holidays.....18	

In one of the counties that allows seven holidays, these are granted only after one year's employment.

Vacations with pay (monthly employees). Ninety-three counties reported their vacation policies for monthly employees as follows:

None.....2
One week or equivalent.....31
Two weeks or equivalent.....48
One-two weeks.....8
One-three weeks.....1
Two-three weeks.....2
One day for each 24 worked....1

In the one week or equivalent group, one county indicated that employees may accumulate up to two weeks of vacation, two counties reported that the county engineer receives two weeks as do the foremen in one county and the assistant engineer and office employees in another county. Counties that grant two weeks of paid vacation reported the following variations: two counties permit the two weeks to be used as vacation or sick leave, and one county adds one day of vacation a year after 11 years of service up to a maximum of 15 days vacation a year. In the one to two week's category, one county indicated that two

Summary of Policies Regarding Hours of Work, Overtime Pay, Vacations, Holidays, Sick Leave and Injury Leave for County Road Employees, Continued

weeks are allowed after five years of service, another reported that two weeks are granted in the fifth year of employment, and one county stated that administrative employees are allowed two weeks and that other monthly employees are allowed two weeks after two years of service (drainage employees in this county receive one week after working one year). The county that reported from one to three week's vacation time allows three weeks after 10 years of service. Both counties that allow two to three weeks have regulations covering the maximum amount: one county grants the maximum after 15 years, the other after 30 years (the maximum amount in working days for this county is 16; vacation time may accumulate for two years if prior arrangements are made).

Vacations with pay (hourly employees). Vacations for hourly county road employees were reported by the 93 counties as follows:

None.....	22
One week or equivalent....	42
Two weeks or equivalent..	16
One-two weeks.....	5
Other.....	8

The "other" group includes one county in which one day's vacation is allowed for each 24 days worked; two counties in which either one week or two weeks may be used for vacation or sick leave; one county in which the vacation period is seven days if taken between November and March and six days if taken any other time; one county in which the vacation period is two weeks if taken in January, February, March, November or December, and one week if taken any other time; one county in which six days are allowed between May and October and nine days throughout the remainder of the year; one county reported that hourly employees receive three days after one year's employment and after three years of service one day is added each year up to a maximum of 15 days; one county reported that it grants from six to 16 days, with the maximum possible after 30 years of service, and vacation cumulative for two years if prior arrangements are made. In the one week group, one county indicated that hourly employees may accumulate vacation time up to a maximum of two weeks. Other variations include one county which normally allows two weeks for vacation but extends this to three weeks after 10 years of service; one county which allows 16½ days after 15 years of service, and one county which grants 12 days to administrative employees, six days after one year and 12 days after two years to monthly (28 day) employees, and six days to drainage crews after one year.

Sick leave with pay (monthly employees). Policies regarding sick leave show a wide variation. A survey of these policies is given below.

Discretionary with board and/or engineer.....	23
None.....	13
3 days.....	1
5, 5½, 6, 7 days.....	14

10, 11, 12, 14 days.....	18
2 weeks.....	2
15 days.....	1
24 days.....	1
30 days.....	11
Other.....	7

Three of the counties reported that the time allowed is the same as vacation time--employees may use it for either sick leave or vacation. At least three counties do not allow pay for the first day of sickness, and in one of these counties in which 30 days of sick leave is allowed, the pay during sick leave is 75 percent of the regular rate.

Of the policies tabulated as "other," two counties allow the actual time off for sickness, one allows ten days at home and 18 days in a hospital, one grants 120 hours, one permits one-half day for each 24 worked, one allows leave on half pay up to a maximum of \$300 a year, and one county reported that it is "possible" to receive up to 90 days of sick leave.

Sick leave with pay (hourly employees). Hourly county road employees are allowed sick leave in 91 counties as follows:

Discretionary with board and/or engineer.....	9
None.....	30
3 days.....	1
5, 5½, 6, 7 days.....	17
10, 11, 12, 14 days.....	15
2 weeks.....	1
15 days.....	2
30 days.....	11
Other.....	5

In the "other" group, one county reported that it allows 10 days at home and 18 in a hospital, one county permits one-half day of sick leave for each 24 days worked, one allows one-half pay for sick leave to a maximum of \$300 a year, and one county reported that sick leave varies according to the circumstances. In at least two counties the first day of sick leave is without pay, and one county deducts the first three days. Sick leave and vacation time are the same in two counties, and two counties grant sick leave at reduced pay--one at three-fourths pay and the other at 75 percent of the regular pay less deduction for the first day of sickness. The county that reported eight days for sick leave allows that number for drainage employees, and one of the counties that reported 10 days indicated that this number may be extended by action of the board of supervisors.

Injury leave (monthly employees). Eighty-four counties reported policies concerning injury leave for monthly employees. Of this number, five indicated that their employees are covered by workmen's compensation insurance. The amount of time allowed for injury leave is as follows:

Discretionary with board and/or engineer.....	13
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Summary of Policies Regarding Hours of Work, Overtime Pay, Vacations, Holidays, Sick leave and Injury Leave for County Road Employees, Continued

Same as sick leave.....	47
None.....	9
Full time.....	3
6, 7 days.....	4
1, 2 weeks.....	2
30 days.....	3
Other.....	3

Same as sick leave.....	43
None.....	22
6, 7 days.....	3
1, 2 weeks.....	2
30 days.....	4
6 weeks.....	1
90 days.....	2
Other,.....	2

The "other" group includes one county in which 90 days for sick leave are possible; one county in which injury leave is included in the time allowed for vacation and/or sick leave, and one county in which all employees are covered by workmen's compensation insurance. Two counties allow either six or seven days for each injury.

Injury leave (hourly employees). Eighty-seven counties reported policies concerning injury leave for hourly employees; this includes seven counties that indicated their hourly employees are covered by workmen's compensation insurance. The following injury leaves were reported:

Discretionary with board and/or engineer.....	8
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The two counties included in the "other" group reported these policies: one allows full time for injuries, the other indicated all employees are covered by workmen's compensation, but did not indicate any limit to the amount of injury leave. Of the counties that grant seven days, one county allows this amount for each injury. One of the counties that permits 90 days indicated that the employees are covered by workmen's compensation insurance.

Time off during slack periods. In answer to the question, "Does your county allow road employees to take time off with pay during slack times such as rainy days or winter days when work is impossible?" 14 counties answered yes and 84 responded in the negative.

PROFESSIONAL STATUS AND EXPERIENCE OF ENGINEERS AND ASSISTANT ENGINEERS

Engineers: County engineers in 74 of the 98 counties that returned the questionnaire are graduate engineers, and all 98 are registered engineers. The engineering experience of these county engineers ranges from 3 to 47 years; the median years of experience is 28. Years of experience in the county range from less than one year to 43 years; the median number of years in the county is seven.

Assistant Engineers: The 98 counties reported a total of 107 assistant engineers. Fifteen of the assistant engineers are graduate engineers; 16 are registered engineers. The engineering experience of the assistant engineers ranges from less than one year to 45 years; the median years of experience is 18. Years of experience in the county were reported for 105 assistant engineers. The median is nine years; the years range from less than one to 42.

Table B-1--NUMBER OF FULL-TIME AND PART-TIME COUNTY ROAD EMPLOYEES

County	Administrative and Engineering		Foremen		Equipment Operators		Mechanics		Laborers		Others		Total	
	Full time	Part time	Full time	Part time	Full time	Part time	Full time	Part time	Full time	Part time	Full time	Part time	Full-time Employees	Part-time Employees
Adair	7	0	3	0	21	0	2	0	19	3	0	0	52	3
Adams	6	2	3	0	18	0	2	0	4	0	0	0	33	2
Allamakee	11	3	3	0	23	2	3	0	7	7	1	2	48	14
Appanoose	9	2	3	0	18	0	2	0	9	0	0	0	41	2
Audubon	4	1	1	0	23	0	0	0	4	0	0	0	32	1
Benton	9	2	6	0	21	0	2	0	5	2	2	0	45	4
Black Hawk	3	2	2	0	23	0	2	0	5	10	0	0	32	12
Boone	5	0	3	0	31	0	3	0	6	6	0	0	48	6
Bremer	6	2	3	0	13	2	1	0	3	1	0	0	26	5
Buchanan	8	3	4	0	25	1	2	0	0	6	0	0	39	10
Buena Vista	6	6	6	0	17	0	2	0	7	2	0	8	38	16
Butler	6	4	5	0	28	0	2	0	5	3	3	0	49	7
Calhoun	4	3	3	0	22	0	3	0	13	5	0	0	45	8
Carroll	4	2	3	0	15	0	2	0	5	6	4	2	33	10
Cass	9	4	5	0	30	0	3	0	7	0	3	0	57	4
Cedar	6	2	3	0	16	6	2	0	3	2	5	0	33	10
Cerro Gordo	7	8	4	0	15	0	5	0	9	10	0	0	40	18
Cherokee	7	0	3	0	16	0	2	0	12	0	0	1	40	1
Chickasaw	7	7	4	0	17	0	3	0	0	12	10	0	41	19
Clarke	4	0	3	0	20	0	1	0	4	2	6	0	38	2
Clayton	8	3	3	0	35	0	2	0	8	0	0	12	56	15
Clinton	7	3	3	0	27	0	2	0	2	2	2	0	43	5
Crawford	6	4	6	0	45	5	3	0	7	4	0	0	67	13
Dallas	8	1	1	0	25	0	2	0	7	0	1	0	44	1
Davis	5	0	2	0	18	0	3	0	5	0	0	0	33	0
Decatur	8	0	4	0	14	0	2	0	9	0	0	0	37	0
Delaware	4	1	4	0	30	3	2	0	4	0	0	0	44	4
Des Moines	8	3	1	0	11	12	1	0	9	0	0	2	30	17
Dickinson	3	3	0	0	12	0	1	0	2	2	0	0	18	4
Dubuque	13	0	4	0	20	0	4	0	3	3	19	0	63	3
Emmet	7	0	0	0	14	1	1	0	2	0	1	0	25	1
Fayette	6	1	6	0	13	0	3	0	36	4	12	1	76	6
Floyd	4	0	3	1	13	8	2	0	0	11	0	0	22	20
Franklin	6	4	2	0	28	11	2	0	0	6	0	0	38	21
Fremont	6	1	8	0	29	0	2	0	9	4	0	0	38	5
Greene	5	3	2	0	18	3	2	0	6	2	0	0	33	8

Table B-1--Number of Full-time and Part-time County Road Employees (Continued)

County	Administrative and Engineering		Foremen		Equipment Operators		Mechanics		Laborers		Others		Total Full-time Employees	Total Part-time Employees
	Full time	Part time	Full time	Part time	Full time	Part time	Full time	Part time	Full time	Part time	Full time	Part time		
Grundy	5	1	1	0	14	0	1	0	4	3	0	0	25	4
Guthrie	7	3	6	0	29	0	3	0	12	0	0	0	57	3
Hamilton	5	4	1	0	22	0	1	0	0	0	0	0	29	4
Hancock	5	0	0	0	26	0	2	0	0	0	0	15	33	15
Hardin	5	0	3	0	29	0	4	0	4	0	0	0	45	0
Harrison	11	0	5	0	34	0	3	0	3	0	2	0	58	0
Henry	7	5	5	0	26	0	3	0	10	0	0	0	51	5
Howard	4	6	4	0	23	7	0	0	8	8	0	0	39	21
Humboldt	2	1	1	0	14	4	0	0	9	1	0	0	26	6
Ida	5	0	2	0	15	0	1	0	10	0	0	0	33	0
Iowa	3	4	3(a)	0	31	2	(b)	0	7	1	0	2	44	9
Jackson	6	4	5	1	35	4	2	0	5	1	2	0	55	10
Jasper	6	0	5	0	40	0	4	0	2	0	0	5	57	5
Jefferson	9	0	2	0	23	0	1	0	4	0	0	0	39	0
Johnson	3	3	2	0	21	0	1	0	5	1	3	0	35	4
Jones	6	5	4	0	23	0	1	0	11	0	1	0	46	5
Keokuk	4	2	4	0	33	0	4	0	8	2	0	0	53	4
Kossuth	8	0	3	0	21	0	3	0	15	5	0	0	50	5
Lee	7	3	5	0	30	0	3	0	4	3	0	0	49	6
Linn	5	11	7	0	35	0	4	0	0	0	0	0	51	11
Louisa	8	2	3	0	14	1	1	0	10	1	0	0	36	4
Lucas	8	0	3	0	9	0	2	0	18	0	0	0	40	0
Lyon	4	6	2	0	24	0	1	0	8	1	0	0	39	7
Madison	4	6	3	0	32	1	2	0	6	2	0	2	47	11
Mahaska	3	0	5	0	26	0	3	0	28	2	5	0	70	2
Marion	5	3	7	0	27	2	0	0	2	5	0	0	41	10
Marshall	7	2	3	0	27	0	2	0	4	1	2	0	45	3
Mills	6	0	3	0	20	0	2	0	10	0	6	0	47	0
Mitchell	3	3	2	0	0	0	2	0	6	6	27	0	40	9
Monona	9	4	3	0	28	0	3	0	7	3	2	0	52	7
Monroe	8	0	3	4	19	0	2	0	7	8	1	0	40	12
Montgomery	5	1	3	0	6	8	2	0	7	1	1	0	24	10
Muscatine	5	9	4	0	14	0	2	0	12	3	2	0	39	12
O'Brien	5	7	6	0	10	8	0	0	0	11	0	0	21	26
Osceola	4	4	0	0	11	10	1	0	4	6	0	0	20	20
Page	7	0	8	1(c)	22	0	3	0	25	1	0	0	65	2

Palo Alto	--	--	--	--	--	--	--	--	--	--	--	--	--
Plymouth	10	0	2	0	28	0	3	0	10	6	0	53	6
Pocahontas	6	0	4	0	21	4	2	0	6	4	2	41	9
Polk	14	1	8	0	68	0	5	0	10	4	0	105	5
Pottawattamie	14	0	5	0	53	0	3	0	14	0	0	89	0
Poweshiek	7	2	3	0	40	0	3	0	3	2	0	56	4
Ringgold	5	0	6	0	15	0	1	0	6	0	0	33	2
Sac	5	5	2	0	20	0	2	0	8	1	0	37	6
Scott	14	5	5	0	36	0	4	0	6	1	0	65	6
Shelby	6	4	3	0	30	4	1	0	10	2	0	50	10
Sioux	6	5	3	0	24	0	4	0	0	4	0	37	10
Story	2	0	3	0	21	0	1	0	0	0	0	27	2
Tama	5	0	2	0	12	0	1	0	18	0	0	38	0
Taylor	4	5	4	0	19	0	2	0	9	1	1	39	7
Union	4	4	5	0	18	1	1	0	8	0	0	36	5
Van Buren	8	2	3	0	17	0	1	0	8	3	5	42	5
Wapello	4	0	3	0	25	0	1	0	8	2	4	45	2
Warren	9	1	4	0	25	0	3	0	4	0	6	51	1
Washington	7	5	4	0	20	1	1	0	5	3	0	37	10
Wayne	6	3	4	0	18	0	1	0	7	0	0	36	3
Webster	4	0	7	0	47	0	4	0	0	0	0	62	0
Winnebago	5	0	1	0	22	3	2	0	3	2	0	33	9
Winneshiek	6	10	3	0	15	0	2	0	28	25	2	56	35
Woodbury	6	5	4	0	31	0	0	0	18	7	0	59	12
Worth	6	4	0	0	17	0	0	0	0	3	0	23	7
Wright	2	0	3	0	40	0	2	0	2	0	1	50	0

- (a) Includes mechanics
- (b) See "foremen"
- (c) Weed commissioner

Table B-2---MONTHLY SALARIES AND HOURLY WAGES OF COUNTY ROAD EMPLOYEES:
ADMINISTRATIVE, ENGINEERING AND SURVEY

County	Engineer	Assistant	Draftsman		Clerk	Instrument Man		Rod Man		Chainman	
	Salary	Engineer Salary	Salary or Wage	Average Annual Pay	Salary or Wage	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay
Adair	\$583	\$333	\$1.20 hr.	---	\$185	\$1.20 hr.	\$3229	\$1.20 hr.	\$2737	\$1.20 hr.	\$2737
Adams	500	300	---	---	225	1.15 hr.	3000	0.85-1.00 hr.	2000	---	---
Allamakee	567	305, 315	---	---	200, 260	270(a)	---	220	---	220	---
Appanoose	542	320	---	---	258	245	2940	220	---	---	---
Audubon	540	350	---	---	250	300	3600	225(b)	2700	---	---
Benton	600	500	---	---	200	1.42 hr.	4033	1.30 hr.	3692	1.30 hr.	3692
Black Hawk	550	465	---	---	330	---	---	1.25 hr.(b)	---	1.25 hr.(b)	---
Boone	550	380	---	---	225	---	---	---	---	---	---
Bremer	542	335	---	---	260	295	3540	225	2700	215	2580
Buchanan	583	375	---	---	235	300(a)	3600	1.25 hr.	2900	1.25 hr.	2900
Buena Vista	521	416	---	---	330(c)	330	4000	316	3800	---	---
Butler	525	315(d)	264	\$3170	260	280	3360	248	2980	248	2980
Calhoun	542	400	---	---	200	310	3720	270	3240	---	---
Carroll	550	467	300	---	250	315	---	260	---	275	---
Cass	550	325	---	---	275	275, 325	3300, 3900	1.14 hr.	2650	---	---
Cedar	625	350	275	3300	200	15 day	4200	1.25 hr.	3000	---	---
Cerro Gordo	458	375	1.34 hr.	3484	225	1.52 hr.	3952	1.34 hr.	3484	1.25 hr.	3250
Cherokee	542	376	---	---	245	---	---	273	3276	---	---
Chickasaw	583	400	1.25 hr.	3925	260	1.25 hr.	3925	1.00 hr.	3140	1.00 hr.	3140
Clarke	567	383	---	---	250	350	4200	1.25 hr.	2925	---	---
Clayton	600	390	1.30 hr.	---	1.08 hr.	1.30 hr.	---	1.20 hr.	---	1.20 hr.	---
Clinton	567	377	325	3900	188	368	4420	185	1110	185(b)	---
Crawford	500	360	(e)	---	(f)	290, 300	3480, 3600	1.00 hr.	2400	200	2400
Dallas	513	346, 429	---	---	200	(g)	---	262	3144	1.10 hr.	2500
Davis	417	310	260	---	---	---	---	260	---	---	---
Decatur	500	350	250	3000	225	275	3300	1.00 hr.	2400	1.00 hr.	2400
Delaware	542	---	---	---	135	350	4200	275	3300	0.90 hr.	1980
Des Moines	575	365	1.60 hr.	3818	7.90 day	1.70 hr.	2961(h)	1.40 hr.	3067	1.30 hr.	2264(h)
Dickinson	433	416	---	---	---	325	---	250	---	---	---
Dubuque	600	436	338	4050	298	393	4710	293	3510	293	3510
Emmet	500	408	---	---	230	342	4100	1.10 hr.	2600	---	---
Fayette	633	417	---	---	300	315, 365	3780, 4380	1.30 hr.(b)	3000	---	---
Floyd	525	375	---	---	196	1.45 hr.(b)	---	1.10 hr.(b)	---	1.10 hr.(b)	---
Franklin	542	1.63 hr.	1.57 hr.	3660	252	1.47-1.57 hr.	3365-3595	1.10 hr.(b)	---	---	---
Fremont	500	375	---	---	250	275	3000	1.10 hr.(b)	---	1.10 hr.(b)	---
Greene	583	362, 420	---	---	220	350	4200	200(b)	---	200(b)	---
Grundy	500	400	---	---	---	1.20 hr.	3500	1.10 hr.	2500	---	---

Guthrie	500	310, 340	---	---	225	275	3300	1.05 hr.	2500	---	---
Hamilton	542	350, 408	---	---	260	325	---	---	---	---	---
Hancock	542	392	---	---	175	---	---	10.50 day(b)	---	---	---
Hardin	500	417	---	---	270	---	---	---	---	63 wk.	3276
Harrison	542	350	153, 240	1769, 2720	179	271	3261	217	2328	217	2328
Henry	569	341	---	---	315(i)	278	3339	1.16 hr. (j)	3200	1.00 hr.	2800
Howard	567	---	---	---	250	315	3780	1.10 hr. (b)	---	1.10 hr. (b)	---
Humboldt	550	---	(k)	---	250	315	3780	275	3300	(k)	---
Ida	367(1)	367(m)	---	---	200	280, 325	---	1.00 hr.	---	---	---
Iowa	542	360	---	---	215	250	3000	275	3300	---	---
Jackson	600	385	---	---	260	(f)	---	1.30 hr.	2900	---	---
Jasper	600	400	317	4000	290	350	4200	300	3600	300	3600
Jefferson	604	420	---	---	260	340	---	225-265	---	---	---
Johnson	593	---	---	---	230	1.835 hr. (b)	---	1.35 hr. (b)	---	---	---
Jones	542	400	333	4000	250	333	4000	---	---	1.10 hr. (b)	---
Keokuk	542	360	---	---	215	285	3420	260	3120	---	---
Kossuth	550	410	---	---	230	---	---	225	2025	---	---
Lee	542	367	1.20 hr.	---	235	1.25 hr.	---	1.20 hr.	---	1.20 hr.	---
Linn	625	417	275	3300	200	290	3480	200	2400	175	2100
Louisa	542	1.30 hr.	1.15 hr.	3289	217	(f)	---	1.10 hr.	3146	---	---
Lucas	542	---	250	3000	240	300	3600	1.05 hr.	2600	1.05 hr.	2600
Lyon	483	315	---	---	225	230	2760	---	---	---	---
Madison	542	352, 400	---	---	215	1.50 hr. (b)	---	1.25 hr. (b)	---	---	---
Mahaska	525	335	---	---	225	270	---	235	---	---	---
Marion	567	---	1.40 hr.	3800	325	375	4500	1.30 hr.	3500	1.30 hr.	3500
Marshall	542	320	---	---	230	320	3840	1.30 hr.	2974	---	---
Mills	483	317	---	---	250	342	4100	1.20 hr.	3554	1.20 hr.	3500
Mitchell	625	400	---	---	250	---	---	---	---	---	---
Monona	517	342	---	---	260	1.45 hr.	3435	1.20 hr.	2870	1.20 hr.	2850
Monroe	542	---	325	3800	180, 200	1.10 hr. (a)	2300	1.10 hr.	2300	---	3440
Montgomery	500	325	---	---	190	265	3180	240	2880	---	---
Muscatine	688	---	255(n)	3060	346(o)	346	4152	---	---	8.00-9.50 day(b)	1900(p)
O'Brien	542	278, 348	---	---	200	265	3180	1.05 hr. (b)	---	---	---
Osceola	492	325	---	---	250	1.35 hr. (b)	---	1.00 hr. (b)	---	1.00 hr. (b)	---
Page	500	433	325	3900	200	275	3300	8.80 day	2495	8.80 day	2495
Palo Alto	583	417	---	---	210	275	---	1.10 hr.	---	---	---
Plymouth	600	400	365	---	270	325	---	265	---	---	---
Pocahontas	600	365	360	4320	350	360	4320	1.10 hr.	2754	1.10 hr.	2754
Polk	656	500	---	---	320(o)	333(a)	3990	306	3675	(q)	---
Pottawattamie	692	467	---	---	278	308, 342	3700, 4100	250	3000	---	---
Poweshiek	550	350, 390	---	---	260	290	3480	265	3180	---	---
Ringgold	500	360	---	---	210	---	---	1.00 hr.	---	---	---
Sac	583	298	275	3300	288	298	3570	1.125 hr. (b)	---	1.125 hr. (b)	---

Table B-2--Monthly Salaries and Hourly Wages of County Road Employees: Administrative, Engineering and Survey

County	Engineer	Assistant	Draftsman		Clerk	Instrument Man		Rod Man		Chainman	
	Salary	Engineer Salary	Salary or Wage	Average Annual Pay	Salary or Wage	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay
Scott	\$650	\$500	\$1.65 hr.	\$4505	\$275,300	\$355	\$4260	\$1.25-1.40 hr.		\$3413-3822	
Shelby	550	442(r)	---	---	---	---	---	1.15 hr.	2600	---	---
Sioux	558	417	---	---	1.25 hr.	275-315	3300-3780	1.05 hr.(b)	---	1.05 hr.(b)	---
Story	583	333	---	---	---	---	---	---	---	---	---
Tama	525	290	---	---	225	290	3480	1.20 hr.	2800	1.20 hr.	2800
Taylor	525	265	---	---	165	250	3000	1.00 hr.	2400	.90 hr.	2100
Union	583	350	---	---	200	(f)	---	200(b)	---	---	---
Van Buren	542	335, 375	---	---	234	235	2820	200	2400	220	2640
Wapello	500	417	1.95 hr.	4056	1.79 hr.(s)	1.98 hr.(a)	4118	1.82 hr.	3785	1.82 hr.	3785
Warren	542	410	320	3840	(t)	295, 320	3540, 3840	255, 275	3060, 3300	---	---
Washington	604	375	(u)	---	225	300	3600	(v)	(v)	1.90 hr.	2280
Wayne	517	342	---	---	192	317	---	1.30 hr.	---	---	---
Webster	692	486	---	---	300	390	4680	(w)	---	(w)	---
Winnebago	542	375	260	3500	160	(f)	---	1.00 hr.	---	1.00 hr.	---
Winneshiek	583	300	1.25 hr.	---	250	300	---	1.10 hr.	---	1.10 hr.	---
Woodbury	583	367	1.15 hr.	2900	210	300	3600	1.00 hr.	2400	1.00 hr.	2400
Worth	600	300, 375	---	---	---	---	---	200, 225	2400, 2700	---	---
Wright	417	325	---	---	220	---	---	---	---	---	---

MEDIAN SALARIES:

Hourly--No.			13	89	17	51
Median			\$1.30 hr.	\$234	\$1.42 hr.	\$1.125 hr.
Monthly--No.	98	98	21		68	36
Median	\$542	\$367	\$275		\$300	\$250
Annual Average--No.			27		46	59
Median			\$3660		\$3480	\$2925

Note: All salaries have been rounded to the nearest dollar.

(a) Chief of survey party: Allamakee, \$290; Buchanan, \$315 monthly, \$3780 annual; Monroe, \$300 monthly, \$3440 annual; Polk, \$350 monthly, \$4200 annual; Wapello, \$2.07 hr., \$4305 annual

(b) Part time; part time rod man, Audubon County, \$200; Fayette County, \$1.20 hr.

(c) Also gravel checker

(d) Also survey party chief

(e) Assistant engineer and instrument man

(f) Assistant engineer

(g) Second assistant engineer

(h) Nine months

(i) Shop clerk, \$158

(j) Also inspector

(k) Instrument man and rod man also perform these duties

(l) 2/3 time

(m) 11/12 time

(n) Part time, \$1.80 hr., \$3000 annual

(o) Office manager

(p) Maximum

(q) Road engineers, \$385 monthly, \$4620 annual

(r) Also assistant engineer at \$17.30 per day

(s) Accountant

(t) Eight months, \$230, four months, \$219; yard clerk, \$255 monthly, \$3060 annual

(u) Part time, \$220, \$255, \$400

(v) Monthly, \$190, \$210, \$255; annually, \$2280, \$2520, \$3060

(w) Use inspectors when needed

Table B-3--MONTHLY SALARIES AND HOURLY WAGES OF COUNTY ROAD EMPLOYEES:
INSPECTORS AND FOREMEN

County	Inspector		Bridge Foreman		General Foreman		Shop Foreman		Grade Foreman	
	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay
Adair	\$1.20 hr.	\$3286	\$1.35 hr.	\$3330	\$1.35 hr.	\$3330	\$350	\$4200	---	---
Adams	1.10 hr.	2800	300	3600	300	3600	350	4200	\$350	\$4200
Allamakee	240	---	0.90 hr.	---	0.90 hr.	---	---	---	458	---
Appanoose	1.25 hr.	1900	1.30 hr.	3042	---	---	320	3840	---	---
Audubon	1.25 hr.	---	325	---	---	---	350	---	---	---
Benton	1.42 hr.	4033	1.52 hr.	4317	410	4980	410	4980	1.52 hr.	4317
Black Hawk	1.25 hr. (a)	---	1.62 hr.	4000	2.16 hr.	5600	2.16 hr.	5600	1.62 hr.	4000
Boone	---	---	1.77 hr.	4620	368	4416	1.77 hr.	4620	---	---
Bremer	225(a)	675	1.58 hr.	4266	---	---	385	4620	1.55 hr.	4185
Buchanan	1.30 hr.	3900	1.44 hr.	4100	---	---	330	3960	1.44 hr.	4100
Buena Vista	1.33 hr.	---	1.53 hr.	4450	---	---	1.75 hr.	5100	1.64 hr. (b)	5000
Butler	248	2980	302	3620	315	3780	315	3780	302	3620
Calhoun	---	---	---	---	295	3540	310	3720	---	---
Carroll	275	---	315	---	315	---	300	---	---	---
Cass	1.25 hr.	3500	1.36 hr.	3550	1.36 hr.	3650	(c)	---	---	---
Cedar	1.05 hr.	2400	1.75 hr.	4100	1.70 hr.	4300	1.50 hr.	4000	---	---
Cerro Gordo	1.52 hr.	3952	---	---	---	---	---	---	---	---
Cherokee	286	3432	338	4056	---	---	338	4056	338	4056
Chickasaw	1.10-1.25 hr.	3454-3925	1.25 hr.	3925	400	4800	400	4800	400	4800
Clarke	---	---	1.50 hr.	3510	1.50 hr.	3510	1.50 hr.	3510	---	---
Clayton	1.08 hr.	---	1.36 hr.	---	350	---	340	---	1.41 hr.	---
Clinton	267	3200	---	---	---	---	367	4400	1.50 hr.	---
Crawford	1.00 hr.	2400	---	---	285	3420	290	3480	---	---
Dallas	262	3144	1.42 hr.	4150	---	---	---	---	---	---
Davis	---	---	1.25 hr.	---	1.25 hr.	---	1.35 hr.	---	---	---
Decatur	250	3000	1.15 hr.	2700	1.15 hr.	2700	1.25 hr.	3000	---	---
Delaware	---	---	1.35 hr.	3936	---	---	275(d)	3300	1.35 hr.	3936
Des Moines	1.55 hr.	2007	1.60 hr.	3629	1.60 hr.	---	398	4690	---	---
Dickinson	300	---	---	---	---	---	325	---	---	---
Dubuque	338	4050	393	4710	---	4710	436	5230	---	4710
Emmet	300	3600	---	---	---	---	---	---	---	---
Fayette	---	---	1.30 hr.	4056	1.40 hr.	4370	1.50 hr.	4680	1.40 hr.	4370
Floyd	1.30 hr. (a)	---	1.45 hr.	3855	1.45 hr.	3983	330	3960	1.45 hr.	4023
Franklin	---	---	---	---	1.52 hr.	3955	1.52 hr.	3955	---	---
Fremont	1.00 hr.	718	1.50 hr.	3932	1.35 hr.	3320	325	3900	350(e)	4200
Greene	350	4200	341	4086	---	---	341	4086	---	---
Grundy	1.20 hr.	3500	---	---	1.30 hr.	4000	---	---	---	---

Table B-3---Monthly Salaries and Hourly Wages of County Road Employees: Inspectors and Foremen (Continued)

County	Inspector		Bridge Foreman		General Foreman		Shop Foreman		Grade Foreman	
	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay
Guthrie	\$305	\$3660	\$355	\$4260	\$345	\$4140	---	---	\$400	\$4800
Hamilton	---	---	---	---	---	---	\$322-330(f)	\$4250	---	---
Hancock	1.36 hr. (a)	---	1.42 hr.	3919	---	---	458	5500	---	---
Hardin	1.536 hr.	3993	1.584 hr.	4136	1.72 hr.	4509	1.584 hr.	4118	---	---
Harrison	354	3708	350	4200	350	4200	200	2400	350	4200
Henry	294(g)	3528	331	3969	---	---	342	4101	331	3969
Howard	275	3300	315	3780	---	---	325	3900	315	3780
Humboldt	(h)	---	---	---	---	---	163	1950	---	---
Ida	1.00 hr.	---	1.30 hr.	---	---	---	240	---	---	---
Iowa	333	---	1.60 hr.	4800	---	---	325(c)	3900	---	---
Jackson	310	3720	1.80 hr.	3040(i)	---	---	325	3900	---	---
Jasper	---	---	1.65 hr.	4290	---	---	375	4500	1.65 hr.	4290
Jefferson	265-340	---	1.45 hr.	---	363	---	325	---	---	---
Johnson	1.45 hr.	---	1.65 hr.	---	---	---	1.75 hr.	---	---	---
Jones	1.35 hr.	---	1.55 hr.	---	1.60 hr.	---	1.55 hr.	---	1.55 hr.	---
Keokuk	---	---	285	3420	---	---	300	3600	285	3420
Kossuth	300	1800	---	---	---	---	1.55 hr.	4650	---	---
Lee	1.20 hr.	---	315	---	315	---	315	---	315	---
Linn	383	4600	1.85 hr.	4233	1.85 hr.	---	1.95 hr.	4462	---	---
Louisa	---	---	1.25 hr.	3575	1.25 hr.	---	1.50 hr.	4290	1.20-1.50 hr. (j)	3861
Lucas	275	2300	350	4200	350	4200	350	4200	300	3600
Lyon	---	---	305	3660	---	---	300	3600	---	---
Madison	1.50 hr. (a)	---	350	4200	---	---	350	4200	350	4200
Mahaska	---	---	270	---	290	---	290	---	270	---
Marion	1.40 hr.	3800	330	3960	330	3960	200	2400	330	3960
Marshall	270	3240	---	---	1.68 hr.	4220	320	3840	---	---
Mills	1.20 hr.	3400	1.40 hr.	4200	1.40 hr.	4200	(c)	---	1.40 hr.	4200
Mitchell	1.075 hr.	3365	---	---	1.275 hr.	4000	---	---	1.125 hr.	3600
Monona	1.35 hr.	3500	1.40 hr.	4050	1.45 hr.	4625	1.45 hr.	4500	---	---
Monroe	1.30 hr.	3200	1.45 hr.	3300	---	---	1.85 hr.	4000	---	---
Montgomery	250	3000	1.50 hr.	4695	1.45 hr.	4539	350	4200	1.50 hr.	4695
Muscatine	1.35 hr. (a)	2400	290	3480(k)	346	4152(k)	---	---	---	---
O'Brien	1.25 hr.	2078	300	3600	300	3600	---	---	---	---
Osceola	1.25 hr. (a)	1000	---	---	---	---	---	---	---	---
Page	10.00 day	3078	1.50 hr.	4139	---	---	325	3900	1.50 hr.	3921
Palo Alto	---	---	1.25 hr.	---	---	---	---	---	---	---
Plymouth	325	4500	350	---	310	---	310	---	---	---
Pocahontas	1.20 hr. (a)	1650	1.25 hr.	3913	1.35 hr.	4069	1.35 hr.	4069	---	---

Polk	---	---	1.80 hr.	4390	1.80 hr.	4390	1.80 hr.	4390	1.80 hr.	4390
Pottawattamie	300, 333	3600, 4000	333	4000	333	4000	---	---	---	---
Poweshiek	265	3180	390	4680	390	4680	---	---	---	---
Ringgold	1.05 hr.(1)	2778	1.30 hr.	3400	---	---	280	3360	1.30 hr.	3400
Sac	275	3300	278	3300	308	3690	---	---	---	---
Scott	1.65 hr.	4505	1.74 hr.	4750	392	4704	392	4704	1.80 hr.	4914
Shelby	1.15 hr.	2600	1.25 hr.	3400	---	---	290	3480	1.25 hr.	3400
Sioux	315(m)	3780	290	3480	285	3420	---	---	300	3600
Story	---	---	325	3894	325	3894	325	3894	---	---
Tama	1.20 hr.	2800	1.30 hr.	4000	1.30 hr.	4000	360	4300	1.30 hr.	4000
Taylor	---	---	300	3600	---	---	335	4020	310	3720
Union	200	1600	1.25 hr.	3600	1.25 hr.	3600	317	3800	---	---
Van Buren	1.00-1.09 hr.	608-1797	320	3840	---	---	320	3840	320	3840
Wapello	1.87-2.02 hr.	3890-4632	2.16 hr.	4500	2.16 hr.	4500	2.16 hr.	4500	2.16 hr.	4500
Warren	1.30 hr.	3608	1.65 hr.	4462	380	4560	350(c)	4200	1.65 hr.	4462
Washington	1.00 hr.(a)	---	305	3660	325	3900	325	3900	280-350(n)	3990
Wayne	317	---	1.35 hr.	---	---	---	325	---	290	---
Webster	320	3840	350	4200	295	3540	350	4200	---	---
Winnebago	260	3500	1.15 hr.	3600	1.25 hr.	3900	458(c)	5500	1.15 hr.	3600
Winneshiek	1.25 hr.	---	1.30 hr.	3800	1.30 hr.	4200	1.30 hr.	4200	457	5500
Woodbury	1.15 hr.	2900	1.15 hr.	3400	1.20 hr.	3600	---	---	---	---
Worth	250	3000	---	---	---	---	---	---	---	---
Wright	---	---	1.65 hr.	4290	---	---	1.65 hr.	4290	1.65 hr.	2310

MEDIAN SALARIES:

Hourly--No.	43	53	31	22	26
Median	\$1.25 hr.	\$1.44 hr.	\$1.40 hr.	\$1.55 hr.	\$1.50 hr.
Monthly--No.	35	30	28	57	22
Median	\$294	\$325	\$328	\$325	\$325
Annual Average--No.	24	47	48	66	42
Median	\$2990	\$3660	\$4000	\$4094	\$4040

Note: All salaries have been rounded to the nearest dollar.

- (a) Part time
- (b) Also motor grader operator
- (c) Mechanic
- (d) Seven hours a day
- (e) A second grade foreman is paid \$1.50 hr.; his average annual pay is \$2230
- (f) Winter, \$322; summer, \$330
- (g) Instrument man and draftsman

- (h) Instrument man and rod man
- (i) 7 1/2 months
- (j) Six months, \$1.20; six months, \$1.50
- (k) Plus overtime
- (l) Also rod man
- (m) Part time, \$1.10 hr.
- (n) Winter, \$280; summer, \$350

Table B-4--MONTHLY SALARIES AND HOURLY WAGES OF COUNTY ROAD EMPLOYEES:
EQUIPMENT OPERATORS

County	Motor Grader		Tractor		Blade		Auto-Patrol		Scoop	
	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay
Adair	\$1.25 hr.	\$3193	\$1.25 hr.	\$3115	---	---	---	---	\$1.25 hr.	\$3128
Adams	1.40 hr.	3400-3600	1.40 hr.	3400-3600	\$1.40 hr.	\$3400-3600	---	---	1.40 hr.	3400-3600
Allamakee	1.00 hr.	---	1.00 hr.	---	1.00 hr.	---	\$1.00 hr.	---	1.00 hr.	---
Appanoose	1.35 hr.	3159	1.35 hr.	3159	---	---	---	---	---	---
Audubon	1.20 hr.	---	1.20 hr.	---	1.20 hr.	---	---	---	1.20 hr.	---
Benton	1.45 hr.	4118	1.42 hr.	4033	1.45 hr.	4118	1.45 hr.	\$4118	1.45 hr.	4118
Black Hawk	1.48 hr.	3700	1.50 hr.	3800	---	---	1.48 hr.	3700	1.50 hr.	3800
Boone	1.68 hr.	4385	1.68 hr.	4385	1.68 hr.	4385	---	---	1.68 hr.	4385
Bremer	1.36 hr.	3672	1.36 hr.	3672	1.36 hr.	3672	1.36 hr.	3672	1.36 hr.	3672
Buchanan	1.32 hr.	3750	1.32 hr.	3750	1.32 hr.	3750	---	---	1.32 hr.	3750
Buena Vista	1.36 hr.	4000	1.36 hr.	4100	---	---	---	---	---	---
Butler	273	3270	280	3360	---	---	273	3270	302	3620
Calhoun	280	3360	285	3420	---	---	---	---	285	3420
Carroll	275	---	300	---	---	---	275	---	300	---
Cass	1.25 hr.	3350	1.25 hr.	3350	1.25 hr.	3350	---	---	1.25 hr.	3350
Cedar	1.35 hr.	3600	1.50 hr.	2000	---	---	---	---	1.50 hr.	2000
Cerro Gordo	1.34 hr.	3484	---	---	1.34 hr.	3484	1.34 hr.	3484	---	---
Cherokee	299	3588	299	3432	---	---	---	---	364	3822
Chickasaw	1.25 hr.	3925	1.25 hr.	3925	1.25 hr.	3925	1.25 hr.	3925	1.25 hr.	3925
Clarke	1.35 hr.	3159	1.35 hr.	3159	---	---	---	---	---	---
Clayton	1.30 hr.	---	1.36 hr.	---	1.30 hr.	---	1.30 hr.	---	1.36 hr.	---
Clinton	1.50 hr.	4100	1.40 hr.	3820	1.40 hr.	3820	1.40 hr.	3820	1.40 hr.	3820
Crawford	250	3000	255	3060	250	3000	250	3000	255	3060
Dallas	262	3144	1.42 hr.	3800	---	---	---	---	---	---
Davis	---	---	1.25 hr.	---	---	---	1.15 hr.	---	1.25 hr.	---
Decatur	1.10 hr.	2700	1.10 hr.	2700	1.10 hr.	2700	1.10 hr.	2700	1.10 hr.	2700
Delaware	1.15 hr.	3353	1.20 hr.	3499	---	---	1.15 hr.	3353	1.25 hr.	3645
Des Moines	295	3300	1.60 hr.	4147	---	---	---	---	1.60 hr.	---
Dickinson	300	---	---	---	---	---	300	---	---	---
Dubuque	343	4110	367	4398	343	4110	343	4110	367	4398
Emmet	293	3510	293	3510	---	---	---	---	1.75 hr. (a)	---
Fayette	1.20-1.25 hr.	3744-3900	1.25-1.30 hr.	3900-4056	---	---	1.20-1.25 hr.	3744-3900	1.30 hr.	4056
Floyd	1.30 hr.	3538	1.30-1.45 hr.	3744	1.30-1.45 hr.	4023	---	---	1.30 hr.	3244
Franklin	1.37 hr.	3570	1.44 hr. (b)	---	---	---	---	---	1.44 hr. (b)	---
Fremont	1.50 hr.	3000	1.35 hr.	3646	1.35 hr.	3522	240	2880	1.35 hr.	3587
Greene	280	3360	1.49 hr.	1795	1.58 hr.	1904	280	3360	1.49 hr.	1795
Grundy	---	---	---	---	---	---	1.20 hr.	3450	---	---

Guthrie	285	3420	1.50 hr.	3800	---	---	---	---	---	---
Hamilton	290-301(c)	3863	290-301(c)	3863	290-301(c)	3863	290-301(c)	3863	290-301(c)	3863
Hancock	1.36 hr.	3754	1.36 hr.	3754	1.36 hr.	3754	1.36 hr.	3754	1.36 hr.	3754
Hardin	1.452 hr.	3775	---	---	---	---	1.404 hr.	3650	---	---
Harrison	262	3015	321	3829	290	3493	269	3400	290	3493
Henry	1.31 hr.	3500	1.27-1.43 hr.	3270-3738	---	---	---	---	1.25 hr.	3260
Howard	---	---	---	---	---	---	---	---	---	---
Humboldt	1.20 hr.	3432	1.20 hr.	3432	---	---	1.20 hr.	3432	1.20 hr.	3432
Ida	1.10 hr.	---	1.30 hr.	---	---	---	---	---	---	---
Iowa	1.30 hr.	3400	1.30 hr.	3350	---	---	---	---	1.30 hr.	3350
Jackson	1.50 hr.	3900	1.50 hr.	3700	1.50 hr.	3700	1.50 hr.	3700	1.50 hr. (a)	---
Jasper	1.40 hr.	3640	1.40 hr.	3640	1.40 hr.	3640	1.40 hr.	3640	1.40 hr.	3640
Jefferson	1.40-1.55 hr.	---	1.50-1.65 hr.	---	---	---	1.40-1.55 hr.	---	1.50-1.65 hr.	---
Johnson	1.55-1.62 hr.	---	1.65-1.72 hr.	---	---	---	1.55-1.62 hr.	---	1.65-1.72 hr.	---
Jones	1.35 hr.	---	1.50 hr.	---	---	---	---	---	1.50 hr.	---
Keokuk	260	3120	260	3120	---	---	260	3120	260	3120
Kossuth	1.10 hr.	3432	1.15 hr.	3600	1.10 hr.	3432	1.10 hr.	3432	---	---
Lee	1.35 hr.	---	1.35 hr.	---	1.35 hr.	---	1.35 hr.	---	---	---
Linn	1.70 hr.	3890	1.70 hr.	3890	1.70 hr.	3890	1.70 hr.	3890	1.70 hr.	3890
Louisa	1.20 hr.	3432	1.25 hr.	3575	1.20 hr.	3432	1.20 hr.	3432	1.25 hr.	3575
Lucas	1.20 hr.	---	1.20 hr.	---	1.20 hr.	---	1.20 hr.	---	1.20 hr.	---
Lyon	1.15 hr.	3366	1.20 hr.	3475	---	---	---	---	---	---
Madison	255	3060	255	3060	255	3060	255	3060	255	3060
Mahaska	225	---	235	---	225	---	---	---	235	---
Marion	1.40 hr.	3800	1.40 hr.	3800	1.40 hr.	3800	1.40 hr.	3800	1.40 hr.	3800
Marshall	1.54 hr.	3868	1.54 hr.	3868	1.54 hr.	3868	---	---	1.61 hr.	4044
Mills	1.25 hr.	3968	1.30 hr.	4000	1.25 hr.	3835	1.25 hr.	3880	1.30 hr.	3975
Mitchell	1.00 hr.	3130	1.025 hr.	3200	1.075 hr.	3365	1.075 hr.	3365	1.10 hr.	3450
Monona	1.20 hr.	3500	1.30 hr.	3800	1.30 hr.	3800	1.20 hr.	3500	1.30 hr.	3600
Monroe	1.30 hr.	2800	1.45 hr.	3400	---	---	---	---	---	---
Montgomery	1.25 hr.	3000(d)	1.25 hr.	3730	1.25 hr.	3730	1.25 hr.	3730	1.25 hr.	3730
Muscatine	290	3480	290	3480	---	---	---	---	---	---
O'Brien	1.30 hr.	3535	---	---	---	---	---	---	---	---
Osceola	1.10 hr.	3456	1.15 hr. (a)	---	---	---	---	---	1.20 hr.	600(a)
Page	235	2820	1.40 hr.	---	1.40 hr.	4020	1.40 hr.	2984(e)	1.40 hr.	3786
Palo Alto	1.10 hr.	---	1.25 hr.	---	1.10 hr.	---	1.10 hr.	---	1.25 hr.	---
Plymouth	265	---	1.40 hr.	---	1.40 hr.	---	---	---	1.40 hr.	---
Pocahontas	1.20 hr.	3756	1.25 hr.	3913	---	---	---	---	1.25 hr.	3913
Polk	1.70 hr.	4146	1.70 hr.	4146	1.70 hr.	4146	1.70 hr.	4146	1.70 hr.	4146
Pottawattamie	292	3500	292	3500	300	3600	---	---	300	3600
Poweshiek	1.35-1.40 hr.	3960	1.35-1.40 hr.	3960	---	---	1.35-1.40 hr.	3960	1.35-1.40 hr.	3960
Ringgold	1.15 hr.	3000	1.20 hr.	3100	1.15 hr.	3000	1.15 hr.	3000	1.20 hr.	3100
Sac	273	3270	283	3390	---	---	---	---	283	3390

Table B-4--Monthly Salaries and Hourly Wages of County Road Employees: Equipment Operators

County	Motor Grader		Tractor		Blade		Auto-Patrol		Scoop	
	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay
Scott	\$1.63 hr.	\$4450	\$1.69 hr.	\$4614	\$1.69 hr.	\$4614	---	---	\$1.69 hr.	\$4614
Shelby	1.15-1.25 hr.	3200	1.15-1.25 hr.	3200	---	---	---	---	---	---
Sioux	260	3120	270	3240	---	---	---	---	270	3240
Story	298	3600	310	3720	---	---	---	---	---	---
Tama	1.20 hr.	3600	1.20 hr.	3600	1.20 hr.	3600	\$1.20 hr.	\$3600	1.20 hr.	3600
Taylor	1.15-1.25 hr.	3100-3400	1.25 hr.	3400	---	---	---	---	1.25 hr.	3400
Union	1.25 hr.	3600	1.25 hr.	3600	1.25 hr.	3600	---	---	1.25 hr.	3600
Van Buren	---	---	1.20 hr.	3410	---	---	1.14 hr.	3343	1.20 hr.	3410
Wapello	1.97 hr.	4097	1.97 hr.	4097	1.97 hr.	4097	1.97 hr.	4097	1.97 hr.	4097
Warren	1.40 hr.	3786	1.40 hr.	3786	1.40 hr.	3786	---	---	---	---
Washington	280	3360	280	3360	---	---	---	---	320	3840
Wayne	---	---	1.40 hr.	---	---	---	1.20 hr.	---	1.40 hr.	---
Webster	280	3360	280	3360	---	---	---	---	---	---
Winnebago	1.15 hr.	3600	1.15 hr.	3600	1.15 hr.	3600	1.15 hr.	3600	1.15 hr.	3600
Winneshiek	1.20 hr.	3800	1.20 hr.	3800	1.20 hr.	3800	1.20 hr.	3800	1.20 hr.	3800
Woodbury	1.15 hr.	3400	1.15 hr.	3400	---	---	1.15 hr.	3400	1.15 hr.	3400
Worth	290	---	290(f)	---	---	---	290	---	290(f)	---
Wright	1.35 hr.	3510	1.53 hr.	2142(g)	(h)	---	1.35 hr.	3510	1.53 hr.	3978

MEDIAN SALARIES:

Hourly--No.	66	72	42	43	61
Median	\$1.30 hr.	\$1.35 hr.	\$1.35 hr.	\$1.25 hr.	\$1.32 hr.
Monthly--No.	27	20	7	12	16
Median	\$280	\$288	\$290	\$274	\$290
Annual Average--No.	78	72	41	42	58
Median	\$3500	\$3600	\$3730	\$3600	\$3610

Note: All salaries have been rounded to the nearest dollar.

(a) Part time

(b) Construction season only

(c) Winter, \$290; summer, \$301

(d) Maximum

(e) Eleven months

(f) Plus 25¢ hr. during summer months for work as dozer or scoop operators

(g) Truck driver part of year

(h) Grade foreman

Table B-4, Continued--MONTHLY SALARIES AND HOURLY WAGES OF COUNTY ROAD EMPLOYEES:
EQUIPMENT OPERATORS

County	Large Truck		Small Truck		Dragline		Mower		Other Operators	
	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay
Adair	\$1.25 hr.	\$3140	\$1.25 hr.	\$3131	\$1.35 hr.	\$3496	\$1.25 hr. (a)	---	---	---
Adams	1.30 hr.	3500	1.10 hr.	2800	1.40 hr.	3400-3600	---	---	---	---
Allamakee	0.90 hr.	---	0.90 hr.	---	1.50 hr.	---	1.00 hr.	---	---	---
Appanoose	---	---	1.35 hr.	3159	1.35 hr.	3159	---	---	---	---
Audubon	---	---	1.20 hr.	---	1.20-1.30 hr.	---	---	---	---	---
Benton	1.45 hr.	4118	1.37 hr.	3891	1.52 hr.	4317	---	---	\$1.40 hr. (b)	\$3976
Black Hawk	---	---	1.40 hr.	3500	1.50 hr.	3800	1.32 hr. (a)	---	---	---
Boone	---	---	1.68 hr.	4385	1.68 hr.	4385	---	---	---	---
Bremer	1.36 hr.	3672	1.36 hr.	3672	1.44-1.55 hr.	3888-4185	1.36 hr.	\$3672	---	---
Buchanan	1.32 hr.	3750	1.26 hr.	3600	1.38 hr.	3900	---	---	---	---
Buena Vista	---	---	1.25 hr.	3800	---	---	---	---	---	---
Butler	267	3170	248	2980	302	3620	267	3170	267(c)	3170
Calhoun	---	---	270	3240	295	3540	---	---	---	---
Carroll	275	---	275	---	310	---	---	---	---	---
Cass	1.30 hr. (d)	3475	1.25 hr.	3350	1.46 hr.	3925	---	---	---	---
Cedar	---	---	1.25 hr.	3200	1.75 hr.	4100	---	---	---	---
Cerro Gordo	---	---	1.34 hr.	3484	---	---	1.34 hr.	3484	---	---
Cherokee	---	---	---	---	364	3822	---	---	325, 364(e)	3588, 3822(e)
Chickasaw	---	---	1.00-1.15 hr.	3140-3611	1.35 hr.	4239	---	---	---	---
Clarke	---	---	1.25 hr.	2925	1.40-1.50 hr.	3276-3510	---	---	---	---
Clayton	1.30 hr.	---	1.30 hr.	---	1.36 hr.	---	1.08 hr.	---	---	---
Clinton	1.40 hr.	3820	1.30 hr.	3550	1.50 hr.	4100	---	---	---	---
Crawford	---	---	225	2700	325	3900	1.10 hr. (f)	---	---	---
Dallas	---	---	262	3144	---	---	---	---	---	---
Davis	---	---	1.10 hr.	---	1.25 hr.	---	1.05 hr.	---	---	---
Decatur	---	---	1.10 hr.	2700	1.10 hr.	2700	---	---	---	---
Delaware	1.20 hr.	3499	1.15 hr.	3353	1.30 hr.	3790	1.15 hr.	3353	---	---
Des Moines	1.85 hr.	4723	1.50 hr.	3421	1.85 hr.	---	1.25 hr. (a)	---	---	---
Dickinson	300	---	300	---	---	---	---	---	---	---
Dubuque	338	4050	338	4050	367	4398	343	4110	---	---
Emmet	293	3510	293	3510	320, 325	3840, 3900	---	---	---	---
Fayette	1.15-1.20 hr.	3588-3744	---	---	1.25-1.30 hr.	3900-4056	1.15 hr.	3588	---	---
Floyd	---	---	1.25 hr.	3180	---	---	---	---	---	---
Franklin	1.37 hr. (g)	---	1.31 hr.	3425	1.57 hr. (g)	---	1.21 hr. (g)	---	---	---
Fremont	270	3240	1.10 hr.	2914	350(h)	4200(h)	---	---	270(i)	3240
Greene	280	3360	280	3360	304	3648	280(a)	---	1.27 hr. (j, a)	---
Grundy	---	---	1.20 hr.	3450	---	---	---	---	---	---

Table B-4, Continued--Monthly Salaries and Hourly Wages of County Road Employees: Equipment Operators (Continued)

County	Large Truck		Small Truck		Dragline		Mower		Other Operators	
	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay
Guthrie	---	---	\$1.13 hr.	\$3000	\$1.33, 1.50 hr.	\$3600, 4000	---	---	(k)	(k)
Hamilton	\$290-301(1)	\$3863	290-301(1)	3863	306-315(m)	4048	\$290-301(1)	\$3863	---	---
Hancock	1.36 hr.	3754	1.36 hr.	3754	1.36 hr.	3754	1.36 hr.	3754	(n)	---
Hardin	---	---	1.404 hr.	3650	1.548 hr.	4024	---	---	---	---
Harrison	325	4338	325	3794	301	3628	---	---	---	---
Henry	---	---	1.19 hr.	3170	1.43 hr.	3738	---	---	\$278(o)	\$3339(o)
Howard	---	---	285(p)	3420	---	---	1.10 hr. (a)	---	---	---
Humboldt	---	---	1.20 hr.	3432	1.20 hr.	3432	1.20 hr. (a)	---	---	---
Ida	1.10 hr.	---	---	---	1.35 hr.	---	1.00 hr.	---	---	---
Iowa	---	---	1.15 hr.	2980	1.50 hr.	3900	---	---	---	---
Jackson	---	---	1.40 hr.	3500	1.60 hr.	3900	1.30-1.50 hr. (a)	---	(q)	(q)
Jasper	1.40 hr.	3640	1.40 hr.	3640	1.40 hr.	3640	---	---	---	---
Jefferson	---	---	1.20-1.35 hr.	---	1.50 hr.	---	---	---	1.40 hr. (c)	---
Johnson	---	---	1.55-1.62 hr.	---	1.55 hr.	---	1.55-1.62 hr.	---	---	---
Jones	1.45 hr.	---	1.35 hr.	---	1.55 hr.	---	---	---	---	---
Keokuk	260	3120	260	3120	275	3300	---	---	---	---
Kossuth	---	---	1.10 hr.	3432	1.35 hr.	4200	---	---	---	---
Lee	1.25 hr.	---	1.25 hr.	---	1.35 hr.	---	1.35 hr.	---	(r)	---
Linn	1.70 hr.	3890	1.70 hr.	3890	1.75 hr.	4004	---	---	---	---
Louisa	1.15 hr.	3289	---	---	1.20-1.35 hr. (s)	3647	1.20 hr.	3432	1.10 hr. (c)	3146
Lucas	1.15 hr.	---	1.15 hr.	---	1.20 hr.	---	---	---	---	---
Lyon	1.15 hr.	3295	1.05 hr.	3050	1.20 hr. (t)	4100	---	---	1.20 hr. (u)	3475(u)
Madison	255	3060	255	3060	1.75 hr.	4368	---	---	---	---
Mahaska	250	---	208	---	250	---	---	---	---	---
Marion	310	3720	1.40 hr.	3800	1.45 hr.	3930	1.00 hr.	2700	---	---
Marshall	1.54 hr.	3868	1.48 hr.	3718	1.68 hr.	4220	---	---	---	---
Mills	1.25 hr.	3851	1.20 hr.	3691	1.40 hr.	4220	---	---	1.30 hr. (u)	3858(u)
Mitchell	1.025 hr.	3200	1.00 hr.	3130	1.10 hr.	3450	0.95 hr.	2970	---	---
Monona	---	---	1.20 hr.	3500	1.30 hr.	3800	1.20 hr.	3500	---	---
Monroe	---	---	1.20 hr.	2900	1.45 hr.	3300	---	---	---	---
Montgomery	---	---	1.15 hr.	3414	---	---	---	---	---	---
Muscatine	---	---	---	---	290	3480	---	---	---	---
O'Brien	1.10 hr.	1922	1.10 hr.	1922	2.00 hr.	4210	---	---	1.25 hr. (c)	1583
Osceola	1.10 hr. (a)	---	1.00 hr.	2200	---	---	1.00 hr. (a)	---	(v)	(v)
Page	---	---	1.15 hr.	3225	1.50 hr.	4165	---	---	---	---
Palo Alto	1.25 hr.	---	1.10 hr.	---	1.25 hr.	---	1.00 hr.	---	---	---
Plymouth	1.40 hr.	---	1.25 hr.	---	---	---	---	---	---	---
Pocahontas	---	3913	---	3756	---	3913	1.20 hr. (w)	---	---	---

Polk	1.70 hr.	4146	1.70 hr.	4146	1.70 hr.	4146	1.60 hr.	3903	---	---
Pottawattamie	---	---		283	3400	325	3900	---	---	---
Poweshiek	---	---	1.30 hr.	3740	1.30 hr.	3740	---	---	---	---
Ringgold	---	---	---	---	1.65 hr.	4500	---	---	---	---
Sac	273	3270	273	3270	288	3450	---	---	---	---
Scott	1.63 hr.	4450	1.63 hr.	4450	1.80-1.90 hr.	5023-5187	---	---	1.80 hr. (x)	4914
Shelby	---	---	1.15 hr.	3400	290	3480	---	---	---	---
Sioux	260	3120	260	3120	300	3600	---	---	260(y)	3120
Story	---	---	---	---	325	3894	---	---	---	---
Tama	1.20 hr.	3600	1.20 hr.	3600	1.30 hr.	4200	1.20 hr.	3600	---	---
Taylor	---	---	---	---	1.30 hr.	3600	1.00 hr. (a)	---	---	---
Union	---	---	1.15 hr.	3250	1.35 hr.	3850	---	---	---	---
Van Buren	1.14 hr.	3182	---	---	1.20 hr.	3410	---	---	---	---
Wapello	1.87 hr.	3890	1.87 hr.	3890	2.07 hr.	4305	---	---	---	---
Warren	---	---	1.35 hr.	3650	1.55 hr.	4191	---	---	---	---
Washington	---	---	280	3360	280	3360	---	---	---	---
Wayne	---	---	1.10 hr.	---	1.40 hr.	---	---	---	---	---
Webster	---	---	280	3360	290	3480	---	---	---	---
Winnebago	1.15 hr.	3600	1.15 hr. (a)	---	1.65 hr. (g)	---	---	---	1.15 hr. (z)	3600
Winneshiek	1.30 hr.	3800	1.05 hr.	3250	1.30 hr.	3800	1.10 hr.	3500	---	---
Woodbury	---	---	1.15 hr.	3400	1.15 hr.	3400	---	---	---	---
Worth	---	---	290	---	---	---	290	---	---	---
Wright	---	---	1.35 hr.	3510	1.53 hr.	3978	---	---	1.53 hr. (y)	3978

MEDIAN SALARIES:

Hourly--No.	35	67	66	30
Median	\$1.30 hr.	\$1.25 hr.	\$1.415 hr.	\$1.20 hr.
Monthly--No.	15	21	22	5
Median	\$275	\$280	\$303	\$290
Annual Average--No.	39	72	72	15
Median	\$3640	\$3407	\$3897	\$3500

Note: All salaries have been rounded to the nearest dollar.

- | | |
|--|---|
| (a) Part time | (m) Winter months, \$306; summer months, \$315 |
| (b) Fuel truck driver | (n) Weed crew, \$1.10 hr., part time; bridge crew, \$1.32 hr. part time |
| (c) Weed spray operator | (o) Quarry driller and mechanic |
| (d) Bridge truck operator | (p) Part time operators, \$1.10 hr. |
| (e) Bantam dragline operator, \$325 monthly, \$3588 annual; payloader operator, \$364 monthly, \$3822 annual | (q) Compressor operator, \$1.50 hr., \$3750 annual; welder, \$2.00 hr. part time |
| (f) Also weed spray operator; five months | (r) Well driller, \$1.35 hr.; quarry shovel operator, \$1.50 hr. |
| (g) Construction season only | (s) Six months, \$1.20 hr., six months, \$1.35 hr.; \$3647 annual total |
| (h) Bridge crew operator, \$1.30 hr., \$3462 annual | (t) Plus one-half cent per yard loaded |
| (i) Oiler | (u) Small dragline operator |
| (j) Roller | (v) Payloader operator, \$1.05 hr., part time; weed spray operator, \$1.00 hr., part time |
| (k) Front end loader, \$1.13 hr., \$3200 annual; gravel plant operator, \$1.33 hr., \$3300 annual | (w) Seasonal if other than motor grader or truck operator |
| (l) Winter months, \$290; summer months, \$301 | (x) Gradall operator (y) Crusher operator (z) General operator |

Table B-5--MONTHLY SALARIES AND HOURLY WAGES OF COUNTY ROAD EMPLOYEES:
MECHANICS AND LABORERS

County	Mechanic		Mechanic's Helper		Skilled Laborer		Semi-skilled Laborer		Common Laborer	
	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay
Adair	\$315	\$3780	\$1.25 hr.	\$3474	---	---	---	---	\$1.25 hr.	\$2659
Adams	350	4200	1.30 hr.	3000-3600	\$1.25 hr.	\$2700	---	---	1.05 hr.	2500
Allamakee	345	---	325	---	0.90 hr.	---	\$0.85 hr.	---	---	---
Appanoose	1.30 hr.	3042	1.15 hr.	2691	---	---	---	---	1.15 hr.	2691
Audubon	---	---	---	---	---	---	1.10 hr.	---	1.10 hr.	---
Benton	1.57 hr.	4459	---	---	---	---	1.37 hr.	\$3891	1.20 hr.	3408
Black Hawk	(a)	---	1.55 hr.	3900	1.50 hr.	3800	---	---	1.38 hr.	3400
Boone	---	---	---	---	---	---	---	---	---	---
Bremer	335	4020	---	---	---	---	1.30 hr.	3510	1.20 hr.	3240
Buchanan	1.38 hr.	3900	1.32 hr.	3750	---	---	---	---	1.26 hr.	3600
Buena Vista	1.58 hr.	4550	---	---	1.31 hr.	3800	1.25 hr.	3600	1.10 hr.	---
Butler	302	3620	---	---	267	3170	248	2980	1.05 hr.	---
Calhoun	310	3720	---	---	---	---	---	---	---	---
Carroll	300	---	---	---	1.50 hr.	---	---	---	1.00 hr.	---
Cass	1.68 hr. (b)	4550	1.36 hr.	3650	1.25 hr. (c)	3275	---	---	---	---
Cedar	1.35 hr.	3700	---	---	---	---	---	---	1.25 hr.	3000
Cerro Gordo	1.52 hr.	3952	1.34 hr.	3484	1.34 hr.	3484	---	---	1.25 hr.	3250
Cherokee	312	3744	---	---	---	---	---	---	273	3276
Chickasaw	400	4800	1.25 hr.	3925	1.25 hr.	3925	1.15 hr.	3611	1.00 hr.	3140
Clarke	1.50 hr.	3510	---	---	---	---	---	---	1.20 hr.	2808
Clayton	338	---	---	---	1.25 hr.	---	---	---	1.05 hr.	---
Clinton	367	4400	333	4000	---	---	---	---	125	1500
Crawford	290	3480	275	3300	---	---	---	---	220	2640
Dallas	312	3744	302	3624	1.27 hr.	3600	---	---	1.12 hr.	2700
Davis	1.25 hr.	---	1.05 hr.	---	---	---	---	---	1.05 hr.	---
Decatur	1.25 hr.	3000	---	---	---	---	1.10 hr.	2600	---	---
Delaware	1.30 hr.	3790	---	---	---	---	---	---	1.10 hr.	3208
Des Moines	1.75 hr.	4260	---	---	1.60 hr.	3622	---	---	1.40 hr.	3167
Dickinson	325	---	---	---	300	---	---	---	250	---
Dubuque	393	4710	---	---	343	4110	338	4050	1.50 hr.	---
Emmet	350	4200	---	---	---	---	---	---	293	3510
Fayette	1.20-1.35 hr.	3744-4212	1.15-1.20 hr.	3588-3744	---	---	---	---	1.15 hr.	3588
Floyd	---	3780	---	---	1.20 hr. (d)	---	---	---	1.10 hr. (d)	---
Franklin	1.38 hr.	3590	---	---	---	---	---	---	---	---
Fremont	300	3600	300	3600	1.25 hr.	3237	1.10 hr.	2990	1.00 hr.	---
Greene	280	3360	---	---	---	---	1.30 hr. (c)	2975	1.11 hr.	1500
Grundy	1.40 hr.	4000	---	---	---	---	---	---	1.10 hr. (d)	---

Guthrie	360	4320	345(e)	4140	1.50 hr. (f)	3500	---	---	1.08 hr.	2800
Hamilton	322, 330(g)	4250	290-301(h)	3863	---	---	---	---	---	---
Hancock	---	---	---	---	---	---	---	---	1.10 hr. (d)	---
Hardin	1.584 hr.	4118	1,536 hr.	3993	---	---	1.404 hr.	3650	1.380 hr.	3588
Harrison	350	4200	291	3496	---	---	252	3024	---	---
Henry	321	3849	1.31 hr.	3450	1.19 hr.	3100	1.13 hr.	2975	1.08 hr.	2730
Howard	---	---	---	---	---	---	285	3420	275(i)	3300
Humboldt	---	---	---	---	---	---	---	---	1.15 hr.	3289
Ida	265	---	---	---	---	---	---	---	1.00 hr.	---
Iowa	325(a)	3900	---	---	---	---	1.20 hr. (c)	3000	1.15 hr.	2980
Jackson	310	3720	300	3600	---	---	---	---	1.30 hr.	3000
Jasper	1.65 hr.	4290	1.50 hr.	3900	---	---	---	---	---	---
Jefferson	---	---	---	---	---	---	---	---	1.20 hr.	---
Johnson	1.65 hr.	---	---	---	---	---	---	---	1.50 hr.	---
Jones	1.55 hr.	---	1.35 hr.	---	1.35 hr.	---	---	---	1.30 hr.	---
Keokuk	260	3120	---	---	---	---	260	3120	---	---
Kossuth	1.50 hr.	4680	1.10 hr.	3432	1.10 hr.	3432	1.10 hr.	3432	1.00 hr.	3120
Lee	1.40 hr.	---	---	---	---	---	---	---	---	---
Linn	1.90 hr.	4347	---	---	---	---	---	---	---	---
Louisa	1.50 hr. (a)	---	---	---	---	---	---	---	---	---
Lucas	350	---	325	---	1.20 hr.	---	1.15 hr.	---	1.10 hr.	---
Lyon	315	3780	---	---	---	---	1.10 hr.	3176	1.05 hr.	3050
Madison	350	4200	305	3660	310	3720	---	---	255	3060
Mahaska	290	---	250	---	---	---	---	---	208	---
Marion	---	---	---	---	1.30 hr.	3500	---	---	1.00 hr.	2700
Marshall	1.73 hr.	4346	1.61 hr.	4044	---	---	---	---	1.40 hr.	3517
Mills	350	4200	1.30 hr.	3943	---	---	1.00 hr.	3250	1.00 hr.	---
Mitchell	1.125 hr.	3600	---	---	---	---	---	---	0.95 hr.	2970
Monona	1.45 hr.	4500	1.30 hr.	3600	---	---	---	---	1.20 hr.	3000
Monroe	1.60 hr.	4300	1.45 hr.	4000	1.20 hr.	2600	---	---	1.20 hr.	2600
Montgomery	300	3600	---	---	1.25 hr.	3730	1.15 hr.	3414	1.10 hr.	3177
Muscatine	346	4152	290	3480	1.20 hr.	3040	---	---	---	---
O'Brien	---	---	---	---	2.00 hr.	4210	1.35 hr.	2601	1.05 hr.	2082
Osceola	1.25 hr.	3624	---	---	1.25 hr. (d)	---	---	---	1.00 hr.	2400
Page	1.15 hr.	3300	1.10 hr.	3100	---	---	1.05 hr.	3000	1.00 hr.	2855
Palo Alto	---	---	---	---	---	---	---	---	1.00 hr.	---
Plymouth	310	---	300	---	---	---	---	---	1.25 hr.	---
Pocahontas	1.30 hr.	4069	1.25 hr.	3913	1.20 hr.	3756	1.15 hr.	3600	1.00 hr.	1500
Polk	1.80 hr.	4390	---	---	---	---	---	---	1.60 hr.	---
Pottawattamie	333	4000	---	---	---	---	---	---	---	---
Poweshiek	345	4140	---	---	---	---	---	---	1.30 hr.	3740
Ringgold	280	3360	---	---	1.30 hr.	3400	1.15 hr.	3000	1.05 hr.	2700
Sac	288	3450	273	3270	---	---	---	---	273(j)	3270(j)

Table B-5--Monthly Salaries and Hourly Wages of County Road Employees: Mechanics and Laborers

County	Mechanic		Mechanic's Helper		Skilled Laborer		Semi-skilled Laborer		Common Laborer	
	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay
Scott	\$377	\$4524	\$297-372	\$3564-4464	\$1.63 hr.	\$4450	---	---	---	---
Shelby	305	3660	---	---	---	---	\$1.15 hr.	\$3200	---	---
Sioux	285	3420	---	---	---	---	1.15-1.20 hr.	2860-3150	\$1.00 hr.	---
Story	---	---	---	---	---	---	---	---	---	---
Tama	360	4300	1.20 hr.	3600	1.20 hr.	3600	1.20 hr.	3600	1.20 hr.	\$3600
Taylor	250	3000	---	---	1.10 hr.	2900	---	---	1.00 hr.	2700
Union	317	3800	---	---	---	---	---	---	1.15 hr.	3250
Van Buren	280	3360	---	---	---	---	---	---	1.03 hr.	3103
Wapello	2.16 hr.	4500	---	---	---	---	---	---	1.82 hr.	3785
Warren	350	4200	305	3660	---	---	---	---	1.40 hr.	3786
Washington	290	3480	---	---	---	---	---	---	265	3180
Wayne	285	---	---	---	---	---	---	---	1.10 hr.	---
Webster	320	3840	---	---	---	---	---	---	---	---
Winnebago	458(a)	5500	1.25 hr.	3900	1.15 hr.	3600	---	---	1.00 hr.	3220
Winneshie	1.10 hr.	3800	1.00 hr.	3200	1.30 hr.	4000	---	---	1.00 hr.	2800
Woodbury	---	---	---	---	---	---	---	---	1.10 hr.	3300
Worth	---	---	---	---	---	---	---	---	1.00 hr.	---
Wright	1.53 hr.	3978	1.41 hr.	3666	---	---	1.35 hr.	3510	---	---

MEDIAN SALARIES:

Hourly--No.	34	25	31	25	68
Median	\$1.50 hr.	\$1.30 hr.	\$1.25 hr.	\$1.15 hr.	\$1.10 hr.
Monthly--No.	49	17	4	5	10
Median	\$317	\$300	\$305	\$260	\$260
Annual Average--No.	71	36	27	27	53
Median	\$3952	\$3655	\$3600	\$3200	\$3103

Note: All salaries have been rounded to the nearest dollar.

- (a) Shop foreman
 (b) Assistant mechanic, \$1.52 hr., \$4050 annual
 (c) Bridge crew
 (d) Part time
 (e) Second mechanic

- (f) Welder
 (g) Shop foreman; winter, \$322, summer, \$330
 (h) Winter, \$290, summer, \$301
 (i) Part time, \$1.10 hr.
 (j) Hourly basis, \$1.125 hr., \$2853 annual

SPLIT EMPLOYMENT FOR CERTAIN COUNTY ROAD EMPLOYEES

Cherokee. Tractor operator, half year at \$1794; scoop operator, dragline operator (crawler) and pay-loader operators, half year at \$2184; dragline operator (mounted), half year at \$1950. All of these employees work as road laborers at \$1638 for one half of the year.

Clarke. Motor grader operators are paid \$1.65 per hour during the construction season; the remainder of the time they are paid \$1.35 per hour.

Clinton. Two employees are truck drivers for six months at \$1.30 per hour; for six months these truck drivers work as dozer operator and scoop operator at \$1.40 per hour. One employee operates an auto patrol for six months at \$1.40 per hour and a motor grader for six months at \$1.50 per hour.

Dallas. Crawler tractor operators receive \$1.42 per hour during construction season. In off months from December 1 to April 1 they receive \$1.05 per hour for common work and \$1.27 per hour for operation of trucks or motor graders.

Emmet. One laborer is paid \$292.50 per month for eight months; he works as a scoop operator for four months at the rate of \$1.45 per hour.

Floyd. The bridge foreman, inspector, general foreman and grade foreman work as skilled laborers from December 1 to April 30. Their salaries in each of their jobs are: bridge foreman, \$2504.60, skilled laborer, \$1350.60; inspector, \$2375.95, skilled laborer, \$1294.80; general foreman, \$2594.55, skilled laborer, \$1388.80; grade foreman, \$2627.38, skilled laborer, \$1395.80.

Franklin. Two truck drivers are paid \$1.31 per hour while driving trucks; when needed, one serves as bridge foreman at \$1.57 per hour, and the other serves as dynamiter at \$1.47 per hour.

Fremont. One employee is the oil crew foreman for five or six summer months at \$1.35 per hour; in the six or seven winter months he is a rock truck driver at \$1.10 per hour.

Greene. The grade foreman is paid \$304 a month for four months and \$1.86 per hour for eight months.

Howard. From December 16 to April 1, auto patrol operators are paid \$285 a month; the pay the rest of the year is \$295 a month. During the summer months the dozer-tractor-scoop and dragline operators are paid \$305 and \$315 a month respectively; the rest of

the year they drive trucks and are paid \$285 a month.

Johnson. One employee works nine months as a dynamiter at \$1.60 per hour and three months on the bridge crew at \$1.50 per hour.

Kossuth. A truck driver is paid \$1.10 per hour for seven months and \$1.35 per hour for five months when he works as a dragline operator.

Lyon. As weed sprayer operator, one employee is paid \$1070.30 for the summer months; he is paid \$2144 for services as a laborer during the winter months.

Monroe. For seven months the grade foreman is paid \$1.50 per hour; the rest of the year he is a motor patrol operator at \$1.30 per hour. Another motor patrol operator is paid \$1.30 per hour for eight months and \$1.45 per hour for four months while working as a tractor operator.

O'Brien. One employee works as a truck driver at \$1.10 per hour and as a common laborer at \$1.05 per hour.

Osceola. One employee works part of the year as a payloader operator at \$1000 and for the rest of the year he is paid \$1200 for working as a truck operator.

Sac. A motor grader operator is paid \$272.50 a month for seven months and \$1.26 per hour for five months as a gravel checker. One employee works as a draftsman for seven months and is paid \$275 a month; the rest of the year he works as an inspector at the rate of \$1.44 per hour.

Van Buren. During the summer months a machine operator is paid \$2557.50; in the winter months he is paid \$852.50 for work as a quarry employee.

Washington. As construction foreman, one employee is paid \$350 a month for eight months and \$280 a month for four months while he works as a motor grader operator. As scoop operator, an employee is paid \$320 a month for eight months; the rest of the year he is paid \$280 a month as a truck operator.

Wayne. A machine operator is paid \$1.40 per hour during the construction season and \$1.10 per hour the rest of the year.

Wright. For five months a grade foreman is paid \$2310; the other seven months he is paid \$2100 for work as a mechanic's helper. A tractor driver is paid \$2142 for five months' work; during the remainder of the year he is paid \$2040 for working as a light truck driver.

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