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COUNTY SALARIES IN IOWA--1954

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COUNTY SALARIES
IN IOWA--1954

Compiled by
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Research Specialist

INSTITUTE OF PUBLIC AFFAIRS

STATE UNIVERSITY OF IOWA

IOWA CITY : 1954

FOREWORD

This is a survey of salaries and wages and work policies for county office and road employees in Iowa. The survey was initiated 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, and this has been done. 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 these employees.

To obtain the information for this survey, it was necessary to prepare a questionnaire to send to each county. The questionnaire was divided into two parts--one part to be filled in by the county auditor and the other to be filled in by the county engineer. The response to the questionnaire was excellent: 98 county engineers and 95 county auditors returned their parts of the questionnaire. 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 the cooperation of these persons, this survey, of course, could not have been successful. Special mention and thanks are given to Mr. Ed S. McMillin, president of the Iowa County Auditor's Association, and to Mr. Floyd K. Brown, president of the Iowa County Engineers' Association, who helped considerably during the planning stage of the survey by providing suggestions regarding the information to be asked for in the questionnaire and who encouraged the members of their respective associations to participate in the survey.

The information for the survey was compiled by Mr. Clayton L. Ringgenberg of the Institute who was assisted by Mr. John Wood, who is an intern in the Institute and a graduate student in the university's political science department. The Institute will welcome any inquiries regarding the information presented in this survey 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
December, 1954

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INTRODUCTION

A summary of the information received from the questionnaires is shown on pages 8 - 12. This is followed by detailed, county by county listings.

To facilitate the presentation of the information obtained from the questionnaires and to present this information in such a way that it can best be used for comparative purposes, most of the information is shown for five population groups of counties, with the counties alphabetized within each population group. Group A includes the seven counties whose 1950 populations each exceeded 65,000 persons; Group B includes eight counties of 40,000 to 50,000 population; Group C includes 13 counties of 23,000 to 40,000 population; Group D includes 33 counties of 16,000 to 23,000 population, and Group E includes the 38 counties under 16,000 population.

The information regarding the salaries of the county engineers and their assistants and the number of road employees is presented for three groups of counties; the groupings are based on the total mileage of secondary roads in each county. Group I includes the 31 counties whose secondary road mileages each exceeded 1,000 miles as of January 1, 1953; Group II includes the 32 counties that had 850 to 1,000 miles of secondary roads, and Group III includes the 36 counties that had less than 850 miles of secondary roads. It is likely that the number of miles of roads is a more significant factor in determining the salaries of engineers and their assistants and in determining the number of road employees in each county than is the population of the county; thus the road mileage groups have been used here to provide bases for comparisons.

The questionnaires were sent to the counties early in September, and it was requested that the information supplied be the work policies that were in effect and salaries and wages that were paid as of September 1, 1954.

In the tabular information of this survey, the use of dashes and the word "None" 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 information was requested. The term "None" indicates that the question was answered "zero", "0" or "None".

COUNTIES INCLUDED IN THE SURVEY LISTED ALPHABETICALLY
BY 1950 POPULATION GROUPS

Group A: Over 65,000		Group B: 40,000 to 50,000		Group C: 23,000 to 40,000	
Black Hawk	100,448	Cerro Gordo	46,053	Boone	28,139
Dubuque	71,337	Clinton	49,664	Carroll	23,065
Linn	104,274	Des Moines	42,056	Dallas	23,661
Polk	226,010	Johnson	45,756	Fayette	28,294
Pottawattamie	69,682	Lee	43,102	Kossuth	26,241
Scott	100,698	Story	44,294	Jasper	32,305
Woodbury	103,917	Wapello	47,397	Mahaska	24,672
		Webster	44,241	Marion	25,930
				Marshall	35,611
				Muscatine	32,148
				Page	23,921
				Plymouth	23,252
				Sioux	26,381
Group D: 16,000 to 23,000					
Allamakee	16,351	Clay	18,103	Jones	19,401
Appanoose	19,683	Clayton	22,522	Keokuk	16,797
Benton	22,656	Crawford	19,741	Monona	16,303
Bremer	18,884	Delaware	17,734	O'Brien	18,970
Buchanan	21,927	Floyd	21,505	Poweshiek	19,344
Buena Vista	21,113	Franklin	16,268	Sac	17,518
Butler	17,394	Hamilton	19,660	Tama	21,688
Calhoun*	16,925	Hardin	22,218	Warren	17,758
Cass	18,532	Harrison	19,560	Washington	19,557
Cedar	16,910	Henry	18,708	Winneshiek	21,639
Cherokee	19,052	Jackson	18,622	Wright	19,652
*Information not provided for county office employees					
Group E: 8,000 to 16,000					
Adair	12,292	Hancock	15,077	Montgomery	15,685
Adams	8,753	Howard	13,105	Osceola	10,181
Audubon	11,579	Humboldt	13,117	Palo Alto	15,891
Chickasaw	15,228	Ida	10,697	Pocahontas	15,496
Clarke	9,369	Iowa	15,835	Ringgold	9,528
Davis	9,959	Jefferson	15,696	Shelby	15,942
Decatur*	12,601	Louisa	11,101	Taylor	12,420
Dickinson	12,756	Lucas	12,069	Union	15,651
Emmet	14,102	Lyon	14,697	Van Buren	11,007
Fremont	12,323	Madison	13,131	Wayne	11,737
Greene	15,544	Mills	14,064	Winnebago	13,450
Grundy	13,722	Mitchell	13,945	Worth	11,068
Guthrie**	15,197	Monroe*	11,814		

* Information not provided for county office employees

**Information not provided for county office or county road employees

COUNTIES INCLUDED IN THE SURVEY LISTED ALPHEBETICALLY
BY SECONDARY ROAD MILEAGE GROUPS
(Road Mileages as of January 1, 1953)

GROUP I: OVER 1,000 MILES OF SECONDARY ROADS

Adair	1,030	Jasper	1,281	Pocahontas	1,043
Benton	1,219	Johnson	1,014	Polk	1,007
Buena Vista	1,013	Kossuth	1,667	Pottawattamie	1,522
Calhoun	1,006	Linn	1,197	Poweshiek	1,004
Cerro Gordo	1,022	Lyon	1,040	Sac	1,027
Clayton	1,087	Madison	1,003	Sioux	1,352
Clinton	1,051	Mahaska	1,010	Tama	1,163
Crawford	1,368	Monona	1,045	Webster	1,142
Fayette	1,141	O'Brien	1,031	Winneshek	1,062
Franklin	1,011	Plymouth	1,450	Woodbury	1,272
Harrison	1,154				

GROUP II: 850 TO 1,000 MILES OF SECONDARY ROADS

Allamakee	999	Davis	902	Marshall	938
Black Hawk	863	Delaware	897	Page	944
Boone	989	Floyd	855	Palo Alto	947
Buchanan	957	Greene	947	Ringgold	911
Butler	970	Guthrie*	978	Shelby	982
Carroll	986	Hamilton	938	Story	958
Cass	955	Hancock	993	Taylor	907
Cedar	944	Hardin	982	Warren	960
Cherokee	994	Iowa	940	Washington	862
Clay	979	Keokuk	974	Wright	940
Dallas	902	Marion	902		

GROUP III: 500 TO 850 MILES OF SECONDARY ROADS

Adams	698	Grundy	836	Mitchell	783
Appanoose	797	Henry	709	Monroe	646
Audubon	814	Howard	738	Montgomery	750
Bremer	726	Humboldt	684	Muscatine	647
Chickasaw	849	Ida	771	Osceola	739
Clarke	652	Jackson	828	Scott	659
Decatur	820	Jefferson	787	Union	730
Des Moines	634	Jones	841	Van Buren	802
Dickinson	674	Lee	726	Wapello	772
Dubuque	750	Louisa	596	Wayne	828
Emmet	656	Lucas	698	Winnebago	712
Fremont	802	Mills	682	Worth	665

I. SUMMARY OF PERSONNEL POLICIES REGARDING COUNTY OFFICE EMPLOYEES

A. Hours of Work. In 56 of the 95 counties that returned the questionnaire, county office employees work 44 hours per week. All but nine of the remaining counties have work weeks of less than 44 hours.

B. Saturday Office Hours. County offices close at noon on Saturday in 84 of the counties. In ten counties, the offices are open all day, and in one county, the offices close at 4 p. m. on Saturday. Franklin County is the only county that reported that its offices are closed one afternoon of the week (Thursday). Four counties have shorter office hours on Saturday during the summer months.

C. Staying Open During the Noon Hour. County offices are closed during the noon hour in 53 of the counties that returned the questionnaire; in 33 counties, they are kept open. Seven of the counties reported that some offices (usually the treasurer's and auditor's offices) are kept open during the noon hour while some offices are closed during the noon hour.

D. Overtime Pay. Straight time pay is given salaried office workers for overtime work in 13 of the 95 counties that returned the questionnaire; in six counties, the policy is to allow compensatory time off for time spent working overtime. In the remaining counties, either there is no definite policy on this matter or no overtime pay is allowed for salaried employees.

Hourly and daily employees receive straight time pay for overtime work in 28 counties, and in three counties, they receive compensatory time off. More than one-third of the counties apparently do not employ hourly or daily employees as the questionnaire was left blank in the spaces where such information was to be recorded. Likewise, these counties left blank the spaces for recording vacation, holiday and sick leave policies.

E. Holidays. Eighty-five of the 95 counties allow seven, eight or nine holidays off with pay each year for salaried office employees. Twenty-four counties that employ hourly or daily employees permit a like number of holidays off.

F. Vacation. In 69 of the counties that returned the questionnaire, two week's vacation with pay is permitted each year for salaried employees, and in all but two counties, at least one week of vacation is allowed. Seventeen counties that employ hourly or daily employees permit these employees to take vacation with pay, usually for one or two weeks.

G. Sick Leave. Two-thirds of the counties 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. As many as 30 days of sick leave annually are allowed in eight counties.

II. SUMMARY OF SALARIES FOR COUNTY OFFICE EMPLOYEES

Listed below are the median monthly salaries of county office employees in the counties in the five population groups used in this report. 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. For example, if eleven counties were to pay monthly salaries for the same job in the following amounts--\$300, \$295, \$285, \$285, \$280, \$275, \$250, \$250, \$235, \$230 and \$230--the median salary would be \$275 per month, because the salaries paid in five of the counties are more than this amount, and in five counties the salaries are less than this amount. The number that immediately follows each median salary represents the number of counties in the group that have the position.

Position	Group A- over 65,000		Group B- 40,000 to 50,000		Group C- 23,000 to 40,000		Group D- 16,000 to 23,000		Group E- under 16,000	
	Median Salary	No.	Median Salary	No.	Median Salary	No.	Median Salary	No.	Median Salary	No.
Assessor's Office (1)										
Assessor	\$467	7	\$400	8	\$342	13	\$309	32	\$292	35
Deputy Assessor	365	5	275	1	263	4	225	11	209	13
Clerk in Office	205	6	225	5	200	10	210	23	182	15
County Home (2)										
Combined Salary of										
Steward and Matron(3)	\$540	5	\$476	7	\$390	11	\$350	23	\$296	24
Ward Lady	138	5	140	7	125	7	125	11	100	12
Ward Man	140	5	150	7	130	6	128	10	115	10
Farm Hand	225	1	150	3	150	5	148	12	125	2
Cook	138	7	134	6	150	9	123	16	100	8
School Superintendent's Office										
School Superintendent	\$600	7	\$496	8	\$500	13	\$450	32	\$425	34
Administrative Ass't.	342	7	290	4	250	11	233	27	225	18
Clerk in Office	215	6	207	5	200	5	170	5	176	11
Supervisory Assistant	460	3	358	5	388	5	354	5	333	3
Auditor's Office										
Highest Paid Clerk	\$242	7	\$209	8	\$196	12	\$182	24	\$175	22
Beginning Clerk	187	7	150	7	160	12	150	21	160	18
Treasurer's Office										
Highest Paid Clerk	\$265	7	\$200	7	\$196	12	\$185	27	\$175	21
Beginning Clerk	175	7	152	8	160	11	155	21	150	13
Other Employees										
Executive Secretary of Soldiers' Relief	\$300	7	\$208	6	\$105	9	\$180	13	\$ 95	8
Courthouse Janitor	250	7	210	8	225	12	225	31	200	35

Hospital Sup't.: 32 counties reported that there is a county hospital superintendent in their county. The median salary for this position is \$433 per month.

Weed Commissioner: This position is paid by the hour in 28 counties, and the median hourly wage in these counties is \$1.15 per hour. In 44 counties a monthly salary is paid, and the median salary is \$225 per month. In the ten counties in which the weed commissioner is paid by the day, the median wage is \$9.50 per day.

- (1) The position of field work assessor is paid by the hour in 30 counties and on a per assessment roll basis in 28 counties. Other counties use various other methods of paying these employees.
- (2) In addition to their salaries, it is customary for county home employees to receive their lodging and meals at the county home.
- (3) In 13 counties, there is a steward, but no matron. The median salary for the position of steward in these counties is \$300 per month. In 12 counties, there is no county home.

III. SUMMARY OF PERSONNEL POLICIES REGARDING COUNTY ROAD EMPLOYEES

A. Summer Work Week.

Hourly Employees		Monthly Employees	
<u>Work Week</u>	<u>Number of Counties</u>	<u>Work Week</u>	<u>Number of Counties</u>
48 hours	6	44 hours	22
50 hours	8	48 hours	14
54 hours	15	50 hours	8
55 hours	14	54 hours	12
60 hours	37	55 hours	5
Other hours	15	60 hours	17
Not reported	3	Other hours	17
		Not reported	3

B. Winter Work Week. Fifty-seven counties reported a shorter work week for hourly employees during the winter months than during the summer months. Forty-one counties reported that monthly employees also work fewer hours each week during the winter months.

C. Overtime Pay. Eleven counties do not have a definite policy for paying monthly employees who work overtime. In 29 counties, no overtime pay is allowed; in 35 counties straight time pay is given; and in 17 counties compensatory time off is allowed monthly employees who work overtime. Most of the counties--72 of them--pay hourly employees straight time for working overtime.

D. Holidays. In 79 of the 98 counties that returned the questionnaire, monthly employees are allowed 6, 7, 8 or 9 holidays off with pay each year. Fifty-six of the counties allow similar amounts of holidays off for hourly employees, but 25 counties reported that hourly employees do not receive time off with pay on holidays.

E. Vacation.

Monthly Employees		Hourly Employees	
<u>Days Allowed</u>	<u>Number of Counties</u>	<u>Days Allowed</u>	<u>Number of Counties</u>
5, 5½ or 6	35	5, 5½ or 6	46
10, 11 or 12	40	10, 11 or 12	13
Other amounts	16	Other amounts	13
No vacation time	7	No vacation time	26

F. Sick Leave. Twenty-two counties reported that they do not have a set policy regarding sick leave, but that sick leave with pay is usually granted to monthly employees at the discretion of the engineer and/or the board of supervisors. Eleven counties reported that this is the same way in which sick leave is granted to hourly employees. Annual sick leave in other counties is as follows:

	<u>Monthly Employees</u>	<u>Hourly Employees</u>
No sick leave granted	21 counties	39 counties
6 days	12 counties	14 counties
12 days	11 counties	6 counties
30 days	12 counties	10 counties
Other amounts granted	20 counties	18 counties

IV. SUMMARY OF SALARIES AND WAGES OF COUNTY ROAD EMPLOYEES

Listed below are the median monthly salaries or hourly wages of county road employees. The median salaries for the county engineers and their assistants are summarized in three groups according to the number of miles of secondary roads within the counties. The median salaries and wages for other county road jobs are reported for three population groupings. Groups A, B and C were summarized separately in the summaries of monthly salaries for office employees; in the following summaries, however, these three groups are regarded as one group. Since some counties pay a job on an hourly basis while the remaining counties pay the same position on a monthly basis, both a median salary and a median hourly rate are shown for most jobs. The number that immediately follows each median salary represents the number of counties in the group that have the position.

Position	Group I (over 1,000 miles)		Group II (850-1,000 miles)		Group III (under 850 miles)	
	Median Salary	No. of Counties	Median Salary	No. of Counties	Median Salary	No. of Counties
Engineer	\$517	31	\$500	30	\$500	36
Assistant Engineer	367	29	353	28	350	30

Position	Group A, B, C- over 23,000 population		Group D- 16,000 to 23,000 population		Group E- under 16,000 population	
	Median Salary	No. of Counties	Median Salary	No. of Counties	Median Salary	No. of Counties
<u>Engineering Personnel</u>						
Instrument Man	\$317	21	\$275	19	\$285	24
	\$1.45 hr.	3	\$1.28 hr.	6	\$1.10 hr.	9
Rod Man	243	10	250	8	200	6
	1.25 hr.	15	1.10 hr.	22	1.00 hr.	27
Inspector	300	13	275	5	258	6
	1.25 hr.	11	1.13 hr.	20	1.10 hr.	25
Draftsman	313	9	298	8	260	5
	1.30 hr.	7	1.25 hr.	3	1.05 hr.	9
Chainman	229	6	213	2	188	2
	1.10 hr.	14	1.08 hr.	17	1.00 hr.	17
Office Clerk	247	25	219	31	200	35
<u>Foremen</u>						
Bridge Foreman	332	12	283	6	300	11
	1.55 hr.	13	1.33 hr.	24	1.25 hr.	21
General Foreman	335	11	298	6	325	6
	1.50 hr.	7	1.35 hr.	10	1.25 hr.	12
Shop Foreman	325	16	315	17	315	26
	1.68 hr.	9	1.45 hr.	12	1.28 hr.	8
Grade Foreman	315	6	305	5	305	6
	1.50 hr.	9	1.36 hr.	15	1.43 hr.	12
<u>Equipment Operators</u>						
Motor Grader Operator	261	12	260	4	258	2
	1.36 hr.	14	1.21 hr.	27	1.15 hr.	30
Tractor Operator	271	7	269	4	245	1
	1.39 hr.	18	1.25 hr.	27	1.20 hr.	31
Blade Operator	283	5	265	3	- - -	- - -
	1.41 hr.	13	1.23 hr.	16	1.15 hr.	17
Auto Patrol Operator	271	5	255	2	253	2
	1.45 hr.	12	1.20 hr.	18	1.15 hr.	19
Scoop Operator	283	7	270	3	245	1
	1.45 hr.	15	1.28 hr.	25	1.20 hr.	27
Mower Operator	318	1	- - -	- - -	265	1
	1.25 hr.	7	1.10 hr.	16	1.09 hr.	17
Large Truck Operator	277	4	267	4	268	2
	1.38 hr.	11	1.22 hr.	21	1.10 hr.	16

IV. SUMMARY OF SALARIES AND WAGES OF COUNTY ROAD EMPLOYEES (continued)

Position	Group A, B, C- over 23,000 population		Group D- 16,000 to 23,000 population		Group E- under 16,000 population	
	Median Salary	No. of Counties	Median Salary	No. of Counties	Median Salary	No. of Counties
	<u>Equipment Operators (cont'd.)</u>					
Small Truck Operator	\$265	7	\$265	4	\$263	4
	\$1.22 hr.	17	\$1.10 hr.	28	\$1.10 hr.	26
Dragline Operator	285	9	280	6	294	3
	1.50 hr.	16	1.33 hr.	27	1.30 hr.	28
<u>Mechanics and Laborers</u>						
Mechanic	325	11	308	14	308	18
	1.50 hr.	14	1.33 hr.	18	1.30 hr.	12
Mechanic's Helper	291	6	270	6	290	5
	1.20 hr.	11	1.24 hr.	16	1.10 hr.	19
Skilled Laborer	322	2	- - -	- - -	- - -	- - -
	1.35 hr.	13	1.25 hr.	17	1.15 hr.	11
Semi-skilled Laborer	323	1	245	1	260	1
	1.23 hr.	10	1.15 hr.	15	1.10 hr.	12
Common Laborer	- - -	- - -	254	4	- - -	- - -
	1.10 hr.	23	1.05 hr.	26	1.05 hr.	32

V. ANNUAL SALARIES

In the summer of 1954, Mr. Raymond H. Justen, Johnson County Engineer and Secretary-Treasurer of the Iowa County Engineers' Association, sent a questionnaire to each county engineer in which he asked for information on the annual salaries of county road employees. This information was printed in detail and distributed to the engineers early in December. The following is a listing of the "average" annual salaries for 15 of the positions covered by Mr. Justen's report.

	Average Annual Salary		Average Annual Salary		Average Annual Salary
Instrument man	\$3,494	Shop Foreman	\$3,806	Dragline Operator	\$3,722
Rod Man	2,768	Motor Grader Op.	3,338	Mechanic	3,625
Inspector	3,148	Tractor Operator	3,493	Skilled Laborer	3,498
Bridge Foreman	3,777	Scraper Operator	3,505	Semi-skilled Laborer	3,210
General Foreman	3,779	Truck Driver	3,230	Common Laborer	2,927

POLICIES REGARDING HOURS OF WORK AND OVERTIME PAY
FOR COUNTY OFFICE EMPLOYEES

Group A: Counties over 65,000 Pop.	HOURS OF WORK			OVERTIME PAY POLICIES	
	Hours in Work Week	Saturday Hours	Closed Noon Hours	Salaried Employees	Hourly Employees
Black Hawk	44	Until noon	No	No overtime pay	No overtime pay
Dubuque	38	Until noon	No	No definite policy (e)	No definite policy (e)
Linn	44	All day	No	No definite policy	No definite policy
Polk	40 (a)	Until noon	No	Straight time	Straight time
Pottawattamie	44	Until noon	(b)	No definite policy (f)	- - -
Scott	41 $\frac{1}{4}$	Until noon	No	Compensatory time off	Compensatory time off
Woodbury	44	Until noon	No	No definite policy (e)	No definite policy (e)
Group B: 40,000 to 50,000 Pop.					
Cerro Gordo	39	Until noon	No	No definite policy	- - -
Clinton	40	Until noon	No	No definite policy	No definite policy
Des Moines	38 $\frac{1}{2}$	Until noon	Yes (c)	Compensatory time off	- - -
Johnson	44 (d)	Until noon	Yes	- - -	- - -
Lee	44	Until noon	Yes	Compensatory time off	Compensatory time off
Story	44	Until noon	Yes	No definite policy	Straight time
Wapello	40	Until noon	No	Compensatory time off	Straight time
Webster	44	Until noon	Yes	No definite policy (g)	- - -
Group C: 23,000 to 40,000 Pop.					
Boone	41	Until noon	Yes	No definite policy	No definite policy
Carroll	41	Until noon	Yes	No overtime pay	Straight time
Dallas	44	Until noon	Yes	No overtime pay	- - -
Fayette	44	Until noon	Yes	No overtime pay	No overtime pay
Jasper	44	Until noon	Yes (c)	No overtime pay	- - -
Kossuth	39	Until noon	No	- - -	- - -
Mahaska	44	Until noon	Yes	No overtime pay	No overtime pay
Marion	47	Until 4 p. m.	Yes	No definite policy	Straight time
Marshall	40	Until noon	No	No overtime pay	- - -
Muscatine	44	Until noon	No	Straight time	- - -
Page	44	Until noon	Yes (c)	No overtime pay	Straight time
Plymouth	44	Until noon	Yes	No overtime pay	Straight time
Sioux	44	Until noon	Yes	Straight time	Straight time

(a) Grand jury, county attorney, sheriff, clerk of court and board of supervisors office employees work 48 hour week.

(b) Some offices remain open; some close.

(c) Auditor's office and treasurer's office remain open.

(d) Some clerks work 40 hour week.

(e) Overtime has not been paid.

(f) Usually compensated by time off

(g) Some salaried employees work for other offices on some Saturday afternoons and evenings and generally receive \$1.75 per hour.

POLICIES REGARDING HOURS OF WORK AND OVERTIME PAY
FOR COUNTY OFFICE EMPLOYEES

Group D: 16,000 to 23,000 Pop.	HOURS OF WORK			OVERTIME PAY POLICIES	
	Hours in Work Week	Saturday Hours	Closed Noon Hours	Salaried Employees	Hourly Employees
Allamakee	48 (a)	All day (a)	No	No overtime pay	No overtime pay
Appanoose	42	Until noon	No	No definite policy	- - -
Benton	44	Until noon	Yes	No overtime pay	No overtime pay
Bremer	37	Until noon	No	No overtime pay	- - -
Buchanan	44	Until noon	Yes	No definite policy	No definite policy
Buena Vista	44 (b)	Until noon	Yes	No definite policy	No definite policy
Butler	39	Until noon	No	Compensatory time off	Compensatory time off
Cass	44	Until noon	No	No definite policy	No definite policy
Cedar	44	Until noon	Yes	No overtime pay	Straight time
Cherokee	44	Until noon	Yes	No overtime pay	Straight time
Clay	48	All day (c)	No	Straight time	Straight time
Clayton	44	Until noon	Yes	No overtime pay	- - -
Crawford	44 (d)	Until noon	Yes	No overtime pay	No overtime pay
Delaware	44	Until noon	Yes	No definite policy	No definite policy
Floyd	39	Until noon	No	No definite policy	- - -
Franklin	44 (e)	All day	Yes	No definite policy	No definite policy
Hamilton	44	Until noon	No	No overtime pay	No overtime pay
Hardin	39	Until noon	Yes	No overtime pay	- - -
Harrison	44	Until noon	Yes	No overtime pay	- - -
Henry	44	Until noon	Yes (f)	Straight time	Straight time
Jackson	43½	Until noon	No	No definite policy	No definite policy
Jones	48	Until noon	Yes	No definite policy	No definite policy
Keokuk	41	Until noon	Yes	No overtime pay	Straight time
Monona	44	Until noon	Yes	Straight time	Straight time
O'Brien	44	Until noon	Yes	No overtime pay	Straight time
Poweshiek	44	Until noon	Yes	No overtime pay	No overtime pay
Sac	42	Until noon	Yes (f)	No overtime pay	Straight time
Tama	44	Until noon	Yes	No overtime pay	Straight time
Warren	41	Until noon	Yes	Straight time	No overtime pay
Washington	44	Until noon	Yes	Compensatory time off	Straight time
Winneshiek	39	Until noon	No	No definite policy	No definite policy
Wright	39	Until noon	No (g)	No definite policy	No definite policy

- (a) Office of school superintendent: 40 hours and closed at noon on Saturday
 (b) County hospital: 40 hours
 (c) Offices closed at noon on Saturdays during three summer months

- (d) Some county hospital employees work a 40 hour week.
 (e) Offices closed on Thursday afternoon.
 (f) Treasurer's office remains open.
 (g) Two or three offices are closed.

POLICIES REGARDING HOURS OF WORK AND OVERTIME PAY
FOR COUNTY OFFICE EMPLOYEES

Group E: 8,000 to 16,000 Pop.	HOURS OF WORK			OVERTIME PAY POLICIES	
	Hours in Work Week	Saturday Hours	Closed Noon Hours	Salaried Employees	Hourly Employees
Adair	44	Until noon	Yes	No definite policy	No definite policy
Adams	38	Until noon	Yes	No definite policy	Straight time
Audubon	48 (a)	All day (a)	Yes	No overtime pay	No overtime pay
Chickasaw	44	Until noon	No	No definite policy	No definite policy
Clarke	44	Until noon	Yes	No definite policy	No definite policy
Davis	48	All day	- - -	Straight time	Straight time
Dickinson	40	Until noon	No	No overtime pay	- - -
Emmet	44 (b)	Until noon (c)	No	No definite policy (h)	Straight time
Fremont	38	Until noon	Yes	No overtime pay	No overtime pay
Greene	44	Until noon	Yes	No overtime pay	- - -
Grundy	44	Until noon	No	Straight time	Straight time
Hancock	44	Until noon	No	Straight time	Straight time
Howard	44	Until noon	No	No overtime pay	- - -
Humboldt	44	Until noon	Yes	No definite policy	- - -
Ida	44	Until noon	Yes	No overtime pay	- - -
Iowa	44	Until noon	Yes	No overtime pay	Straight time
Jefferson	44	Until noon	Yes	No overtime pay	- - -
Louisa	44	Until noon	Yes	No definite policy (i)	No definite policy (i)
Lucas	41½ (d, e)	Until noon	Yes	No overtime pay	Straight time
Lyon	38	Until noon	No	Straight time	Straight time
Madison	44	Until noon	Yes	Straight time	- - -
Mills	44	Until noon	Yes	No overtime pay	- - -
Mitchell	39	Until noon	No	No overtime pay	- - -
Montgomery	44	Until noon (f)	Yes	No definite policy (h)	- - -
Osceola	44	Until noon	Yes	No overtime pay	- - -
Palo Alto	44	All day	- - -	No overtime pay	- - -
Pocahontas	44	Until noon	Yes	No definite policy	- - -
Ringgold	44	Until noon	Yes	No definite policy	No definite policy
Shelby	48	All day	Yes	No overtime pay	- - -
Taylor	41½	Until noon	No	No overtime pay	- - -
Union	44	Until noon	Yes	No overtime pay	- - -
Van Buren	44	Until noon	Yes	No definite policy	- - -
Wayne	48 (g)	All day	Yes	Straight time	- - -
Winnebago	40	Until noon	No	No definite policy	Straight time
Worth	48	All day	No	No overtime pay	Straight time

- (a) Offices closed Saturday afternoon from May 1 to September 1, making a 44 hour week
- (b) Clerk of court's office: 38½ hours
- (c) Alternate Saturday mornings off for employees in offices of auditor, treasurer and recorder during the summer. Other offices allow some time off.
- (d) Assessor's office: 42 hours
- (e) The county superintendent's office is open

- 48 hours a week, but each person in the office is allowed one day off during the week.
- (f) In some offices, one employee gets the morning off on alternating Saturdays during the summer.
- (g) When possible, one day a week off is allowed.
- (h) Occasionally, compensatory time off
- (i) Employees receive straight salaries whether they work overtime or not.

POLICIES REGARDING HOLIDAYS, VACATIONS AND SICK LEAVES
FOR COUNTY OFFICE EMPLOYEES

Group A: Counties over 65,000 Pop.	HOLIDAYS WITH PAY (Number of days allowed)		VACATION (Number of days allowed)		SICK LEAVE (Number of days allowed)	
	Salaried Employees	Hourly Employees	Salaried Employees	Hourly Employees	Salaried Employees	Hourly Employees
	Black Hawk	8	None	11, 22 (a)	None	22
Dubuque	8	None	11	None	None (b)	None (b)
Linn	6	None	11	None	None (b)	None
Polk	9	9	10	10	18	18
Pottawattamie	9	- - -	11	- - -	11 (b, c)	- - -
Scott	9	9	5½, 11 (d)	5½, 11 (d)	12	12
Woodbury	8	- - -	11	- - -	None (b)	- - -
Group B: 40,000 to 50,000 Pop.						
Cerro Gordo	8	- - -	11	- - -	None (b)	- - -
Clinton	10	- - -	11	- - -	None (b)	- - -
Des Moines	9	- - -	5½, 11 (d)	- - -	7	- - -
Johnson	9	9	11 (e)	11 (e)	None (b)	None (b)
Lee	9	9	11	11	None (b)	None (b)
Story	9	None	11	None	None (b)	None (b)
Wapello	8	None	11	None	None (b)	- - -
Webster	7	None	11	None	None (b)	- - -
Group C: 23,000 to 40,000 Pop.						
Boone	9	9	11	11	None (b)	None (b)
Carroll	9	9	11	None	None (b)	None (b)
Dallas	8	- - -	11	- - -	30	- - -
Fayette	8	None	11	None	None (b)	- - -
Jasper	9	- - -	11	- - -	None (b, f)	- - -
Kossuth	10	10	5½, 11 (d)	None	None (b)	None (b)
Mahaska	8	8	11	11	None (b)	None (b)
Marion	9	9	6	None	6	None
Marshall	7	- - -	12	- - -	12	- - -
Muscatine	9	None	11	None	6	None
Page	9	- - -	11	- - -	None (b)	None
Plymouth	9	9	11	None	None (b)	None (b)
Sioux	6	- - -	5½	- - -	None	None

- (a) After one year, 11 days; after two years, 22 days
- (b) No set sick leave policy, but sick leave with pay is granted at the discretion of the board of supervisors or county officials.

- (c) Approximately 2 weeks
- (d) After one year, 5½ days; after two years, 11 days
- (e) After one year of employment
- (f) Up to one month may be granted.

POLICIES REGARDING HOLIDAYS, VACATIONS AND SICK LEAVES
FOR COUNTY OFFICE EMPLOYEES

Group D: 16,000 to 23,000 Pop.	HOLIDAYS WITH PAY (Number of days allowed)		VACATION (Number of days allowed)		SICK LEAVE (Number of days allowed)	
	Salaried Employees	Hourly Employees	Salaried Employees	Hourly Employees	Salaried Employees	Hourly Employees
	Allamakee	9	9	6	- - -	None (b)
Appanoose	9	None	11 (c)	None	None (b)	None (b)
Benton	9	- - -	11	- - -	None (b)	- - -
Bremer	8	- - -	11	- - -	None (b)	- - -
Buchanan	9	None	5½, 11 (d)	None	None (b)	None (b)
Buena Vista	8	8	11	None	None (b)	None
Butler	8	8	11	5½	None (b)	- - -
Cass	8	- - -	8	- - -	None (b)	None (b)
Cedar	9	None (a)	No policy	None	None (b)	None
Cherokee	9	None	11 (e)	- - -	None (b)	- - -
Clay	8	8	6, 12 (f)	None	None (b)	- - -
Clayton	9	- - -	(g)	- - -	None (b)	- - -
Crawford	9	None	5½, 11 (d)	None	None (b, h)	None (b, h)
Delaware	9	9	5½	None	None (b)	None (b)
Floyd	9	- - -	11	- - -	30	- - -
Franklin	8	- - -	11	- - -	None (b)	- - -
Hamilton	8	None	6, 12 (i)	None	None (b)	None (b)
Hardin	9	- - -	11	- - -	None (b)	- - -
Harrison	7	- - -	5½, 11 (j)	- - -	(k)	- - -
Henry	9	9	11	None	None (b)	None
Jackson	9	- - -	11	- - -	6	- - -
Jones	8	8	11	None	None (b)	None (b)
Keokuk	8	- - -	11	(m)	None (b)	None (b)
Monona	8	None	5½ to 11 (n)	None	None (b)	None
O'Brien	9	None	11	None	None (b)	None
Poweshiek	7	7	5½, 11 (d)	5½, 11 (d)	30	30
Sac	9	None	5½, 11 (d)	None	5	None
Tama	6	- - -	11	- - -	None (b)	- - -
Warren	7	7	5½, 11 (d)	5½, 11 (d)	None (b)	None (b)
Washington	9	None	11	11	None (b)	None (b)
Winneshiek	9	9	(p)	(p)	None (b)	None (b)
Wright	8	8	11	11	None (b)	None (b)

- (a) The clerk in the assessor's office is allowed 19 days for holidays, sick leave and vacation.
- (b) No set sick leave policy, but sick leave with pay is granted at the discretion of the board of supervisors or a county official.
- (c) After one year of employment
- (d) After one year, 5½ days; after two years, 11 days
- (e) This is not a definite policy, but most employees are allowed 11 days of vacation.
- (f) Less than one year employment, 6 days; over one year employment, 12 days
- (g) No vacations are authorized as a definite

- policy, but county officials sometimes do allow employees to take vacation with pay.
- (h) Hospital employees allowed one day a month with a maximum accumulation of 12 days.
- (i) One-half day for each month of employment with maximum of 12 days
- (j) Principals, 11 days; clerks, 5½ days
- (k) Principals, no set policy; clerks, 10 days at home or 18 days in hospital
- (m) One day for each month worked
- (n) Length of vacation is at the discretion of each official
- (p) Clerks are usually given 5½ days; no definite policy for officials.

POLICIES REGARDING HOLIDAYS, VACATIONS AND SICK LEAVES
FOR COUNTY OFFICE EMPLOYEES

Group E: 8,000 to 16,000 Pop.	HOLIDAYS WITH PAY (Number of days allowed)		VACATION (Number of days allowed)		SICK LEAVE (Number of days allowed)	
	Salaried Employees	Hourly Employees	Salaried Employees	Hourly Employees	Salaried Employees	Hourly Employees
	Adair	5	5	11	5½	None (a)
Adams	3	None	10	None	None (a)	None (a)
Audubon	9	9	12	None	None (a)	None (a)
Chickasaw	6	6	11	11	None (a)	None (a)
Clarke	9	None	11	None	None (a)	None (a)
Davis	7	- - -	- - -	- - -	No policy	No policy
Dickinson	9	- - -	11	- - -	None (a)	- - -
Emmet	9	None	5½, 11 (b)	None	30	None
Fremont	7	7	11	None	None (a)	None (a)
Greene	7	- - -	11	- - -	30	- - -
Grundy	9	None	7, 14 (c)	7, 14 (c)	14	14
Hancock	8	None	11	None	None (a)	None (a)
Howard	None	- - -	11	- - -	12	- - -
Humboldt	8	- - -	12 (d)	- - -	15	- - -
Ida	9	9	11	11	30	- - -
Iowa	9	None	11	None	None (a)	None
Jefferson	8	- - -	11	- - -	11	- - -
Louisa	7	7	11	None	30	- - -
Lucas	9	None	11	None	None (e)	None
Lyon	9	None	5½, 11 (f)	None	11 (g)	None
Madison	7	- - -	11	- - -	None (a)	- - -
Mills	9	- - -	11	- - -	None (a)	- - -
Mitchell	9	- - -	11	- - -	30	- - -
Montgomery	9	- - -	11	- - -	None (a)	- - -
Osceola	9	- - -	11 (h)	- - -	None (a)	- - -
Palo Alto	7	- - -	11	- - -	None (a)	- - -
Pocahontas	8	- - -	11	- - -	None (a)	- - -
Ringgold	6	6	None	None	None	None
Shelby	9	- - -	12	- - -	None (a)	- - -
Taylor	9	- - -	11	- - -	12	- - -
Union	8	- - -	11	- - -	None (a)	- - -
Van Buren	10	- - -	11	- - -	None (a)	- - -
Wayne	9	- - -	12	- - -	None (a)	- - -
Winnebago	8	None	11	None	None (a)	None
Worth	7	None	11	None	None (a)	None (a)

- (a) No set sick leave policy, but sick leave with pay is granted at the discretion of the board of supervisors or county officials.
- (b) After one year, 5½ days; succeeding years, 11 days
- (c) After six months employment, 7 days; after one year, 14 days
- (d) No vacation before one year of employment. One day of vacation for each month worked.

- (e) If a person is sick over a day or two, the additional days he is off are charged against his vacation time.
- (f) After 6 months employment, 5½ days; after one year, 11 days
- (g) There is no definite policy, but usually 2 weeks of sick leave are allowed, with the board's approval.
- (h) After one year of employment

PERSONNEL POLICIES FOR COUNTY WELFARE EMPLOYEES

The personnel policies and salary scales for county welfare employees are established by the Iowa State Department of Social Welfare.

- A. Hours of Work. The work week for county welfare employees is 40 hours.
- B. Vacation. One week of vacation is allowed after one year of employment. After two years, two weeks of vacation may be taken annually.
- C. Sick Leave. An employee is allowed 30 days of sick leave annually. He may accumulate 90 days of sick leave.
- D. Pay Plan. County welfare employees are paid according to the state-prescribed pay plan for the various classes of county welfare positions. The pay plan provides for four step increases in pay from the beginning salary.

Certain regulations must be followed in granting increases in pay:

1. Except in unusual instances, only one step increase in pay may be granted during a six months period.
2. Increases must be based upon quality and quantity of work as reflected by service ratings and other recorded measures of performance.
3. Before an increase in pay may be made, the county board of social welfare must recommend such increase. This recommendation must then be approved by the county board of supervisors before the matter is sent to the State Board of Social Welfare for final disposition.

The following are the beginning and maximum monthly salaries for county welfare positions in 1954. All of the four step increases for any position are of equal amounts.

County Director I: \$230-\$270	Stenographer I: \$165-\$185
County Director II: \$255-\$315	Stenographer II: \$180-\$220
County Director III: \$285-\$345	Typist I: \$160-\$180
County Director III: \$325-\$385	Typist II: \$175-\$215
Public Assistance Worker I: \$210-\$250	Clerk I: \$160-\$180
Public Assistance Worker II: \$230-\$270	Clerk II: \$170-\$210
Public Assistance Worker III: \$255-\$315	Clerk III: \$190-\$230

SALARIES OF OVERSEERS OF THE POOR

In 32 of the 94 counties that answered the questionnaire, the positions of the director of social welfare and the overseer of poor are not held by the same person. Here are the monthly salaries of the overseer of the poor in these 31 counties:

Adams \$200	Fremont \$240	Page \$300
Allamakee 219	Humboldt 190	Palo Alto 258
Benton 225	Iowa 250	Poweshiek 325
Black Hawk 350	Jones 200	Scott 325
Buchanan 235	Kossuth 250	Sioux 200
Carroll 275	Linn 300	Story 325
Cedar 190	Mahaska 240	Tama 228
Chickasaw 275	Mitchell 200	Webster 300
Davis 250	Montgomery 263	(Assistant) 245
Dickinson 250	Muscatine 329	Winneshiek 260
Fayette 208	(Assistant) 225	Woodbury 300
Floyd 250		
(Assistant) 210		

MONTHLY SALARIES OF EMPLOYEES OF ASSESSORS' OFFICES

Group A: Counties over 65,000 Pop.	Assessor	Deputy Assessor	Clerk	Field Work Assessors (Pay per roll)
Black Hawk	\$467 (a)	\$350 (a)	\$170 (e)	\$1.35 per hour (a)
Dubuque	442 (a)	365 (a)	270	\$10 per day (a)
Linn	467 (a)	- - -	215	\$1.50 per hour (a)
Polk	501	375	170 to 220 (b)	Paid by month
Pottawattamie	442 (a)	331 (a), 313 (a)	- - -	About \$250-300 per township
Scott	600 (a)	417 (a)	383 (c)	On contract
Woodbury	450 (a)	- - -	190	Paid by area assessed (a)
Group B: 40,000 to 50,000 Pop.				
Cerro Gordo	\$367 (a)	- - -	\$245	- - -
Clinton	383 (a)	\$275	200 (e)	Paid on contract
Des Moines	417 (a)	- - -	267	\$2.00, rural; \$0.75, towns (a)
Johnson	367	- - -	- - - (e)	\$7 per day (d)
Lee	421 (a)	- - -	225 (e)	\$1.65 rural; \$1.00, towns
Story	365 (a)	- - -	200 (e)	\$1.25 per hour (a)
Wapello	417 (a)	- - -	- - -	\$1.50 per hour (a)
Webster	417 (a)	- - -	- - -	Paid by area assessed
Group C: 23,000 to 40,000 Pop.				
Boone	\$400 (a)	- - -	\$190	\$1.25 per hour (a)
Carroll	400 (a)	\$308 (a)	200 (e)	\$3.25, rural; \$1.47½ per hr., town (a)
Dallas	333 (a)	288 (a)	200	\$1.25 per hour (a)
Fayette	367 (a)	- - -	227 (e)	Paid by township and town
Jasper	329 (a)	- - -	200	\$10 per day (a)
Kossuth	367 (a)	- - -	206-250 (i)	\$1.25 per roll (f)
Mahaska	304 (a)	- - -	180 (e)	\$1.75, rural; \$1.00, towns
Marion	333 (a)	238	- - -	\$1.25 per hour (a)
Marshall	342 (a)	- - -	210	\$1.75, rural; 1.00 towns (a)
Muscatine	350 (a)	- - -	- - -	\$12 per day
Page	304 (a)	225 (a)	- - -	\$1.75 per roll
Plymouth	400 (a)	- - -	228	(g)
Sioux	308 (a)	- - -	165	(h)

Note: All salaries have been rounded to nearest dollar.

(a) Plus seven cents per mile

(b) Five clerks in this salary range

(c) Salary of office assistant. A clerk is hired part-time at \$10 per day.

(d) Three dollars per day car allowance

(e) Starting salaries for clerks: Black Hawk, \$155 monthly; Clinton, \$140 monthly; Johnson, Lee and Mahaska, \$175 monthly;

Linn, \$215, monthly; Story, \$200 monthly; Carroll, \$125 monthly; and Fayette, \$217 monthly

(f) Plus five cents per mile

(g) For three months the total pay is \$260.

(h) Paid flat salary for property assessed

(i) Four clerks in this salary range

MONTHLY SALARIES OF EMPLOYEES OF ASSESSORS' OFFICES

Group D: 16,000 to 23,000 Pop.	Deputy			Field Work Assessors (Pay per roll)
	Assessor	Assessor	Clerk	
Allamakee	\$383 (a)	- - -	\$240	\$1.00 to \$1.35 per roll (a)
Appanoose	292 (a)	- - -	234	\$1.50 per hour
Benton	350 (a)	- - -	(b)	\$1.50 per hour (a)
Bremer	333 (a)	- - -	250, 226	\$0.45 per roll (a)
Buchanan	304 (a)	- - -	228	\$1.40 per hour (a)
Buena Vista	375 (a)	- - -	210 (b)	Lump sum for job (a)
Butler	292 (c)	\$219	- - -	\$1.30, rural; \$0.80, towns
Cass	292 (a)	250 (a)	190	\$2.25, rural; \$1.75 towns
Cedar	313 (a)	- - -	\$1.25 hr. (b)	\$1.20 per hour (a)
Cherokee	400 (a)	250 (a)	- - -	\$1.25 per hour (a)
Clay	333 (a)	292	- - -	(d)
Clayton	304 (a)	- - -	\$180 (b)	\$1.50 rural; \$0.75 towns (a)
Crawford	292 (a)	- - -	190 (b)	(e)
Delaware	292 (a)	- - -	219	\$1.25 per hour (a)
Floyd	304 (a)	250 (a)	- - -	\$10 per day (a)
Franklin	292 (a)	225	- - -	\$1.35 per hour (a)
Hamilton	350 (f)	219 (a)	165	(g)
Hardin	333 (a)	- - -	170 (b)	\$1.00 per hour (a)
Harrison	292 (a)	- - -	159 (b)	\$2.00 rural; \$1.00 towns (a)
Henry	300 (a)	- - -	219	\$2.00 rural; \$0.90 towns
Jackson	325 (a)	- - -	200	\$9 and \$10 per day (a)
Jones	292 (a)	- - -	219 (b)	\$1.25 per hour (a)
Keokuk	292 (a)	- - -	219	\$1.25 per hour (a)
Monona	392 (a)	219	- - -	Paid on contract basis
O'Brien	292 (a)	- - -	219 (h)	Paid by size of town or township
Poweshiek	313 (a)	- - -	200 (b)	Average of \$402 per township
Sac	367 (a)	219	190 (b)	\$1.50, rural; \$0.75, towns
Tama	304 (a)	- - -	210	\$1.25 per hour (a)
Warren	300 (a)	225	- - -	\$1.25 per roll
Washington	368 (a)	275 (a)	- - -	\$0.90 per roll (a)
Winneshiek	350 (a)	- - -	145 (b)	(j)
Wright	333 (a)	- - -	219 (i)	\$1.60 per hour (a)

Note: All salaries have been rounded to nearest dollar

- (a) Plus seven cents per mile
- (b) Starting salaries for clerks: Benton, \$155 monthly; Jones, Sac and Buena Vista, \$150 monthly; Cedar, \$1.00 per hour; Clayton and Winneshiek, \$140 monthly; Crawford, \$175 monthly; Hardin, \$160 monthly; Harrison, \$159 monthly; and Poweshiek, \$175 monthly
- (c) Car allowance of \$50 per month
- (d) Set sum per district; averages about \$218 per district per year.
- (e) Paid according to township and corporation schedule.
- (f) Uses county owned car, and expenses are paid.
- (g) Paid salary and receive mileage and meals when working.
- (h) Classified as a stenographer
- (i) Classified as an office assistant
- (j) Paid \$1.50 for each personal property roll, and \$2.25 for each real property roll

MONTHLY SALARIES OF EMPLOYEES OF ASSESSORS' OFFICES

Group E: 8,000 to 16,000 Pop.	Assessor	Deputy Assessor	Clerk	Field Work Assessors (Pay per roll)
Adair	\$333 (a)	\$270 (a)	- - -	Township, flat \$200; towns, varied (b)
Adams	267 (a)	- - -	- - -	\$1.00 per hour (a)
Audubon	289 (a)	- - -	\$175	Paid by size of area assessed
Chickasaw	291 (a)	- - -	- - -	\$1.50 per roll
Clarke	267	180	180	- - -
Davis	333 (a)	- - -	200	- - -
Dickinson	279 (a)	- - -	- - -	\$10 per day (a)
Emmet	333 (a)	250 (c)	190 (d)	\$10 per day (a)
Fremont	325 (a)	250	- - -	\$1.75 per roll
Greene	333	317	- - -	\$1.06 per hour (a)
Grundy	279 (a)	209 (a)	- - -	\$1.40 per roll (e)
Hancock	333 (a)	292 (a)	- - -	\$1.25 per hour (a)
Howard	279 (a)	209	- - -	\$1.50 per roll (a)
Humboldt	279 (a)	- - -	- - -	\$1.25 per hour (a)
Ida	300 (a)	- - -	- - -	Township-flat \$300; towns-varied
Iowa	292 (a)	- - -	- - -	\$1.25 per hour (a)
Jefferson	292 (a)	275 (a)	175	\$2.00, rural; \$1.25, towns; \$0.85, cities
Louisa	333 (a)	- - -	175 (d)	\$8.50 per day
Lucas	279 (a)	- - -	209 (f)	\$1.60, rural; \$0.75, cities and towns
Lyon	279 (a)	- - -	200 (h, d)	(g)
Madison	279 (a)	- - -	170 (d)	(i)
Mills	333 (a)	- - -	- - -	\$2.00 per roll
Mitchell	333 (a)	- - -	175 (d)	\$1.00 per hour
Montgomery	292	- - -	- - -	- - -
Osceola	279 (a)	- - -	209	\$1.25, rural; \$0.65 towns (a)
Palo Alto	292 (a)	185 (a)	- - -	- - -
Pocahontas	367 (a)	- - -	200	\$1.50, rural; \$0.75, towns (j)
Ringgold	300 (a)	- - -	- - -	Paid by township
Shelby	292	- - -	160 (d)	On contract
Taylor	279 (a)	200	- - -	\$1.00 per hour (a)
Union	292	- - -	200	\$1.75, rural; \$1.00 and \$1.20, towns
Van Buren	400 (a)	209 (a)	- - -	\$1.00 per hour
Wayne	279 (a)	- - -	182 (d)	\$1.00 per hour (a)
Winnebago	279 (a)	- - -	- - -	\$1.00 per hour (a)
Worth	321 (a)	209	- - -	\$1.25 per hour (a)

Note: All salaries have been rounded to nearest dollar.

- | | |
|---|---|
| (a) Plus seven cents per mile | (e) Plus 50 cents for each new building |
| (b) \$25 car allowance for township assessors | (f) Classified as secretary |
| (c) Amount allotted for unfilled position | (g) Pay is based on number of rolls and size of district. |
| (d) Starting salaries for clerks: Emmet and Lyon, \$175 monthly; Louisa, \$150 monthly; Madison, \$160 monthly; Mitchell, \$140 monthly; Shelby, \$143 monthly; Wayne \$165 monthly; and Davis, \$125 monthly | (h) Classified as stenographer |
| | (i) Average annual pay is \$550. |
| | (j) Plus \$1.50 per hour for hourly work |

MONTHLY SALARIES OF COUNTY HOME EMPLOYEES

Group A: Counties over 65,000 Pop.	Steward	Matron	Ward Lady	Ward Man	Farm Hand	Cook	Other Employees
Black Hawk	\$271	\$271	\$125-150	\$125-150	- - -	\$125-150	- - -
Dubuque	315	- - -	(a)	(a)	- - -	100	Guard, \$240
Linn	300	240	180	180	- - -	180	Janitor, \$180 (j)
Polk	346	263	154	154	- - -	171	(b)
Pottawattamie	183	167	- - -	- - -	- - -	115	Night guard, \$150
Scott	450	- - -	120	140	\$225	150	(c)
Woodbury	210	210	120-155	120-155	- - -	125-130	(d)
Group B: 40,000 to 50,000 Pop.							
Cerro Gordo	\$238	\$238	\$190	\$190	- - -	- - -	- - -
Clinton	250	167	- - -	- - -	\$140	\$110	- - -
Des Moines	258	258	140	140	- - -	140	- - -
Johnson	417 (e)	(e)	174	158	- - -	127	Night guard, \$50
Lee	200 (f)	170	140	150	- - -	140	Janitor, \$150
Story	267	233	145	74	150	- - -	Relief lady, \$125
Wapello	333	- - -	135	160	- - -	125	Nurse, \$151
Webster	238	238	140	140	150	150	Superintendent, \$180
Group C: 23,000 to 40,000 Pop.							
Boone	\$145	\$145	\$120	\$120	\$225 (g)	\$120	- - -
Carroll	220	75	125	- - -	- - -	- - -	- - -
Dallas	190	190	150	150	- - -	150	- - -
Fayette	271	271	115	125	130	120	- - -
Jasper	200	200	135	135	150	150	Laundry worker, \$135
Kossuth	250 (h)	- - -	113	100	- - -	- - -	Steward Assistant, \$100
Mahaska	(i)	150	- - -	- - -	175	135	Domestic helper, \$125
Marion	292	- - -	- - -	- - -	- - -	- - -	Janitor, \$225
Marshall	233	188	162	- - -	- - -	177	- - -
Muscatine	250	208	- - -	150	125	150	- - -
Page	150	150	- - -	- - -	- - -	100	- - -
Plymouth	208	208	- - -	- - -	- - -	150	Janitors, \$145 and \$115
Sioux	160	160	- - -	- - -	- - -	- - -	- - -

Note: All salaries have been rounded to nearest dollar.

(a) Five persons who are cared for at the county home do utility work in the home and receive \$5 to \$15 monthly. Housekeeper is paid \$128 monthly.

(b) Janitor, \$171; engineer, \$321; fireman, \$221; seamstress, \$158; nurse, \$267; carpenter, \$242

(c) Hired man, \$150; nurses, \$180 and \$140; fireman, \$75; painter, \$90; attendant, \$90

(d) Janitor, \$125-130; fireman, \$155; laundryman, \$155

(e) Combined salary of steward and matron

(f) Classified as superintendent

(g) Farm manager

(h) Combined salary of man and wife who help steward is \$225 monthly.

(i) Superintendent, \$250; his wife, \$140

(j) Attendants, \$180 monthly

MONTHLY SALARIES OF COUNTY HOME EMPLOYEES

Group D: 16,000 to 23,000 Pop.	Steward	Matron	Ward Lady	Ward Man	Farm Hand	Cook	Other Employees
Allamakee	\$150	\$150	\$113	\$113	- - -	\$135	Janitor, \$75
Appanoose	300	- - -	- - -	- - -	- - -	- - -	- - -
Benton	208	208	- - -	125	- - -	125	- - -
Bremer	191	166	- - -	- - -	- - -	90	- - -
Buchanan	167	167	115	- - -	\$135	120	Domestic helper, \$115
Buena Vista	308 (a)	(a)	100	130	- - -	- - -	- - -
Butler	190	160	115	- - -	145	- - -	- - -
Cass	140	140	- - -	- - -	- - -	- - -	- - -
Cedar	342 (a)	(a)	135	215	- - -	100	- - -
Cherokee	335	- - -	- - -	- - -	- - -	- - -	- - -
Clay	300 (b)	- - -	- - -	250	- - -	135	- - -
Clayton	150	140	- - -	- - -	180	120	- - -
Crawford	180	170	100	100	- - -	- - -	Yard man, \$135
Delaware	292	- - -	- - -	- - -	150	- - -	Domestic helper, \$117
Floyd	163	163	125	125	- - -	120	- - -
Franklin	230	100	- - -	- - -	165	- - -	- - -
Hamilton	215	185	- - -	- - -	- - -	- - -	- - -
Hardin	250	100	- - -	- - -	135	125	- - -
Harrison	(No County Home)		- - -	- - -	- - -	- - -	- - -
Henry	150	150	- - -	85	125	85	- - -
Jackson	333	- - -	- - -	- - -	160	125	- - -
Jones	217	217	- - -	- - -	- - -	- - -	- - -
Keokuk	200	175	- - -	- - -	225	100	Yard man, \$100
Monona	(No County Home)		- - -	- - -	- - -	- - -	- - -
O'Brien	208	208	135	135	135	125	Domestic helper, \$125
Poweshiek	200	200	150	- - -	- - -	- - -	- - -
Sac	111	111	- - -	- - -	- - -	- - -	- - -
Tama	175	175	135	- - -	- - -	150	Nurse, \$135
Warren	(No County Home)		- - -	- - -	- - -	- - -	- - -
Washington	208	208	145	145	125	125	Janitor, \$150
Winneshieik	225	130	- - -	(c)	160	120	Nurse, \$150
Wright	(No County Home)		- - -	- - -	- - -	- - -	- - -

Note: All salaries have been rounded to nearest dollar.

(a) Combined salary of steward and matron

(b) Classified as superintendent

(c) Night man, \$80 monthly; day man, \$90 monthly

MONTHLY SALARIES OF COUNTY HOME EMPLOYEES

Group E: 8,000 to 16,000 Pop.	Steward	Matron	Ward Lady	Ward Man	Farm Hand	Cook	Other Employees
Adair	\$140	\$140	\$100	\$125	---	---	---
Adams	100	100	---	---	---	---	---
Audubon	283 (a)	(a, b)	---	---	---	---	---
Chickasaw	270 (a)	(a)	185	---	---	---	---
Clarke	(No County Home)						
Davis	104	104	80	80	---	---	---
Dickinson	317 (a)	(a)	---	---	---	---	---
Emmet	400 (a)	(a)	100	---	\$150	---	---
Fremont	250 (a)	(a, c)	---	---	---	---	---
Greene	708 (d)	(d)	---	---	---	---	---
Grundy	(No County Home)						
Hancock	150	150	150	200 (e)	---	\$150	---
Howard	150 (f)	150	---	---	---	---	---
Humboldt	133	133	---	---	---	---	---
Ida	(No County Home)						
Iowa	250	250	150	150	---	---	---
Jefferson	150	120	100	110	---	85	Janitor, \$85
Louisa	138	137	75	75	---	---	---
Lucas	303 (a)	(a)	---	---	100	100	---
Lyon	(No County Home)						
Madison	(No County Home)						
Mills	(No County Home)						
Mitchell	175 (g)	100	150	59	---	175	---
Montgomery	170	170	90	125	---	---	---
Osceola	(No County Home)						
Palo Alto	150	---	---	---	---	---	---
Pocahontas	300 (a)	(a, h)	---	---	---	---	---
Ringgold	(No County Home)						
Shelby	110	110	---	---	---	---	Domestic helper, \$75
Taylor	150	150	120	---	---	100	Field sup't., \$120
Union	150	150	---	---	---	---	---
Van Buren	146	146	100	100	---	100	---
Wayne	250	---	---	---	---	100	Domestic helper, \$70
Winnebago	225	225	---	120	---	135	---
Worth	---	160	---	---	---	---	---

Note: All salaries have been rounded to nearest dollar.

- (a) Combined salary of steward and matron
 (b) Allowed \$100 per month to hire extra help
 (c) Assistant steward and stewardess are paid a combined monthly salary of \$180.
 (d) The steward and matron operate the county home under contract for \$8,500 per year.

- (e) Also herdsman
 (f) Allowed \$217 monthly to hire extra help
 (g) Classified as superintendent
 (h) Assistant steward and matron are paid a combined monthly salary of \$240.

MONTHLY SALARIES OF SELECTED COUNTY EMPLOYEES

Group A: Counties over 65,000 Pop.	School Superin- tendent	Adminis- trative Assistant	Supervisory Assistant	School Clerk	Hospital Superin- tendent	Secretary, Soldiers' Relief
Black Hawk	\$605	\$400	\$460	\$230 (b)	\$200 (a)	\$333
Dubuque	408	321	- - -	- - -	550 (c)	175
Linn	500	342	- - -	250 (b)	- - -	300
Polk	833	417	- - -	200	- - -	425 (g)
Pottawattamie	600 (d)	375 (d)	- - -	200 (b)	- - -	300 (h)
Scott	592	333	491 (f)	233	350 (e)	300 (h)
Woodbury	625	310	417	195 (b)	200	200
Group B: 40,000 to 50,000 Pop.						
Cerro Gordo	\$428	- - -	\$300	\$242	- - -	\$275
Clinton	525	\$342	394 (i)	180, 150 (b)	- - -	- - -
Des Moines	517	300	200	- - -	- - -	110
Johnson	558	- - -	392	190-225 (b)	- - -	125
Lee	500	- - -	- - -	250	- - -	- - -
Story	400	267	- - -	- - -	417	150
Wapello	475	280	- - -	- - -	667 (m)	267
Webster	470	- - -	358	200, 150	- - -	300
Group C: 23,000 to 40,000 Pop.						
Boone	\$542	\$458	\$375 (k)	- - -	\$460 (j)	\$336
Carroll	508 (m)	317	400	- - -	- - -	- - -
Dallas	525	300	- - -	- - -	500	105
Fayette	521	292	388 (n)	225 (b)	- - -	50
Jasper	500	180	385	- - -	- - -	75
Kossuth	517	342	- - -	195, 165 (b)	- - -	- - -
Mahaska	438	250	- - -	175 (b)	400 (p)	240
Marion	458	238	- - -	- - -	- - -	225
Marshall	467	195	- - -	- - -	- - -	200
Muscatine	500	190	- - -	- - -	583	35
Page	413	221	- - -	200	- - -	- - -
Plymouth	458	- - -	421 (q)	260	- - -	- - -
Sioux	467	- - -	- - -	- - -	- - -	50

Note: All salaries have been rounded to nearest dollar.

- (a) Plus quarters, meals and seven cents per mile car allowance
- (b) Starting salaries of clerks: Black hawk, \$165; Linn, \$200; Pottawattamie, \$180; Woodbury, \$170; Clinton, \$150; Johnson, \$158; Fayette, \$175; Kossuth, \$150; and Mahaska, \$175
- (c) Plus quarters, meals, etc.
- (d) Plus mileage
- (e) Plus noon meal
- (f) For 11 months employment
- (g) Intake constable, \$225 monthly
- (h) Salaries of assistants to secretary of soldiers relief: Pottawattamie, \$250; Scott, \$240
- (i) Supervisor of special education, \$392. (One-half of salary paid by state)
- (j) Hospital administrator, \$460, and hospital superintendent, \$375. Both reimbursed for expenses.
- (k) Reading assistant, \$375
- (m) Plus mileage and expenses
- (n) Music supervisor, one-half time, \$10.50 per day
- (p) Plus residence and maintenance
- (q) Supervisor of special and elementary education

MONTHLY SALARIES OF SELECTED COUNTY EMPLOYEES

Group D: 16, 000 to 23, 000 Pop.	School Superin- tendent	Adminis- trative Assistapt	Supervisory Assistant	School Clerk.	Hospital Superin- tendent	Secretary, Soldiers' Relief
Allamakee	\$417	\$225	- - -	\$225 (d)	- - -	- - -
Appanoose	417	225	- - -	- - -	- - -	- - -
Benton	408	- - -	- - -	170 (d)	- - -	- - -
Bremer	475	265	(a)	- - -	- - -	\$180
Buchanan	417	238	- - -	- - -	- - -	100
Buena Vista	483	(c)	- - -	- - -	\$500 (b)	- - -
Butler	433	317	- - -	- - -	- - -	- - -
Cass	483	250	- - -	- - -	- - -	250
Cedar	471	200	- - -	- - -	- - -	- - -
Cherokee	600	242	- - -	- - -	- - -	- - -
Clay	458	219	- - -	- - -	- - -	219
Clayton	417	229	- - -	- - -	(e)	- - -
Crawford	558	250	369	- - -	500 (f)	- - -
Delaware	417	219	- - -	- - -	425	- - -
Floyd	442	200	333	- - -	- - -	250
Franklin	417	250	- - -	- - -	- - -	- - -
Hamilton	442	219	- - -	- - -	550 (g)	175
Hardin	417	- - -	- - -	160 (d)	- - -	275
Harrison	333	219	- - -	- - -	- - -	- - -
Henry	483	250	- - -	167	475 (b)	- - -
Jackson	467	192	- - -	- - -	441	- - -
Jones	483	- - -	- - -	242	- - -	- - -
Keokuk	500	- - -	354	220	500	- - -
Monona	475	233	- - -	- - -	- - -	30
O'Brien	510	259	(h)	- - -	- - -	- - -
Poweshiek	417	250	- - -	- - -	- - -	150
Sac	465	245	- - -	- - -	- - -	- - -
Tama	417	235	- - -	- - -	- - -	26
Warren	479	219	313	(i)	- - -	219
Washington	383	219	- - -	- - -	390 (j)	- - -
Winneshiek	463	383	- - -	140-200 (d)	- - -	175
Wright	442	225	- - -	- - -	- - -	250

Note: All salaries have been rounded to nearest dollar.

(a) Nurse, \$250, plus seven cents per mile

(b) Plus house rent

(c) Position vacant at present

(d) Starting salaries of clerks: Allamakee, \$190; Benton, \$155; Hardin, \$160; and Winneshiek, \$140

(e) Hospital for the insane. Monthly salaries are: superintendent, \$140; matron, \$130; hired man, \$128.50; ward man, \$120; and

three women employees, \$120 each. All receive room and board.

(f) Plus mileage, meals, laundry and hospital discount

(g) Plus mileage, and meals away from the city

(h) Elementary supervisor, \$415 for 10 months; art supervisor, \$440 for 10 months

(i) Librarian, \$183

(j) Room, utilities and food

MONTHLY SALARIES OF SELECTED COUNTY EMPLOYEES

Group E: 8, 000 to 16, 000 Pop.	School Superin- tendent	Adminis- trative Assistant	Supervisory Assistant	School Clerk	Hospital Superin- tendent	Secretary, Soldiers' Relief
Adair	\$417	- - -	- - -	\$175	\$325 (a)	- - -
Adams	333	\$242	- - -	- - -	- - -	\$ 50
Audubon	438	- - -	- - -	- - -	460	- - -
Chickasaw	375	225	- - -	- - -	- - -	- - -
Clarke	417	200	- - -	- - -	400	- - -
Davis	396	- - -	- - -	- - -	417	- - -
Dickinson	417	- - -	- - -	- - -	- - -	- - -
Emmet	433	- - -	- - -	165 (b)	- - -	- - -
Fremont	479	250	- - -	- - -	- - -	90
Greene	400	258	- - -	- - -	542	100
Grundy	396	371	- - -	- - -	375	- - -
Hancock	483	- - -	195	195	450	- - -
Howard	417	225	- - -	(c)	- - -	209
Humboldt	433	258	333	- - -	- - -	- - -
Ida	450	- - -	- - -	- - -	- - -	40
Iowa	450	250	- - -	- - -	- - -	- - -
Jefferson	333	219	- - -	- - -	500	- - -
Louisa	450	- - -	- - -	145	- - -	50
Lucas	400	209	- - -	- - -	- - -	- - -
Lyon	417	- - -	- - -	175	- - -	150
Madison	525	- - -	- - -	250	417 (d)	- - -
Mills	438	209	- - -	- - -	- - -	- - -
Mitchell	479	279	- - -	- - -	500 (e)	- - -
Montgomery	438	255	- - -	- - -	- - -	- - -
Osceola	467	209	- - -	- - -	- - -	- - -
Palo Alto	- - -	- - -	- - -	- - -	- - -	- - -
Pocahontas	375	- - -	- - -	221	- - -	- - -
Ringgold	417	- - -	- - -	208	425	- - -
Shelby	479	- - -	375	155 (b)	500	- - -
Taylor	350	- - -	- - -	160	- - -	- - -
Union	375	- - -	- - -	- - -	325	275
Van Buren	375	209	- - -	- - -	242	- - -
Wayne	438	208	126 (g)	- - -	325 (f)	- - -
Winnebago	500	- - -	- - -	180 (b)	- - -	- - -
Worth	467	225	- - -	- - -	- - -	- - -

Note: All salaries have been rounded to nearest dollar.

(a) Plus 2 meals daily

(b) Starting salaries of clerks: Emmet, \$165;
Shelby, \$143; Winnebago, \$140

(c) Librarian, \$175

(d) Seven cents per mile and necessary expenses

(e) Seven cents per mile and \$15 monthly car allowance

(f) Part-time employment. Mileage is given.

(g) Part-time employment

MONTHLY SALARIES OF SELECTED COUNTY EMPLOYEES (Continued)

Group A: Counties over 65,000 Pop.	Health Nurse	Courthouse Janitor	Probation Officer*	Weed Commissioner
Black Hawk	\$325	\$250 (b, c)	\$358	\$1.25 per hour (a)
Dubuque	240-310 (d)	268, 183	375 (e)	\$253-for 12 months
Linn	260 (m)	275, 250 (u)	375 (e)	\$1.50 per hour-for 5 months
Polk	190 (f)	313	388	\$321-for 9 months
Pottawattamie	300 (g)	229 (h)	362 (e)	\$200-for 7 months
Scott	230, 150	250, 205, 195	375 (e)	\$7 per day-for 5 months (g)
Woodbury	400, 250	190	333 (e)	\$150 per month
Group B: 40,000 to 50,000 Pop.				
Cerro Gordo	- - -	\$185 (i, b)	\$300	- - -
Clinton	\$200	200 (b, j)	250	About \$320 monthly-for 5 months (g)
Des Moines	137-200	210	150-3 counties	\$150 per month-for 5 months
Johnson	250	298	229	\$225 per month-employed when needed
Lee	310	195, 175	- - -	\$300 per month-for 12 months
Story	260	271	- - -	\$275 per month-employed when needed
Wapello	- - -	185 (k)	150 (g)	\$1.50 per hour-when needed (g)
Webster	225 (m)	260, 150	333	\$290 per month-for about 8 months
Group C: 23,000 to 40,000 Pop.				
Boone	\$420	\$170 (b, n)	\$8 per day	\$10 per day-April 15 to Nov. 1 (g)
Carroll	210 (m)	225	- - -	\$300-for 8 months
Dallas	210 (g)	225	\$75-6 counties	\$8 per day
Fayette	- - -	200	\$84-6 counties	\$265-for 3 months (g, p)
Jasper	240 (m)	500 (r)	\$250-2 counties	- - -
Kossuth	280	215	\$63-8 counties	\$1.00 per hour-for 6 months (g)
Mahaska	- - -	235	- - -	\$200-for 12 months (s)
Marion	- - -	225	\$75-6 counties	\$8 per day-for 4 months
Marshall	- - -	230	\$300	\$250-for 8 months
Muscatine	- - -	200, 90	\$333	\$173 per month (t)
Page	- - -	250	\$123-4 counties	\$130 per month
Plymouth	- - -	225	\$65	\$10 per day
Sioux	240	185	\$123-6 counties	\$9 per day-for 7 months

Note: All salaries have been rounded to nearest dollar.

*Listed here are the number of counties that employ the same probation officer and the amount paid this person by the particular county

- | | |
|--|--|
| (a) Averages about \$250 per month for five months | (h) Building superintendent receives \$317 monthly, plus housing and utilities. |
| (b) Monthly salaries of firemen: Black Hawk, \$250; Dubuque, \$263 (night engineer: \$75, for eight months); Cerro Gordo, \$173; Clinton, \$200; Boone, \$1.35 hr.; and Marshall, \$200. | (i) Plus living quarters and utilities |
| (c) Maintenance man; \$100 monthly | (j) Night watchman, \$200 |
| (d) Position unfilled at present | (k) Custodian, \$225 |
| (e) Monthly salaries of deputy or assistant probation officers: Dubuque, \$300; Linn, \$300; Pottawattamie, \$208 and \$275; Scott, \$300; Woodbury, \$225, \$250, \$250 and \$275 | (m) County share of salary |
| (f) Animal control officer, \$250 | (n) Plus \$35 room and board allowance |
| (g) Plus seven cents per mile | (p) Also paid \$75 for three weeks work in May, \$100 for work in August |
| | (r) Janitor hires help he needs out of this pay |
| | (s) Works at anything the board may direct |
| | (t) Also is caretaker |
| | (u) Six assistants are paid \$225 per month, and one matron is paid \$175 per month. |

MONTHLY SALARIES OF SELECTED COUNTY EMPLOYEES (Continued)

Group D: 16,000 to 23,000 Pop.	Health Nurse	Courthouse Janitor	Probation Officer*	Weed Commissioner
Allamakee	- - -	\$220	\$50-6 counties	\$230-for 8 months
Appanoose	- - -	186 (a)	\$100	- - -
Benton	\$295	220	\$125-2 counties	\$225-for 8 months
Bremer	- - -	250	\$44 (c)	\$0.80 per hour (b)
Buchanan	- - -	225, 150	- - -	\$1.15 per hour-for 4 months (b)
Buena Vista	150 (d)	285	\$53-8 counties	\$1.20 per hour-for 4-5 months (b)
Butler	- - -	270	\$44-6 counties	\$200-for 7 months
Cass	- - -	225, 200	\$84-3 counties	\$185-for 10 months
Cedar	- - -	180	- - -	\$225-for 5 months
Cherokee	- - -	250	\$100	\$275-for 12 months
Clay	360	220	\$46-8 counties	\$1.20 per hour
Clayton	- - -	255	\$67-6 counties	\$250 per month-for 5 months
Crawford	225	225	- - -	\$1.25 per hour (b)
Delaware	- - -	250	- - -	\$1.25 per hour-for 4 months (b)
Floyd	- - -	240 (f)	\$8 per day (b)	\$225, 250 (e)
Franklin	- - -	165 (g)	- - -	\$1.25 per hour-for 7 months
Hamilton	- - -	215, \$1.00 hr.	- - -	\$1.00, 1.25 per hour-for 4 months (b)
Hardin	- - -	250 (h)	- - -	\$10 per day-for about 8 months (b)
Harrison	195	240	\$90-3 counties	\$1.00 per hour-for about 5 months
Henry	- - -	300, 150	\$90-3 counties	- - -
Jackson	150 (d)	230, 115	\$100 per month	- - -
Jones	- - -	185, 170	- - -	\$8 per day (b)
Keokuk	270	210	- - -	- - -
Monona	180	310 (m)	- - -	- - -
O'Brien	- - -	250	\$102-4 counties	\$1.25 per hour (b)
Poweshiek	- - -	215	\$83-2 counties	\$10 per day-during weed season
Sac	225	225	- - -	\$1.50 per hour (b)
Tama	- - -	200 (j)	\$125-2 counties	\$273-for 11 months (i)
Warren	225	225 (k)	\$58-6 counties	\$10 per day-for 5 months
Washington	- - -	275	- - -	\$1.00 per hour-for 8 months (b)
Winneshiek	210 (d)	175 (n)	\$65-6 counties	\$200-for 10 months
Wright	240	275	\$1.00 per hour	\$260 monthly

Note: All salaries have been rounded to nearest dollar.

*Listed here are the number of counties that employ the same probation officer and the amount paid this person by the particular county.

- | | |
|--|--|
| (a) Matron, \$75 monthly | (h) Firemen employed when needed, \$250 monthly |
| (b) Plus seven cents per mile | (i) Has charge of brush clearing when not destroying weeds |
| (c) Plus expenses. With 7 other counties. | (j) Matron, \$100 monthly |
| (d) County share of salary | (k) Assistant, \$75 monthly; matron, \$49 monthly |
| (e) Five months, \$250 monthly; other months, \$225 | (m) Combined salary of man and wife who do this work |
| (f) Assistant, \$190 per month and an apartment in the court house | (n) Plus room |
| (g) Matron, about \$120 monthly | |

MONTHLY SALARIES OF SELECTED COUNTY EMPLOYEES (Continued)

Group E: 8,000 to 16,000 Pop.	Health Nurse	Courthouse Janitor	Probation Officer*	Weed Commissioner
Adair	- - -	\$175	\$42-6 counties	\$1.20 per hour-for summer months
Adams	- - -	200	- - -	\$1.25 per hour
Audubon	- - -	250	\$54-3 counties	\$1.00 per hour
Chickasaw	- - -	155	\$45-6 counties	\$75 monthly-during season
Clarke	- - -	190	- - -	\$200-for about 4 months (a)
Davis	- - -	208	- - -	\$120-for 2 months
Dickinson	- - -	200	\$35-8 counties	\$200-for 5 months
Emmet	- - -	220	\$35-8 counties	\$1.00 per hour (a)
Fremont	- - -	185	\$70-4 counties	\$25-for 4 months
Greene	- - -	233, 215 (b)	- - -	\$270 per month
Grundy	- - -	180	- - -	\$1.00 per hour (a)
Hancock	\$180 (c)	260	\$44-6 counties	\$1.10 per hour-for 6 months (a, d)
Howard	- - -	200	\$39-6 counties	\$180 for 10 months
Humboldt	280	175 (e)	\$35-8 counties	\$265 for 4 months
Ida	- - -	235	- - -	\$228 per month
Iowa	- - -	225	Hourly basis	\$0.90 per hr. -for about 10 months (a)
Jefferson	- - -	200	\$50 per month	- - -
Louisa	- - -	200	\$60-3 counties	\$75 per month
Lucas	- - -	167	\$83-2 counties	\$1.10 per hour-for 5 months
Lyon	250	225	\$67-4 counties	\$133 for 12 months (f)
Madison	- - -	210	\$50-6 counties	- - -
Mills	- - -	175	\$70-4 counties	\$50 per year
Mitchell	- - -	200	\$44-7 counties	\$100-for 12 months
Montgomery	- - -	225	\$88-4 counties	\$260 per month (g)
Osceola	- - -	209	\$60-4 counties	\$95-for 7 months
Palo Alto	- - -	219	- - -	\$1.00 per hour-for 6 months (a)
Pocahontas	310	290	\$42-(h)	\$48 weekly-for 7 months (a)
Ringgold	- - -	200	- - -	- - -
Shelby	- - -	200	\$72-4 counties	\$200 for 3 to 6 months
Taylor	- - -	200	- - -	\$1.15 per hour-for 5-6 months
Union	- - -	200	- - -	- - -
Van Buren	- - -	200	- - -	- - -
Wayne	- - -	167	- - -	\$1.15 per hour
Winnebago	- - -	200	\$44-6 counties	\$225-for 4 months
Worth	250 (a)	175	\$44-6 counties	\$1.00 per hour-for 5 months (a)

Note: All salaries have been rounded to nearest dollar.

*Listed here are the number of counties that employ the same probation officer and the amount paid this person by the particular county.

(a) Plus seven cents per mile

(b) Matron, \$75 monthly

(c) County share of salary

(d) Assistant, \$1.00 per hour and mileage;
helpers, \$0.95 per hour

(e) Plus living quarters

(f) Field men, \$1.00 per hour

(g) Driver, \$1.10 per hour

(h) Plus mileage and expenses. With 7 other
counties.

NUMBER OF EMPLOYEES AND MONTHLY SALARIES OF CLERKS
IN COUNTY AUDITORS' OFFICES

Group A: Counties over 65,000 Pop.	Number of Deputies	Number of Other Employees	Salary of Highest Paid Clerk	Salary of Beginning Clerk
Black Hawk	3	4	\$235	\$155
Dubuque	4	4	324	175-200
Linn	3	7	205	170
Polk	8	15	242	200
Pottawattamie	3	2	265	200
Scott	4	6	250	195
Woodbury	4	6	190	170
Group B: 40,000 to 50,000 Pop.				
Cerro Gordo	2	4	245	150
Clinton	3	2	200	140
Des Moines	1	6	195	155
Johnson	0 (a)	6	350	150
Lee	2	2	225	175
Story	2	2	\$1.00 hr.	\$0.90 hr.
Wapello	1	5	160	150
Webster	2	2	225	- - -
Group C: 23,000 to 40,000 Pop.				
Boone	1	1	180	165
Carroll	2	2	175	125
Dallas	1	2	185	150
Fayette	1	2	230	140
Jasper	2	1	200	\$7 per day
Kossuth	1	2	206	\$7 per day
Mahaska	2	2	180	175
Marion	1	2	185	160
Marshall	1	4	220	150-160
Muscatine	2	1	192	163
Page	1	2	200	165
Plymouth	2	0	- - -	- - -
Sioux	0	2	200	125

Note: All salaries have been rounded to nearest dollar.

(a) There is an assistant county auditor in this county.

(b) Salary of chief clerk

The following are salaries paid to other non-deputy employees of the auditors' offices.

Stenographer: Black Hawk, \$165-200 per month; Woodbury, \$190 per month; and Wapello, \$238 per month

Photostat operator: Polk, \$269 per month

Microfilm operator: Wapello, \$200 per month (also works for clerk of court)

Bookkeeping machine operator: Black Hawk, \$170-235 per month

Bookkeeper: Black Hawk, \$165-185 per month; Polk, \$294 per month; Woodbury, \$190 per month; Wapello, \$238 per month; and Story, \$195-218 per month.

Addressograph operator: Black Hawk, \$200-235 per month; Dubuque, \$253 per month; Wapello, \$200 per month; and Muscatine, \$283 per month (also works for assessor and treasurer)

Platman: Polk, \$267 per month

Chief billing clerk: Polk, \$269 per month

NUMBER OF EMPLOYEES AND MONTHLY SALARIES OF CLERKS
IN COUNTY AUDITORS' OFFICES

Group D: 16,000 to 23,000 Pop.	Number of Deputies	Number of Other Employees	Salary of Highest Paid Clerk	Salary of Beginning Clerk
Allamakee	0	2	\$219	\$180
Appanoose	2	2	160	140
Benton	2	0	- - -	155
Bremer	2	0	- - -	175
Buchanan	1	2	175	140
Buena Vista	2	1	150	150
Butler	2	0	(a)	- - -
Cass	1	2	160	(b)
Cedar	1	1	\$0.80 hr.	\$0.75 hr.
Cherokee	2	0	- - -	- - -
Clay	1	1	219	183
Clayton	1	1	200	140
Crawford	2	0	- - -	- - -
Delaware	1	1	1.00 hr.	0.65 hr.
Floyd	2	1	180	150
Franklin	2	1	210	- - -
Hamilton	1	3	185	\$0.75-1.00 hr.
Hardin	1	2	170	160
Harrison	2	1	159	159
Henry	2	1	210	- - -
Jackson	1	0	- - -	- - -
Jones	1	1	158	150
Keokuk	1	1	219 (c)	200
Monona	2	1	219	- - -
O'Brien	2	0	- - -	- - -
Poweshiek	2	0	- - -	- - -
Sac	1	2	190	150
Tama	1	1	210	- - -
Warren	1	2	180	150
Washington	2	1	195	180
Winneshek	1	1	140	140
Wright	1	2	200	- - -

Note: All salaries have been rounded to nearest dollar

- (a) General clerk who operates addressograph and accounting machine and who may be used in any office, \$175-190 per month
- (b) New employees usually begin at \$6 per day and are appointed as clerk at the request of the official
- (c) A machine operator who works for assessor, auditor and treasurer, \$219 per month

NUMBER OF EMPLOYEES AND MONTHLY SALARIES OF CLERKS
IN COUNTY AUDITORS' OFFICES

Group E: 8,000 to 16,000 Pop.	Number of Deputies	Number of Other Employees	Salary of Highest Paid Clerk	Salary of Beginning Clerk
Adair	1	1	\$180 (a)	- - -
Adams	1	0	- - -	- - -
Audubon	1	0	- - -	- - -
Chickasaw	1	1	175	150
Clarke	1	0	- - -	- - -
Davis	1	1	125	125
Dickinson	2	1	155	- - -
Emmet	2	1	165	165
Fremont	1	1	225	- - -
Greene	2	1	200	- - -
Grundy	2	0	- - -	- - -
Hancock	3	0	- - -	- - -
Howard	1	0	- - -	- - -
Humboldt	1	1	180	150
Ida	0	1	165	165
Iowa	1	1	200	160
Jefferson	2	1	175	- - -
Louisa	1	1	175	150
Lucas	1	0	- - -	- - -
Lyon	2	0	- - -	175
Madison	1	1	170	160
Mills	0	1	190	175
Mitchell	1	2	170	140
Montgomery	1	0	- - -	160
Osceola	1	0	- - -	- - -
Palo Alto	2	0	- - -	- - -
Pocahontas	2	1	185	150
Ringgold	1	1	173	173
Shelby	1	1	190	143
Taylor	2	0	- - -	- - -
Union	1	1	200	- - -
Van Buren	1	2	170	160
Wayne	1	1	175	165
Winnebago	1	2	150	150
Worth	1	0	- - -	- - -

Note: All salaries have been rounded to nearest dollar.

(a) \$7.50 per day

NUMBER OF EMPLOYEES AND MONTHLY SALARIES OF CLERKS
IN COUNTY TREASURERS' OFFICES

Group A: Counties over 65,000 Pop.	Number of Deputies	Number of Other Employees	Salary of Highest Paid Clerk	Salary of Beginning Clerk	Salary of Motor Vehicle Clerk*
Black Hawk	5	12	\$255	\$155	\$155-195 (a)
Dubuque	6	7	321	185-200	205-321
Linn	2	13	265	170	- - -
Polk	4	28	242	200	350 (b)
Pottawattamie	2	14	331	200	- - -
Scott	7	16	275	175	- - -
Woodbury	6	8	190	170	190 (c)
Group B: 40,000 to 50,000 Pop.					
Cerro Gordo	1	7	238	150	- - -
Clinton	3	8	200	140	- - -
Des Moines	3	9	195	155	- - -
Johnson	0	9	350 (h)	150	- - -
Lee	3	5	175	175	190
Story	2	3	200	\$0.90 hr.	218
Wapello	1 (d)	6 (d)	160	150	160, 175 (e)
Webster	7	0	- - -	165	- - -
Group C: 23,000 to 40,000 Pop.					
Boone	2	4	190	165	180
Carroll	2	1	165	125	- - -
Dallas	2	4	185	- - -	185
Fayette	2	3	225	140	- - -
Jasper	2	3	200	\$7 per day	- - -
Kossuth	2	4	206	\$7 per day	265
Mahaska	2	4	180	175	- - -
Marion	1	2	185	160	- - -
Marshall	1	6	200	150-160	240
Muscatine	5 (f)	2 (f)	192	163	192
Page	1	2	200	165	- - -
Plymouth	2	0	- - -	- - -	- - -
Sioux	1	- - -	200	125	238 (g)

Note: All salaries have been rounded to nearest dollar.

*In some instances, the motor vehicle clerk may also be a deputy.

- (a) Stenographer, \$165-200 per month; book-keeping machine operator, \$170-235 per month; microfilm operator (works for all departments), \$150 per month; and book-keeper, \$165-185 per month.
- (b) Cashier, \$379 per month and bookkeeper, \$399 per month
- (c) Stenographer, \$190 per month and cashier, \$190 per month

- (d) Plus two deputies and four clerks in the motor vehicle department
- (e) Cashier, \$238 per month and bookkeeper, \$238 per month
- (f) Includes two deputies and a clerk of the auto department
- (g) Tax accounting machine operator, \$250 per month.
- (h) Salary of chief clerk

NUMBER OF EMPLOYEES AND MONTHLY SALARIES OF CLERKS
IN COUNTY TREASURERS' OFFICES

Group D: 16,000 to 23,000 Pop.	Number of Deputies	Number of Other Employees	Salary of Highest Paid Clerk	Salary of Beginning Clerk	Salary of Motor Vehicle Clerk*
Allamakee	1	2	\$219	\$180	\$219
Appanoose	2	2	160	140	- - -
Benton	2	2	170	155	- - -
Bremer	2	1	- - -	175	- - -
Buchanan	2	1	175	- - -	- - -
Buena Vista	2	4	200	150	- - -
Butler	2	1	- - -	- - -	175
Cass	2	2	160	(a)	- - -
Cedar	1	2	\$0.85 hr.	\$0.75 hr.	- - -
Cherokee	2	1	175	- - -	- - -
Clay	1	2	219	183	- - -
Clayton	1	2	200	140	- - -
Crawford	2	3	190	175	219, 190
Delaware	2	2	200	150	- - -
Floyd	1	4	210	150	205, 180
Franklin	1	2	185	175	- - -
Hamilton	2	1	185	- - -	- - -
Hardin	1	4	170	140	- - -
Harrison	1	4	159	159	- - -
Henry	2	1	210	- - -	- - -
Jackson	2	1	175	- - -	- - -
Jones	1	2	180	150	- - -
Keokuk	2	1	- - -	- - -	200
Monona	3	1	0.85 hr.	0.85 hr.	- - -
O'Brien	3	0	- - -	- - -	- - -
Poweshiek	2	2	200	1.00 hr.	- - -
Sac	2	4	190	150	- - -
Tama	1	3	210	- - -	210 (b)
Warren	1	2	170	150	- - -
Washington	2	1	195	180	- - -
Winneshiek	1	1	- - -	- - -	175
Wright	1	2	200	- - -	- - -

Note: All salaries have been rounded to nearest dollar.

*In some instances, the motor vehicle clerk may also be a deputy.

(a) New employees usually begin at \$6 per day and are appointed as clerk at the request of the official

(b) Bookkeeper, \$210 per month

NUMBER OF EMPLOYEES AND MONTHLY SALARIES OF CLERKS
IN COUNTY TREASURERS' OFFICES

Group E: 8,000 to 16,000 Pop.	Number of Deputies	Number of Other Employees	Salary of Highest Paid Clerk	Salary of Beginning Clerk	Salary of Motor Vehicle Clerk*
Adair	1	1	\$180 (a)	---	---
Adams	1	0	---	---	---
Audubon	1	2	175	---	---
Chickasaw	1	2	175	\$140	---
Clarke	1	1	150	---	---
Davis	1	0	---	---	---
Dickinson	1	3	165	---	---
Emmet	3	0	---	---	---
Fremont	1	2	225	---	\$209
Greene	2	1	200	---	---
Grundy	1	3	186	140	(b)
Hancock	3	0	---	---	---
Howard	1	0	---	---	---
Humboldt	1	1	180	150	---
Ida	0	2	150	150	235
Iowa	2	0	---	---	---
Jefferson	2	1	175	---	175
Louisa	2	1	175	150	---
Lucas	1	0	---	---	---
Lyon	2	0	---	175	---
Madison	2	1	170	160	170
Mills	2	0	---	---	---
Mitchell	1	2	150	140	---
Montgomery	1	2	175	160	---
Osceola	2	0	---	---	---
Palo Alto	5	0	---	---	---
Pocahontas	1	3	185	---	---
Ringgold	1	1	173	173	---
Shelby	0	3	160	143	---
Taylor	2	0	---	---	---
Union	1	1	200	---	---
Van Buren	1	1	---	---	200
Wayne	1	1	175	165	---
Winnebago	2	1	170	140	---
Worth	2	0	---	---	---

Note: All salaries have been rounded to nearest dollar.

*In some instances, the motor vehicle clerk may also be a deputy.

(a) \$7.50 per day

(b) Stenographer, \$140 per month

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 81 of the 95 counties that returned the questionnaire.

B. Twenty-one of the 95 counties that returned the questionnaire reported that clerical 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 these salary scales in 17 of the counties; Cerro Gordo, Clayton, Clinton and Davis Counties reported that clerks were paid according to a salary scale, but the details of the salary scales were not reported.

Appanoose. All clerks begin at \$140 per month. After six months, the pay is increased to \$160 per month.

Benton. The salaries of employees are increased from the beginning salary to the maximum salary after six months, on the recommendation of the head of the office.

Boone. Usually employees receive a salary increase after the first six months; thereafter, the increases are made annually until the maximum salary is reached.

Buchanan. Employees receive a \$20 per month increase in pay after one year of employment.

Crawford. All clerks begin at \$175 per month. After three months, the pay is increased to \$190 per month.

Des Moines. There are three classes of clerical employees: Senior Clerk, \$175 to \$195 per month; Intermediate Clerk, \$165 to \$185 per month; and Junior Clerk, \$155 to \$175 per month. Merit increases may be earned each six months until the maximum salary is reached. The salary scales are based on the U. S. Department of Labor Cost of Living Index and are subject to adjustment twice each year depending on the changes in the cost of living index.

Fayette. The salaries of employees are increased ten percent each six months until the maximum salary is reached.

Greene. The beginning salary for clerks is \$175 per month. After three months, the salary is increased to \$200 per month.

Grundy. The salary range for clerks is \$140-\$186.46 per month. After the first six months, a salary increase of five dollars is given. Each six months thereafter a ten dollar increase is given until the maximum salary is reached.

Hancock. The beginning wage is \$0.80 per hour. This is increased to \$0.90 per hour after six months. However, the clerk in the school superintendent's office may be paid \$1.00 per hour maximum wage.

Humboldt. The salary range for clerks is \$150-\$180 per month. A clerk is paid \$150 per month for the first six months; \$160 per month, second six months; \$170 per month, second year, and \$180 per month thereafter.

Marion. The salary range for clerks is \$160-\$185 per month. The salary is increased five dollars after each six months until the maximum is reached.

Page. Salaries of office help are increased after six months. After one year of employment, the salary is increased to the maximum.

Sac. The salary range for clerks is \$150-\$190 per month. A clerk is paid \$150 per month for the first six months, \$162 per month for the second six months, \$168 per month for the second year, \$175 per month after two years, and \$190 per month when classified as First Clerk.

Story. If a clerical employee is hired on a permanent basis, the beginning salary is \$194.79 per month. Increases in salary are made after six month periods upon the recommendation of the principal. The first increase is to \$200 per month, and the second increase is to \$212.50 per month.

Washington. After four months the beginning salary is increased to the regular salary.

Woodbury. The salary scale for clerical help is \$150-\$190 per month. Increases are made after each year of employment until the maximum salary is reached.

HOURS OF WORK OF COUNTY ROAD EMPLOYEES

Group A: Counties over 65,000 Pop.	SUMMER WORK WEEK		WINTER WORK WEEK		SATURDAY HOURS IN SUMMER
	Hourly Employees	Monthly Employees	Hourly Employees	Monthly Employees	
Black Hawk	60	44 (a)	Same hours	Same hours	All day
Dubuque	47½	47½	45 (b)	45 (b)	None (c)
Linn	44	44	Same hours	Same hours	Until noon
Polk	45 (d)	45	(d)	Same hours	None (c)
Pottawattamie	50	55½	44 (e)	44, 50 (f)	Until noon
Scott	60 (g)	44 (h)	54 (b)	Same hours	All day
Woodbury	44	60	Same hours	48 (i)	All day
Group B: 40,000 to 50,000 Pop.					
Cerro Gordo	50	48	Same hours	Same hours	Until noon
Clinton	55	44	50 (i)	Same hours	Until noon
Des Moines	45	44	Same hours	Same hours	Until noon (j)
Johnson	40	44	Same hours	Same hours	None
Lee	49½	49½	44 (e)	44 (e)	All day (k)
Story	- - -	55	- - -	44 (m)	Until noon
Wapello	40	40, 44	Same hours	Same hours	None
Webster	55	54	44 (e)	44 (e)	Until noon
Group C: 23,000 to 40,000 Pop.					
Boone	54	54	48 (b)	48 (b)	All day
Carroll	50	50	47	47	Until noon
Dallas	60	48	Same hours (n)	Same hours	All day
Fayette	60	44	54	Same hours	All day
Jasper	54	54	50 (i)	50 (i)	All day
Kossuth	60	60	48	48	All day
Mahaska	48	48	Same hours	Same hours	All day
Marion	54	54	48 (i)	48 (i)	All day
Marshall	55	44	45 (e)	Same hours	Until noon
Muscatine	50	50, 41 (p)	44 (m)	44 (m)	Until noon
Page	60	44	Same hours	Same hours	All day
Plymouth	48	44	Same hours	Same hours	All day
Sioux	60	60	48 (b)	48 (b)	All day

(a) The only monthly employees are the engineer, assistant engineer and clerk.

(b) Six months

(c) Except in emergencies

(d) About 30 percent of the road workers work a 36 hour week from December to April, and 50 hours per week the remainder of year.

(e) Five months

(f) For four months, 44 hours; for one month, 50 hours

(g) Road crew employees

(h) Engineering office employees. Survey crew works 44 hours in winter and 44 to 54 hours in summer.

(i) Four months

(j) Bridge and culvert maintenance men do not work Saturdays.

(k) Alternating Saturdays off

(m) Three months

(n) Tractor scoop operators work 48 hours.

(p) Administrative and engineering personnel work 41 hours throughout the year.

HOURS OF WORK OF COUNTY ROAD EMPLOYEES

Group D: 16,000 to 23,000 Pop.	SUMMER WORK WEEK		WINTER WORK WEEK		SATURDAY HOURS IN SUMMER
	Hourly Employees	Monthly Employees	Hourly Employees	Monthly Employees	
Allamakee	60	54	(a)	Same hours	All day
Appanoose	54	44	Same hours	Same hours	All day
Benton	- - -	- - -	- - -	- - -	- - -
Bremer	60	49	54 (b)	44 (b)	All day (c)
Buchanan	54	44	Same hours	Same hours	All day
Buena Vista	60	54	Same hours	Same hours	All day
Butler	60	60	48	48	All day (d)
Calhoun	48	48	Same hours	Same hours	All day
Cass	54 (e)	48	54 (e)	Same hours	All day
Cedar	60	60	48, 54 (f)	48, 54 (f)	All day (g)
Cherokee	60	44	Same hours	Same hours	All day
Clay	60	60	Same hours	Same hours	All day
Clayton	60	44	54 (h)	Same hours	All day
Crawford	50	50	40 (i)	40 (i)	None
Delaware	60	60	48 (j)	48 (j)	7 hours
Floyd	60	48	48 (b)	Same hours	All day
Franklin	48, 54 (k)	44, 48 (k)	Same hours	Same hours	All day
Hamilton	55 (m)	40	44 (m)	Same hours	Until noon
Hardin	55½ (n)	39 (p)	Same hours	Same hours	Until noon
Harrison	60	48	54 (q)	Same hours	All day
Henry	52	52	Same hours	Same hours	7 hours
Jackson	55	50	50 (q)	Same hours	Until noon
Jones	55	50	49½, 44 (r)	49½, 44 (r)	Until noon
Keokuk	52½	52½	47½ (s)	47½ (s)	Until noon
Monona	60	44	54	Same hours	All day
O'Brien	60	60	48	48	All day
Poweshiek	55	55	49½ (b)	49½ (b)	Until noon
Sac	54	54	Same hours	Same hours	All day
Tama	54	48	Same hours	Same hours	All day
Warren	55	49½ (t)	44	44	Until noon
Washington	- - -	50	- - -	44 (b)	Until noon
Winneshiek	60	48	Same hours	Same hours	All day
Wright	50	39 (u)	Same hours	Same hours	Until noon

(a) Construction employees work as weather permits; maintenance employees work same hours throughout the year.

(b) Four months

(c) Office force works until noon

(d) Employees receive one Saturday off each month.

(e) 48 hours during winter, 54 hours during spring and fall, and 60 hours during summer; an average of 54 hours.

(f) 48 hours during two months, 54 hours during three months, and 60 hours during seven months

(g) Construction men work until noon

(h) Six months

(i) October 24 to March 6

(j) For four months. Employees are paid

throughout the year on the basis of a 53 hour week.

(k) Engineering personnel, 48 hours; clerk, 44 hours; all other employees, 54 hours

(m) 55 hours for 32 weeks; 44 hours, 20 weeks

(n) Construction crew paid on basis of 66 hour week

(p) Engineer and clerk are only monthly employees.

(q) Five months

(r) Two months, 49½ hours; two months, 44 hours

(s) Three months

(t) Some monthly employees work the same hours as daily employees.

(u) Engineer, assistant engineer, and clerk are only monthly employees.

HOURS OF WORK OF COUNTY ROAD EMPLOYEES

Group E: 8,000 to 16,000 Pop.	SUMMER WORK WEEK		WINTER WORK WEEK		SATURDAY HOURS IN SUMMER
	Hourly Employees	Monthly Employees	Hourly Employees	Monthly Employees	
Adair	54	54	48 (a)	Same hours	All day
Adams	54	54	Same hours	Same hours	All day
Audubon	60	44	48, 54 (b)	Same hours	All day
Chickasaw	48	48	Same hours	Same hours	All day
Clarke	50	50	45	45	None
Davis	54	48	Same hours	Same hours	All day
Decatur	54	44	48 (d)	Same hours	All day
Dickinson	60	- - -	Same hours	- - -	All day
Emmet	60	60	54 (c)	54 (c)	All day
Fremont	54	54	Same hours	Same hours	All day
Greene	54	54	Same hours	Same hours	All day
Grundy	55	55	Same hours	Same hours	Until noon
Hancock	60	60	54 (a)	54 (a)	All day
Howard	55	55	50 (d)	50 (d)	Until noon
Humboldt	55	- - -	Same hours	- - -	Until noon
Ida	48	44, 48	Same hours	Same hours	All day
Iowa	55	44	44 (d)	Same hours	Until noon
Jefferson	50 (e)	50 (e)	(e)	(e)	All day
Louisa	55	44	Same hours	Same hours	Until noon
Lucas	60	60	48 (d)	48 (d)	All day
Lyon	60	60	54	54	All day
Madison	48	48	Same hours	Same hours	All day
Mills	60	60	54 (a)	54 (a)	All day
Mitchell	60	60	57 (f)	57 (f)	All day
Monroe	45 (g)	50	Same hours	Same hours	None
Montgomery	60	60	48 (h)	48 (h)	All day
Osceola	60	44	Same hours	Same hours	All day
Palo Alto	60	60	Same hours	Same hours	All day
Pocahontas	60	44	Same hours	Same hours	All day
Ringgold	54	54	Same hours	Same hours	All day
Shelby	60	60	48, 54 (b)	48, 54 (b)	All day
Taylor	55	55	50, 44 (i)	50, 44 (i)	Until noon
Union	60 (j)	48	48 (j)	Same hours	All day
Van Buren	60	60, 44 (m)	54	54, 44 (m)	All day
Wayne	60	50 to 66	48 (a)	48 (a)	All day
Winnebago	66	44	54 (d)	Same hours	All day
Worth	60, 48 (k)	60, 48 (k)	Same hours	Same hours	All day

(a) Three months

(b) Two months, 48 hours; two months, 54 hours

(c) Four months

(d) Five months

(e) Winter, 8 hours daily; spring and fall, 9 hours daily; summer, 10 hours daily. Average of 50 hours per week.

(f) November 15 to February 1

(g) In past years, during the five month con-

struction season, the crews worked 10 to 12 hours daily.

(h) December 1 to April 15

(i) Two months, 50 hours; two months, 44 hours

(j) Average hours of work

(k) Engineering personnel work 48 hour week.

(m) Engineering personnel work 44 hour week.

POLICIES REGARDING OVERTIME AND HOLIDAYS
FOR COUNTY ROAD EMPLOYEES

Group A: Counties over 65,000 Pop.	OVERTIME PAY		HOLIDAYS WITH PAY	
	Monthly Employees	Hourly Employees	Monthly Employees	Hourly Employees
Black Hawk	No overtime pay	Compensatory time off	8	None
Dubuque	Straight time	Straight time	8	None
Linn	Time and one-half	Time and one-half	9	9
Polk	Straight time	Straight time (a)	6	6
Pottawattamie	Compensatory time off	- - -	9	9
Scott	Compensatory time off	Straight time	9	9
Woodbury	No definite policy	No definite policy	6	None
Group B: 40,000 to 50,000 Pop.				
Cerro Gordo	No overtime pay	Straight time	8	8
Clinton	Compensatory time off	Compensatory time off	5	5
Des Moines	No overtime pay	Straight time	9	2½
Johnson	Straight time	Time and one-half	8	8
Lee	No overtime pay	Straight time	7	7
Story	Straight time	- - -	6	- - -
Wapello	Compensatory time off	Compensatory time off	8	8
Webster	Compensatory time off	Compensatory time off	3	3
Group C: 23,000 to 40,000 Pop.				
Boone	No overtime pay	Time and one-half	6	6
Carroll	No overtime pay	No overtime pay	7	None
Dallas	No overtime pay	Straight time	7	7
Fayette	No overtime pay	Time and one-half	7	7
Jasper	Straight time	No overtime pay	6	None
Kossuth	Straight time	Straight time	4	4
Mahaska	Straight time	Straight time	6	6
Marion	Compensatory time off	Compensatory time off	7	7
Marshall	No definite policy (b)	Straight time	7	7
Muscatine	Straight time	Straight time	6	6 (c)
Page	No overtime pay	Straight time	7	2
Plymouth	Straight time	Straight time	9	None
Sioux	Straight time	Straight time	7	None

(a) Hours worked during emergency are balanced by allowing compensatory time off.

(b) Usually compensatory time off is allowed.

(c) After one year of employment

POLICIES REGARDING OVERTIME AND HOLIDAYS
FOR COUNTY ROAD EMPLOYEES

Group D: 16,000 to 23,000 Pop.	OVERTIME PAY		HOLIDAYS WITH PAY	
	Monthly Employees	Hourly Employees	Monthly Employees	Hourly Employees
Allamakee	Straight time	Straight time	6	6
Appanoose	No overtime pay	Straight time	9	6
Benton	Straight time	Straight time	6	6
Bremer	Compensatory time off	Straight time	6, 9 (a)	6 (b)
Buchanan	Compensatory time off	(c)	7½	7½
Buena Vista	Straight time (d)	Straight time	6	5
Butler	Compensatory time off	Straight time	6 (b)	6 (b)
Calhoun	Compensatory time off	- - -	6	None
Cass	No definite policy	Straight time	8	8
Cedar	No overtime pay	Straight time	5	5
Cherokee	No overtime pay	Straight time	6	5
Clay	No overtime pay	Straight time	4	4
Clayton	Straight time	Straight time	7	7
Crawford	Straight time	Straight time	7	7
Delaware	No overtime pay	Straight time	- - -	7
Floyd	Straight time	Straight time	6	None
Franklin	No definite policy	Straight time	7	7
Hamilton	(c)	(c)	9	9
Hardin	No overtime pay (e)	Compensatory time off	- - -	6
Harrison	No overtime pay	Straight time	6	None
Henry	No overtime pay	Straight time	5	5
Jackson	Straight time	Straight time	8	None
Jones	No definite policy	Straight time	8	8
Keokuk	No overtime pay (f)	Straight time	6	6
Monona	Straight time (g)	Straight time (g)	9	6
O'Brien	No overtime pay	Straight time	9	None
Poweshiek	Straight time	(h)	7	7
Sac	No overtime pay	Straight time	9	None
Tama	Straight time	Straight time	6	6
Warren	No overtime pay	Straight time	6	6
Washington	Compensatory time off	- - -	7	None
Winneshiak	Straight time	Straight time	7	7
Wright	No overtime pay	Straight time	8	8

(a) Six days for field workers; 9 days for office force

(b) After one year of employment

(c) Employee has the option of receiving straight time pay or taking compensatory time off.

(d) During the construction period

(e) Engineer and clerk are the only monthly employees

(f) Some compensatory time off is allowed.

(g) This is not a definite policy.

(h) Up to two hours overtime, compensatory time off; over two hours overtime, straight time pay

POLICIES REGARDING OVERTIME AND HOLIDAYS
FOR COUNTY ROAD EMPLOYEES

Group E: 8,000 to 16,000 Pop.	OVERTIME PAY		HOLIDAYS WITH PAY	
	Monthly Employees	Hourly Employees	Monthly Employees	Hourly Employees
Adair	Straight time	No definite policy	4	None
Adams	Compensatory time off	Straight time	7	None
Audubon	No overtime pay	No overtime pay	9	9
Chickasaw	- - -	Straight time	6	6
Clarke	Straight time	Straight time	6	6
Davis	No overtime pay	Straight time	- - -	None
Decatur	Straight time	Straight time	7	None
Dickinson	- - -	Straight time	- - -	12
Emmet	No overtime pay	Straight time	5	5
Fremont	No overtime pay	Straight time	6	6
Greene	No overtime pay	Straight time	7	7
Grundy	Straight time	Straight time	7	7
Hancock	Compensatory time off	Compensatory time off (a)	7	7
Howard	Straight time	Straight time	6	6
Humboldt	- - -	Straight time	- - -	(b)
Ida	No definite policy	Straight time	9	None
Iowa	Compensatory time off	Straight time	9	6
Jefferson	Straight time	Straight time	8	None
Louisa	Straight time	Straight time	6	6
Lucas	Straight time	No definite policy	9	9
Lyon	No definite policy	Straight time	5	None
Madison	No definite policy	No definite policy	6	6
Mills	No overtime pay	Straight time (c)	6	6
Mitchell	No overtime pay	Straight time	8	8
Monroe	Straight time	Straight time	None	None
Montgomery	Straight time	Straight time	7	7
Osceola	Straight time	Straight time	9	None
Palo Alto	No definite policy	No definite policy	6	6
Pocahontas	No definite policy	Straight time	9	7
Ringgold	Compensatory time off	Straight time	7	6
Shelby	Compensatory time off	Straight time	7	7
Taylor	Compensatory time off	Straight time	7	7
Union	Straight time	Straight time	7	None
Van Buren	Time and one-half	- - -	5	5
Wayne	Straight time	Straight time	5	5
Winnebago	No definite policy	Straight time	7	7
Worth	Straight time	Straight time	7	None

(a) Overtime accumulated is taken off on a vacation basis before the end of the year.

(b) For vacation, holidays and sick leave, 110 hours of time off are allowed

(c) Double time pay for Sunday and holiday work

POLICIES REGARDING VACATIONS AND SICK LEAVES
FOR COUNTY ROAD EMPLOYEES

Group A: Counties over 65,000 Pop.	VACATION (Number of days allowed)		SICK LEAVE (Number of days allowed)		SICK LEAVE (Maximum Accumulation)	
	Monthly Employees	Hourly Employees	Monthly Employees	Hourly Employees	Monthly Employees	Hourly Employees
Black Hawk	11, 22 (a)	6	22	None	- - -	- - -
Dubuque	12	None	6	None	24	- - -
Linn	11	5½, 11, 16½ (b)	None (c)	30	- - -	- - -
Polk	10	10	15	15	90	90
Pottawattamie	5½ (d)	5½ (d)	None (c)	None	- - -	- - -
Scott	11, 12	11, 12	12	12	60	60
Woodbury	11 (e)	None	None	None	- - -	- - -
Group B: 40,000 to 50,000 Pop.						
Cerro Gordo	11	11	30	30	90	90
Clinton	5½, 11 (f)	5½, 11 (f)	11	11	30	30
Des Moines	5	5	7-11 (g)	7-11 (g)	45	45
Johnson	5½, 11 (h)	5, 10 (h)	12 (i)	12 (i)	48	48
Lee	6	6	None (c)	None	- - -	- - -
Story	11	- - -	30 (j)	- - -	- - -	- - -
Wapello	16½	15	10 (k)	10 (k)	50	50
Webster	5½	None	120 hrs. (m)	None (m)	- - -	- - -
Group C: 23,000 to 40,000 Pop.						
Boone	7, 14 (n)	7, 14 (n)	30 (p)	30 (p)	90	90
Carroll	5½	None	None (c)	None (c)	- - -	- - -
Dallas	6 (q)	6 (q)	30 (r)	30 (r)	90	90
Fayette	11	6	30	30	90	90
Jasper	6	None	(s)	None	- - -	- - -
Kossuth	6	6	6	6	- - -	- - -
Mahaska	None	None	None	None	- - -	- - -
Marion	12 (d, t)	12 (d, t)	(t)	(t)	- - -	- - -
Marshall	12 (u)	5½ (u)	12	12	36	36
Muscatine	12	None	6	6	24	24
Page	(v)	(v)	None (c)	None	- - -	- - -
Plymouth	11	None	None (c)	None (c)	- - -	- - -
Sioux	6	None	None (c, p)	- - - (p)	- - -	- - -

- (a) After one year, 11 days; after two years, 22 days
- (b) After one year, 5½ days; after three years, 11 days; after 15 years, 16½ days
- (c) No set sick leave policy, but sick leave with pay is granted at the discretion of the board of supervisors or engineer. This applies only to office employees in Linn County.
- (d) After one year of continuous employment
- (e) This applies to three men in engineer's office.
- (f) 5½ days if taken between April 1 and November 1; otherwise, 11 days
- (g) For each year of employment, another day of sick leave is added. Maximum: 11 days
- (h) After one year, 5 or 5½; after 5 years, 10 or 11
- (i) 8 days of injury leave allowed; may not be accumulated
- (j) Doctor's certificate required
- (k) 30 days of injury leave allowed; may not be accumulated

- (m) Injured employee is paid his usual wages, but his workmen's compensation payments are turned over to the county
- (n) After one year, 7 days; after two years, 14 days
- (p) 6 days of injury leave allowed
- (q) Two weeks of vacation may be accumulated.
- (r) A combination of 30 days of sick leave and injury leave is permitted annually.
- (s) 30 days of sick or injury leave may be granted at the discretion of the board of supervisors. A doctor's certificate is required.
- (t) Sick leave may be charged against vacation time.
- (u) After five years of employment, an additional week of vacation is allowed if taken during the winter months.
- (v) No definite policy

POLICIES REGARDING VACATIONS AND SICK LEAVES
FOR COUNTY ROAD EMPLOYEES

Group D: 16,000 to 23,000 Pop.	VACATION (Number of days allowed)		SICK LEAVE (Number of days allowed)		SICK LEAVE (Maximum Accumulation)	
	Monthly Employees	Hourly Employees	Monthly Employees	Hourly Employees	Monthly Employees	Hourly Employees
Allamakee	6	None	None	None	None	None
Appanoose	11	12	None	None	None	None
Benton	12	12	None	None	None	None
Bremer	11, 12	6 (a)	6 (b)	6 (a, b)	30	30
Buchanan	6	11	6	6	Under consideration	
Buena Vista	12	12	None (c)	None (c)	None	None
Butler	60 hours (a)	60 hours (a)	6	6	9	9
Calhoun	12 (k)	None	12 (k)	None	- - -	- - -
Cass	6 (a)	6 (a)	6 (b, d)	6 (b, d)	- - -	- - -
Cedar	6	6	None (c)	4 (e)	- - -	- - -
Cherokee	11	12	12	12	36	36
Clay	12	6	(f)	(f)	- - -	- - -
Clayton	None	None	None	None	- - -	- - -
Crawford	5	5	30 (d)	30 (d)	90	90
Delaware	6	6	6 (g)	6 (g)	12	12
Floyd	12	None	30	None	30	- - -
Franklin	6 (h)	6	None (h)	None	None	None
Hamilton	11	60 hours	12	12	60	60
Hardin	11 (i)	5½	5½ (i)	5½	30 (i)	30
Harrison	12	6	None (c)	8	None	None
Henry	12 (a)	6, 9 (j)	(k)	(k)	None	None
Jackson	12 (a)	12 (a)	6	6	12	12
Jones	11	6	None	None	- - -	- - -
Keokuk	12 (m)	None	(m)	None	- - -	- - -
Monona	12	6	None (c)	None (c)	- - -	- - -
O'Brien	6	6	10 (n)	10	- - -	- - -
Poweshiek	11	11	30	30	90	90
Sac	5½, 11 (p)	None	5	None	15	- - -
Tama	12	6	6	6	- - -	- - -
Warren	11 (m)	11 (m)	(m)	(m)	- - -	- - -
Washington	11	None	12 (d)	None (d)	36	- - -
Winneshiek	6	6	12 (q)	12 (q)	- - -	- - -
Wright	12	6 (a)	30 (d)	6 (d)	90	90

(a) After one year of employment

(b) No pay for first day, unless employee is off six days.

(c) No set sick leave policy, but sick leave with pay is granted at the discretion of the board of supervisors or engineer.

(d) Injured employee is paid, but workmen's compensation payments to him are turned over to the county.

(e) Ten days of sick leave may be taken, but 6 days must be charged against vacation time.

(f) Sick leave and injury leave is granted at the discretion of the board of supervisors.

(g) Employee is allowed six days for injury leave and sick leave combined.

(h) The county engineer receives 36 days

vacation; sick leave may be granted to him at the discretion of the supervisors.

(i) Engineer and clerk are only monthly employees.

(j) After one year, 6 days; after 10 years, 9 days

(k) Sick leave may be charged against vacation time

(m) Includes vacation, sick leave and injury leave days

(n) May be granted additional days by the board of supervisors

(p) After one year, 5½ days; after two years, 11 days

(q) Employee is allowed 12 days for injury leave and sick leave combined.

POLICIES REGARDING VACATIONS AND SICK LEAVES
FOR COUNTY ROAD EMPLOYEES

Group E: 8,000 to 16,000 Pop.	VACATION (Number of days allowed)		SICK LEAVE (Number of days allowed) *		SICK LEAVE (Maximum Accumulation)	
	Monthly Employees	Hourly Employees	Monthly Employees	Hourly Employees	Monthly Employees	Hourly Employees
Adair	6	6	30	30 (a)	30	30
Adams	6	6	None (b)	None	- - -	- - -
Audubon	11	6	None (c)	None (c)	- - -	- - -
Chickasaw	None	None	None (b)	None (b)	- - -	- - -
Clarke	6	6	None	None	- - -	- - -
Davis	- - -	None	None (c)	None	- - -	- - -
Decatur	6 (r)	6	None (c)	None (c)	- - -	- - -
Dickinson	- - -	12	- - -	None	- - -	- - -
Emmet	6	6	10	10	- - -	- - -
Fremont	6	6	None	None	- - -	- - -
Greene	6	6 (d)	30	30 (d)	90	90
Grundy	14	7	7	7	90	90
Hancock	6, 12 (e)	6	6 (f, g)	6 (f, g)	- - -	- - -
Howard	5½	5½	12 (h)	None	30	None
Humboldt	(i)	(i)	(i)	(i)	- - -	- - -
Ida	6	6	5	5	- - -	- - -
Iowa	5½, 11 (j)	5½	None (b)	None	- - -	- - -
Jefferson	6	6	(k)	None	- - -	- - -
Louisa	6 (m)	6	(m)	6	- - -	- - -
Lucas	6	6	None	None	- - -	- - -
Lyon	12	None	None (b)	None (b)	- - -	- - -
Madison	12	12	None (b)	None (b)	- - -	- - -
Mills	6	6	14	14	- - -	- - -
Mitchell	11	7	None (b)	None (b)	- - -	- - -
Monroe	None	None	None	None	- - -	- - -
Montgomery	12 (n)	None	None	None	- - -	- - -
Osceola	11	6	None	6	- - -	- - -
Palo Alto	None	None	None	None	- - -	- - -
Pocahontas	11	6, 12 (p)	None	None	- - -	- - -
Ringgold	None	None	None	None	- - -	- - -
Shelby	6	6	6	6	- - -	- - -
Taylor	6	6	30	30	90	90
Union	6	6	None	None	- - -	- - -
Van Buren	None	None	None	None	- - -	- - -
Wayne	6, 12 (q)	6	None	None	- - -	- - -
Winnebago	12	None	12	None	- - -	- - -
Worth	10	None	None	None	- - -	- - -

(a) For sickness, one-half pay; for injury, full pay. No pay for first day off.

(b) No set sick leave policy, but sick leave with pay is granted at the discretion of the board of supervisors or engineer.

(c) No set policy, but sick leave with pay is usually given.

(d) Part-time hourly employees are not given vacation or sick leave with pay.

(e) Office employees, under court house jurisdiction, allowed 12 days.

(f) In addition, six days of injury leave allowed

(g) Doctor's certificate required

(h) 24 days of injury leave allowed; 90 days may be accumulated.

(i) For vacation, holidays and sick leave, 110 hours off are allowed.

(j) Some employees, 5½ days; others, 11 days

(k) Sick leave granted for one to three weeks

(m) Sick leave may be charged against vacation time.

(n) For monthly employees and foremen

(p) 12 days after 10 years of employment

(q) 12 days for engineering force

(r) Two weeks vacation for engineer

POLICIES REGARDING VACATIONS AND SICK LEAVES
FOR COUNTY ROAD EMPLOYEES

Group D: 16,000 to 23,000 Pop.	VACATION (Number of days allowed)		SICK LEAVE (Number of days allowed)		SICK LEAVE (Maximum Accumulation)	
	Monthly Employees	Hourly Employees	Monthly Employees	Hourly Employees	Monthly Employees	Hourly Employees
Allamakee	6	None	None	None	None	None
Appanoose	11	12	None	None	None	None
Benton	12	12	None	None	None	None
Bremer	11, 12	6 (a)	6 (b)	6 (a, b)	30	30
Buchanan	6	11	6	6	Under consideration	
Buena Vista	12	12	None (c)	None (c)	None	None
Butler	60 hours (a)	60 hours (a)	6	6	9	9
Calhoun	12 (k)	None	12 (k)	None	- - -	- - -
Cass	6 (a)	6 (a)	6 (b, d)	6 (b, d)	- - -	- - -
Cedar	6	6	None (c)	4 (e)	- - -	- - -
Cherokee	11	12	12	12	36	36
Clay	12	6	(f)	(f)	- - -	- - -
Clayton	None	None	None	None	- - -	- - -
Crawford	5	5	30 (d)	30 (d)	90	90
Delaware	6	6	6 (g)	6 (g)	12	12
Floyd	12	None	30	None	30	- - -
Franklin	6 (h)	6	None (h)	None	None	None
Hamilton	11	60 hours	12	12	60	60
Hardin	11 (i)	5½	5½ (i)	5½	30 (i)	30
Harrison	12	6	None (c)	8	None	None
Henry	12 (a)	6, 9 (j)	(k)	(k)	None	None
Jackson	12 (a)	12 (a)	6	6	12	12
Jones	11	6	None	None	- - -	- - -
Keokuk	12 (m)	None	(m)	None	- - -	- - -
Monona	12	6	None (c)	None (c)	- - -	- - -
O'Brien	6	6	10 (n)	10	- - -	- - -
Poweshiek	11	11	30	30	90	90
Sac	5½, 11 (p)	None	5	None	15	- - -
Tama	12	6	6	6	- - -	- - -
Warren	11 (m)	11 (m)	(m)	(m)	- - -	- - -
Washington	11	None	12 (d)	None (d)	36	- - -
Winneshiek	6	6	12 (q)	12 (q)	- - -	- - -
Wright	12	6 (a)	30 (d)	6 (d)	90	90

- (a) After one year of employment
 (b) No pay for first day, unless employee is off six days.
 (c) No set sick leave policy, but sick leave with pay is granted at the discretion of the board of supervisors or engineer.
 (d) Injured employee is paid, but workmen's compensation payments to him are turned over to the county.
 (e) Ten days of sick leave may be taken, but 6 days must be charged against vacation time.
 (f) Sick leave and injury leave is granted at the discretion of the board of supervisors.
 (g) Employee is allowed six days for injury leave and sick leave combined.
 (h) The county engineer receives 36 days

- vacation; sick leave may be granted to him at the discretion of the supervisors.
 (i) Engineer and clerk are only monthly employees.
 (j) After one year, 6 days; after 10 years, 9 days
 (k) Sick leave may be charged against vacation time
 (m) Includes vacation, sick leave and injury leave days
 (n) May be granted additional days by the board of supervisors
 (p) After one year, 5½ days; after two years, 11 days
 (q) Employee is allowed 12 days for injury leave and sick leave combined.

PAY, PROFESSIONAL STATUS AND EXPERIENCE OF COUNTY ENGINEERS

Group I: Over 1,000 Miles of Roads	Monthly Salary	Graduate Engineer	Registered Engineer	Engineering Experience	Years in this county
Adair	\$500	Yes	Yes	7	5
Benton	575	Yes	Yes	8	1
Buena Vista	500	Yes	Yes	6	1
Calhoun	542	Yes	Yes	25	14
Cerro Gordo	425	Yes	Yes	40	40
Clayton	567	Yes	Yes	30	20
Clinton	442	No	Yes	10	3
Crawford	500	No	Yes	34	28
Fayette	600	No	Yes	39	29
Franklin	458	No	Yes	40	24
Harrison	542	Yes	Yes	32	2
Jasper	500	Yes	Yes	45	40
Johnson	540	Yes	Yes	34	21
Kossuth	500	Yes	Yes	40	33
Linn	542	Yes	Yes	35	26
Lyon	417	Yes	Yes	25	9
Madison	508	No	Yes	33	18
Mahaska	525	Yes	Yes	33	1
Monona	500	No	Yes	35	26
O'Brien	500	Yes	Yes	37	32
Plymouth	600	Yes	Yes	34	17
Pocahontas	550	Yes	Yes	25	4
Polk	579	Yes	Yes	40	6
Pottawattamie	625	Yes	Yes	27	9
Poweshiek	500	Yes	Yes	42	40
Sac	541	Yes	Yes	20	5
Sioux	517	Yes	Yes	38	25
Tama	450	No	Yes	30	5
Webster	600	Yes	Yes	27	16
Winnebuck	500	Yes	Yes	4	2
Woodbury	542	No	Yes	23	4

PAY, PROFESSIONAL STATUS AND EXPERIENCE OF COUNTY ENGINEERS

Group II: 850 to 1,000 Miles of Roads	Monthly Salary	Graduate Engineer	Registered Engineer	Engineering Experience	Years in this county
Allamakee	\$542	Yes	Yes	10	1
Black Hawk	500	Yes	Yes	30	11
Boone	478	Yes	Yes	35	16
Buchanan	542	Yes	Yes	28	3
Butler	500	Yes	Yes	35	15
Carroll	492	Yes	Yes	25	25
Cass	417	Yes	Yes	4	1
Cedar	500	Yes	Yes	5	2
Cherokee	500	Yes	Yes	23	8
Clay	542	Yes	Yes	40	35
Dallas	500	No	Yes	42	18
Davis	- - -	Yes	Yes	45	- - -
Delaware	450	No	Yes	35	35
Floyd	417	Yes	Yes	32	18
Greene	550	No (a)	Yes	27	18
Hamilton	525	No	Yes	35	26
Hancock	458	Yes	Yes	5	1
Hardin	458	Yes	Yes	40	10
Iowa	425	Yes	Yes	5	1
Keokuk	479	Yes	Yes	4 $\frac{1}{2}$	$\frac{1}{2}$
Marion	542	No (a)	Yes	29	13
Marshall	500	No	Yes	26	16
Page	500	Yes	Yes	38	5
Palo Alto	417	No	Yes	49	41
Ringgold	500	Yes	Yes	19	5
Shelby	500	Yes	Yes	10	4
Story	500	Yes	Yes	45	41
Taylor	520	Yes	Yes	18	6
Warren	500	No	Yes	20	5
Washington	525	No	Yes	24	3
Wright	417	No	Yes	30	19

(a) 3 years of college

PAY, PROFESSIONAL STATUS AND EXPERIENCE OF COUNTY ENGINEERS

Group III: 500 to 850 Miles of Roads	Monthly Salary	Graduate Engineer	Registered Engineer	Engineering Experience	Years in this county
Adams	\$450	Yes	Yes	4	1
Appanoose	499	No	Yes	40	26
Audubon	540	Yes	Yes	30	2
Bremer	490	Yes	Yes	5	2
Chickasaw	475	Yes	Yes	4	1
Clarke	550	Yes	Yes	14	1
Decatur	500	No	Yes	35	16
Des Moines	542	No	Yes	26	15
Dickinson	417	Yes	Yes	40	37
Dubuque	526	Yes	Yes	8	3
Emmet	417	No	Yes	33	22
Fremont	500	Yes	Yes	30	9
Grundy	500	Yes	Yes	30	25
Henry	517	Yes	Yes	8	3 $\frac{1}{2}$
Howard	513	Yes	Yes	6	2
Humboldt	463	Yes	Yes	9	8
Ida	500	Yes	Yes	35	34
Jackson	540	Yes	Yes	30	15
Jefferson	583	No	Yes	35	8
Jones	500	Yes	Yes	5	2
Lee	583	Yes	Yes	20	2
Louisa	500	Yes	Yes	31	1
Lucas	450	Yes	Yes	4	3
Mills	458	No	Yes	22	4
Mitchell	583	Yes	Yes	39	37
Monroe	542	Yes	Yes	30	1
Montgomery	500	Yes	Yes	37	33
Muscatine	646	Yes	Yes	32	5
Osceola	458	Yes	Yes	28	26
Scott	475	Yes	Yes	8	2
Union	483	Yes	Yes	37	8
Van Buren	500	Yes	Yes	- - -	2
Wapello	458	Yes	Yes	33	12
Wayne	517	No	Yes	29	5
Winnebago	500	Yes	Yes	6	2
Worth	575	No	Yes	27	6

PAY, PROFESSIONAL STATUS AND EXPERIENCE OF ASSISTANT ENGINEERS

Group I: Over 1,000 Miles of Roads	Monthly Salary	Graduate Engineer	Registered Engineer	Engineering Experience	Years in this county
Adair	\$315	Yes	No	4	4
Benton	400	No	No	5	1
Buena Vista	403	No	No	31	27
Calhoun	375	No	No	4	2
Cerro Gordo	375	Yes	Yes	4	2
Clayton	385	No	No	25	20
Clinton	367	Yes	Yes	40	36
Crawford	360	No	No	38	28
Fayette	383	No	No	30	24
Franklin	\$1.37 hr.	No	No	25	18
Harrison	375	No	No	6	2
Jasper	350	Yes	Yes	5	1
Johnson	No Assistant at Present				
Kossuth	375	No	No	16	9
Linn	425	No	No	15	2
Lyon	275	No	No	9	9
Madison	350	Yes	No	2	2
Mahaska	325	No	No	17	17
Monona	400	Yes	Yes	3	1
O'Brien	317	No	No	25	25
Plymouth	400	No	No	18	3
Pocahontas	365	Yes	Yes	40	4
Polk	429 (a)	No	Yes	25	6
Pottawattamie	417 (b)	No	No	17	11
	350	Yes	No	2	1
Poweshiek	375 (b)	No	No	37	37
	333	No	No	15	15
Sac	290	No	No	34	24
Sioux	358	No	No	18	9
Tama	275	No	No	4	4
Webster	438	No	No	20	12
Winneshiek	No Assistant				
Woodbury	330	No	No	25	12

(a) Also road engineer, \$345.82 per month

(b) Two assistant engineers are employed.

PAY, PROFESSIONAL STATUS AND EXPERIENCE OF ASSISTANT ENGINEERS

Group II: 850 to 1,000 Miles of Roads	Monthly Salary	Graduate Engineer	Registered Engineer	Engineering Experience	Years in this county
Allamakee	\$315	No	No	30	30
Black Hawk	400 (a)	Yes	Yes	5	3
Boone	357	No	No	35	24
Buchanan	365	No	No	20	10
Butler	(No Assistant)				
Carroll	383	Yes	Yes	26	20
Cass	300	No	No	4	1
Cedar	350	No	No	15	15
Cherokee	340	No	No	25	15
Clay	458	No	No	35	30
Dallas	417	No	No	35	30
Davis	260	No	No	6	6
Delaware	450	No	Yes	27	2
Floyd	333	No	No	31	21
Greene	400 (c)	No	No	35	35
	345	No	No	10	10
Hamilton	375	Yes	No	1½	1½
Hancock	350	No	No	20	8
Hardin	(No Assistant)				
Iowa	375	Yes	Yes	3	1
Keokuk	(No Assistant)				
Marion	442	Yes	Yes	9	2
Marshall	300	Yes	Yes	41	41
Page	433	No	Yes	28	16 (b)
Palo Alto	350	No	No	27	12
Ringgold	350	No	No	20	11
Shelby	416 (c)	No	No	31	31
	416	No	No	17	2
Story	350	No	No	10	7
Taylor	250	No	No	6	1
Warren	390	No	No	10	10
Washington	350	No	No	10	7
Wright	300	No	No	29	22

- (a) Applies to assistant most recently employed
(b) Was county engineer for 8 years in this county
(c) Two assistant engineers are employed

PAY, PROFESSIONAL STATUS AND EXPERIENCE OF ASSISTANT ENGINEERS

Group III: 500 to 850 Miles of Roads	Monthly Salary	Graduate Engineer	Registered Engineer	Engineering Experience	Years in This county
Adams	(No Assistant)				
Appanoose	(No Assistant)				
Audubon	\$350	No	No	8	3
Bremer	315	No	No	28	10
Chickasaw	365	Yes	No	- - -	1
Clarke	350	No	No	8	1
Decatur	325	No	No	8	6
Des Moines	350	No	No	7	2
Dickinson	375	No	No	37	37
Dubuque	411	No	No	32	8
Emmet	367	No	No	24	11
Fremont	375	No	No	14	10
Grundy	335	No	No	20	6
Henry	310	No	No	8	5
Howard	(No Assistant)				
Humboldt	- - -	- - -	- - -	- - -	- - -
Ida	364	No	No	28	28
Jackson	375	No	No	22	14
Jefferson	367	No	No	15	10
Jones	350 (a)	No	No	25	10
	325	No	No	6	2
Lee	350	No	No	27	27
Louisa	339	No	No	15	1
Lucas	(No Assistant)				
Mills	292	No	No	15	8
Mitchell	375	No	No	25	25
Monroe	325	No	No	25	15
Montgomery	300	No	No	3	1
Muscatine	375	No	No	34	28
Osceola	292	No	No	19	9
Scott	475 (a)	No	No	16	12
	460	- - -	- - -	- - -	5
Union	(No Assistant)				
Van Buren	375	Yes	Yes	- - -	4
Wapello	\$1.88 hr.	No	No	19	15
Wayne	325	No	No	7	6
Winnebago	350	No	No	10	4
Worth	350	No	No	28	22

(a) Two assistant engineers are employed.

NUMBER OF FULL-TIME AND PART-TIME COUNTY ROAD EMPLOYEES

Group I: Over 1,000 Miles of Roads	Administrative and Engineering		Equipment Operators	Laborers	Total Full-time Employees	Total Part-time Employees
	Foremen					
Adair	11	3	23	15	52	6
Benton	5	4	25	12	46	4
Buena Vista	5	4	22	11	42	5
Calhoun	3	3	29	10	45	5
Cerro Gordo	6	4	15	27	52	13
Clayton	7	2	35	7	51	8
Clinton	- - -	3	33	0	- - -	0
Crawford	5	8	51	10	74	15
Fayette	6 (a)	6	12	44	78 (b)	3
Franklin	5	3	32	5	45	21 (c, d)
Harrison	8	3	42	5	58	0
Jasper	5	5	36	4 (e)	50	8
Johnson	3	12 (f)	14	7	36	7 (c)
Kossuth	2	5	15	23	45	10
Linn	4	8	50	0	62	3
Lyon	2	2	27	6	37	2
Madison	3	4	34	10	51	4
Mahaska	4	8	31	32	75	0
Monona	7	6	40	0	53	3
O'Brien	4	6	0	0	10	25 (g)
Plymouth	10	2	30	15	57	2
Pocahontas	6	3	20	11	40	8
Polk	8	9	75	12	104	4 (h)
Pottawattamie	6	5	83	- - -	94	8
Poweshiek	6	4	44	8	62	0
Sac	3	4	20	5	32	6
Sioux	5	8 (i)	24	0	37	10
Tama	4	4	25	13	46	0
Webster	6	3	53	0	62	11
Winneshiek	10	5	12	42	69	5
Woodbury	7	4	36	19	66	3

(a) Includes stock clerk

(b) Includes 10 township superintendents

(c) Normal number of part-time employees:
Franklin, 16 and Johnson, 3(d) Includes eight equipment operators and nine
laborers

(e) Mechanics, inspectors and gravel checkers

(f) Includes 10 district superintendents

(g) Includes 19 laborers

(h) Weed cutters

(i) Also work as equipment operators and
mechanics

NUMBER OF FULL-TIME AND PART-TIME COUNTY ROAD EMPLOYEES

Group II: 850 to 1,000 Miles of Roads	Administrative and		Equipment Operators	Laborers	Total Full-time Employees	Total Part-time Employees
	Engineering	Foremen				
Allamakee	10	1	32	11	54	6
Black Hawk	2	3	24	5	34	12
Boone	5	4	36	2	47	14
Buchanan	7	3	31	2	43	3
Butler	6	6	33	12	57	4
Carroll	4	3	20	10	37	5
Cass	7	5	31	13	56	1
Cedar	3	2	23	6	34	14
Cherokee	3	2	16	13	34	5
Clay	5	8	22	4	39	22 (a)
Dallas	6	1	24	10	41	4 (b)
Davis	4	3	22	12	41	0
Delaware	6	3	26	14	49	4 (b)
Floyd	3	5	14	0	22	11 (b)
Greene	4	3	18	10	35	8
Hamilton	4	1	24	4	33	3
Hancock	2	1	27	0	30	10
Hardin	1	1	32	7	41	8
Iowa	5	3	33	11	52	3 (b)
Keokuk	4	4	35	14	57	5
Marion	6	7	32	2	47	4
Marshall	5	4	35	5	49	1 (b)
Page	9	7	37	19	72	0
Palo Alto	2	0	12	0	14	10 (b)
Ringgold	5	6	16	5	32	5
Shelby	6	6	30	6	48	6 (b)
Story	3	1	24	0	28	0 (b)
Taylor	6	5	20	9	40	4
Warren	5	4	21	16	46	1
Washington	6	4	17	9	36	5
Wright	2	4	43	8	57	0

(a) Includes 20 laborers

(b) Normal number of part-time employees: Dallas, 6; Delaware, 7; Floyd, 25; Iowa, one; Marshall, 3 or 4; Palo Alto, 5; Shelby, 9; and Story, 2

NUMBER OF FULL-TIME AND PART-TIME COUNTY ROAD EMPLOYEES

Group III: 500 to 850 Miles of Roads	Administrative and		Equipment Operators	Laborers	Total Full-time Employees	Total Part-time Employees
	Engineering	Foremen				
Adams	5	4	20	6	35	0
Appanoose	9	3	22	12	46	6
Audubon	5	2	19	9	35	4
Bremer	6	3	23	1	33	3
Chickasaw	6	3	17	7	33	0
Clarke	5	4	20	8	37	1
Decatur	8	2	15	9	34	0
Des Moines	6	3	15	6	30	14
Dickinson	- - -	1	11	2	- - -	- - -
Dubuque	12	4	30	18	64	5
Emmet	6	3	16	2	27	1
Fremont	8	6	20	21	55	3
Grundy	4	2	14	0	20	9
Henry	5	5	24	15	49	6 (a)
Howard	2	3	23	7	35	22 (b)
Humboldt	3	1	22	0	26	12
Ida	4	2	14	4	24	6
Jackson	4	2	39	7	52	9
Jefferson	7	3	25	6	41	0 (a)
Jones	7	5	29	10	51	3
Lee	4	5	16	27	52	2
Louisa	12 (c)	3	17	9	41	4
Lucas	6	4	23	9	42	0
Mills	5	4	24	6	39	6
Mitchell	3	3	22	11	39	5
Monroe	5	3	16	8	32	6
Montgomery	4	3	13	9	29	6 (a)
Muscatine	8	4	16	12	40	9
Osceola	2	1	9	0	12	17
Scott	9	4	25	23	61	4
Union	3	8	21	5	37	5
Van Buren	6	8	16	15	45	5
Wapello	5 (d)	4	27	16	52	8
Wayne	9	4	21	9	43	0
Winnebago	4	1	29	(e)	34	11
Worth	5	0	16	0	21	9

- (a) Normal number of part-time employees:
Appanoose, 4; Henry, 8; Jefferson, 2 or 3;
and Montgomery, 12
- (b) Includes five administration and engineering
employees, five equipment operators and
12 laborers

- (c) Includes 10 survey personnel
- (d) Includes commodities clerk
- (e) Laborers are combined with equipment
operators

MONTHLY SALARIES AND HOURLY WAGES OF COUNTY ROAD EMPLOYEES:
ADMINISTRATIVE PERSONNEL

Group A: Counties over 65,000 Pop.	Instrument Man	Rod Man	Inspector	Draftsman	Chainman	Office Clerk
Black Hawk	\$300	\$1.00 hr.	- - -	- - -	- - -	\$310
Dubuque	363	\$268	\$313	\$313	\$268	278
Linn	250	200, 160	333	310	200, 160	180 (a)
Polk	296	263	317	- - -	- - -	292
Pottawattamie	325	1.25 hr.	317	- - -	- - -	260
Scott	345	1.50 hr.	\$1.50 hr.	- - -	\$1.26 hr.	300, 245
Woodbury	300	1.00 hr.	1.00 hr.	\$1.00 hr.	1.00 hr.	200
 Group B: 40,000 to 50,000 Pop.						
Cerro Gordo	325	280	323	1.30 hr.	1.30 hr.	190
Clinton	358	233	300	300	233	200
Des Moines	\$1.35-1.55 hr.	1.25-1.35 hr.	1.35-1.50 hr.	1.25-1.35 hr.	1.25-1.35 hr.	\$7.50 day
Johnson	1.45 hr.	1.25 hr.	1.80 hr.	1.45 hr.	1.25 hr.	210
Lee	275, 225	150, 1.10 hr.	1.10 hr.	- - -	150, 1.10 hr.	235
Story	- - -	- - -	- - -	- - -	- - -	271
Wapello	1.73 hr.	1.73 hr.	1.87 hr.	1.87 hr.	1.57 hr.	(b)
Webster	350	225	305	- - -	- - -	265
 Group C: 23,000 to 40,000 Pop.						
Boone	- - -	1.40 hr.	- - -	- - -	1.35 hr.	190
Carroll	295	240, 1.00 hr.	200	325	1.00 hr.	218
Dallas	333	250	250	- - -	1.07 hr.	185
Fayette	320	1.25, 1.10 hr.	1.25, 1.10 hr.	- - -	1.10 hr.	250
Jasper	317	283	1.10 hr.	- - -	250	247
Kossuth	- - -	185	300	- - -	185	250
Mahaska	325	225	225	325	225	180
Marion	375	1.00-1.25 hr.	1.30 hr.	1.25 hr.	1.00-1.25 hr.	275
Marshall	- - -	1.16 hr.	250	250	- - -	200
Muscatine	300	1.19 hr.	1.25 hr.	1.65 hr.	1.06 hr.	(c)
Page	275	1.10 hr.	1.25 hr.	325	1.10 hr.	200
Plymouth	300	1.25 hr.	300, 1.05 hr.	350	- - -	228
Sioux	270	1.00 hr.	270	270	1.00 hr.	0.95 hr.

Note: All salaries have been rounded to nearest dollar.

(a) Office assistant, \$270 per month

(b) Commodities clerk, \$1.62 per hour, and office clerk, \$1.54 hr.

(c) An office manager is paid \$300 per month, and a shop clerk, \$250 per month.

MONTHLY SALARIES AND HOURLY WAGES OF COUNTY ROAD EMPLOYEES:
ADMINISTRATIVE PERSONNEL

Group D: 16,000 to 23,000 Pop.	Instrument Man	Rod Man	Inspector	Draftsman	Chainman	Office Clerk
Allamakee	\$265	\$0.95 hr.	\$235, 0.95 hr.	\$300, \$250	\$0.95 hr.	\$245, \$185
Appanoose	315	\$236	\$1.10 hr.	368	\$205	263
Benton	250	185	225	- - -	1.10 hr.	185
Bremer	275	1.00 hr.	1.15 hr.	\$1.15 hr.	0.85 hr.	230
Buchanan	285	1.10 hr.	325, 1.10 hr.	(a)	1.10 hr.	190
Buena Vista	312	299	1.22 hr.	- - -	- - -	312
Butler	\$1.15, 1.09 hr.	1.02 hr.	1.15, 1.09 hr.	- - -	0.90 hr.	239
Calhoun	- - -	265	285	- - -	- - -	200
Cass	250, 300	1.00-1.10 hr.	1.10 hr.	- - -	- - -	250
Cedar	\$15 day	1.10 hr.	275	185	1.00 hr.	185
Cherokee	- - -	1.05 hr.	1.05 hr.	- - -	1.05 hr.	235
Clay	(b)	1.20 hr.	1.20 hr.	- - -	- - -	350
Clayton	295	1.13 hr.	1.05 hr.	295	1.08 hr.	275
Crawford	270	270 (c)	- - -	- - -	0.85 hr.	360
Delaware	333	1.15 hr.	1.10 hr.	- - -	1.15 hr.	- - -
Floyd	1.25 hr.	1.25 hr.	1.25 hr.	- - -	- - -	175
Franklin	1.32 hr.	1.13, 1.00 hr.	1.13-1.37 hr.	- - -	1.00 hr.	219
Hamilton	- - -	300	- - -	- - -	- - -	217
Hardin	- - -	- - -	- - -	- - -	- - -	205
Harrison	300	1.00 hr.	1.05 hr.	1.25 hr.	1.00 hr.	159
Henry	265, 255	1.00 hr.	1.00 hr.	- - -	- - -	295
Jackson	- - -	1.15 hr.	285	- - -	- - -	219, 190
Jones	- - -	1.25 hr.	1.30 hr.	1.30 hr.	1.20 hr.	218
Keokuk	345, 270	225, 0.85 hr.	225, 1.00 hr.	- - -	225, 0.85 hr.	180
Monona	1.35 hr.	1.10 hr.	1.20 hr.	333	1.10 hr.	216
O'Brien	236	1.00 hr.	1.25 hr.	248	- - -	219
Poweshiek	240	235	- - -	- - -	- - -	219
Sac	290	1.10 hr.	255	290	1.10 hr.	265
Tama	275	1.10 hr.	1.10 hr.	- - -	1.10 hr.	210
Warren	300	1.10 hr.	1.10 hr.	300	1.10 hr.	260
Washington	275	235	1.00 hr.	- - -	220	195
Winneshiek	1.20 hr.	1.00 hr.	1.25 hr.	- - -	- - -	\$1.10 hr.
Wright	- - -	- - -	- - -	- - -	- - -	200

Note: All salaries have been rounded to nearest dollar.

(a) Done by assistant engineer, inspector and instrument man

(b) Assistant to the engineer, \$417 monthly

(c) Also has inspecting duties

MONTHLY SALARIES AND HOURLY WAGES OF COUNTY ROAD EMPLOYEES:
ADMINISTRATIVE PERSONNEL

Group E: 8,000 to 16,000 Pop	Instrument Man	Rod Man	Inspector	Draftsman	Chainman	Office Clerk
Adair	\$308	\$1.20 hr.	\$1.25 hr.	\$1.20 hr.	\$1.20 hr.	\$185
Adams	275	0.75 hr.	1.05 hr.	1.05 hr.	0.75 hr.	200
Audubon	250	\$175, 215	1.25, 1.00 hr.	- - -	\$175	210
Chickasaw	315	0.90 hr.	1.00 hr.	1.00 hr.	0.90 hr.	225
Clarke	298	1.15 hr.	1.15 hr.	1.15 hr.	1.15 hr.	225
Davis	- - -	200	- - -	- - -	- - -	135
Decatur	265	0.90 hr.	1.05 hr.	\$265	0.90 hr.	200
Dickinson	\$1.20 hr.	1.00 hr.	- - -	- - -	- - -	- - -
Emmet	342 (a)	1.10 hr. (a)	- - -	- - -	- - -	205 (b)
Fremont	250	1.10 hr.	1.00 hr.	- - -	1.10 hr.	225
Greene	250	1.23 hr.	\$250	- - -	1.23 hr.	200
Grundy	- - -	1.05 hr.	1.15 hr.	- - -	1.05 hr.	181
Hancock	\$9.50 day	9.50 day	1.25 hr.	15.00 day	9.50 day	150
Howard	280	1.00 hr. (c)	1.00 hr. (c)	- - -	- - -	215
Humboldt	265	265	1.10 hr.	- - -	- - -	209
Ida	250, 300	1.00 hr.	1.25 hr.	- - -	- - -	185
Iowa	300	250, 1.10 hr.	1.10 hr.	- - -	- - -	300
Jefferson	300	200	225	- - -	- - -	217
Louisa	1.15-1.20 hr.	- - -	- - -	- - -	- - -	208
Lucas	275	1.00 hr.	265	- - -	- - -	209
Lyon	1.00 hr.	1.00 hr.	1.00 hr.	1.00 hr.	1.00 hr.	209
Madison	- - -	1.15 hr.	1.25 hr.	- - -	- - -	170
Mills	1.30 hr.	1.10 hr.	1.00 hr.	- - -	1.10 hr.	213
Mitchell	1.00 hr.	0.92½ hr.	1.00 hr.	- - -	- - -	210
Monroe	0.90 hr.	0.90 hr.	1.20 hr.	1.25 hr.	0.90 hr.	175
Montgomery	- - -	1.10 hr.	300	- - -	- - -	175
Osceola	1.15 hr.	1.00, 0.95 hr.	1.00, 1.25 hr.	- - -	- - -	209
Palo Alto	350	1.10 hr.	1.10 hr.	- - -	1.10 hr.	175
Pocahontas	340	1.10 hr.	1.10 hr.	340	- - -	185, 340
Ringgold	1.10 hr.	0.80-0.90 hr.	0.90-0.95 hr.	0.95 hr.	0.80-0.90 hr.	200
Shelby	250	1.05 hr.	1.05 hr.	- - -	- - -	160
Taylor	235	1.00 hr.	235	- - -	0.95 hr.	150
Union	350	200	- - -	- - -	- - -	200
Van Buren	320	200	1.09 hr.	200	200	209
Wayne	290	1.05 hr.	315	1.05 hr.	1.05 hr.	190
Winnebago	260-350	0.90 hr. -260	1.15 hr.	260	0.90 hr.	175
Worth	250	0.95 hr., 200	1.25 hr., 225	250	0.95 hr., 200	- - -

Note: All salaries have been rounded to nearest dollar.

(a) 44 hour week

(b) 38½ hour week

(c) Seven months employment

MONTHLY SALARIES AND HOURLY WAGES OF COUNTY ROAD EMPLOYEES:
FOREMEN

Group A: Counties over 65,000 Pop.	Bridge Foreman	General Foreman	Shop Foreman	Grade Foreman	Other Types of Foremen
Black Hawk	\$1.35 hr.	- - -	\$1.80 hr.	\$1.35 hr.	- - -
Dubuque	\$411	\$367	\$411	\$367	- - -
Linn	1.70 hr.	\$1.70 hr.	1.80 hr.	- - -	Quarry, \$1.80 hr. (a)
Polk	1.68 hr.	350 (b)	1.68 hr.	1.68 hr.	- - -
Pottawattamie	317	317	- - -	- - -	Yard, \$220
Scott	1.57 hr.	370	370	1.57 hr.	- - -
Woodbury	1.10 hr.	1.15 hr.	1.10 hr.	1.10 hr.	- - -
Group B: 40,000 to 50,000 Pop.					
Cerro Gordo	1.47 hr.	1.47 hr.	1.47 hr.	- - -	- - -
Clinton	- - -	367	367	1.42 hr. (c)	- - -
Des Moines	1.55 hr.	1.55 hr.	383	- - -	- - -
Johnson	1.55 hr.	- - -	1.70 hr.	- - -	(d)
Lee	300	- - -	300	300	Quarry, \$300
Story	- - -	- - -	298	- - -	Yard, \$284
Wapello	1.91 hr.	- - -	1.91 hr.	1.91 hr.	Culvert, \$1.91 hr.
Webster	335	335	335	- - -	- - -
Group C: 23,000 to 40,000 Pop.					
Boone	1.60 hr.	342, 352	- - -	- - -	- - -
Carroll	335	- - -	335	- - -	Road, \$290
Dallas	1.37 hr.	- - -	300	- - -	- - -
Fayette	1.25 hr.	1.35 hr.	1.45 hr.	1.35 hr.	(e)
Jasper	333	- - -	354	333	- - -
Kossuth	350	- - -	1.40 hr.	- - -	- - -
Mahaska	270	- - -	290	270	Cement, \$270 (f)
Marion	330	330	200	330	- - -
Marshall	- - -	1.52 hr.	300	1.52 hr.	- - -
Muscatine	271	300	325	- - -	Clearing, \$300
Page	1.50 hr.	1.50 hr.	325	1.50 hr.	Labor, \$1.25 hr.
Plymouth	350	310	- - -	- - -	- - -
Sioux	275	275	275	290	Gravel crew, \$290

Note: All salaries have been rounded to nearest dollar.

(a) Dynamite foreman, \$1.60 per hour

(b) General superintendent

(c) Seven months employment

(d) District maintenance superintendent, \$1.55
per hour

(e) Township superintendent, \$1.15 per hour;
road clearing superintendent, \$1.15 per
hour

(f) Quarry foreman, \$270 per month

MONTHLY SALARIES AND HOURLY WAGES OF COUNTY ROAD EMPLOYEES:
FOREMEN

Group D: 16,000 to 23,000 Pop.	Bridge Foreman	General Foreman	Shop Foreman	Grade Foreman	Other Types of Foremen
Allamakee	\$0.90 hr.	- - -	- - -	\$458	- - -
Appanoose	1.15 hr.	- - -	\$315	- - -	- - -
Benton	1.35 hr.	\$367	\$1.55 hr.	\$1.35 hr.	- - -
Bremer	1.40 hr.	- - -	375	1.35 hr.	- - -
Buchanan	1.40 hr.	- - -	330	1.40 hr.	- - -
Buena Vista	1.35 hr.	- - -	1.55 hr.	1.45 hr.	Culvert, \$1.45 hr.
Butler	1.24 hr.	\$1.30 hr.	- - -	1.24 hr.	- - -
Calhoun	- - -	280	295	- - -	- - -
Cass	1.20 hr.	- - -	1.50 hr.	1.20 hr.	- - -
Cedar	1.75 hr.	1.45 hr.	1.45 hr.	1.50 hr.	- - -
Cherokee	1.30 hr.	- - -	1.30 hr.	1.30 hr.	- - -
Clay	1.40 hr.	- - -	1.40 hr.	- - -	(a)
Clayton	1.22 hr.	- - -	338	1.36 hr.	- - -
Crawford	- - -	275	290	- - -	- - -
Delaware	1.20 hr.	- - -	265	1.30 hr.	- - -
Floyd	1.40 hr.	- - -	310	1.40 hr.	Clearing, \$1.35 hr. (b)
Franklin	1.28 hr.	1.35 hr.	1.35 hr.	- - -	- - -
Hamilton	- - -	- - -	1.46 hr. (c)	- - -	- - -
Hardin	1.29 hr.	1.43 hr.	1.32 hr.	1.40 hr.	- - -
Harrison	1.30 hr.	325	270	325	- - -
Henry	\$315	- - -	325	305	Quarry, \$315 (d)
Jackson	1.65 hr.	1.35 hr.	300	- - -	Culvert, \$1.50 hr.
Jones	1.45 hr.	1.45 hr.	1.45 hr.	1.45 hr.	- - -
Keokuk	270	- - -	270	270	- - -
Monona	1.30 hr.	1.35 hr.	- - -	- - -	- - -
O'Brien	275	- - -	- - -	- - -	(e)
Poweshiek	375	- - -	375	- - -	- - -
Sac	270	300	280	280	- - -
Tama	1.35 hr.	1.20 hr.	350	- - -	- - -
Warren	1.55 hr.	1.55 hr.	360	1.55 hr.	- - -
Washington	290	295	315	- - -	- - -
Winneshiek	1.20 hr.	1.05 hr.	1.20 hr.	- - -	- - -
Wright	1.55 hr.	- - -	1.55 hr.	1.55 hr.	Clearing, \$1.55 hr.

Note: All salaries have been rounded to nearest dollar.

(a) Supervisor district foremen, \$1.10 per hour

(b) Brush foreman, \$1.20 per hour

(c) \$1.35 per hour for 32 weeks; \$1.67½ per

hour for 20 weeks. The hourly wage shown is an average for the year.

(d) Surfacing foreman, \$1.14 per hour

(e) Maintenance district foremen, \$275 per month

MONTHLY SALARIES AND HOURLY WAGES OF COUNTY ROAD EMPLOYEES:
FOREMEN

Group E: 8,000 to 16,000 Pop.	Bridge Foreman	General Foreman	Shop Foreman	Grade Foreman	Other Types of Foremen
Adair	\$1.35 hr.	- - -	\$315	- - -	- - -
Adams	\$300	\$300	200	\$350	- - -
Audubon	325	- - -	350	- - -	- - -
Chickasaw	1.40 hr.	375	375	- - -	- - -
Clarke	1.40 hr.	- - -	\$1.30 hr.	\$1.45 hr.	Culvert, \$1.40 hr.
Davis	1.25 hr.	1.25 hr.	1.35 hr.	1.25 hr.	Culvert, \$1.25 hr.
Decatur	1.05 hr.	1.05 hr.	1.05 hr.	- - -	- - -
Dickinson	- - -	- - -	- - -	- - -	- - -
Emmet	310	325	325	- - -	- - -
Fremont	1.50 hr.	1.35 hr.	325	- - -	Road oiling, \$1.25 hr.
Greene	331	- - -	331	1.81 hr.	- - -
Grundy	- - -	1.25 hr.	1.25 hr.	- - -	- - -
Hancock	1.40 hr.	- - -	395	- - -	- - -
Howard	290	- - -	290	290	Assistant bridge, \$270
Humboldt	- - -	- - -	150	- - -	- - -
Ida	1.20 hr.	- - -	240	- - -	- - -
Iowa	1.30 hr.	325	325	- - -	- - -
Jefferson	1.45 hr.	350	300	- - -	- - -
Louisa	1.20 hr.	1.20 hr. (a)	1.50 hr.	1.50 hr.	- - -
Lucas	300	- - -	300	300	Culvert, \$1.15 hr.
Lyon	275	- - -	255	- - -	- - -
Madison	340	- - -	245	275	- - -
Mills	1.40 hr.	1.40 hr.	350	1.40 hr.	(b)
Mitchell	1.07½ hr.	1.20 hr.	1.05 hr.	1.07½ hr.	- - -
Monroe	275	275	250	1.45 hr.	- - -
Montgomery	1.50 hr.	1.40 hr.	340	1.50 hr.	- - -
Osceola	- - -	- - -	1.20 hr.	- - -	- - -
Palo Alto	1.75 hr.	- - -	- - -	- - -	- - -
Pocahontas	1.25 hr.	1.35 hr.	1.35 hr.	- - -	- - -
Ringgold	1.20 hr.	- - -	260	1.20 hr.	Culvert, \$1.10, 1.20 hr.
Shelby	1.15 hr.	- - -	275	1.20 hr.	- - -
Taylor	300	- - -	325	310	- - -
Union	1.25 hr.	1.35 hr.	316	1.35 hr.	- - -
Van Buren	320	- - -	320	320	- - -
Wayne	1.15 hr.	1.10 hr.	300	1.45 hr.	- - -
Winnebago	1.15 hr.	1.15 hr.	458	- - -	- - -
Worth	- - -	- - -	- - -	- - -	- - -

Note: All salaries have been rounded to nearest dollar.

(a) Maintainers

(b) Driveway culvert foreman, \$1.25 per hour; Concrete culvert foreman, \$2.00 per hour.

MONTHLY SALARIES AND HOURLY WAGES OF COUNTY ROAD EMPLOYEES:
EQUIPMENT OPERATORS

Group A: Counties over 65,000 Pop.	Motor Grader	Tractor	Blade	Auto- Patrol	Scoop	Mower
Black Hawk	\$1.20 hr.	\$1.25 hr.	- - -	- - -	- - -	\$1.00 hr.
Dubuque	\$318	\$343	\$318	\$318	\$343	\$318
Linn	1.55 hr.	1.55 hr.	\$1.55 hr.	\$1.55 hr.	\$1.55 hr.	1.55 hr.
Polk	1.56 hr.	1.56 hr.	1.56 hr.	1.56 hr.	1.56 hr.	1.56 hr.
Pottawattamie	267	267	283	- - -	283	- - -
Scott	1.41 hr.	1.46 hr.	1.41 hr.	1.41 hr.	1.46 hr.	- - -
Woodbury	1.10 hr.	1.10 hr.	1.10 hr.	1.10 hr.	1.10 hr.	- - -
Group B: 40,000 to 50,000 Pop.						
Cerro Gordo	1.30 hr.	1.30 hr.	- - -	- - -	- - -	- - -
Clinton	1.32 hr.	1.32 hr.	1.32 hr.	1.32 hr.	1.32 hr.	- - -
Des Moines	270	1.55 hr.	1.55 hr.	1.55 hr.	1.55 hr.	1.25 hr.
Johnson	1.48-1.55 hr.	1.48-1.65 hr.	1.48-1.55 hr.	1.48-1.55 hr.	1.48-1.55 hr.	1.48-1.55 hr.
Lee	250	250, 1.25 hr.	- - -	250	250, 1.25 hr.	- - -
Story	271	- - -	- - -	271	284	- - -
Wapello	1.72 hr.	1.72 hr.	1.72 hr.	1.72 hr.	1.60 hr.	- - -
Webster	265, 1.10 hr.	265, 1.10 hr.	- - -	- - -	- - -	- - -
Group C: 23,000 to 40,000 Pop.						
Boone	1.50 hr.	1.50 hr.	1.50 hr.	1.50 hr.	1.50 hr.	- - -
Carroll	235-290 (a)	295, 290 (b)	- - -	- - -	- - -	- - -
Dallas	250	1.37 hr.	- - -	- - -	1.37 hr.	- - -
Fayette	1.20, 1.15 hr.	1.20-1.35 hr.	- - -	1.20, 1.15 hr.	(c)	1.15, 1.10 hr.
Jasper	285	285	285	285	285	- - -
Kossuth	1.00 hr.	1.00 hr.	1.00 hr.	- - -	- - -	- - -
Mahaska	225	235	235	225	235	- - -
Marion	1.30 hr.	1.30 hr.	1.30 hr.	1.30 hr.	1.30 hr.	0.90 hr.
Marshall	- - -	1.38 hr.	- - -	1.38 hr.	1.45 hr.	- - -
Muscatine	260	271	- - -	- - -	271	- - -
Page	1.40 hr.	1.40 hr.	1.40 hr.	- - -	1.40 hr.	- - -
Plymouth	255	1.40 hr.	1.40 hr.	- - -	1.40 hr.	- - -
Sioux	250	260	260	- - -	260	- - -

Note: All salaries have been rounded to nearest dollar

(a) Monthly salaries of four motor grader operators are \$235, \$265, \$275 and \$290.

(b) Also one tractor operator who is paid \$1.00 per hour

(c) Three scoop operators are paid \$1.25, \$1.30 and \$1.35 per hour.

MONTHLY SALARIES AND HOURLY WAGES OF COUNTY ROAD EMPLOYEES:
EQUIPMENT OPERATORS

Group D: 16,000 to 23,000 Pop.	Motor Grader	Tractor	Blade	Auto- Patrol	Scoop	Mower
Allamakee	\$1.00 hr.	\$1.00-1.50 hr.	\$1.50, 1.00 hr.	\$1.00 hr.	\$1.50 hr.	\$1.00 hr.
Appanoose	1.10 hr.	1.10 hr.	1.10 hr.	1.10 hr.	1.10 hr.	1.05 hr.
Benton	1.28 hr.	1.35 hr.	- - -	- - -	1.35 hr.	- - -
Bremer	1.25 hr.	1.25 hr.	1.15 hr.	- - -	1.25 hr.	1.00 hr.
Buchanan	1.28 hr.	1.28 hr.	1.28 hr.	1.22-1.28 hr.	1.28 hr.	1.22 hr.
Buena Vista	1.20 hr.	1.20 hr.	- - -	- - -	1.20 hr.	- - -
Butler	1.09 hr. (a)	1.02 hr.	1.15 hr.	1.09 hr.	1.24 hr.	- - -
Calhoun	265	270	265	- - -	270	- - -
Cass	1.10 hr.	1.10 hr.	1.10 hr.	1.10 hr.	1.10 hr.	- - -
Cedar	(b)	(b)	(b)	- - -	(b)	- - -
Cherokee	1.15 hr.	1.15 hr.	- - -	- - -	1.40 hr.	- - -
Clay	1.20 hr.	1.20 hr.	- - -	1.20 hr.	1.20 hr.	1.10 hr.
Clayton	1.22 hr.	1.21 hr.	1.18 hr.	1.22 hr.	1.31 hr.	0.98 hr.
Crawford	243, 1.15 hr.	255, 1.20 hr.	- - -	- - -	- - -	- - -
Delaware	1.15 hr.	1.25 hr.	1.25 hr.	- - -	1.25 hr.	- - -
Floyd	1.25 hr.	1.25 hr.	1.25 hr.	1.25 hr.	1.25 hr.	1.10 hr.
Franklin	- - -	- - -	- - -	1.17 hr.	- - -	1.12 hr.
Hamilton	1.36 hr. (c)	1.36 hr. (c)	1.36 hr. (c)	1.36 hr. (c)	1.36 hr. (c)	1.36 hr. (c)
Hardin	1.21 hr.	1.26 hr.	- - -	1.21 hr.	1.26 hr.	1.17 hr.
Harrison	1.25 hr.	1.35 hr.	1.25 hr.	1.25 hr.	1.35 hr.	- - -
Henry	1.20 hr.	1.14-1.31 hr.	- - -	- - -	- - -	- - -
Jackson	1.35 hr.	1.35 hr.	1.35 hr.	1.35 hr.	1.35 hr.	1.25 hr.
Jones	1.25 hr.	1.40 hr.	- - -	- - -	1.40 hr.	- - -
Keokuk	245	245	245	245	245	1.00 hr.
Monona	1.10 hr.	1.20 hr.	1.20 hr.	1.10 hr.	1.20 hr.	1.10 hr.
O'Brien	1.20 hr.	1.35 hr. (d)	- - -	- - -	- - -	- - -
Poweshiek	1.30 hr.	1.35 hr.	- - -	1.30 hr.	1.35 hr.	- - -
Sac	265	275	275	265	275	- - -
Tama	1.10 hr.	1.20 hr.	1.10 hr.	1.10 hr.	1.20 hr.	1.10 hr.
Warren	1.30 hr.	1.30 hr.	1.30 hr.	- - -	1.30 hr.	- - -
Washington	255, 268	268	- - -	- - -	- - -	- - -
Winneshiak	1.20 hr.	1.20 hr.	1.20 hr.	1.20 hr.	1.20 hr.	1.10 hr.
Wright	1.43 hr.	1.49 hr.	- - -	1.19 hr.	1.49 hr.	1.19 hr.

Note: All salaries have been rounded to nearest dollar.

(a) These operators receive an additional $6\frac{1}{2}$ cents per hour when on construction work.

(b) \$1.25 per hour on maintenance work; \$1.40 per hour on construction work

(c) \$1.27 per hour for 32 weeks; \$1.55 per hour for 20 weeks. The hourly wage shown is an average for the year.

(d) Plus seven cents per mile

MONTHLY SALARIES AND HOURLY WAGES OF COUNTY ROAD EMPLOYEES:
EQUIPMENT OPERATORS

Group E: 8,000 to 16,000 Pop.	Motor Grader	Tractor	Blade	Auto- Patrol	Scoop	Mower
Adair	\$1.25 hr.	\$1.25 hr.	- - -	- - -	\$1.25 hr.	\$1.25 hr.
Adams	1.15 hr.	1.40 hr.	\$1.40 hr.	\$1.15 hr.	1.40 hr.	- - -
Audubon	1.20 hr.	1.20 hr.	- - -	- - -	1.20 hr.	- - -
Chickasaw	1.20 hr.	1.20 hr.	- - -	- - -	1.20 hr.	1.00 hr.
Clarke	1.20 hr.	1.25 hr.	- - -	1.20 hr.	1.25 hr.	- - -
Davis	- - -	1.15 hr.	- - -	1.15 hr.	1.15 hr.	1.05 hr.
Decatur	1.05 hr.	1.05 hr.	1.05 hr.	1.05 hr.	1.05 hr.	1.05 hr.
Dickinson	1.20 hr.	- - -	1.20 hr.	1.20 hr.	- - -	- - -
Emmet	1.05 hr.	- - -	- - -	- - -	(a)	1.05 hr.
Fremont	- - -	350, 1.35 hr.	1.50 hr.	240	- - -	- - -
Greene	270	1.44 hr.	- - -	1.53 hr. (b)	1.44 hr.	- - -
Grundy	1.15 hr.	- - -	- - -	1.15 hr.	- - -	- - -
Hancock	1.20 hr.	1.20 hr.	1.20 hr.	1.20 hr.	1.20 hr.	1.20 hr.
Howard	- - -	1.00 hr. (c)	- - -	- - -	1.05 hr. (c)	1.00 hr.
Humboldt	1.15 hr.	1.15 hr.	- - -	- - -	1.15 hr.	1.15 hr.
Ida	1.10 hr.	1.30 hr.	- - -	- - -	- - -	- - -
Iowa	1.30 hr.	1.30 hr.	1.30 hr.	1.30 hr.	1.30 hr.	1.15 hr.
Jefferson	1.30-1.45 hr.	- - -	- - -	- - -	- - -	- - -
Louisa	1.15 hr.	1.15 hr.	1.15 hr.	1.15 hr.	1.10-1.15 hr.	1.15 hr.
Lucas	1.15 hr.	1.15 hr.	1.15 hr.	- - -	1.15 hr.	- - -
Lyon	1.05 hr.	1.10 hr.	1.10 hr.	- - -	1.10 hr.	- - -
Madison	245	245	- - -	- - -	245	- - -
Mills	1.25 hr.	1.30 hr.	1.30 hr.	1.25 hr.	1.30 hr.	- - -
Mitchell	0.97½ hr.	1.00 hr.	1.02½ hr.	0.97½ hr.	1.00 hr.	0.95 hr.
Monroe	1.20 hr.	1.35 hr.	- - -	- - -	- - -	- - -
Montgomery	1.50 hr. (d)	1.50 hr. (d)	1.50 hr. (d)	1.50 hr. (d)	1.50 hr. (d)	- - -
Osceola	1.05 hr.	1.15 hr.	1.05 hr.	1.05 hr.	1.15 hr.	1.00 hr.
Palo Alto	1.10 hr.	1.10 hr.	1.10 hr.	1.10 hr.	1.10 hr.	1.10 hr.
Pocahontas	1.20 hr.	1.25 hr.	- - -	- - -	1.25 hr.	1.10 hr.
Ringgold	1.05 hr.	1.10 hr.	- - -	- - -	1.10 hr.	- - -
Shelby	1.15 hr.	1.15 hr.	- - -	1.15 hr.	- - -	- - -
Taylor	1.15 hr.	1.25 hr.	- - -	- - -	- - -	1.00 hr.
Union	1.25 hr.	1.25 hr.	1.25 hr.	1.25 hr.	1.25 hr.	- - -
Van Buren	1.14 hr.	1.20 hr.	- - -	- - -	- - -	1.09 hr.
Wayne	- - -	(e)	1.10 hr.	(f)	(e)	- - -
Winnebago	1.15 hr.	1.15 hr.	1.15 hr.	1.15 hr.	1.15 hr.	1.15 hr.
Worth	- - -	1.25 hr.	- - -	265	1.25 hr.	265

Note: All salaries have been rounded to nearest dollar.

(a) \$1.75 and 1.45 per hour. Operators employed for 66 hour week. This is seasonal work.

(b) On construction work

(c) Seven months employment

(d) Pay is reduced to \$1.25 per hour when employee is doing other types of work.

(e) \$1.15 or \$1.30 per hour. When employee works in the shop or when the county pays transportation, the smaller wage is paid.

(f) \$1.10 or \$1.25 per hour. When employee is working in the shop or when the county pays transportation, the smaller hourly wage is paid.

MONTHLY SALARIES AND HOURLY WAGES OF COUNTY ROAD EMPLOYEES:
EQUIPMENT OPERATORS (Continued)

Group A: Counties over 65,000 Pop.	Large Truck	Small Truck	Dragline	Other Equipment Operators
Black Hawk	- - -	\$1.15 hr.	\$1.25 hr.	- - -
Dubuque	- - -	\$313	\$343	- - -
Linn	\$1.55 hr.	1.55 hr.	1.65 hr.	Sno-Go, \$1.55 hr.
Polk	- - -	1.56 hr.	1.56 hr.	- - -
Pottawattamie	\$283	267	308	- - -
Scott	1.41 hr.	1.41 hr.	1.60-1.66 hr.	- - -
Woodbury	- - -	1.10 hr.	1.10 hr.	- - -
Group D: 40,000 to 50,000 Pop.				
Cerro Gordo	1.30 hr.	1.30 hr.	- - -	- - -
Clinton	- - -	1.22 hr.	1.47 hr.	- - -
Des Moines	1.45 hr.	1.45 hr.	1.80 hr.	Sno-Go, \$1.80 hr.
Johnson	- - -	(a)	1.55, 1.50 hr.	- - -
Lee	1.35 hr.	1.10 hr.	1.35 hr.	- - -
Story	271	265	298	- - -
Wapello	1.62 hr.	1.62 hr.	1.82 hr.	Sno-Go, \$1.72 hr.
Webster	- - -	265, 1.10 hr.	275	- - -
Group C: 23,000 to 40,000 Pop.				
Boone	1.50 hr.	1.50 hr.	1.50 hr.	Asphalt distributor, \$1.40 hr.
Carroll	- - -	(b)	310, 275	- - -
Dallas	- - -	250	- - -	- - -
Fayette	1.15, 1.10 hr.	1.10 hr.	1.35, 1.20 hr.	- - -
Jasper	285	285	285	- - -
Kossuth	1.00 hr.	1.00 hr.	1.20 hr.	- - -
Mahaska	235	250	235	- - -
Marion	300, 1.30 hr.	- - -	1.35 hr.	- - -
Marshall	1.38 hr.	1.30 hr.	1.52 hr.	Dynamite man, \$1.41 hr.
Muscatine	1.00 hr.	1.00 hr.	271	- - -
Page	- - -	1.15 hr.	1.50 hr.	Roller operator, \$1.15 hr.
Plymouth	- - -	1.15 hr.	- - -	Sno-Go, \$1.40 hr.
Sioux	- - -	- - -	275	- - -

Note: All salaries have been rounded to nearest dollar.

(a) Small truck operators are paid \$1.37, \$1.48 or \$1.55 per hour.

(b) Truck operators are paid \$225, \$250 or \$285 per month. The salaries vary with the size of the truck operated.

MONTHLY SALARIES AND HOURLY WAGES OF COUNTY ROAD EMPLOYEES:
EQUIPMENT OPERATORS (Continued)

Group D: 16,000 to 23,000 Pop.	Large Truck	Small Truck	Dragline	Other Equipment Operators
Allamakee	\$295	\$1.00, 0.90 hr.	\$1.35 hr.	Sno-Go, \$1.00 hr. (a)
Appanoose	\$1.05 hr.	1.05 hr.	1.20 hr.	Sno-Go, \$1.10 hr.
Benton	1.28 hr.	1.10 hr.	1.28 hr.	- - -
Bremer	1.15 hr.	1.15 hr.	1.35, 1.30 hr.	- - -
Buchanan	1.22 hr.	1.22 hr.	1.34-1.40 hr.	Welder, \$1.34 hr.
Buena Vista	- - -	1.10 hr.	1.25 hr.	- - -
Butler	1.09 hr.	1.02 hr.	1.24, 1.15 hr.	- - -
Calhoun	- - -	\$265	\$280	- - -
Cass	- - -	1.15, 1.10 hr.	1.30 hr.	- - -
Cedar	1.30 hr.	1.25 hr.	1.45 hr.	- - -
Cherokee	1.05 hr.	1.05 hr.	1.40, 1.05 hr.	Payloader, \$1.40 hr.
Clay	1.30 hr.	1.10 hr.	1.30 hr.	Roller, \$1.20 hr.
Clayton	1.24 hr.	1.22 hr.	1.28 hr.	Large tractor, \$1.31 hr.
Crawford	- - -	225, 1.05 hr.	328	- - -
Delaware	1.15 hr.	1.10 hr.	1.25 hr.	Elevator Grader, \$1.25 hr.
Floyd	1.25 hr.	1.10-1.25 hr.	1.40 hr.	- - -
Franklin	1.17 hr.	1.12 hr.	1.43 hr.	- - -
Hamilton	1.36 hr. (b)	1.36 hr. (b)	1.43 hr. (c)	Sno-Go, \$1.36 hr.
Hardin	- - -	1.17	1.29 hr.	Tiling machine, \$1.32 hr.
Harrison	1.25 hr.	1.20 hr.	1.25 hr.	Sno-Go, \$1.25 hr.
Henry	- - -	1.09 hr.	1.31 hr.	- - -
Jackson	1.25 hr.	1.25 hr.	1.35 hr.	Roller, \$1.35 hr. (d)
Jones	1.25 hr.	1.25 hr.	1.45 hr.	- - -
Keokuk	245	250, 245	260	- - -
Monona	- - -	1.10 hr.	1.20 hr.	- - -
O'Brien	1.05 hr.	1.05 hr.	1.80 hr. (e)	Payloader, \$1.00 hr.
Poweshiek	- - -	1.25 hr.	333	- - -
Sac	265	265	280	Sno-Go, \$265
Tama	1.10 hr.	1.10 hr.	1.35 hr.	- - -
Warren	1.10 hr.	1.10 hr.	1.45 hr.	- - -
Washington	268	268	268	- - -
Winneshiek	1.20 hr.	1.00 hr.	1.30 hr.	- - -
Wright	1.25 hr.	1.19 hr.	1.43 hr.	Rock Crusher, \$1.43 hr.

Note: All salaries have been rounded to nearest dollar.

(a) Compressor operator, \$1.25 per hour; roller operator, \$1.25 per hour

(b) \$1.27 per hour for 32 weeks; \$1.55 per hour for 20 weeks. The hourly wage shown is an average for the year.

(c) \$1.33 per hour for 32 weeks; \$1.64 per hour for 20 weeks. The average wage is shown.

(d) Welder, \$2.00 per hour

(e) Plus seven cents per mile

MONTHLY SALARIES AND HOURLY WAGES OF COUNTY ROAD EMPLOYEES:
EQUIPMENT OPERATORS (Continued)

Group E: 8,000 to 16,000 Pop.	Large Truck	Small Truck	Dragline	Other Equipment Operators
Adair	\$1.25 hr.	\$1.25 hr.	\$1.35 hr.	- - -
Adams	1.15 hr.	1.10 hr.	1.40 hr.	- - -
Audubon	1.25 hr.	1.20, 1.15 hr.	1.30, 1.25 hr.	- - -
Chickasaw	- - -	1.10 hr.	1.30 hr.	- - -
Clarke	- - -	1.15 hr.	1.30 hr.	- - -
Davis	- - -	1.10 hr.	1.15 hr.	- - -
Decatur	1.05 hr.	1.05 hr.	1.25 hr.	Sno-Go, \$1.05 hr.
Dickinson	- - -	- - -	- - -	- - -
Emmet	1.05 hr.	1.05 hr.	1.20 hr.	- - -
Fremont	- - -	1.10 hr.	350, 1.25 hr.	- - -
Greene	\$270	\$270	\$294	Roller, \$1.22 hr.
Grundy	1.25 hr.	1.15 hr.	- - -	- - -
Hancock	1.20 hr.	1.15 hr.	1.20 hr.	- - -
Howard	- - -	260	- - -	- - -
Humboldt	- - -	- - -	1.34 hr.	- - -
Ida	1.10 hr.	1.10 hr.	1.35 hr.	- - -
Iowa	- - -	1.10 hr.	1.50 hr.	Pulverizer, \$1.15 hr.
Jefferson	- - -	1.10-1.20 hr.	1.50 hr.	- - -
Louisa	- - -	1.10, 1.05 hr.	1.35 hr.	Sno-Go, \$1.15 hr.
Lucas	1.10 hr.	1.10 hr.	300	- - -
Lyon	1.05 hr.	0.95 hr.	1.10 hr.	- - -
Madison	- - -	245	1.65 hr.	Welder, \$340
Mills	- - -	1.25 hr.	1.40 hr.	- - -
Mitchell	0.97½ hr.	0.97½ hr.	1.02½ hr.	Sno-Go, \$1.00 hr.
Monroe	- - -	1.10 hr.	1.25 hr.	Front-end loader, \$1.35 hr.
Montgomery	- - -	- - -	1.50 hr.	Patrolman, \$1.10 hr.
Osceola	1.05 hr.	0.95 hr.	- - -	Sno-Go, \$1.05 hr.
Palo Alto	1.10 hr.	1.10 hr.	1.25 hr.	Sno-Go, \$1.10 hr.
Pocahontas	1.20 hr.	1.20 hr.	1.25 hr.	- - -
Ringgold	- - -	- - -	1.65 hr.	Weed sprayer, \$1.00 hr.
Shelby	- - -	1.05 hr.	275	- - -
Taylor	- - -	- - -	1.25 hr.	- - -
Union	1.10 hr.	- - -	1.35 hr.	- - -
Van Buren	1.09-1.14 hr.	- - -	1.20 hr.	- - -
Wayne	- - -	1.00 hr.	(a)	- - -
Winnebago	- - -	1.15 hr.	1.65, 1.15 hr.	Sno-Go, \$1.15 hr.
Worth	265	265	- - -	- - -

Note: All salaries have been rounded to nearest dollar.

(a) \$1.15 or 1.30 per hour. When employee is working in the shop or when the county pays transportation, the smaller hourly wage is paid.

MONTHLY SALARIES AND HOURLY WAGES OF COUNTY ROAD EMPLOYEES:
MECHANICS AND LABORERS

Group A: Counties over 65,000 Pop.	Mechanic	Mechanic's Helper	Skilled Laborer	Semi-skilled Laborer	Common Laborer
Black Hawk	\$1.40 hr.	\$1.20 hr.	- - -	\$1.25 hr.	\$1.15 hr.
Dubuque	\$367	- - -	\$358	\$323	1.10 hr. (a)
Linn	1.75 hr.	1.75 hr.	- - -	- - -	- - -
Polk	1.68 hr.	1.56 hr.	1.56 hr.	1.56 hr.	1.56 hr.
Pottawattamie	317	- - -	- - -	- - -	1.10 hr.
Scott	350	\$320	1.41 hr.	1.41 hr.	1.41 hr.
Woodbury	1.10 hr.	1.10 hr.	1.10 hr.	1.05 hr.	1.05 hr.
Group B: 40,000 to 50,000 Pop.					
Cerro Gordo	1.47 hr.	- - -	- - -	- - -	1.30 hr.
Clinton	367	333 (b)	- - -	- - -	- - -
Des Moines	1.80 hr.	- - -	1.55 hr.	1.45 hr.	1.35 hr.
Johnson	1.55 hr.	1.48 hr.	- - -	- - -	1.26 hr.
Lee	- - -	1.00 hr.	1.15 hr.	1.10 hr.	1.05-1.10 hr.
Story	- - -	- - -	- - -	- - -	- - -
Wapello	1.91 hr.	1.57 hr.	- - -	- - -	1.57 hr.
Webster	305	- - -	- - -	275, 1.15 hr.	265, 1.10 hr.
Group C: 23,000 to 40,000 Pop.					
Boone	1.58 hr.	- - -	1.50 hr.	1.40 hr.	1.30 hr.
Carroll	335	- - -	- - -	- - -	- - -
Dallas	300	290	1.22 hr.	- - -	1.07 hr.
Fayette	1.35, 1.25 hr.	1.15 hr.	1.35 hr.	1.20 hr.	1.10 hr.
Jasper	333	292	285	- - -	1.00 hr.
Kossuth	1.20 hr.	1.00 hr.	- - -	- - -	0.90-1.00 hr.
Mahaska	270	- - -	- - -	- - -	1.00 hr.
Marion	1.30 hr.	- - -	1.20 hr.	- - -	1.00 hr.
Marshall	1.52 hr.	1.45 hr.	1.41 hr.	- - -	1.16 hr.
Muscatine	325	250	1.10 hr.	- - -	1.00, 0.90 hr.
Page	1.15 hr.	1.15 hr.	1.40 hr.	1.15 hr.	1.00 hr.
Plymouth	310	290	- - -	- - -	1.25 hr.
Sioux	- - -	- - -	1.15 hr.	1.10 hr.	0.95 hr.

Note: All salaries have been rounded to nearest dollar.

(a) Workers with seniority receive \$1.25 per hour

(b) A second assistant in the shop is paid \$125 per month.

MONTHLY SALARIES AND HOURLY WAGES OF COUNTY ROAD EMPLOYEES:
MECHANICS AND LABORERS

Group D: 16,000 to 23,000 Pop.	Mechanic	Mechanic's Helper	Skilled Laborer	Semi-skilled Laborer	Common Laborer
Allamakee	\$335	\$295 (a)	- - -	\$0.90 hr.	\$0.85 hr.
Appanoose	\$1.10 hr.	- - -	- - -	- - -	0.90 hr.
Benton	1.37 hr.	\$1.23 hr.	\$1.35 hr.	1.20 hr.	1.10 hr.
Bremer	315	1.15 hr.	1.35 hr.	1.15 hr.	1.00 hr.
Buchanan	1.34 hr.	- - -	1.22 hr.	1.10 hr.	1.00 hr.
Buena Vista	1.40 hr.	1.30 hr.	1.20 hr.	1.15 hr.	1.10 hr.
Butler	1.24 hr.	1.15 hr.	From 75 cents to \$1.00 per hour		
Calhoun	295	- - -	- - -	- - -	\$255
Cass	1.50 hr.	1.35, 1.15 hr.	1.10 hr.	- - -	(b)
Cedar	1.35 hr.	1.30 hr.	1.25 hr.	1.15 hr.	1.05 hr.
Cherokee	1.15 hr.	- - -	- - -	- - -	1.05 hr.
Clay	1.30 hr.	1.20 hr.	1.20 hr.	1.10 hr.	0.90, 1.00 hr.
Clayton	338	1.23 hr.	1.18 hr.	1.11 hr.	1.05 hr.
Crawford	290	230	\$255, 1.20 hr.	\$243, 1.15 hr.	195, 0.75 hr.
Delaware	1.25 hr.	- - -	1.25 hr.	1.15 hr.	1.10 hr.
Floyd	310, 295	1.25 hr.	1.25 hr.	1.10 hr.	1.00 hr.
Franklin	1.18 hr.	- - -	- - -	- - -	1.00 hr.
Hamilton	1.46 hr. (c)	1.36 hr. (d)	- - -	- - -	1.36 hr. (d)
Hardin	1.32 hr.	1.28 hr.	1.21 hr.	1.17 hr.	1.15 hr.
Harrison	325	1.35 hr.	1.35 hr.	- - -	1.05 hr.
Henry	306	1.20 hr.	1.09 hr.	1.04 hr.	0.95 hr.
Jackson	300	285, 255	1.35 hr.	- - -	1.15 hr.
Jones	1.40 hr.	- - -	- - -	1.25 hr.	1.15 hr.
Keokuk	245	245	- - -	245	245
Monona	1.35 hr.	- - -	- - -	- - -	0.85 hr.
O'Brien	- - -	- - -	- - -	1.30 hr.	1.00 hr.
Poweshiek	333	- - -	- - -	- - -	1.25 hr.
Sac	280	270	- - -	- - -	265
Tama	1.20 hr.	1.10 hr.	- - -	- - -	1.10 hr.
Warren	310	285	1.30 hr.	- - -	- - -
Washington	268	- - -	- - -	- - -	252
Winnebuck	1.10 hr.	1.00 hr.	- - -	- - -	1.00 hr.
Wright	1.43 hr.	1.31 hr.	1.43 hr.	1.25 hr.	1.19 hr.

Note: All salaries have been rounded to nearest dollar.

(a) Parts man, \$295 per month

(b) Bridge yardman, \$1.00 per hour

(c) \$1.35 per hour for 32 weeks; \$1.67½ per hour for 20 weeks. The hourly wage shown is an average for the year.

(d) \$1.27 per hour for 32 weeks; \$1.55 per hour for 20 weeks. The average wage is shown.

MONTHLY SALARIES AND HOURLY WAGES OF COUNTY ROAD EMPLOYEES:
MECHANICS AND LABORERS

Group E: 8,000 to 16,000 Pop.	Mechanic	Mechanic's Helper	Skilled Laborer	Semi-skilled Laborer	Common Laborer
Adair	\$350	\$1.25 hr.	\$1.25 hr.	- - -	\$1.15 hr.
Adams	335	1.15 hr.	- - -	- - -	1.05 hr.
Audubon	350	1.25 hr.	- - -	- - -	1.10 hr.
Chickasaw	\$1.20 hr.	1.10 hr.	1.10 hr.	\$1.00 hr.	0.85 hr.
Clarke	1.30 hr.	- - -	- - -	- - -	1.10 hr.
Davis	1.35 hr.	1.10 hr.	- - -	- - -	1.05 hr.
Decatur	1.25 hr.	1.05 hr.	- - -	- - -	1.00 hr.
Dickinson	1.30 hr.	- - -	1.10 hr.	- - -	1.00 hr.
Emmet	- - -	- - -	- - -	- - -	0.95 hr.
Fremont	300	\$290	1.25 hr.	- - -	1.00 hr.
Greene	270	- - -	- - -	1.16 hr.	1.06 hr.
Grundy	1.35 hr.	1.15 hr.	- - -	- - -	1.05 hr.
Hancock	325	- - -	- - -	1.20 hr.	1.15 hr.
Howard	- - -	- - -	- - -	\$260	1.00 hr. (a)
Humboldt	- - -	- - -	- - -	- - -	1.10 hr.
Ida	265	- - -	1.00 hr.	- - -	0.95 hr.
Iowa	325	- - -	- - -	1.20 hr.	1.15 hr.
Jefferson	1.40 hr.	- - -	- - -	- - -	1.15 hr.
Louisa	1.50 hr.	1.10 hr.	- - -	- - -	- - -
Lucas	270	1.00 hr.	1.15 hr.	1.00 hr.	- - -
Lyon	275	- - -	- - -	1.00 hr.	0.95 hr.
Madison	340	295	- - -	- - -	1.15 hr.
Mills	350	1.30 hr.	1.25 hr.	1.20 hr.	1.00 hr.
Mitchell	0.97½ hr.	0.95 hr.	1.02½ hr.	0.97½ hr.	0.92½ hr.
Monroe	1.35 hr.	1.25 hr.	- - -	- - -	1.10 hr.
Montgomery	340	275	1.25 hr.	1.15 hr.	1.00 hr.
Osceola	1.20 hr.	1.05 hr.	- - -	- - -	0.95 hr.
Palo Alto	- - -	- - -	- - -	- - -	- - -
Pocahontas	1.30 hr.	1.20 hr.	1.25 hr.	1.15 hr.	1.10 hr.
Ringgold	260	1.05-1.10 hr.	1.10-1.20 hr.	1.00-1.10 hr.	1.00 hr.
Shelby	295	250	- - -	- - -	1.05 hr.
Taylor	- - -	1.05 hr.	- - -	1.05 hr.	- - -
Union	316	316	- - -	- - -	1.15 hr.
Van Buren	280	1.03 hr.	- - -	- - -	- - -
Wayne	300	1.15 hr.	- - -	- - -	1.00 hr.
Winnebago	- - -	1.15 hr.	- - -	- - -	1.15 hr.
Worth	- - -	- - -	- - -	- - -	0.95 hr.

Note: All salaries have been rounded to nearest dollar.

(a) Seven months employment

SPLIT EMPLOYMENT FOR CERTAIN COUNTY ROAD EMPLOYEES

In 23 counties, a few county road employees are employed on a job paying a certain salary for a part of the year and on a different job at another salary for the remainder of the year. The information regarding these employees follows.

Adams. Tractor, scoop and blade operators are paid \$1.40 per hour during the construction season. During the winter, they do snow removal or shop work and are paid \$1.15 per hour.

Bremer. For 11 months of the year an employee is paid \$1.15 per hour as a blade operator; for the other month, he operates a dragline and is paid \$1.30 per hour.

Cedar. An employee does construction work for 6 months at \$1.40 per hour and is a maintainer for the other 6 months at \$1.25 per hour. Another employee is a construction foreman (\$1.50 per hour) for 6 months and a laborer (\$1.25 per hour) the rest of the year.

Cherokee. Dragline, scoop and loader operators are paid \$1.40 per hour when operating their machines: the dozer operator is paid \$1.15 per hour when operating the dozer. When they do other types of work, they are paid \$1.05 per hour.

Dallas. Tractor and scoop operators are paid \$1.37 per hour when operating their machines. During 4 months of the year, they are employed as laborers (\$1.07 per hour) or motor grader operators (\$1.22 per hour).

Emmet. The scoop operator is paid \$1.45 from June 1 to Nov. 1; for the rest of the year, he is employed as a general helper at \$1.05 per hour. One employee is a dragline operator part of the time and a truck driver the rest of the time; he is paid \$1.20 and \$1.05 per hour respectively. The dozer operator is paid \$1.25 per hour when he operates the dozer, but part of the time he drives a truck at \$1.07 per hour.

Fayette. Tractor operators are paid \$1.20 per hour in the summer and \$1.15 per hour in the winter, when they serve as township superintendents.

Fremont. For 8 months an employee is paid \$1.10 hourly for driving a truck; for 4 months he is paid \$1.25 hourly as an oiling crew foreman.

Floyd. For 7 months the clearing and grubbing foreman and the grading foreman are paid \$1.35 per hour and \$1.40 per hour respectively. For the rest of the year they are paid the skilled laborer's wage--\$1.25 per hour. The dragline operator is paid \$1.40 per hour for 8½ months; for the rest of the year he receives \$1.25 per hour as a skilled laborer.

Franklin. For 7 months, a tractor operator is paid \$1.24 per hour, and for 8 months a dragline operator is paid \$1.43 per hour. The remainder of the year they work as small truck operators at \$1.12 per hour. For most of the year, a patrol operator gets \$1.17 per hour; for 2 months he operates a motor grader (\$1.24 per hour).

Greene. The grade foreman gets \$1.81 per hour for 6 months; the rest of the year he is a mechanic at \$294 per month. Patrol operators are paid \$1.53 per hour for construction work half the year and \$270 per month for maintenance work the rest of the year.

Hancock. During the spring and summer an inspector is paid \$1.25 per hour; the rest of the

year he operates equipment at \$1.20 per hour.

Hardin. For 5 months, 4 tractor operators are paid \$83.16 per week. The rest of the time they work with the bridge construction crew and are paid \$70.20 per week. The construction crew foreman is paid \$92.40 per week for 5 months; the rest of the year he works on bridge construction and is paid \$70.20 per week.

Henry. The patrol operator is paid \$1.20 per hour 8 months of the year; the other 4 months, when operating an excavator, he is paid \$1.31 per hour.

Howard. From April 1 to Nov. 1, auto-patrol operators are paid \$270 per month. During the winter, the pay is \$260 per month. During the summer the dozer-tractor, scoop and dragline operators are paid \$280, \$280, and \$290 per month respectively; the rest of the year they drive trucks and get \$260 per month.

Jefferson. Seven tractor operators are paid \$1.50-1.60 per hour for 8 months; the rest of the year they get \$1.25 per hour as laborers.

Jones. Tractor, scoop and dragline operators are paid \$1.40, \$1.40 and \$1.45 per hour respectively during the summer. They get \$1.25 per hour as laborers during the winter.

Louisa. Four maintainers are paid \$1.15 per hour when they do this type of work; when they are on construction work, 3 are paid \$1.25 per hour and the other is paid \$1.50 per hour. The dragline operator is paid \$1.35 per hour; when he works as truck driver or maintainer, he gets \$1.15 per hour.

Monroe. For 5 months the grade foreman is paid \$1.45 per hour; the rest of the year, he is a patrol operator at \$1.20 per hour.

Muscatine. During the winter a skilled laborer is paid \$1.10 per hour; the rest of the year he is a rodman at \$9.50 per day.

Washington. As grade foreman, a man is paid \$315 per month for 7 months; the rest of the year he is paid \$267.75 per month as a motor grader operator. As scoop operator, a man gets \$294 per month for 7 months; for 5 months he is paid \$267.75 per month as a truck driver or grader operator. When on construction work (7 months), a grader operator is paid \$294 per month; when on maintenance work, he is paid \$267.75 per month. For 7 months, a dozer operator is paid \$294 per month; for 5 months he gets \$255 per month as a trucker.

Wayne. Scoop and dozer operators are paid \$1.30 per hour for about 9 months; then they work on bridge repair work at \$1.00 per hour.

Wright. During construction season, (about 8 months), the grade foreman is paid \$1.55 per hour; the rest of the year he is a mechanic's helper at \$1.31 per hour. The crawler tractor operator and 2 scoop operators are paid \$1.49 per hour during the construction season; after that, they drive trucks and are paid \$1.19 per hour. Three bridge crew workers are paid \$1.25 per hour for 8 months; the other 4 months they work with the brush cutting crew or help on the snow plows and are paid \$1.19 per hour.

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