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FOREWORD

The Institute of Public Affairs first conducted a survey of salaries, wages, and work policies in county offices in 1954. Subsequent surveys were completed in 1956, 1960, 1963, and 1966. Thus, this is the fifth updating of the original report.

The information reported here was obtained with the aid of a comprehensive questionnaire sent to each county auditor and engineer. Salaries, wages, and work policies are those in effect on March 1, 1969. A total of eighty-nine engineers and eighty auditors replied to the questionnaire.

Frequent use is made of dashes in the several tables of this survey. A dash indicates that the information requested was either not reported, or not in direct answer to the question. Dashes are also used when a county does not have the position or type of employees listed in the tabulation.

Where practicable, median salaries are given. The median salary is the middle salary, that is, half the counties pay more than this amount and half pay less.

The Institute expresses its thanks to all the county officials who responded to the questionnaire. Inquiries regarding the information presented here, or any suggestions to improve this type of survey, will be gratefully received.

Dean Zenor, Director
Institute of Public Affairs
The University of Iowa

Iowa City
July 1969

1/11/71

POPULATION OF IOWA COUNTIES

In this survey, the counties are listed according to their population rank as reported in Census of Population: 1960, Volume I, Part A. In the sections summarizing the working conditions for county office employees and county road employees, information is presented in terms of five groups of counties: Group A includes the seven counties that have populations of over 75,000; Group B includes eleven counties with populations between 30,000 and 60,000; Group C includes twenty-three counties with populations between 20,000 and 30,000; Group D includes twenty-three counties with populations between 15,000 and 20,000; Group E includes thirty-five counties with populations between 7,000 and 15,000. Following is a listing, by group, of the ninety-nine Iowa counties and their populations.

Group A

Polk	266,315	Scott	119,067	Pottawattamie	83,102
Linn	136,899	Woodbury	107,849	Dubuque	80,048
Black Hawk	122,482				

Group B

Clinton	55,060	Webster	47,810	Marshall	37,984
Johnson	53,663	Wapello	46,126	Jasper	35,282
Cerro Gordo	49,894	Des Moines	44,605	Muscatine	33,840
Story	49,327	Lee	44,207		

Group C

Fayette	28,581	Carroll	23,431	Bremer	21,108
Boone	28,037	Benton	23,422	Floyd	21,102
Sioux	26,375	Hardin	22,533	Page	21,023
Marion	25,886	Buchanan	22,293	Warren	20,829
Kossuth	25,314	Clayton	21,962	Jackson	20,754
Dallas	24,123	Winneshiek	21,651	Jones	20,693
Plymouth	23,906	Tama	21,413	Hamilton	20,032
Mahaska	23,602	Buena Vista	21,189		

Group D

Wright	19,447	Henry	18,187	Allamakee	15,982
Washington	19,406	Cass	17,919	Calhoun	15,923
Poweshiek	19,300	Cedar	17,791	Shelby	15,825
O'Brien	18,840	Harrison	17,600	Jefferson	15,818
Cherokee	18,598	Butler	17,467	Keokuk	15,492
Crawford	18,569	Sac	17,007	Franklin	15,472
Clay	18,504	Iowa	16,396	Chickasaw	15,034
Delaware	18,483	Appanoose	16,015		

Group E

Emmet	14,871	Humboldt	13,156	Taylor	10,288
Palo Alto	14,736	Winnebago	13,099	Fremont	10,282
Hancock	14,604	Mills	13,050	Ida	10,269
Lyon	14,468	Howard	12,734	Worth	10,259
Montgomery	14,467	Dickinson	12,574	Osceola	10,064
Greene	14,379	Madison	12,295	Wayne	9,800
Pocahontas	14,234	Lucas	10,923	Van Buren	9,778
Grundy	14,132	Audubon	10,919	Davis	9,199
Mitchell	14,043	Adair	10,893	Clarke	8,222
Monona	13,916	Decatur	10,539	Ringgold	7,910
Union	13,712	Monroe	10,463	Adams	7,468
Guthrie	13,607	Louisa	10,290		

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

This section contains a summary of the policies regarding working conditions for office employees in the eighty counties that answered the questionnaire. In most cases, information is tabulated for both salaried employees and employees paid at an hourly wage rate. The only exceptions are the "hours of work" tabulation which indicates the basic work week for most office employees, and the "periods county offices are closed" tabulation which indicates whether or not county offices are open on Saturdays, over the noon hour, whether or not county offices close on any weekday afternoon, and if summer hours for county offices are shorter than office hours for the rest of the year. The counties are grouped according to their population as reported in the Census of Population: 1960, Vol. I, Part A. (See pages 17-10 and 17-11 for populations of the counties.)

Hours of Work
Number of hour in work
week for most employees

Counties by Population Group	Hours			
	40	39	37½	Other
Group A (over 75,000)	5	0	0	0
Group B (30 - 60,000)	4	0	1	1
Group C (20 - 30,000)	11	1	5	4
Group D (15 - 20,000)	14	0	2	3
Group E (7 - 15,000)	20	0	7	2
Total	54	1	15	10

The eighty county officials who answered the questionnaire reported a standard work week for most (county) office employees. A forty hour week is most common; fifty-four officials specified this period. Of the ten counties listed in the "Other" column, one reported a forty-two hour week, one a forty-three hour week, one a forty-eight hour week, five a thirty-five hour week, and two a thirty-eight hour week.

Thirteen counties maintain a different work week for special groups of other employees. These special groups consist primarily of maintenance and road workers who work longer hours than most office employees, and a special category of welfare workers, county home workers, and janitors.

Periods County Offices are Closed

Counties by Population Group	Open Saturdays			Weekday Afternoons		Noon Hour		Shorter Summer Hours	
	all day	until noon	no	yes	no	yes	no	yes	no
Group A (over 75,000)	0	0	5	0	5	0	5	0	0
Group B (30 - 60,000)	0	1	5	0	6	1	5	0	1
Group C (20 - 30,000)	0	3	18	0	21	6	15	0	3
Group D (15 - 20,000)	0	0	19	0	19	5	14	0	0
Group E (7 - 15,000)	1	4	24	0	29	6	23	0	5
Total	1	8	71	0	80	18	62	0	9

Of the eighteen counties reporting that their county offices closed during the noon hour, six reported that some offices remained open, most often the Auditor's and the Treasurer's offices.

Nine counties indicated no variation in office hours during the year.

Saturday office hours vary from the following extremes: eight counties open their offices until noon; seventy-one counties do not open their offices; one county opens its offices all day.

One county reported its offices were open on Friday evenings from 7-9. One reported being closed Good Friday afternoon, one county opened its offices only six Saturdays per year.

Holidays
Number of holidays allowed for
salaried and hourly employees

Counties by Population Group	Holidays			
	7	8	9	Other
Group A (over 75,000)				
Salaried	1	1	3	0
Hourly	1	0	0	0
Group B (30 - 60,000)				
Salaried	1	3	1	1
Hourly	1	1	1	0
Group C (20 - 30,000)				
Salaried	1	7	11	2
Hourly	1	0	0	0
Group D (15 - 20,000)				
Salaried	0	8	10	1
Hourly	0	1	1	1
Group E (7 - 15,000)				
Salaried	6	10	11	2
Hourly	2	2	2	0
Total Salaried	9	29	36	6
Total Hourly	5	4	4	1

Vacation
Number of days of vacation allowed
for salaried and hourly employees

Counties by Population Group	Days of Vacation				
	10	11	12	14	Other
Group A (over 75,000)					
Salaried	1	0	0	0	4
Hourly	0	0	0	0	0
Group B (30 - 60,000)					
Salaried	2	1	0	0	3
Hourly	1	1	0	0	0
Group C (20 - 30,000)					
Salaried	10	2	0	1	6
Hourly	1	0	0	1	1
Group D (15 - 20,000)					
Salaried	9	1	0	0	8
Hourly	0	0	0	0	0
Group E (7 - 15,000)					
Salaried	12	4	0	1	10
Hourly	1	1	0	0	2
Total Salaried	34	8	0	2	31
Total Hourly	3	2	0	1	3

Most counties allow salaried employees seven, eight, or nine paid holidays, according to the reports of eighty county officials. It should be noted that the number of counties reporting paid holidays for hourly employees is considerably smaller than the number reporting for salaried employees. This means only that many counties do not hire hourly employees for the courthouse staff. Of the fourteen counties that do authorize paid holidays for hourly employees, one reported fewer holidays for hourly employees than for salaried employees.

The "Other" column includes a range of paid holidays for county employees from nine and one-half to eleven and one-half days. One county reported no definite policy and three counties reported no definite policy for only hourly employees.

Paid vacations of either ten or eleven working days are most frequently granted to office employees. Vacation periods reported in the "Other" column range from five to fifteen days, while four counties reported no definite policy. The "Other" column is large because most counties recorded here give one week for the first year, two weeks the second year, and three weeks after a specific number of years. Thirty-two counties report granting extra vacation time to salaried employees who have been employed by the county for a specified number of years, and one county grants extra vacation time to hourly employees. The number of counties reporting vacation policies for hourly employees is smaller than the number of counties with vacation policies for salaried employees because many counties do not hire hourly employees for their office staffs.

Sick Leave
Number of sick days leave granted
to salaried and hourly employees

Counties by Population Group	Days of Sick Leave				
	12	18	24	30	Other
Group A (over 75,000)					
Salaried	1	1	1	1	0
Hourly	1	0	0	0	0
Group B (30 - 60,000)					
Salaried	0	2	0	1	1
Hourly	0	1	0	1	0
Group C (20 - 30,000)					
Salaried	0	0	1	4	3
Hourly	0	0	0	1	1
Group D (15 - 20,000)					
Salaried	2	1	0	2	3
Hourly	0	0	0	0	0
Group E (7 - 15,000)					
Salaried	3	0	0	2	7
Hourly	0	0	0	1	2
Total Salaried	6	4	2	10	14
Total Hourly	1	1	0	3	3

Overtime Pay
Overtime policies for salaried
and hourly employees

Counties by Population Group	Comp. time*	St. time*	No. over.*	Other
Group A (over 75,000)				
Salaried	2	1	4	0
Hourly	0	2	1	1
Group B (30 - 60,000)				
Salaried	3	2	4	0
Hourly	1	3	1	0
Group C (20 - 30,000)				
Salaried	2	4	17	0
Hourly	0	12	5	0
Group D (15 - 20,000)				
Salaried	2	0	18	0
Hourly	0	8	4	2
Group E (7 - 15,000)				
Salaried	3	2	24	0
Hourly	2	12	5	0
Total Salaried	12	9	67	0
Total Hourly	3	37	16	3

Thirty-six counties have a policy concerning sick leave for salaried office employees, and eight counties have a policy concerning sick leave for hourly office employees. Of the counties without a specific sick leave policy, forty-one allow county employees sick leave at the discretion of some county official, nine requiring the approval of the Board of Supervisors. Twenty-three counties permit employees to accumulate sick leave beyond the year in which it is earned, the minimum number of days which may be accumulated being twenty and the maximum ninety.

The "Other" column includes a range from five to ninety days of sick leave. Thirty-nine counties reported having no definite policy.

Eighty county officials present information concerning overtime policies for salaried office employees, and fifty-nine officials reported overtime policies in their counties for hourly office employees. Seven officials reported that there was no definite overtime pay policy in their counties. Three counties the "Other" column reported time and one-half for hourly employees.

*Compensatory time off; Straight pay; No overtime pay.

Table 1 -- MONTHLY SALARIES OF SELECTED COUNTY EMPLOYEES
(Counties by Population)

County	Assessor		Deputy Assessor		Sheriff's Office			Court House		Weed Commissioner
	Salary	Mileage	Salary	Mileage	Jailer	Matron	Bailiff	Janitor	Other Custodial	
Polk	\$1,125	\$.10	\$900	\$.10	\$712	\$462	\$510	\$486	\$440	\$619
Black Hawk	875	.10	625	.10	465-500	350	217	775	300-475	(a)
Scott	1,292	.10	750	.10	---	500	409	1.75-2.50 hr.	---	3.00 hr. (b)
Woodbury	792	.10	---	---	525	400	130, 225	433, 450	275, 360	326
Pottawattamie	875	.10	613	.10	300	326	425	500	275, 375	120
Story	708	.10	625	.10	500	1.50 hr.	7.50 day	---	435	400
Webster	788	yes	---	---	---	---	(a)	308, 333	---	490
Wapello	666	.10	---	---	325	50	---	390	---	425
Marshall	790	yes	673	yes	---	(a)	160	410	275, 345	380
Jasper	---	---	---	---	---	200	10.00 day	540	---	300
Muscatine	917	.10	---	---	---	1.50 hr.	300	500	125 (c)	---
Fayette	667	.10	---	---	---	---	---	417	---	2.00 hr. (b)
Boone	408	---	---	---	---	---	---	480	---	2.87 hr.
Sioux	667	yes	445	yes	---	---	10.00 day	425	100	250
Marion	708	.10	458	.10	140	---	---	380	110	10.00 day (b)
Kossuth	646	yes	---	---	---	---	---	405, 440	---	87 (d)
Dallas	833	.10	---	---	---	---	---	277	317 (e)	14.00 day
Plymouth	688	yes	---	---	---	125	(f)	500	---	500 (g)
Mahaska	542	---	433	---	165	---	---	400	---	(h)
Carroll	900	.10	---	---	1.60 hr.	1.60 hr.	90	420	---	300
Benton	742	car	625	---	---	---	15.00 day	490	---	2.82 hr.
Buchanan	708	yes	---	---	---	---	---	300, 400 (i)	---	---
Clayton	650	.10	---	---	---	---	200	430	---	300
Winneshiek	667	yes	---	---	---	---	---	350	---	400
Tama	625	yes	367, 375	---	---	200	10.00 day	300	---	300
Buena Vista	625	.10	525	.10	---	---	8.50 day	475	1.50-1.75 hr.	2.10 hr.
Floyd	---	---	---	---	518	3.00 day	10.00 day	500	---	400
Page	542	.10	---	---	---	10.00 day	10.00 day	400	---	425
Warren	708	.10	529	---	---	100	---	520	---	---
Jackson	650	yes	---	---	---	100	248	442	1.50 hr.	1.00 hr. (d)

Jones	550	.10	---	---	---	---	10.00 day	333	---	2.00 hr. (b)
Hamilton	625	car	---	---	---	---	---	458	---	2.00 hr.
Wright	667	---	475	---	---	100	---	500	---	250
Washington	750	.10	---	---	---	50	14.00 day	410	---	1.75 hr.
Poweshiek	625	yes	433	---	140	7.50 day	7.50 day	425	---	---
O'Brien	---	---	---	---	---	100	---	583	---	(a)
Cherokee	725	.10	500	.10	---	---	10.00 day	500	125	315
Crawford	675	---	---	---	---	---	140	350, 375	---	275
Clay	688	yes	542	yes	---	10.00 day	10.00 day	450	---	1.75 hr. (d)
Delaware	700	---	---	---	---	---	---	435	---	(f)
Henry	583	yes	---	---	---	---	8.00 day	415	---	---
Cass	655	.10	490	.10	---	---	236	347	---	197
Harrison	758	.10	458	---	---	---	15.00 session	390	---	---
Butler	650	.10	---	---	200	---	---	433	---	200
Sac	684	.10	---	---	---	---	125	486	108	2.25 hr.
Iowa	675	.10	533	.10	---	---	---	455	---	385 (g)
Appanoose	550	.10	---	---	---	---	100	415 (j)	---	---
Allamakee	833	.10	500	---	---	---	16.00 day	375	---	375
Calhoun	750	yes	---	---	---	---	11.90 day	440	---	1.50 hr.
Franklin	667	---	---	---	---	---	---	315	---	2.20 hr.
Chickasaw	625	---	---	---	50	50	6.00 day	450	---	---
Emmet	625	yes	400 (c)	---	---	---	---	540	---	1.75 hr.
Palo Alto	492	.10	393	.10	---	100	---	300	125	100
Hancock	650	.10	---	---	---	---	---	600	---	---
Montgomery	568	.10	455	.10	---	---	---	370	---	100
Greene	625	.10	483	.10	---	---	125	525	---	450
Pocahontas	625	.10	500	---	---	100	---	402	---	280 (b)
Grundy	700	.10	500	---	---	75	---	353	---	2.00 hr.
Mitchell	625	---	---	---	---	100	8.00 session	380 (k)	---	400
Monona	667	.10	583	.10	---	---	---	417 (j)	---	1.75 hr. (d)
Union	583	---	---	---	---	20	10.00 day	350	---	2.00 hr. (d)
Guthrie	---	---	---	---	200	---	---	385, 390	---	385
Humboldt	550	---	---	---	---	138	---	340	---	450
Winnebago	625	---	---	---	---	---	---	350	---	225
Howard	708	.10	466	.10	---	---	16.00 day	377	---	425

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

County	Assessor		Deputy Assessor		Jailer	Sheriff's Office		Bailiff	Court House		Weed Commissioner
	Salary	Mileage	Salary	Mileage		Matron	Janitor		Other Custodial		
Dickinson	527	.10	---	---	---	(1)	---	---	385	---	300 (d)
Madison	583	yes	376	---	---	---	10.00 day	---	405	---	60
Lucas	563	.10	---	---	---	---	---	---	425	115	---
Audubon	625	yes	375	---	---	---	75	---	340	---	1.40 hr.
Adair	583	.10	467	.10	---	---	---	---	350	---	1.75 hr. (b)
Decatur	456	.10	---	---	---	---	---	---	220	---	---
Louisa	667	(m)	---	---	---	100	---	---	483	---	---
Taylor	500	.10	383	.10	---	---	---	---	310	---	125
Fremont	604	.10	377	---	460 (n)	---	50	---	325	---	50
Worth	567	.10	---	---	---	---	---	---	350	---	2.25 hr.
Osceola	471	.10	---	---	---	---	10.00 day	---	333	---	1.40 hr.
Wayne	460	.10	368	---	500 (o)	---	---	---	368	---	2.10 hr.
Van Buren	533	.10	---	---	100 (p)	---	---	---	300	---	---
Davis	667	---	---	---	---	---	50	---	404	---	---
Clarke	500	---	375	---	---	---	---	---	383	---	---
MEDIAN SALARIES:*											
Number	76	---	36	---	16**	22**	18**	---	78**	15**	38**
Median	650	---	475	---	300	100	160	---	410	225	300
					Median Per Diem						
					Number		23**		---	---	---
					Median		10.00 day		---	---	---
									Median Wage		
									Number		21**
									Median		2.00 hr.

*The median salary (or rate) is the middle salary (or rate); one-half the salaries, wages, or per diem rates are larger than this figure, and one-half are smaller. Note: All salaries have been rounded to the nearest dollar.

**The totals of these numbers will not equal the sum of all the figures given in the column, as some did not fit into the pay categories given, or were too few to represent a meaningful median figure for a separate pay category.

- (a) Hourly pay (no figure given)
- (b) Plus 10¢ per mile
- (c) Part-time
- (d) Plus mileage
- (e) Welfare office janitor (half-time)
- (f) Per diem
- (g) Also works on secondary road
- (h) \$500 for entire season

- (i) Man and woman
- (j) Man and wife, combined salary
- (k) Plus \$35 per month paid by County Extension Office
- (l) Has apartment for salary
- (m) Plus \$20 car allowance
- (n) Also deputy sheriff
- (o) Also sheriff
- (p) Also matron

Table 1, Continued -- MONTHLY SALARIES OF SELECTED COUNTY EMPLOYEES
(Counties by Population)

County	Superintendent	Steward	County Home (a)		Cook	Janitor	County Hospital Superintendent	Health Nurse	County Attorney's Secretary	Secretary Soldiers' Relief
			Matron	Ward Lady						
Polk	\$871	---	---	---	\$342	\$486	\$1,833	---	\$536	\$712
Black Hawk	---	\$458 (b)	\$458 (b)	\$270-310	310, 325	---	458 (b)	\$300	917	708
Scott	580 (b)	---	459 (b)	---	---	---	---	---	442	495
Woodbury	440 (b)	---	440 (b)	1.30 hr.	1.35 hr.	1.30 hr.	---	458-543	365, 500	467
Pottawattamie	---	360 (b)	317 (b)	285	256	240	---	300	450	400
Story	---	417 (b)	417 (b)	335	310	---	1,100	500	400	467
Webster	---	421	329	(c)	(c)	(c)	---	440	---	500
Wapello	---	790 (b)	790 (b)	308	365	129	---	300	466	366
Marshall	---	500 (b)	500 (b)	---	(c)	---	---	525, 550	---	160
Jasper	458	458	---	400	280	---	---	700	325	550
Muscatine	---	379 (b)	329 (b)	200 (b)	180 (b)	---	---	---	---	---
Fayette	542 (b)	---	---	245	250	---	---	---	180	65
Boone	---	465 (b)	465 (b)	(c)	(c)	(c)	---	550	220	446
Sioux	---	407 (b)	407 (b)	365	365	418	---	520	---	90
Marion	---	115 (b)	510 (b)	325	325	---	---	300	255	370
Kossuth	---	469 (d)	---	---	---	---	---	300 (e)	(f)	325 yr.
Dallas	---	458 (b)	458 (b)	320	285	---	1,000	300	210	467
Plymouth	---	415 (b)	415 (b)	260	260	280	---	---	542	---
Mahaska	---	396 (b)	396 (b)	200 (b)	260 (b)	200 (b)	---	320	542	350
Carroll	---	460 (b)	50 (b)	240	---	---	---	575	120	125
Benton	---	783 (d)	---	325	325	275	---	---	325	110
Buchanan	---	425 (b)	425 (b)	275	275	---	---	300	---	150
Clayton	---	280 (b)	270 (b)	250	250	250	---	---	542	---
Winneshiek	---	1.30 hr. (b)	1.30 hr. (b)	1.35 hr.	1.45 hr.	---	---	575	(f)	300
Tama	---	375 (g)	375 (g)	260	285	---	---	---	160 (h)	---
Buena Vista	---	667 (d)	---	---	---	---	1,333	300	183	(i)
Floyd	---	338	338	236	242	---	---	---	225	400
Page	---	333 (b)	333 (b)	250	250	---	---	---	320	---
Warren	No county home	---	---	---	---	---	---	440	---	350
Jackson	---	350 (b)	300 (b)	---	---	---	---	300	250	---

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

County	Superintendent	Steward	County Home (a)			Janitor	County Hospital Superintendent	Health Nurse	County Attorney's Secretary	Secretary Soldiers' Relief
			Matron	Ward Lady	Cook					
Jones	---	375 (b)	375 (b)	259	250	325	---	580	---	---
Hamilton	---	417 (b)	308 (b)	222	275	230	---	300	125	200
Wright	No county home	---	---	---	---	---	---	575	500	---
Washington	---	400 (b)	400 (b)	1.45 hr.	1.45 hr.	1.45 hr.	---	300	350	(j)
Poweshiek	---	390 (b)	390 (b)	---	255	---	---	---	---	150
O'Brien	---	433 (b)	333 (b)	---	---	---	---	460	220	---
Cherokee	No county home	---	---	---	---	---	---	440	150	---
Crawford	---	260 (b)	252 (b)	---	1.60 hr.	---	---	300	200	---
Clay	No county home	---	---	---	---	---	---	300	(f)	405
Delaware	---	354 (b)	354 (b)	---	310	---	1,000 (e)	500	500	---
Henry	---	434 (b)	292 (b)	300	290	---	---	---	---	---
Cass	---	302 (b)	302 (b)	---	---	---	---	---	127	397
Harrison	No county home	---	---	---	---	---	---	300	90	---
Butler	---	---	350 (g)	---	10.00 day	---	---	---	---	200
Sac	No county home	---	---	---	---	---	---	33	---	5.00 per diem
Iowa	---	410 (b)	410 (b)	---	---	---	---	---	500	---
Appanoose	---	208 (b)	208 (b)	---	141 (b)	---	---	300	110	70 (h)
Allamakee	---	558 (b, k)	---	1.20 hr.	---	---	---	450	---	(l)
Calhoun	---	285 (b)	285 (b)	---	220	---	---	---	1.60 hr. (h)	15.50 day
Franklin	No county home	---	---	---	---	---	---	500	---	---
Chickasaw	---	275 (b)	275 (b)	---	---	450	---	---	---	185
Emmet	---	250 (b)	250 (b)	---	---	---	---	---	500	300
Palo Alto	No county home	---	---	---	---	---	917	300	100	---
Hancock	1,000	342	242	155	225	---	750	460	60	---
Montgomery	---	413 (g)	413 (g)	158 (g)	---	---	---	---	---	5.00 day
Greene	---	288 (b)	213 (b)	1.40 hr.	1.40 hr.	---	---	---	---	125
Pocahontas	No county home	---	---	---	---	---	---	300	500	30
Grundy	No county home	---	---	---	---	---	1,000	300	500	5.00 per diem
Mitchell	---	342 (g)	1.30 hr.	1.15 hr.	1.65 hr.	---	---	---	150	3.00 session
Monona	No county home	---	---	---	---	---	---	300	200	Per diem (e)
Union	---	265 (g)	265 (g)	---	---	---	---	---	140	417
Guthrie	---	466 (b)	366 (b)	275	275	275	---	300	---	325
Humboldt	---	467 (m)	---	---	---	---	---	300	500	---
Winnebago	---	500 (n)	500 (n)	447	290	---	---	550	500	---
Howard	---	375	225	215	---	---	---	300	---	377

Dickinson	---	333 (b)	333 (b)	(c)	264 (b)	---	---	575	132	110
Madison	No county home	---	---	---	---	---	---	520	---	---
Lucas	---	308 (g)	308 (g)	---	215	---	---	---	---	80
Audubon	---	290 (b)	290 (b)	---	---	---	---	300	140	125
Adair	No county home	---	---	---	---	---	750	---	140	5.00 per case
Decatur	1,100 (o)	300 (b)	300 (b)	200	---	200	875 (e)	---	---	---
Louisa	---	292	292	85	180	---	---	470	---	---
Taylor	---	313 (b)	313 (b)	---	250	---	---	---	240	---
Fremont	---	425 (b, k)	---	---	---	---	---	---	(f)	90
Worth	---	---	290 (b)	---	---	---	---	300	(c)	---
Osceola	No county home	---	---	---	---	---	---	---	150	15.00 per diem (e)
Wayne	---	417 (b, k)	---	200 (b)	240 (b)	---	789	---	227	3.00 hr.
Van Buren	---	625 (g, k)	---	---	175 (g)	---	---	---	180	---
Davis	---	225	225	175	1.50 hr.	---	---	---	160	---
Clarke	No county home	---	---	---	---	---	---	---	175	---

MEDIAN SALARIES:*

Number	58**	52**	31**	36**	13**	12	48	52**	39**
Median	390	333	259	260	275	917	300	225	325

*The median salary is the middle salary; one-half the salaries listed in the column are larger than this figure, and one-half are smaller.
Note: All salaries have been rounded to nearest dollar.

**The totals of these numbers will not equal the sum of all figures given in the column, as some did not fit into the pay categories given, or were too few to represent a meaningful figure for a separate pay category.

- (a) See pages 32 and 33 for special type of office workers
- (b) Includes payment-in-kind, i.e., board, lodging, expenses, mileage, and laundry
- (c) Hourly rates (no figure given)
- (d) Man and wife, combined salary, includes payment-in-kind
- (e) Plus mileage
- (f) Office expenses
- (g) Allowances: Tama, plus \$32 per month board and lodging allowance; Butler, \$55 per month food and lodging allowance; Montgomery, steward and county home matron, plus \$60 per month board and lodging allowance, ward lady, plus \$50 per month board and lodging allowance; Mitchell, plus \$91.25 per month board, lodging, and Social Security allowance; Union, plus \$50

- per month board and lodging allowance; Lucas, plus \$34.67 per month for board and lodging allowance; Van Buren, steward, plus \$52 per month room and board allowance, cook, plus \$26 board and lodging allowance.
- (h) Part-time
- (i) \$5 per meeting
- (j) \$15 per meeting
- (k) Steward and matron, combined salary
- (l) Three commissioners, \$100 per quarter per commissioner
- (m) \$60 deducted for board and lodging; combined salary of steward and matron
- (n) \$70 deducted for board and lodging
- (o) Shared by Clarke, Union, and Ringgold counties

Table 2 -- SALARIES OF CLERKS IN SELECTED COUNTY OFFICES
(Counties by Population)

County	Auditor (a)			Assessor (a)			Clerk of Court (a)			Recorder (a)			Overseer of Poor (a)		
	High	Low	Start	High	Low	Start	High	Low	Start	High	Low	Start	High	Low	Start
Polk	\$590	\$418	\$418	\$522	\$441	\$441	\$590	\$418	\$418	\$590	\$418	\$418	---	---	---
Black Hawk	370	280	275	388	308	300	350	250	250	445	300	275	\$365	\$275	\$275
Scott	468	281	265	813	315 (b)	---	411	369	265	373	281	265	476	355	265
Woodbury	400	260	260	---	---	---	400	325	260	350	350	260	---	---	---
Pottawattamie	325	250	250	396	350	350	417	260	260	350	300	250	---	---	---
Story	350	265	240 (c)	350	1.50 hr.	240 (c)	325	---	240 (c)	---	250	240 (c)	249 (b)	---	---
Webster	429	---	1.75 hr.	500	---	1.75 hr.	---	---	1.75 hr.	---	---	---	467	330	1.75 hr.
Wapello	467	240	240	---	---	---	467	325	300	467	275	250	---	---	---
Marshall	413	275	275	457	338	275	335	305	275	275	275	275	---	---	---
Jasper	330	---	280	500	333	280	360	---	280	320	280	280	---	---	---
Muscatine	---	---	310	---	---	310	344	327	310	---	---	310	---	---	310
Fayette	407	---	225	383	350	---	---	---	---	---	---	---	---	---	---
Boone	---	---	---	1.75 hr.	---	---	---	---	---	---	---	---	---	---	---
Sioux	383	292	1.50 hr.	447	292	---	75	---	---	374	---	---	---	---	---
Marion	315	---	---	392	275	---	275	---	---	275	---	---	---	---	---
Kossuth	558	---	---	---	---	---	558	---	---	---	---	---	---	---	---
Dallas	365	---	325	340	---	---	---	---	---	---	---	---	---	---	---
Plymouth	---	---	---	433	400	320	---	---	---	---	---	---	---	---	---
Mahaska	340	---	272	---	---	---	340	---	272	---	---	---	300	---	240
Carroll	350	350	250	420	300	250	250	250	250	---	---	250	275	275	250
Benton	1.75-1.85 hr. (b)	---	---	325	280	260	325	325	260	1.75 hr. (b)	---	---	325	---	260
Buchanan	327	---	275	438	275	---	327	---	275	---	---	---	275	---	275
Clayton	225	225	225	375	225	225	255	255	225	---	---	225	---	---	225
Winneshiek	325	---	260	300	---	260	325	---	260	300	---	260	300	---	---
Tama	320	---	275	325	---	275	305	---	275	---	---	---	285	---	---
Buena Vista	315	---	200	435	275	250	1.75 hr. (b)	---	---	1.75 hr. (b)	---	---	---	---	---
Floyd	333	2.20 hr.	308	378	1.70 hr.	1.50 hr.	365	365	---	1.95 hr.	---	---	---	---	---
Page	320	280	280	308	---	---	---	---	---	---	---	---	320	320	280
Warren	260	---	---	340	---	---	---	---	---	340	---	---	---	---	---
Jackson	300	---	---	420	400	300	300	---	300	300	---	300	---	---	---

Jones	325	---	---	458	---	---	---	---	---	---	---	---	---	---	---
Hamilton	305	---	250	305	---	250	305	---	250	305	---	250	---	---	---
Wright	367	265	265	320	315	265	---	---	---	---	---	---	---	---	---
Washington	405	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Poweshiek	---	---	---	2.05 hr.	---	---	1.75 hr.	---	1.50 hr.	1.75 hr.	---	1.50 hr.	329	---	---
O'Brien	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Cherokee	260	---	220	325	---	225	324	---	---	---	---	---	---	---	---
Crawford	330	330	375	375	---	---	330	---	---	---	---	---	---	---	---
Clay	400	---	335	380	---	300	1.85 hr. (b)	---	---	---	---	380	---	325	---
Delaware	---	---	225	393	---	270	---	---	---	---	---	---	---	---	---
Henry	320	---	1.50 hr.	425	---	---	2.20 hr.	---	1.50 hr.	2.00 hr.	1.60 hr.	1.50 hr.	380	360	288
Cass	341	341	---	341	341	---	---	---	---	---	---	---	---	---	---
Harrison	300	300	300	300	300	300	398 (d)	398 (d)	398 (d)	398 (d)	398 (d)	398 (d)	415	415	415
Butler	---	---	---	417	---	---	---	---	---	---	---	---	467	---	---
Sac	---	---	236	385	370	236	---	---	236	---	---	236	---	---	---
Iowa	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Appanoose	---	---	---	2.00 hr.	2.00 hr.	2.00 hr.	311	---	290	---	---	---	---	---	---
Allamakee	310	---	---	---	---	---	---	---	---	---	---	---	280	---	---
Calhoun	375	---	320	---	---	---	375	---	320	---	---	---	---	---	---
Franklin	---	---	---	433	---	---	---	---	---	---	---	---	---	---	---
Chickasaw	1.65 hr.	---	1.50 hr.	---	---	---	---	---	---	---	---	---	---	---	---
Emmet	345	345	275	350	350	325	---	---	---	---	---	---	1.75 hr.	1.75 hr.	1.25 hr.
Palo Alto	427	---	427	393	---	393	---	---	---	---	---	---	---	---	---
Hancock	---	---	---	350	---	---	---	---	---	---	---	---	---	---	---
Montgomery	300	---	---	347	---	---	---	---	---	---	---	---	---	---	---
Greene	---	300	300	325	---	300	---	---	---	---	---	---	---	---	---
Pocahontas	365	---	225	350	---	---	---	---	---	---	---	---	---	---	---
Grundy	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Mitchell	333	330	200	350	---	300	---	---	---	---	---	---	360	---	---
Monona	390	---	390	390	---	390	---	---	---	---	---	---	---	---	---
Union	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Guthrie	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Humboldt	315	315	305	365	365	---	---	---	---	---	---	---	---	---	---
Winnebago	333	---	---	333	---	---	---	---	---	---	---	---	---	---	---
Howard	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Dickinson	336	250	230	308	---	---	---	---	---	---	---	---	---	---	---
Madison	330	---	300	---	---	---	---	---	---	---	---	---	---	---	---
Lucas	335	---	---	400	---	---	---	---	---	---	---	---	---	---	---
Audubon	---	---	---	375	300	---	---	---	---	---	---	---	---	---	---
Adair	(e)	---	(e)	(e)	---	(e)	(e)	---	(e)	(e)	---	(e)	---	---	---

Table 2 -- Salaries of Clerks in Selected County Offices, Continued

County	Auditor (a)			Assessor (a)			Clerk of Court (a)			Recorder (a)			Overseer of Poor (a)		
	High	Low	Start	High	Low	Start	High	Low	Start	High	Low	Start	High	Low	Start
Decatur	342	---	---	342	---	---	---	---	---	---	---	---	---	---	---
Louisa	350	---	300	---	---	---	---	---	---	---	---	---	---	---	---
Taylor	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Fremont	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Worth	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Osceola	1.40 hr.	1.25 hr.	1.25 hr.	---	1.25 hr.	1.25 hr.	---	---	---	1.75 hr.	---	1.25 hr.	---	---	---
Wayne	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Van Buren	300 (d)	300	1.50 hr.	2.50 hr.	---	---	360	---	---	1.92 hr.	---	---	---	---	---
Davis	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Clarke	310	---	275	---	---	---	---	---	---	---	---	---	---	---	---

Note: All salaries have been rounded to the nearest dollar.
 (a) See pages 32 and 33 for special type of office workers
 (b) Part-time
 (c) \$260 per month if experienced
 (d) Deputy
 (e) \$13 per day

Table 2, Continued -- SALARIES OF CLERKS IN SELECTED COUNTY OFFICES
(Counties by Population)

County	Sheriff (a)			Soldiers' Relief (a)			School Superintendent (a)			Treasurer (a)			Welfare (a)		
	High	Low	Start	High	Low	Start	High	Low	Start	High	Low	Start	High	Low	Start
Polk	\$590	\$510	\$510	\$536	\$440	\$440	\$510	\$398	\$398	\$590	\$418	\$418	\$486	---	---
Black Hawk	500	300	300	400	---	---	300	250	250	520	230	230	---	---	---
Scott	402	345	265	357	---	265	---	---	---	493	281	265	---	---	---
Woodbury	400	---	300	---	---	---	550	335	300	465	252	250	---	---	---
Pottawattamie	---	---	---	300	300	300	---	---	---	417	283	283	---	---	---
Story	---	---	---	---	---	---	---	---	---	320	300	240 (b)	375	\$274	---
Webster	---	---	---	---	---	---	---	---	---	429	---	1.75 hr.	467	330	\$1.75 hr.
Wapello	---	---	---	---	---	---	333	333	317	467	250	250	---	---	---
Marshall	300	300	---	160 (c)	---	---	---	---	---	335	275	---	---	---	---
Jasper	390	---	280	275	---	---	500	250	---	390	300	280	---	---	---
Muscatine	334	---	310	---	---	---	---	---	---	344	327	310	---	---	---
Fayette	---	---	---	---	---	---	350	300	---	397	254	225	---	---	---
Boone	335	---	---	1.85 hr.	---	---	---	---	---	335	---	---	---	---	---
Sioux	1.85 hr.	---	---	90	---	---	---	---	---	400	---	---	---	---	---
Marion	350	---	---	---	---	---	375	---	---	285	275	---	350	---	---
Kossuth	---	---	---	---	---	---	---	---	---	300	300	---	---	---	---
Dallas	365	---	325	---	---	---	350	---	300	365	310	280	---	---	---
Plymouth	---	---	---	75	---	---	---	---	---	412	337	320	---	---	---
Mahaska	355	---	284	350	---	280	450	300	300	340	---	272	300	---	240
Carroll	---	---	250	---	---	---	325	325	---	325	250	250	---	---	---
Benton	310	---	260	---	---	---	430	275	260	325	325	---	---	---	---
Buchanan	327	---	275	---	---	---	---	---	---	327	---	275	---	---	---
Clayton	230	230	200	---	---	---	400	400	350	255	225	225	330	330	225
Winneshiek	---	---	---	---	---	---	---	---	---	325	---	260	---	---	---
Tama	325	---	275	40 (c)	---	---	300	---	275	325	---	275	---	---	---
Buena Vista	---	---	---	---	---	---	300	---	---	320	260	200	---	---	---
Floyd	496	---	---	---	---	---	---	---	---	365	310	---	---	---	---
Page	320	320	280	---	---	---	350	350	300	320	320	280	---	---	---
Warren	---	---	---	---	---	---	375	---	---	275	---	---	---	---	---
Jackson	---	---	---	---	---	---	550	---	---	300	---	300	---	---	---

Table 2, Continued -- Salaries of Clerks in Selected County Offices, Continued

County	Sheriff (a)			Soldiers' Relief (a)			School Superintendent (a)			Treasurer (a)			Welfare (a)		
	High	Low	Start	High	Low	Start	High	Low	Start	High	Low	Start	High	Low	Start
Jones	325	---	---	---	---	---	367	---	---	342	---	---	285	---	---
Hamilton	---	---	---	---	---	---	---	---	---	300	275	250	---	---	---
Wright	135 (c)	---	---	---	---	---	---	---	---	367	317	---	---	---	---
Washington	---	---	---	---	---	---	---	---	---	360	330	330	---	---	---
Poweshiek	397	---	---	---	---	---	---	---	---	290	225	200	---	---	---
O'Brien	---	---	---	---	---	---	---	---	---	375	350	---	---	---	---
Cherokee	304	---	220	---	---	---	458	---	---	324	225	---	410	315	240-300
Crawford	---	---	---	---	---	---	---	---	---	330	---	---	---	---	---
Clay	383	---	---	405	---	---	385	---	335	405	---	335	---	---	---
Delaware	315	---	215	---	---	---	---	---	---	290	---	200-225	410	276	275
Henry	1.50 hr.	1.50 hr.	1.50 hr.	---	---	---	417	337	---	338	219	---	380	360	288
Cass	---	---	---	---	---	---	333	333	---	341	341	---	---	---	---
Harrison	390 (d)	390 (d)	390 (d)	---	---	---	400	400	400	300	300	300	---	---	---
Butler	---	---	---	200	---	---	484	100	---	---	---	---	---	---	---
Sac	263	263	236	5.00 day	---	---	---	---	---	331	303	236	---	---	---
Iowa	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Appanoose	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Allamakee	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Calhoun	320	---	320	---	---	---	---	---	---	375	---	320	---	---	---
Franklin	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Chickasaw	---	---	---	---	---	---	333	---	---	295	---	225	---	---	---
Emmet	275	275	225	---	---	---	250	250	225	250	250	225	---	---	225
Palo Alto	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Hancock	---	---	---	---	---	---	350	---	---	---	---	---	---	---	---
Montgomery	275	---	---	---	---	---	---	---	---	315	275	---	---	---	---
Greene	330	---	300	---	---	---	313	---	---	330	---	300	---	---	---
Pocahontas	365	---	---	---	---	---	375	---	---	340	315	---	---	---	---
Grundy	---	---	---	---	---	---	---	---	---	325	---	225	---	---	---
Mitchell	125	---	100	---	---	---	---	---	---	333	290	---	---	---	---
Monona	390	---	390	---	---	---	2.30 hr.	---	---	390	---	390	---	---	---

Union	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Guthrie	325	---	285	325	---	300	350	---	---	335	---	290	---	---	---
Humboldt	---	---	---	---	---	---	280 (c)	---	---	---	---	---	276	276	240
Winnebago	200 (c)	---	---	---	---	---	417	---	---	333	284	284	---	---	---
Howard	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Dickinson	300	---	230	---	---	---	250	---	---	275	230	230	---	---	---
Madison	275	---	---	---	---	---	300	---	---	300	---	---	---	---	---
Lucas	240	---	---	---	---	---	375	---	---	---	---	---	---	---	---
Audubon	325	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Adair	---	---	---	---	---	---	236	---	---	300	---	(e)	(e)	---	---
Decatur	---	---	---	---	---	---	365	---	---	342	---	297	---	---	---
Louisa	---	---	---	---	---	---	392	---	---	350	340	280	---	---	---
Taylor	300	---	250	---	---	---	350	---	---	345	---	250	---	---	---
Fremont	340	---	290	---	---	---	---	---	---	350	---	---	---	---	---
Worth	---	---	---	---	---	---	---	---	---	300	---	---	---	---	---
Osceola	(f)	---	---	---	---	---	---	---	---	283	1.25 hr.	1.25 hr.	---	---	---
Wayne	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Van Buren	500	425 (d)	---	---	---	---	---	---	375 (g)	360	1.50 hr.	---	---	---	---
Davis	---	---	---	---	---	---	1.30 hr. (c)	---	---	300	---	---	---	---	---
Clarke	---	---	---	---	---	---	---	---	---	310	---	275	---	---	---

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

- (a) See pages 32 and 33 for special type of office workers
- (b) \$260 per month if experienced
- (c) Part-time
- (d) Deputy
- (e) \$13 per day
- (f) \$5 per day
- (g) Jointly paid with Jefferson County

Table 3 -- NUMBER OF DEPUTIES AND CLERKS IN SELECTED COUNTY OFFICES
(Counties by Population)

County	Auditor		Assessor		Clerk of Court		Recorder		Overseer of Poor	
	Deputies	Clerks (a)	Deputies	Clerks (a)	Deputies	Clerks (a)	Deputies	Clerks (a)	Deputies	Clerks (a)
Polk	8	4	1	2	5	2	6	4	---	---
Black Hawk	4	7	4 (b)	10 (b)	5	6	3	4	3	5
Scott	4	14	1	5	7	6	3	5	---	4
Woodbury	5	---	---	---	5	---	3	---	---	---
Pottawattamie	3	1	---	---	5	3	2	2	---	---
Story	2	3	1 (c)	4 (c)	2	1	1	2	---	---
Webster	4	---	---	---	2	---	3	---	---	---
Wapello	3	5	---	1	2	3	3	2	---	---
Marshall	2	4	1	---	2	2	1	1	---	---
Jasper	2	1	---	3	2	1	2	2	---	---
Muscatine	3	1 (d)	2	---	2	4	1	2	---	2
Fayette	2	1	---	3	2	1	1	---	---	---
Boone	2	---	---	---	2	---	1	---	---	---
Sioux	1	---	2	---	1	---	1	---	---	---
Marion	1	1	1	2	1	1	1	1	---	---
Kossuth	1	---	---	---	1	1	2	---	---	---
Dallas	2	1	---	3	2	---	1	---	---	---
Plymouth	1	2	---	2	2	---	1	---	---	---
Mahaska	2	2	1	1	1	1	1	---	---	1
Carroll	2	1	---	2	2	1	1	---	---	1
Benton	2	---	1	3	1	1	1	---	---	1
Buchanan	1	1	---	2	1	1	1	---	---	1
Clayton	2	2	---	2	1	1	1	---	---	---
Winneshiek	1	1	---	1	1	1	1	1 (d)	---	1
Tama	2	1	2	1	1	1	1	---	---	1
Buena Vista	2	1	2	1	1	1 (d)	2	---	---	---
Floyd	2	2	---	2	1	1	1	1	---	---
Page	1	3	---	2	1	---	1	---	---	1
Warren	2	1	1	1	1	---	1	1	---	---
Jackson	1	1	---	2	1	---	1	---	---	---

Jones	1	1	---	2	1	---	1	---	---	---
Hamilton	1	2	---	2	1	1	1	1	---	---
Wright	1	4	1	2	1	---	1	---	1	---
Washington	2	1	---	---	2	---	1	---	---	---
Poweshiek	2	1	---	2	1	1	1	1	---	1
O'Brien	2	---	---	2	1	---	1	---	---	---
Cherokee	1	1	1	1	1	1	1	---	1	4
Crawford	2	1	---	2	1	1	1	---	---	---
Clay	2	1	1	1	1	1 (d)	1	1	---	---
Delaware	2	---	---	4	1	1	1	---	---	---
Henry	2	1	1	1	1	1	1	2	---	---
Cass	2	1	1	1	1	---	1	---	1	---
Harrison	1	1	1	1	1	---	1	---	---	---
Butler	2	1	---	1	1	---	1	---	---	---
Sac	2	---	---	2	1	---	1	---	---	---
Iowa	2	---	1	1	1	---	1	---	---	---
Appanoose	4	---	---	2	1	1	1	---	---	---
Allamakee	2	1	1	---	1	---	1	---	1	1
Calhoun	2	1	---	2	---	2	1	---	---	---
Franklin	2	---	---	1	1	---	1	---	---	---
Chickasaw	2	---	---	---	1	---	1	---	---	---
Emmet	2	1	---	1	1	---	1	---	---	1
Palo Alto	1	1	---	1	1	---	1	---	---	---
Hancock	3	---	---	2	1	---	1	---	---	---
Montgomery	1	1	1	1	1	---	1	---	---	---
Greene	2	1	1	1	1	---	1	---	---	---
Pocahontas	1	1	1	1	1	---	1	---	---	---
Grundy	2	---	1	1	1	---	1	---	---	---
Mitchell	1	2	---	1	1	---	1	---	---	---
Monona	2	1	1	1	1	---	1	---	---	---
Union	2	---	---	1	1	---	1	---	---	---
Guthrie	2	---	1	---	1	---	1	---	---	---
Humboldt	1	1	---	2	1	---	1	---	---	---
Winnebago	1	1	---	2	---	1	---	1	---	---
Howard	2	---	1	---	1	---	1	---	---	---

Table 3 -- Number of Deputies and Clerks in Selected County Offices, Continued

County	Auditor		Assessor		Clerk of Court		Recorder		Overseer of Poor	
	Deputies	Clerks (a)	Deputies	Clerks (a)	Deputies	Clerks (a)	Deputies	Clerks (a)	Deputies	Clerks (a)
Dickinson	1	2	---	1	1	---	1	---	---	---
Madison	1	1	1	---	1	---	1	---	---	---
Lucas	1	1	---	1	1	---	1	---	---	---
Audubon	1	---	1	---	1	---	1	---	---	---
Adair	1	---	1	---	1	---	1	---	---	---
Decatur	1	1	---	1	1	---	1	---	---	---
Louisa	1	1	---	---	1	---	1	---	---	---
Taylor	2	---	1	---	1	---	1	---	---	---
Fremont	2	---	1	---	1	---	1	---	---	---
Worth	1	---	---	1	1	---	1	---	---	---
Osceola	1	---	---	3	1	---	---	1	---	---
Wayne	2	---	1	---	1	---	1	---	---	---
Van Buren	1	1	---	1 (d)	1	---	---	1 (d)	---	---
Davis	1	---	---	1	1	---	1	---	---	---
Clarke	---	---	---	---	---	---	---	---	---	---

- (a) Includes special type Office Workers
(b) Includes Waterloo City Auditor's office
(c) Includes City Auditor's office
(d) Part-time

Table 3, Continued -- NUMBER OF DEPUTIES AND CLERKS IN SELECTED COUNTY OFFICES
(Counties by Population)

County	Sheriff		Soldiers' Relief		School Superintendent		Treasurer		Welfare	
	Deputies	Clerks (a)	Deputies	Clerks (a)	Deputies	Clerks (a)	Deputies	Clerks (a)	Deputies	Clerks (a)
Polk	7	10	---	---	---	---	6	24	---	---
Black Hawk	12	14	---	1	1	6	2	34	---	---
Scott	15	3	---	2	---	---	9	27	---	---
Woodbury	11	---	---	---	---	---	6	---	---	---
Pottawattamie	12	9	---	1	---	---	---	---	---	---
Story	4	---	---	---	---	1	4	5	---	11
Webster	5	---	---	---	---	---	6	---	---	---
Wapello	4	1	---	---	---	2	4	9	---	---
Marshall	3	1	---	1	---	---	4	7	---	---
Jasper	3	1	---	1	---	3	2	4	---	---
Muscatine	2	1	---	---	---	---	3	5	---	15
Fayette	2	---	---	---	---	3	2	3	---	---
Boone	2	---	---	---	---	---	2	---	---	---
Sioux	1	---	---	---	1	---	1	---	---	---
Marion	3	1	---	---	---	1	2	2	---	1
Kossuth	2	---	---	2	---	1	3	3	---	4
Dallas	2	4	---	---	---	---	2	---	---	---
Plymouth	2	---	---	1	1	---	2	2	---	---
Mahaska	2	1	---	1	1	3	2	3	---	1
Carroll	3	---	---	---	---	1	2	3	---	---
Benton	2	1	---	---	---	2	2	4	---	---
Buchanan	2	1	---	---	---	---	2	2	---	---
Clayton	2	1	---	---	---	1	1	4	---	1
Winneshiek	3	---	---	1	---	1	1	3	---	---
Tama	2	1	---	1	1	2	2	2	---	---
Buena Vista	2	---	---	---	---	1	2	3	---	6
Floyd	2	---	---	---	---	---	4	2	---	---
Page	2	1	---	---	---	1	2	2	---	---
Warren	3	---	---	---	---	2	2	1	---	---
Jackson	3	---	---	---	---	1	1	3	---	---

Table 3, Continued -- Number of Deputies and Clerks in Selected County Offices, Continued

County	Sheriff		Soldiers' Relief		School Superintendent		Treasurer		Welfare	
	Deputies	Clerks (a)	Deputies	Clerks (a)	Deputies	Clerks (a)	Deputies	Clerks (a)	Deputies	Clerks (a)
Jones	2	1	---	---	---	1	2	1	---	---
Hamilton	2	---	---	---	---	---	2	3	---	---
Wright	2	1	---	---	---	---	1	5	1	---
Washington	3	---	---	---	---	---	2	3	---	---
Poweshiek	2	1	---	---	---	---	2	5	---	---
O'Brien	4	---	---	---	---	---	2	---	---	2
Cherokee	1	1	---	---	---	1	2	4	---	---
Crawford	2	1	---	---	---	1	2	3	---	---
Clay	3	---	1	---	---	1	3	1	---	---
Delaware	1	1	---	---	---	1	2	2	---	6
Henry	2	2	---	---	---	2	1	3	---	---
Cass	2	---	---	---	---	1	2	2	---	---
Harrison	1	1	1	---	1	---	2	5	---	---
Butler	1	---	---	---	---	---	2	1	---	---
Sac	1	1	---	---	---	1	2	4	---	2
Iowa	3	---	---	---	---	1	2	1	---	1
Appanoose	2	---	---	---	---	2	4	---	---	14
Allamakee	1	---	---	---	1	1	2	---	---	---
Calhoun	1	1	---	---	---	1	2	2	---	---
Franklin	2	---	---	---	1	---	3	---	---	---
Chickasaw	2	---	---	---	1	---	1	3	---	4
Emmet	4	---	---	---	---	1	2	2	---	1
Palo Alto	2	---	---	---	---	---	3	---	---	---
Hancock	1	---	---	---	---	1	3	---	---	2
Montgomery	1	1	---	---	1	---	2	2	---	---
Greene	2	1	---	---	---	1	2	2	3	1
Pocahontas	1	1	---	---	---	1	1	2	---	---
Grundy	1	---	---	---	---	1	2	1	---	1
Mitchell	1	2	---	1	---	---	1	2	---	1
Monona	1	1	---	---	---	1	2	2	---	---

Union	1	---	---	---	---	---	---	---	---	---
Guthrie	---	1	---	1	---	1	---	1	---	---
Humboldt	3	---	---	---	---	3	2	---	---	2
Winnebago	1	1	---	---	2	1	2	2	---	---
Howard	1	---	---	1	---	---	3	---	---	---
Dickinson	1	1	---	1	---	1	1	4	---	---
Madison	1	---	---	---	---	---	2	---	---	---
Lucas	1	1	---	---	---	1	1	1	---	---
Audubon	1	1	---	---	---	---	2	---	---	---
Adair	1	---	---	---	---	---	1	---	---	---
Decatur	1	---	---	---	---	1	1	1	---	3
Louisa	2	---	---	---	---	---	1	3	---	---
Taylor	1	---	---	---	---	---	2	---	---	---
Fremont	1	1	---	---	1	---	2	1	---	---
Worth	1	---	---	---	---	---	1	1	---	---
Osceola	2	---	---	---	---	1	1	---	---	2
Wayne	1	---	---	---	---	1	2	---	---	5
Van Buren	1	---	---	---	---	---	2	---	---	---
Davis	1	---	---	1	---	1	1	1	---	3
Clarke	---	---	---	---	---	---	---	---	---	---

(a) Includes special type of Office Worker

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 sixty of the seventy-nine counties that returned the questionnaire. Forty-six of the counties that indicated the employees were paid on the same salary basis stated that this plan had been established by action of the Board of Supervisors. Six counties reported that the plan was based on an agreement by county officers. Six counties reported that the plan was based on an agreement among both county officers and the Board of Supervisor. Two counties indicated that they reached their agreement by some other method.

B. Nineteen of the seventy-nine counties that returned the questionnaire reported that office employees are paid according to a set salary scale which provides for automatic increases upon the completion of a certain period of service. The following is a listing of the salary scales as reported by nineteen counties.

Appanoose. Beginning clerks receive a salary of \$290.25 per month, and after six months are raised to the maximum of \$311.25 per month.

Benton. Beginning clerks receive a salary of \$260 per month, and then receive increases each six months at the recommendation of the office head up to the maximum of \$325 per month.

Calhoun. Beginning clerks receive a salary of \$320 per month which is increased to \$330 after the first six months, \$345 after one year, and \$375 after two years of employment.

Carroll. Beginning clerks receive a salary of \$250 per month which is increased to \$275 after the first six months, \$300 after one year, \$325 after two years, and \$350 after four years of employment.

Clay. Beginning clerks receive a salary of \$325-335 per month which is increased yearly to deputy's salary if clerk has the same capabilities.

Fayette. Beginning clerks receive a salary of \$225 per month which is automatically increased 10 per cent every six months to a maximum of \$406.50 per month.

Grundy. Beginning clerks receive a salary of \$225 per month which is increased to \$250 after one year, \$275 after two years, \$305 after three years, and \$325 after five years of employment.

Howard. Beginning clerks receive a salary of \$300 per month with increases every six months until eighty per cent of principal's salary is reached.

Humboldt. Beginning clerks receive a salary of \$305 per month which is increased to \$315 after six months and \$325 after one year.

Marion. Beginning clerks receive a salary of \$255 per

month which is automatically increased \$5 every six months up to a maximum of \$335 per month.

Page. Beginning clerks receive a salary of \$280 per month which is increased to \$300 after six months and \$320 after one year.

Plymouth. Beginning clerks receive a salary of \$320 per month which is increased \$100 per year on a six month basis up to a maximum of \$4,940 per year.

Polk. Incremental raises are given to clerks based on grade group and length of service.

Sac. Beginning clerks receive a salary of \$235.50 per month which is increased to \$262.50 after six months, \$281 after one year, \$302.50 after eighteen months, and \$330.50 after two years of employment.

Scott. Beginning clerks receive a salary dependent upon classification at time of hiring. An increase in salary is given after six months, one year, two years, three years, four years, seven years, twelve years, eighteen years, and further years of employment.

Tama. Beginning clerks receive a salary of \$275 per month which is increased \$25 each six months up to a maximum of \$325 per month.

Warren. Beginning clerks receive a salary of \$260 per month which is increased to \$275 after six months, \$290 after one year, \$315 after two years, and \$340 after three years of employment.

Webster. Beginning clerks receive a salary based on 55 per cent of officer's salary which is increased to 60 per cent after six months, 65 per cent after one year and 70 per cent after two years.

Wright. Beginning clerks receive a salary of \$265 per month which is increased on the recommendation of the office head and the employee's capabilities.

SALARIES OF PROBATION OFFICERS

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

-- monthly unless otherwise stated --

1st Judicial District. Louisa, no information. One probation officer serves three counties -- Des Moines, no information; Henry, \$232.50; Lee no information.

2nd Judicial District. Jefferson, no information, Lucas, \$100; Wapello, \$450; Van Buren, \$100. One probation officer serves three counties -- Appanoose, \$258.33; Davis, \$120.58; and Monroe, no information.

3rd Judicial District. One probation officer serves seven counties -- Adams, no information; Clarke, \$105.11; Decatur, \$139.76; Ringgold, no information; Taylor, \$133.11; Union, \$179.66; Wayne, \$123.75.

4th Judicial District. Monona, no information; Woodbury, \$791.67.

5th Judicial District. One probation officer serves six counties -- Adair, \$87.50; Dallas, \$192.50; Guthrie, \$113.75; Madison, \$105.00; Marion, \$210; Warren, \$166.25.

6th Judicial District. One probation officer serves two counties -- Jasper, \$433.33; Poweshiek, \$299.95. One probation officer serves three counties -- Keokuk, no information; Mahaska, \$266.66 plus mileage; Washington, \$200.

Salaries of Probation Officers, Continued

7th Judicial District. Clinton, no information; Jackson, \$300; Scott, \$1,041.66; Muscatine, \$850.
8th Judicial District. Lynn, no information. One probation officer serves two counties -- Cedar, no information; Jones, \$325. One probation officer serves two counties -- Iowa, \$333.33; Johnson, no information.
9th Judicial District. Polk, two probation officers at \$592.
10th Judicial District. Black Hawk, \$916.66; Buchanan, \$320.83; Grundy, \$25 per diem.
11th Judicial District. Story, \$800; Webster, \$1,091.66. Two probation officers serve five counties -- Boone, \$153, \$168.75; Franklin, \$93.75, \$85; Hamilton, \$107.67, \$118.75; Hardin, no information; Wright, \$102, \$112.50.
12th Judicial District. Cerro Gordo, no information. One probation officer serves seven counties -- Butler, \$71.43; Bremer, \$71.43; Floyd, \$71.43; Hancock, \$71.43; Mitchell, \$71.43; Winnebago, \$71.43; and Worth, \$71.43.
13th Judicial District. Dubuque, no information. One probation officer serves three counties -- Clayton, \$222.72; Delaware, \$187.42; Fayette, \$289.86. One probation officer serves four counties -- Allamakee, \$171.06; Chickasaw, \$160.91; Howard, \$136.30; Winneshiek, \$232.

14th Judicial District. Three probation officers serve eight counties -- Buena Vista, one at \$137.49, two at \$112.50; Clay, \$119.17; Dickinson, one at \$91.67, two at \$75; Emmett, \$91.67; Humboldt, \$91.67; Kossuth, no information; Palo Alto, \$90; Pocahontas, one at \$110, two at \$90.
15th Judicial District. Pottawattamie, \$883.32. One probation officer serves four counties -- Audubon, \$150; Cass \$233.33; Harrison, \$500; Shelby, no information. One probation officer serves four counties -- Fremont, \$166.66; Mills, \$166.66; Montgomery, \$208.33; Page \$291.66.
16th Judicial District. One probation officer serves six counties -- Calhoun, \$133.33; Carroll, \$183; Crawford, \$158.33; Greene, \$153.33; Ida, no information; Sac, \$141.67.
17th Judicial District. Benton, \$458.33; Tama, \$508.33 plus mileage and expenses; Marshall, \$800.
18th Judicial District. Four probation officers serve six counties -- Cherokee, no information, Lyon, no information; O'Brien, \$183.75, \$175, \$192.50, \$29.40; Osceola, \$16.80, \$105, \$100, \$110; Plymouth, \$140; Sioux, \$175, \$183.75, \$192.50.

SALARIES OF MISCELLANEOUS EMPLOYEES

Several counties reported assistants to various employees and different types of employees in the tabulations. These are presented here.

Field Assessors

Adair. \$350 per township plus 10¢ per dog
Appanoose. \$2.00 per hour
Benton. \$1.75 plus 10¢ per mile
Black Hawk. Hourly rate (no figure)
Boone. \$2.10 per hour plus 10¢ per mile and meals
Buchanan. \$1.60 per hour plus 10¢ per dog and 10¢ per mile
Buena Vista. Rural: \$400 per township; Urban: 50¢ per roll
Butler. \$2.50 per hour plus 10¢ per mile
Carroll. One at \$400 plus 10¢ per mile and eleven contracted by township plus 10¢ per mile
Cass. Additional help, \$1.80 per hour
Cherokee. One at \$475 and one at \$416.66 plus 10¢ per mile, \$1.00 per machinery listing form, \$1.00 per crop report, 50¢ per roll, 10¢ per homestead, additional homestead, military exemption, dog listing, and new building form.
Chickasaw. \$1.85 per township roll; \$1.35 per town roll; 10¢ per dog; 25¢ per homestead, veterans, personal property.
Clay. By agreement, for example, \$325 per township
Clayton. Rural: \$1.75 per roll, 25¢ per homestead, military, personal exemption and additional homestead, 10¢ per dog, 10¢ per mile; Urban: \$1.00 per roll, 50¢ per homestead, 25¢ per military, personal exemption, and additional homestead, 10¢ per dog, 10¢ per mile
Crawford. \$480 flat rate per township based on rolls and roads; town based on rolls
Dallas. \$2.15 and \$2.00 per hour plus actual expenses
Davis. \$2.00 per hour
Decatur. Hourly rate (no figure) plus 10¢ per mile

Delaware. Chief appraiser, \$440; appraiser, \$350; secretary, \$325; 6 at \$1.70 per hour for thirty hour week; 2 at \$1.50 per hour for thirty hour week
Dickinson. \$330 per month plus 10¢ per mile. \$17.50 per day plus mileage.
Emmet. \$15 per day, plus per diem, mileage, and expenses
Fayette. \$2.00 per hour plus 10¢ per mile
Franklin. \$375 plus 10¢ per mile
Fremont. \$2.25 per roll, \$1.00 per roll where no personal property is involved, \$1.00 per homestead, plus 7¢ per mile
Greene. \$1.40 per hour
Grundy. \$2.60 per hour plus 10¢ per mile
Hamilton. Five at \$1.50 to 1.80 per hour plus 10¢ per mile
Hancock. \$1.75-2.25 per hour plus 10¢ per mile, plus 10¢ per dog
Harrison. Rural: \$2.20 per roll, 10¢ per dog, 25¢ per new building; Urban: flat rate, 10¢ per dog, 25¢ per new building
Henry. \$466.67 plus mileage
Howard. \$2.25 per hour plus 10¢ per mile
Humboldt. \$1.85 per hour plus 10¢ per mile
Iowa. \$2.00 per hour plus 10¢ per mile
Jackson. \$12 per day plus mileage
Jasper. \$2.00 per hour plus 10¢ per mile
Jones. \$2.00 per hour plus 10¢ per mile
Kossuth. Hourly rate plus mileage
Lucas. \$1.90 per hour
Madison. \$1.70 per hour plus mileage
Mahaska. \$2.50 per hour plus mileage

Salaries of Miscellaneous Employees, Continued

Marion. Office and field assessors, \$2.25 per hour plus 10¢ per mile; field worker, \$1.75 per hour plus 10¢ per mile
Marshall. \$2.60 per hour
Mitchell. \$2.00 per hour, 10¢ per dog plus 10¢ per mile
Monona. Flat rate based on size of town or township
Montgomery. Rural: \$22.00 per day plus 10¢ per mile; Urban: flat rate
Muscatine. Per diem basis
Osceola. \$2.50 per farm roll, 75¢ per residential roll, plus 10¢ per mile
Page. \$17.50 per day part-time
Palo Alto. Rural: \$1.00 per hour, 50¢ per roll in towns, \$1.00 per roll
Plymouth. 75¢ per assessment roll
Pocahontas. \$3.25 per farm roll, \$1.00 per town roll, \$1.50 per hour plus 10¢ per mile. Also \$12.00 for attending school of instruction plus 10¢ per mile going to school and returning books
Polk. Regular \$566 per month plus 10¢ per mile, average \$18 per day
Pottawattamie. Five at \$400 plus 10¢ per mile
Poweshiek. \$1.90 per hour
Sac. \$2.50 per roll, 10¢ per dog, 10¢ per homestead, 10¢ per military, 25¢ per crop report
Scott. By contract
Sioux. Based on work load and per dog
Story. \$2.00 per hour
Tama. \$2.25 per roll, 50¢ each new building plus mileage and postage
Taylor. \$1.35 per hour plus 10¢ per mile
Union. Rural: \$2.25 each assessment plus \$75.00 car expense; Urban: Creston -- 2 at \$15.00 per day, small town at a flat rate.
Van Buren. \$2.50 per hour
Wapello. \$2.25 plus 10¢ per mile
Warren. \$2.00 per hour
Washington. Supervisors, \$2.50 per hour plus 10¢ per mile; additional help, \$2.10 per hour plus 10¢ per mile
Wayne. \$1.85 per hour plus 10¢ per mile
Winnebago. \$2.00 per hour plus mileage
Winneshiek. \$2.00 per roll, 10¢ per dog, mileage, postage, and rental where applicable
Woodbury. By contract
Worth. \$1.90 per hour plus 10¢ per mile

Civil Defense Directors

Allamakee. \$420 plus 10¢ per mile and actual expenses
Audubon. \$150 plus 10¢ per mile
Benton. \$175 plus 10¢ per mile
Black Hawk. \$750 plus 10¢ per mile
Boone. \$600 plus 10¢ per mile
Butler. \$350 plus 10¢ per mile. Also serves Bremer. Butler pays 45 per cent of salary and expenses
Calhoun. \$150 per month plus 10¢ per mile
Carroll. \$175 plus 10¢ per mile
Cass. \$2.65 per hour plus 10¢ per mile
Chickasaw. \$75 per month
Clay. About \$75 per month
Clayton. \$150 plus 7¢ per mile and \$25 for rent
Crawford. \$150 plus 10¢ per mile
Dallas. \$75 plus 10¢ per mile
Delaware. \$150
Dickinson. \$300 plus 10¢ per mile
Emmet. \$200 plus 10¢ per mile

Fayette. \$50 plus 10¢ per mile
Floyd. \$300 per month (one-half reimbursed by Federal government)
Franklin. \$225 plus 10¢ per mile and meal expenses
Grundy. \$22 per diem plus 10¢ per mile
Guthrie. \$275 plus mileage
Hamilton. \$100
Hancock. \$100 plus 10¢ per mile
Harrison. \$125 plus 10¢ per mile
Henry. \$100 plus mileage and expenses
Howard. \$425 plus 10¢ per mile
Humboldt. \$125 plus 10¢ per mile
Iowa. \$541.66 plus department car
Jackson. \$275 plus mileage and actual expenses
Jasper. \$200 plus 10¢ per mile
Jones. \$400 plus 10¢ per mile and expenses (also serves Cedar County)
Kossuth. \$260.51 plus actual expenses
Lucas. \$50
Marion. \$100 plus 10¢ per mile
Marshall. \$380 plus 10¢ per mile
Mitchell. \$90
Montgomery. \$100
Muscatine. \$62.50
O'Brien. \$500 plus 10¢ per mile
Osceola. \$416.66 plus 10¢ per mile and expenses when out of town
Page. \$100 plus 10¢ per mile
Palo Alto. \$100 plus 10¢ per mile
Plymouth. \$125 plus 10¢ per mile
Pocahontas. \$100
Polk. \$946 plus 10¢ per mile
Pottawattamie. \$650
Sac. \$30 plus 10¢ per mile
Scott. \$775 plus 10¢ per mile
Sioux. \$75 plus 10¢ per mile
Story. \$650 plus 10¢ per mile
Tama. \$25 per day (\$100 per month average) plus 10¢ per mile
Taylor. \$100 per month plus 10¢ per mile
Wapello. \$755 plus 10¢ per mile (one-half salary and mileage reimbursed by Federal funds)
Warren. \$100
Washington. \$125
Winnebago. \$300
Winneshiek. \$3.00 per hour
Woodbury. \$917

County Sanitation Engineers

Polk. \$590 plus 10¢ per mile
Scott. \$1,041.66 plus 10¢ per mile

County Conservation Directors

Benton. \$475 plus 10¢ per mile
Black Hawk. \$875 plus 10¢ per mile
Boone. \$541.66
Buchanan. \$416.66 plus 10¢ per mile and house
Buena Vista. One park custodian, \$425 plus 10¢ per mile; secretary, \$60
Calhoun. \$650
Carroll. \$550 plus 10¢ per mile
Chickasaw. \$525
Clayton. \$500 plus 10¢ per mile and other expenses
Delaware. Per diem basis

Salaries of Miscellaneous Employees, Continued

Floyd. \$500
Franklin. \$125
Fremont. \$458.33
Greene. \$425 plus 10¢ per mile
Hamilton. \$500
Howard. \$400 plus 10¢ per mile
Humboldt. \$500
Iowa. Park custodian, \$425 plus house and truck furnished by county
Jackson. \$520
Marion. Park custodians, 2 at \$380 plus housing and utilities
Marshall. \$650 plus 10¢ per mile
Osceola. 10¢ per mile plus telephone calls
Page. \$125 plus 10¢ per mile
Pocahontas. Conservation secretary, \$3.00 per hour plus 10¢ per mile
Polk. \$1,281 plus 10¢ per mile
Pottawattamie. \$656.24 plus car
Scott. \$683.34 plus 10¢ per mile
Sioux. Mileage
Story. \$600 plus reasonable rent and 10¢ per mile
Tama. Part-time (no figure), plus 10¢ per mile
Winneshiek. \$400
Woodbury. \$700 plus 10¢ per mile

County Zoning Directors

Black Hawk. \$633 plus 10¢ per mile
Cass. \$1.84 per hour plus 10¢ per mile
Dallas. \$250 plus 10¢ per mile
Polk. \$1,415 plus 10¢ per mile
Pottawattamie. \$300
Scott. \$857.78 plus 10¢ per mile
Sioux. Mileage
Story. \$150 plus 10¢ per mile
Tama. \$33.34
Wapello. \$27.50 plus 10¢ per mile
Warren. \$225

Assessor's Office

Butler. Assistant assessor, \$558.34 plus 10¢ per mile
Crawford. Assistant assessor, \$420
Hamilton. Assistant to the assessor, \$437.50
Hancock. Office assistant, \$475 plus 10¢ per mile
Humboldt. Assistant assessor, \$475
Iowa. Office assistant, \$388.33
Jones. Assistant assessor, \$500 plus 10¢ per mile
Kossuth. Office assistant, \$419
Louisa. Assistant assessor, \$425
Muscatine. Office manager, \$508.33
Osceola. Office clerk, \$376.66 plus 10¢ per mile
Page. Assistant assessor, \$433.33
Sac. Part-time office staff, \$2.25 per hour plus 10¢ per mile
Story. Assistant assessor, \$625
Union. Office assistant, \$415.66
Wapello. Assistant assessor, \$600 plus 10¢ per mile
Washington. Assistant assessor, \$520.83 plus 10¢ per mile
Worth. Assistant assessor, \$387.50 per month

Health Office

Appanoose. Homemaker service, \$300
Black Hawk. Administrator, \$1,000; secretary, \$325; doctor, \$250
Clay. Assistant nurse, \$300
Harrison. Nurse, \$210; additional secretary, \$1.35 per hour
Hancock. Secretary, \$70 per month
Jasper. Nurse, \$525
Mahaska. Assistant, \$170
Marion. Health aid director, \$350
Marshall. Extra help, \$180, part-time
Monona. Extra nurse, \$300
Pottawattamie. Inspector, \$2.50 per hour
Scott. Sanitarians, 1 at \$616.67 and 1 at \$516.67; V.D. control officer, \$516.67
Webster. Nurse, \$440 and \$330
Winnebago. Nurse, \$480
Wright. Nurse, \$540

Soldiers' Relief Office

Dickinson. Two commissioners at \$65 each
Franklin. Chairman, \$70
Polk. Case worker, \$536

County Home

Allamakee. Assistant ward lady, \$1.20 per hour; big and small kitchen employee, \$1.20 per hour; laundry help, \$1.20 per hour; farm labor help, \$1.00 per hour; night man help, \$1.00 per hour
Audubon. Assistant steward, \$225; assistant matron, \$225
Buchanan. Farm help, 1 at \$350 and 1 at \$295
Buena Vista. Second couple (man and wife), \$500 plus board and lodging; part-time help, \$1.25-1.50 per hour
Cass. Assistant steward, \$236.50; assistant stewardess, \$236.50
Clayton. Farm hand, \$265
Crawford. Outside help, \$250
Dallas. Farm foreman, \$460
Delaware. Assistant cook, \$200; extra help, \$110
Dickinson. Ward couple, \$518 plus board and lodging; field man, \$275 plus board and lodging; night lady, \$230; night man, \$230
Fayette. Farm manager, \$325
Floyd. Laundry ward man, \$123.75; extra help, \$150
Fremont. Helper, \$180
Hamilton. Farm employee, \$315; ward man, \$300
Howard. Hired hand, \$370
Iowa. Two male and three female employees, \$315 per month plus board and lodging
Jackson. Two maids, 1 at \$210 and 1 at \$200; hired man, \$250
Jasper. Farm help, \$320; nurses, \$320, \$275; nurse aides and attendants, \$310, 270, 250, 240, 230, 200, 100; recreation, \$255; gardener, \$255; receptionist, \$240
Jones. Farm worker, \$275; assistant to ward lady, \$210
Kossuth. Second couple, \$418.58 plus board and lodging

Salaries of Miscellaneous Employees, Continued

Louisa. Ward man, \$110; farm laborer, \$125
Lucas. Ward man, \$100; two night watchmen, \$1.35 per hour each
Marion. Assistant to steward, \$250; assistant to matron, \$250
Mitchell. Night man, \$140
Montgomery. Second couple, man \$269.55 and lady \$269.55 plus \$60 for board and lodging each
O'Brien. Nine county employees, 3 at \$305, 1 at \$330, 2 night at \$252 and 3 at \$1.50 per hour
Page. Helper for steward, \$250
Polk. Assistant superintendent, \$712; hospital aide, \$342; medical director, \$418; accounting clerk, \$510; registered nurse, \$510
Poweshiek. Other help, \$250; additional help, \$1.75 per hour
Scott. Combined help for all jobs not listed is \$1,597.68 per month
Story. Therapist, \$3.00 per hour; ward man, \$300
Tama. Farmer, \$370; laundry worker, \$260; night ward lady, \$260
Taylor. Steward assistant, \$250; matron assistant, \$250 plus both receive board and lodging
Van Buren. Part-time help, \$1.50 per hour
Wapello. Attendants, \$250-300; herdsman, \$360
Winneshiek. Attendant, \$1.30 per hour; nurse, \$2.55 per hour; dairyman, \$80 per week

Weed Commissioner's Assistants

Carroll. Deputy weed commissioner, \$100 for six months

Court House

Appanoose. Matron of ladies restroom, \$140; yard man, \$1.65 per hour during summer; additional help, \$1.60-1.80 per hour

Black Hawk. Assistant building superintendent, 2 at \$500; janitor, 1 at \$475, 1 at \$335, and 1 at \$300
Cass. Two at \$347
Davis. Additional help, \$1.50 per hour
Harrison. Assistant janitor, \$140
Jackson. Additional help, 3 at \$1.50 per hour
Jones. Assistant janitor, \$300
Mahaska. Matron, \$72
Polk. Custodial workers, 7 at \$440 per month
Pottawattamie. Janitors, 3 at \$375 and 1 at \$275
Story. Building superintendent, \$475
Tama. Matron, \$225
Wapello. Janitors, 3 at \$390
Woodbury. Janitors: day foreman, \$450; night foreman, \$433, 4 at \$360, and 3 at \$275

Sheriff's Office

Black Hawk. Jailer, 1 at \$500, 3 at \$485, 2 at \$465; bailiff, 2 at \$216.66; cook, \$400
Scott. Turnkeys, \$424.13
Woodbury. Bailiff, 3 at \$225 and 1 at \$130

Office of Overseer of Poor

Muscatine. Office manager (no figure)

County Hospital

Black Hawk. Matron, \$458.33

School Superintendent's Office

Humboldt. Administrative assistant, \$375; staff secretary, \$300 for ten months

MONTHS OF EMPLOYMENT OF WEED COMMISSIONERS

Adair, 3; Allamakee, 4; Benton, 8; Black Hawk, 4; Boone, 6-7; Buena Vista, 3; Butler, 6; Calhoun, 5; Carroll, 4; Cass, 8; Cherokee, 6; Chickasaw, 6; Clayton, 7; Crawford, 6; Delaware, 6; Dickinson, 5; Fayette, 4; Floyd, 4; Franklin, 7; Fremont, 6; Grundy, 7; Guthrie, 6; Howard, 5; Humboldt, 5; Iowa, 12 (also with secondary road department); Jasper, 5-6;

Jones, 6; Madison, 5; Marion, 4; Marshall, 7; Mitchell, 3; Montgomery, 12; Osceola, 8; Page, 4; Pocahontas, 6; Polk, 12 (also tax collector); Pottawattamie, 6; Sac, 7; Sioux, 7; Story, 9; Tama, 12; Taylor, 12; Wapello, 3; Wayne, 6; Webster, 12; Winnebago, 4 to 5; Winneshiek, 6; Worth, 7

SPECIAL TYPES OF OFFICE WORKERS

Several Iowa counties employ special types of office workers in addition to regular clerks. These special employees are listed according to the type of work they perform. The office in which they are employed is indicated in those cases where this information was reported in the questionnaire.

Stenographers

Black Hawk. Relief office, \$335 and \$365; treasurer, \$325; sheriff, \$365; attorney, \$400
Boone. Board of Education, \$465
Clarke. Welfare, 1 at \$395 and 1 at \$207.68
Grundy. Social Services Department, \$196.66 part time
Jackson. Attorney, \$250; nurse, \$210
Marion. Court reporter, 3 at \$195

Page. \$1.50 per hour
Plymouth. Auditor, \$1.60 per hour
Polk. Attorney, \$536
Pottawattamie. Board of Supervisors, \$350
Scott. Clerk, \$324-441; legal, \$446
Sioux. \$1.75-1.85 per hour
Tama. School superintendent, \$1.65 per hour
Taylor. Additional help, \$1.50 per hour
Wapello. Sheriff, \$416; county assessor, \$432; Health Department, \$340
Washington. Attorney, \$350

Special Types of Office Workers, Continued

Machine Operators

Black Hawk. Computer, \$330; photostat, \$435; addressograph, \$375
Boone. Auditor, recorder, and treasurer, adding machines, \$430
Butler. Addressograph machine, \$356.67
Mahaska. Auditor, \$380
Marion. Addressograph, graphotype, and Borroughs E2100 computer, \$400
Muscatine. Addressograph, \$400.83
Polk. Clerk of court and recorder, microfilm, 2 at \$418; data processing-key punch, \$440
Poweshiek. Addressograph machine, \$275
Scott. Photostat, \$455.68; addressograph, \$373
Sioux. Addressograph, graphotype, and elections, \$1.90 per hour
Story. Recorder, \$290
Tama. Addressograph machine, \$1.65 per hour
Wapello. Recorder, photostat, \$466
Warren. Addressograph and photostat, \$400

Office Managers

Clayton. Auditor, \$495
Grundy. Sheriff, \$393.33
Muscatine. Overseer of poor, \$375; assessor, \$508.33

Motor Vehicle Clerks

Black Hawk. Treasurer, 22, \$230-375
Boone. Treasurer, \$335
Butler. Treasurer, \$291.67
Clay. Treasurer, \$405
Clayton. Treasurer, \$275
Crawford. Treasurer, \$405; treasurer assistant, \$330
Dallas. Treasurer, \$365
Davis. Treasurer, \$300
Dickinson. Treasurer, 1 at \$336 and 1 at \$275
Harrison. Treasurer, \$320
Humboldt. Treasurer, deputy-auto clerk, \$390
Iowa. Treasurer, \$393.33
Louisa. Treasurer, \$325
Lucas. Treasurer, \$334.59
Mahaska. Treasurer, \$340

Monona. Treasurer, \$390
Polk. Treasurer, \$440
Story. Treasurer, \$320
Wayne. Treasurer, \$368.33
Winneshiek. Treasurer, \$325

Bookkeepers

Black Hawk. Treasurer, \$375
Marion. County conservation, \$50
Polk. All offices, \$619
Wapello. Treasurer, \$333

Cashiers

Black Hawk. Tax treasurer, \$490; auto, \$375
Polk. Treasurer, \$536
Pottawattamie. Auto, \$433; treasurer, \$500
Scott. Motor vehicle, \$368.50

Other Special Types of Office Workers

Appanoose. School superintendent, administrative assistant, \$387.50;
Crawford. Superintendent, \$421.66; sheriff, \$417.08
Greene. Extra help, \$1.40 per hour
Iowa. County superintendent, administrative assistant, \$400
Jackson. Extra help, \$1.50 per hour
Jasper. Sheriff's office, radio operators, \$290-306
Marion. Probation officer, deputy, \$168 and secretary, \$81.60
Muscatine. Highway, officer manager (no figure)
Polk. Chief, data processing, \$1,010
Scott. Universal commercial code system, filing, and searching, \$372.70, budget director, \$742.32, comptroller, \$772.92
Story. Administrative assistant to superintendent of schools, \$550
Wapello. County superintendent, administrative assistant, \$466
Winneshiek. School superintendent, administrative assistant, \$417

SALARIES OF CLERKS IN MISCELLANEOUS OFFICES

Following is a list of salaries for clerks in county offices reported by several counties throughout the questionnaire. These are presented below with monthly salaries rounded to the nearest dollar.

Buena Vista. Health Department, \$1.50 per hour part time
Clay. Health Department, \$365
Delaware. County nurse, \$116
Harrison. Drainage clerk, \$398
Howard. Nurse's office, \$126

Jasper. Attorney, \$325
Marion. County nurse, \$285
Winnebago. Health Department, \$306
Woodbury. Attorney, \$365-500
Wright. Health Department, \$80 part time

NUMBER OF DEPUTIES AND CLERKS IN MISCELLANEOUS COUNTY OFFICES

Several counties reported deputies, clerks, and special office workers in county offices not specifically listed in the questionnaire. These are listed below.

Black Hawk. Civil defense, 1 deputy; attorney, 7 deputies, 7 clerks; zoning, 1 clerk; data processing, 4 key punchers
Buena Vista. Health Department, 1 part-time clerk
Clay. Health Department, 1 clerk
Delaware. Nurse, 1 clerk
Grundy. Auto Department, 2 deputies
Howard. Nurse, 1 clerk

Jones. Nurse's office, 1 clerk
Kossuth. Medical examiner, 1 deputy; Commission of Insanity, 1 clerk
Marion. County nurse, 1 clerk; probation office, 1 deputy
Muscatine. Highway, 2 clerks
Page. Attorney, 1 clerk
Winnebago. Health Department, 1 clerk
Wright. Health Department, 1 part-time clerk

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

This section contains a summary of the policies regarding working conditions for road employees in the eighty-nine counties that answered the questionnaire. Information is tabulated for four groups of employees: county engineer and assistant engineer, other administrative and engineering personnel, monthly employees, and hourly employees. The counties are grouped according to their populations as reported in the Census of Population: 1960, Vol. I, Part A. (See pages 17-10 and 17-11 for populations of the counties.)

HOURS OF WORK

Engineer and Assistant Engineer

Counties by Population Group	Hours				
	54-55	50	44-45	40	Other
Group A (over 75,000)					
Summer Season	0	0	1	5	1
Slack Season	0	0	1	5	1
Group B (30 - 60,000)					
Summer Season	0	1	1	8	1
Slack Season	0	1	0	8	2
Group C (20 - 30,000)					
Summer Season	0	3	4	11	2
Slack Season	0	0	5	13	2
Group D (15 - 20,000)					
Summer Season	0	4	7	8	0
Slack Season	0	1	2	15	1
Group E (7 - 15,000)					
Summer Season	1	3	12	13	3
Slack Season	0	0	10	18	4
Total Summer	1	11	25	45	7
Total Slack	0	2	18	59	10

Other Engineering and Administrative Employees

Counties by Population Group	Hours				
	54-55	50	44-45	40	Other
Group A (over 75,000)					
Summer Season	0	0	1	5	1
Slack Season	0	0	1	5	1
Group B (30 - 60,000)					
Summer Season	0	0	2	9	0
Slack Season	0	0	1	9	1
Group C (20 - 30,000)					
Summer Season	0	1	5	12	2
Slack Season	0	0	3	15	2
Group D (15 - 20,000)					
Summer Season	0	4	5	10	0
Slack Season	0	1	1	16	1
Group E (7 - 15,000)					
Summer Season	1	4	13	11	3
Slack Season	0	0	10	18	4
Total Summer	1	9	26	47	6
Total Slack	0	1	16	63	9

Eighty-nine county engineers answering the engineer(s) questionnaire described a work week for the county engineer and assistant engineer(s) during the summer, or construction, season; eighty-nine officials also described the work week during the slack season. The length of work week reported in the "Other" column ranges from a thirty-five to sixty hour week.

Eighty-nine officials reported a summer work week for other engineering and administrative personnel, and eighty-nine reported a work week during the slack season for these employees. The number of counties reported in the "Other" column generally indicates a situation where employees are called on to work for a variable length of time. It also includes three counties where this type of employee works a period of less than forty hours per week.

Hours of Work, Continued

Other Monthly Employees

Counties by Population Group	Hours				
	54-55	50	44-45	40-41	Other
Group A (over 75,000)					
Summer Season	0	0	2	4	0
Slack Season	0	0	1	5	0
Group B (30 - 60,000)					
Summer Season	0	0	3	4	1
Slack Season	0	0	3	4	1
Group C (20 - 30,000)					
Summer Season	0	4	7	3	2
Slack Season	0	1	5	8	2
Group D (15 - 20,000)					
Summer Season	0	7	8	2	1
Slack Season	0	1	6	10	1
Group E (7 - 15,000)					
Summer Season	0	7	11	5	2
Slack Season	0	1	11	11	2
Total Summer	0	18	31	18	6
Total Slack	0	3	26	38	6

A total of seventy-three county engineers indicated a work week for monthly road employees during the summer season, and seventy-three reported a work week for these employees during the slack period. These totals are less than the number of questionnaires answered (eighty-nine) because some counties do not hire road employees on a monthly basis. The "Other" column ranges from a thirty-two hour week to sixty hours.

Other Hourly Employees

Counties by Population Group	Hours				
	54-55	50	44-45	40-41	Other
Group A (over 75,000)					
Summer Season	0	1	1	4	0
Slack Season	0	0	1	5	0
Group B (30 - 60,000)					
Summer Season	0	1	3	5	0
Slack Season	0	0	3	6	0
Group C (20 - 30,000)					
Summer Season	0	5	8	1	4
Slack Season	0	1	8	6	3
Group D (15 - 20,000)					
Summer Season	0	6	5	1	1
Slack Season	0	1	5	6	1
Group E (7 - 15,000)					
Summer Season	1	8	12	5	1
Slack Season	0	3	14	5	0
Total Summer	1	21	29	16	6
Total Slack	0	5	31	28	4

Hourly road employees, like the other groups tabulated, generally work longer hours during the summer construction season. This is based on information from seventy-three county engineers who reported a work week for hourly employees during the summer period, and sixty-eight who reported a work week for the slack season. Several counties do not hire road employees on an hourly basis, so the totals are smaller than the number of questionnaires received (eighty-nine).

Hours of Work on Saturdays

Counties by Population Group	Hours					
	0	4	4½	5	9	Other
Group A (over 75,000)						
Summer Season	6	0	0	0	1	0
Slack Season	6	0	0	0	0	0
Group B (30 - 60,000)						
Summer Season	11	0	0	0	0	0
Slack Season	11	0	0	0	0	0
Group C (20 - 30,000)						
Summer Season	19	0	0	1	0	0
Slack Season	19	0	0	1	0	0
Group D (15 - 20,000)						
Summer Season	18	0	0	1	0	0
Slack Season	19	0	0	0	0	0
Group E (7 - 15,000)						
Summer Season	29	0	0	3	0	0
Slack Season	28	2	0	2	0	0
Total Summer	83	0	0	5	1	0
Total Slack	83	2	0	3	0	0

A total of eighty-nine county engineers answered the query regarding Saturday hours during the summer season and eighty-eight answered regarding Saturday hours during the slack season.

HOLIDAYS

Engineer and Assistant Engineer

Counties by Population Group	Holidays			
	7	8	9	Other
Group A (over 75,000)	1	1	4	1
Group B (30 - 60,000)	1	4	5	1
Group C (20 - 30,000)	4	4	9	3
Group D (15 - 20,000)	2	5	9	3
Group E (7 - 15,000)	<u>21</u>	<u>6</u>	<u>3</u>	<u>2</u>
Total	29	20	30	10

The majority of county engineers and assistant engineers are allowed seven, eight, or nine holidays according to information reported on eighty-nine questionnaires. The "Other" column ranges from six to ten holidays.

Other Monthly Employees

Counties by Population Group	Holidays			
	7	8	9	Other
Group A (over 75,000)	0	1	4	1
Group B (30 - 60,000)	2	3	3	1
Group C (20 - 30,000)	6	4	5	2
Group D (15 - 20,000)	5	6	5	2
Group E (7 - 15,000)	<u>21</u>	<u>4</u>	<u>0</u>	<u>1</u>
Total	34	18	17	7

Seventy-six counties reported some holidays for employees hired on a monthly basis. Of the seventy-six responses, thirty-four reported that monthly employees receive seven holidays. In the "Other" column the range covers six to nine and one-half holidays.

Other Engineering and Administrative
Personnel

Counties by Population Group	Holidays			
	7	8	9	Other
Group A (over 75,000)	1	1	4	1
Group B (30 - 60,000)	1	4	5	1
Group C (20 - 30,000)	5	4	8	3
Group D (15 - 20,000)	2	5	9	3
Group E (7 - 15,000)	<u>20</u>	<u>7</u>	<u>3</u>	<u>2</u>
Total	29	21	29	10

Other engineering and administrative personnel are granted a number of holidays similar to the county engineer and assistant engineer. Information concerning the number of holidays granted to other engineering and administrative employees was received from eighty-nine counties.

Other Hourly Employees

Counties by Population Group	Holidays			
	7	8	9	Other
Group A (over 75,000)	1	0	3	1
Group B (30 - 60,000)	2	4	2	0
Group C (20 - 30,000)	5	5	3	4
Group D (15 - 20,000)	4	3	2	1
Group E (7 - 15,000)	<u>17</u>	<u>3</u>	<u>1</u>	<u>3</u>
Total	29	15	11	9

Sixty-four counties reported holidays for other hourly personnel. In the "Other" column, two counties allowed six holidays, six counties allowed seven and one-half and one county allowed nine and one-half holidays.

VACATIONS

Engineer and Assistant Engineer

Counties by Population Group	Days of Vacation					
	5	5½	10	11	12	Other
Group A (over 75,000)	6	0	0	0	0	1
Group B (30 - 60,000)	7	0	3	0	0	1
Group C (20 - 30,000)	8	1	8	0	1	1
Group D (15 - 20,000)	5	0	11	0	1	2
Group E (7 - 15,000)	13	0	11	2	1	5
Total	39	1	33	2	3	10

Eighty-eight county road officials reported vacation policies for engineers and assistant engineers. The "Other" column ranged from six to thirty days vacation. Fifty-eight counties provide engineers and assistant engineers with increased vacation time upon the completion of a certain number of years service. One county reported no definite policy.

Other Monthly Employees

Counties by Population Group	Days of Vacation					
	5	5½	10	11	12	Other
Group A (over 75,000)	5	0	0	0	0	1
Group B (30 - 60,000)	8	0	1	0	0	0
Group C (20 - 30,000)	8	1	5	0	1	1
Group D (15 - 20,000)	7	0	7	0	1	3
Group E (7 - 15,000)	15	2	6	2	0	2
Total	43	3	19	2	2	7

Seventy-six county road officials reported vacation policies for other monthly employees. The "Other" column ranged from six to fifteen days vacation. Sixty counties have policies allowing increased vacation time to other monthly employees upon the completion of a certain number of years service. Two counties reported having no definite policy.

Other Engineering and Administrative Employees

Counties by Population Group	Days of Vacation					
	5	5½	10	11	12	Other
Group A (over 75,000)	6	0	0	0	0	1
Group B (30 - 60,000)	8	0	1	0	0	0
Group C (20 - 30,000)	10	1	6	0	1	1
Group D (15 - 20,000)	7	0	8	0	1	3
Group E (7 - 15,000)	17	0	8	2	0	5
Total	48	1	23	2	2	10

Eighty-six county officials reported vacation policies for other engineering and administrative personnel. The "Other" column ranged from six to fifteen days vacation. Sixty-five counties have a policy permitting increased vacation time to other engineering and administrative employees upon the completion of a certain number of years service. Two counties reported having no definite policy.

Other Hourly Employees

Counties by Population Group	Days of Vacation					
	5	5½	10	11	12	Other
Group A (over 75,000)	4	0	0	0	0	1
Group B (30 - 60,000)	7	0	1	0	0	0
Group C (20 - 30,000)	7	2	5	0	1	0
Group D (15 - 20,000)	5	0	3	0	0	3
Group E (7 - 15,000)	14	4	1	2	0	4
Total	37	4	10	2	1	8

Sixty-two county officials reported vacation policies for other hourly employees. The "Other" column ranged from six to fourteen days vacation. Fifty-three counties allow increased vacation time for employees who have completed a certain number of years service.

SICK LEAVE AND INJURY LEAVE

Engineer and Assistant Engineer

Counties by Population Group	Days of Sick Leave			
	5-7	10-11	Over 12	Other
Group A (over 75,000)	0	4	3	0
Group B (30 - 60,000)	0	5	5	1
Group C (20 - 30,000)	1	6	12	1
Group D (15 - 20,000)	4	6	7	3
Group E (7 - 15,000)	<u>3</u>	<u>13</u>	<u>11</u>	<u>4</u>
Total	8	34	38	8

Eighty counties reported having policies providing for a definite number of days sick leave for engineers and assistant engineers. Of the remaining eight counties listed in the "Other" column, six reported "no policy" or "no definite policy" concerning sick leave for engineers and assistant engineers. Most of the counties which allow a definite number of days sick leave for engineers and assistant engineers allow more than twelve days, but no one figure was consistently noted.

Other Monthly Employees

Counties by Population Group	Days of Sick Leave			
	5-7	10-11	Over 12	Other
Group A (over 75,000)	0	3	3	0
Group B (30 - 60,000)	0	5	4	1
Group C (20 - 30,000)	1	5	10	1
Group D (15 - 20,000)	3	8	6	1
Group E (7 - 15,000)	<u>2</u>	<u>17</u>	<u>6</u>	<u>2</u>
Total	6	38	29	5

Seventy-three counties allow their other monthly employees a definite number of sick leave per year. The period of sick leave most often reported is the "10 to 12" period. In the "over 12" category there was great variation in number of days sick leave granted. Three of the five counties in the "Other" column reported their counties have "no policy" concerning sick leave.

Other Engineering and Administrative Employees

Counties by Population Group	Days of Sick Leave			
	5-7	10-11	Over 12	Other
Group A (over 75,000)	0	4	3	0
Group B (30 - 60,000)	0	5	5	1
Group C (20 - 30,000)	1	6	12	1
Group D (15 - 20,000)	4	6	7	2
Group E (7 - 15,000)	<u>3</u>	<u>17</u>	<u>9</u>	<u>3</u>
Total	8	38	36	7

Eighty-nine county road officials reported sick leave policies for other engineering and administrative employees. Thirty-eight of the eighty-two counties reporting a definite number of days sick leave for other engineering and administrative employees report ten to twelve days sick leave for these employees. Five of the seven counties that appear in the "Other" column report that their counties have no policy concerning sick leave.

Other Hourly Employees

Counties by Population Group	Days of Sick Leave			
	5-7	10-11	Over 12	Other
Group A (over 75,000)	0	4	1	0
Group B (30 - 60,000)	0	3	6	0
Group C (20 - 30,000)	2	4	10	0
Group D (15 - 20,000)	2	5	3	1
Group E (7 - 15,000)	<u>3</u>	<u>11</u>	<u>8</u>	<u>1</u>
Total	7	27	28	2

Sixty-two counties allow a definite number of days sick leave to other hourly employees.

OVERTIME

Engineer and Assistant Engineer

Counties by Population Group	Comp. time	St. time	No. over.	Other
Group A (over 75,000)	1	2	7	0
Group B (30 - 60,000)	4	4	6	0
Group C (20 - 30,000)	4	1	18	0
Group D (15 - 20,000)	7	5	12	0
Group E (7 - 15,000)	<u>2</u>	<u>5</u>	<u>29</u>	<u>1</u>
Total	18	17	72	1

Other Monthly Employees

Counties by Population Group	Comp. time	St. time	No. over.	Other
Group A (over 75,000)	3	0	4	0
Group B (30 - 60,000)	4	3	2	0
Group C (20 - 30,000)	3	6	8	0
Group D (15 - 20,000)	9	10	2	1
Group E (7 - 15,000)	<u>5</u>	<u>18</u>	<u>6</u>	<u>2</u>
Total	24	37	22	3

According to the information supplied in seventy-two questionnaires, the county engineers and assistant engineers are not allowed any overtime pay. One county in the "Other" column allows a flat rate for overtime worked. Several counties allow the option of compensatory time or straight time pay.

Straight pay is the form of compensation most frequently used by the counties supplying information regarding overtime for other monthly employees. One county has no definite policy and the three counties in the "Other" column are given a flat rate for overtime.

Other Engineering and Administrative Employees

Counties by Population Group	Comp. time	St. time	No. over.	Other
Group A (over 75,000)	1	2	4	0
Group B (30 - 60,000)	3	5	5	1
Group C (20 - 30,000)	7	10	6	0
Group D (15 - 20,000)	7	11	4	1
Group E (7 - 15,000)	<u>8</u>	<u>17</u>	<u>14</u>	<u>1</u>
Total	26	45	33	3

Other Hourly Employees

Counties by Population Group	Comp. time	St. time	No. over.	Other
Group A (over 75,000)	1	4	1	1
Group B (30 - 60,000)	1	9	1	1
Group C (20 - 30,000)	1	16	1	2
Group D (15 - 20,000)	1	13	3	0
Group E (7 - 15,000)	<u>1</u>	<u>30</u>	<u>1</u>	<u>0</u>
Total	5	72	7	4

Straight time pay is the form of compensation most frequently used in reimbursing other engineering and administrative employees for overtime work. Three counties stated they had "no definite policy" regarding overtime. Several counties allow the option of compensatory time or straight time pay.

Most counties pay other hourly employees straight time pay for overtime work according to the county officials supplying information. Three counties listed in the "Other" column, pays time and one-half, and one pays double time.

Cumulation of Sick Leave

Eighty-one counties allow road employees to accumulate sick leave beyond the year in which it is earned. Although the amount of sick leave that can be accumulated varies widely from county to county, the periods most frequently mentioned were: ninety days by twenty counties; sixty days by twenty-two counties; and thirty days by eight counties. Six counties reported having no definite policy on accumulation of sick leave.

Injury Leave

Twenty-two counties allow road employees a specified number of days injury leave in addition to sick leave benefits. The number of days permitted for injury leave ranges from five to sixty. Two counties pay the difference between the injured employee's basic rate of pay and his workman's compensation benefits. Six counties provide workman's compensation and two counties provide workman's compensation to seasonal or part-time employees.

Approval

Four county officials stated that the county Board of Supervisors and/or the county engineer were allowed to grant sick leave to road employees at their discretion.

Table 4 -- NUMBER OF FULL-TIME AND PART-TIME COUNTY ROAD EMPLOYEES
(Counties by Population)

County	Administrative and Engineering		Mechanics		Foremen		Equipment Operators		Laborers		All Others		Total Full-time Employees	Total Part-time Employees
	Full time	Part time	Full time	Part time	Full time	Part time	Full time	Part time	Full time	Part time	Full time	Part time		
Polk	14	---	6	---	7	---	66	---	---	---	---	---	93	---
Linn	18	---	5	---	8	---	47	---	4	---	2	---	84	---
Black Hawk	6	---	3	---	2	---	24	---	2	---	---	---	37	---
Scott	10	---	2	---	5	---	14	---	9	---	1	---	41	---
Woodbury	7	---	---	---	4	---	38	---	6	---	4	---	59	---
Pottawattamie	12	---	3	---	4	---	50	---	13	---	---	1	82	1
Dubuque	8	---	3	---	3	---	17	---	6	---	8	---	44	---
Clinton	8	---	2	---	1	---	27	---	2	---	---	---	40	---
Johnson	6	---	2	---	4	---	18	---	5	3	---	---	35	3
Cerro Gordo	6	1	3	---	3	---	21	---	16	---	1	---	50	1
Story	4	---	1	---	3	---	23	---	4	---	---	---	35	---
Webster	7	---	5	---	5	---	4	---	31	8	9	---	61	8
Wapello	4	---	1	---	5	---	20	---	3	---	---	---	33	---
Des Moines	7	---	1	---	2	---	15	---	3	---	1	---	29	---
Lee	7	---	3	---	4	---	24	---	1	---	---	---	39	---
Marshall	6	6	2	---	2	---	26	1	---	2	---	---	36	9
Jasper	10	---	2	---	4	---	26	---	4	---	---	---	46	---
Muscatine	6	---	2	---	5	---	14	---	9	---	---	---	36	---
Fayette	10	---	3	---	6	---	13	---	36	---	---	---	68	---
Boone	6	---	3	---	3	---	29	---	---	---	---	---	41	---
Sioux	7	---	---	---	8	---	34	---	---	---	---	---	49	---
Marion	8	---	3	---	4	---	33	---	1	---	2	---	51	---
Dallas	5	---	2	---	1	---	14	---	6	---	5	---	33	---
Plymouth	8	3	2	---	3	---	20	---	10	---	---	---	43	3
Mahaska	3	---	2	---	---	---	31	---	2	---	---	---	38	---
Carroll	7	1	1	---	2	---	24	---	3	---	1	---	38	1
Benton	5	---	2	---	5	---	16	---	11	---	---	---	39	---
Hardin	4	2	3	---	3	---	24	1	5	---	---	---	39	3
Buchanan	9	---	1	---	3	---	16	---	---	---	2	---	31	---
Clayton	11	---	3	---	2	---	33	---	3	---	---	12	52	12

Winneshiek	8	---	2	---	---	---	35	---	---	---	---	45	---
Tama	7	1	1	---	7	---	24	---	4	---	2	45	1
Buena Vista	7	---	3	---	5	---	16	---	6	---	1	38	---
Bremer	4	1	2	---	4	---	14	---	7	---	---	31	1
Floyd	8	---	2	---	2	---	20	---	4	---	---	36	---
Warren	8	---	3	---	3	---	22	---	4	---	5	45	---
Jackson	9	---	2	---	2	---	30	---	---	2	1	44	2
Hamilton	4	---	1	---	1	---	15	---	5	---	2	28	---
Washington	5	---	2	---	2	---	13	---	3	---	---	25	---
Poweshiek	4	---	3	---	4	---	30	---	---	---	3	44	---
O'Brien	5	1	---	1	6	---	11	---	3	---	---	25	2
Cherokee	7	---	2	---	3	---	13	1	6	---	---	31	1
Crawford	6	---	2	---	4	---	24	---	5	---	16	57	---
Clay	7	---	1	---	4	---	24	---	1	---	---	37	---
Henry	5	1	2	---	5	---	15	---	4	---	10	41	1
Cass	9	---	3	---	7	---	20	---	6	---	---	44	---
Cedar	8	---	3	---	3	---	14	---	4	---	---	32	---
Harrison	5	---	2	---	5	---	39	---	2	---	1	54	---
Butler	5	---	2	---	3	---	19	---	7	---	---	36	---
Sac	6	---	2	---	1	---	14	---	6	1	---	29	1
Iowa	6	---	3	---	1	---	29	---	5	---	5	49	---
Calhoun	5	---	3	---	3	---	16	---	18	---	---	45	---
Shelby	6	2	1	1	8	---	19	---	4	2	1	39	5
Jefferson	6	---	1	---	3	---	15	---	1	---	---	26	---
Keokuk	5	---	3	---	4	---	29	---	5	---	---	46	---
Franklin	6	---	2	---	2	---	28	---	---	---	---	38	---
Chickasaw	6	---	3	---	3	---	20	---	---	---	---	32	---
Emmet	4	6	1	---	1	---	15	---	---	3	---	21	9
Palo Alto	6	---	---	---	5	---	25	---	---	5	---	36	5
Hancock	5	---	3	---	4	---	29	---	---	---	---	41	---
Lyon	4	---	1	---	3	---	25	5	4	---	---	37	5
Montgomery	7	---	2	---	3	---	13	---	5	---	---	30	---
Greene	4	4	3	---	3	---	11	---	3	4	6	30	8
Pocahontas	7	---	2	---	3	---	21	---	---	---	---	33	---
Grundy	6	---	2	---	1	---	17	1	---	---	---	26	1
Mitchell	4	---	2	---	3	---	15	2	5	1	1	30	3
Monona	6	1	3	---	3	---	32	---	10	---	---	54	1
Union	5	---	1	---	2	---	17	---	5	---	---	30	---
Guthrie	6	---	5	1	4	---	16	---	28	---	1	60	1
Humboldt	4	---	---	---	4	---	14	---	3	---	1	26	---

Table 4 -- Number of Full-time and Part-time County Road Employees, Continued

County	Administrative and Engineering		Mechanics		Foremen		Equipment Operators		Laborers		All Others		Total Full-time Employees	Total Part-time Employees
	Full time	Part time	Full time	Part time	Full time	Part time	Full time	Part time	Full time	Part time	Full time	Part time		
Winnebago	5	---	3	1	1	---	24	---	---	---	---	---	33	1
Mills	6	---	1	---	4	---	19	---	5	---	---	---	35	---
Howard	6	---	2	---	5	---	23	---	2	---	---	---	38	---
Dickinson	5	---	---	---	4	---	10	2	---	---	---	---	19	2
Madison	5	---	2	---	3	---	27	---	12	---	1	---	50	---
Audubon	6	---	2	---	2	---	20	---	2	---	---	---	32	---
Adair	6	1	2	---	3	---	22	---	9	5	2	---	44	6
Decatur	7	---	3	---	3	---	14	---	7	---	---	---	34	---
Monroe	4	---	2	---	3	---	8	---	12	---	3	---	32	---
Louisa	5	---	1	---	3	---	10	---	3	---	---	---	22	---
Taylor	7	---	2	---	2	---	15	---	15	---	2	1	43	1
Fremont	6	---	4	---	5	---	22	---	11	3	1	---	49	3
Ida	6	---	---	---	1	---	13	2	2	---	1	---	23	2
Worth	4	---	---	---	---	---	13	5	---	---	---	---	17	5
Osceola	5	---	1	---	---	---	14	4	---	---	---	---	20	4
Wayne	6	---	1	---	4	---	18	---	6	---	---	3	35	3
Davis	5	---	2	---	1	---	13	---	6	---	---	---	27	---
Clarke	7	---	1	---	2	---	13	---	3	---	1	---	27	---
Adams	4	---	1	---	4	---	14	---	8	---	---	---	31	---

Table 5 -- MONTHLY SALARIES AND PROFESSIONAL STATUS OF COUNTY ENGINEERS AND ASSISTANT ENGINEERS
(Counties by Population)

County	Engineer					Assistant Engineer				
	Monthly Salary	Graduate Engineer	Registered Engineer	Years Experience	Years with Present County	Monthly Salary	Graduate Engineer	Registered Engineer	Years Experience	Years with Present County
Polk	\$1,415	x	x	35	9	\$964 (a)	x	x	9	9
Linn	---	x	x	20	10	1,100 (a)	x	x	10	4
Black Hawk	1,333	x	x	33	11	750 (a)	---	---	20	3
Scott	1,306	x	x	20	12	892	x	---	3	---
Woodbury	1,250	---	x	16	1 1/2	1,058	---	---	30	23
Pottawattamie	1,375	x	x	37	23 1/2	798	---	---	40	30
Dubuque	1,150	x	x	---	19	728	---	---	40	24
Clinton	1,083	---	x	25	13	875	x	x	20	12
Johnson	1,217	x	x	48	36	1,017 (a)	---	---	25	9
Cerro Gordo	1,333	x	x	20	9	780 (a)	---	---	14	10
Story	1,083	x	x	14	5	742	---	---	10	3
Webster	1,250	x	x	20	3	971	---	---	29	25
Wapello	1,040	x	x	30	3	---	---	---	---	---
Des Moines	1,217	x	x	---	3	817	---	---	24	15
Lee	1,312	x	x	23	10	---	---	---	---	---
Marshall	1,275	---	---	42	31	992	x	x	---	---
Jasper	1,135	x	x	10	6	725 (a)	---	---	28	9
Muscatine	1,250	x	x	19	2	750	---	---	35	23
Fayette	1,083	x	x	11	5	3.58 hr. (a)	---	---	30	15
Boone	1,229	x	x	20	8	---	---	---	---	---
Sioux	1,300	---	x	30	7	800 (a)	---	---	18	7
Marion	1,083	x	x	7	1	750 (a)	---	---	2	1/4
Dallas	1,167	x	x	16	7	725	---	---	25	19
Plymouth	1,375	---	x	23	12	785 (a)	---	---	19	12
Mahaska	1,125	x	x	15	9	750	---	---	29	29
Carroll	1,000	x	x	40	10	630	---	---	30	8
Benton	1,291	x	x	6	---	850	---	---	22	1/4
Hardin	1,250	x	x	12	1/3	833	x	---	1 1/2	1 1/2
Buchanan	1,150	x	x	43	18	770	---	---	22	15
Clayton	1,300	x	x	9	7	760 (a)	---	---	44	35
Winneshiek	1,167	x	x	12	1	735	---	---	8	3
Tama	1,100	x	x	35	1/2	958	---	---	20	5
Buena Vista	1,208	x	x	15	10	1,083	x	x	12	7
Bremer	1,208	---	x	21	9	720	---	---	12	4
Floyd	1,125	x	x	6	3	980 (a)	x	x	5	2

Table 5 -- Monthly Salaries and Professional Status of County Engineer and Assistant Engineers, Continued

County	Engineer					Assistant Engineer				
	Monthly Salary	Graduate Engineer	Registered Engineer	Years Experience	Years with Present County	Monthly Salary	Graduate Engineer	Registered Engineer	Years Experience	Years with Present County
Warren	1,333	x	x	11	10	650	---	---	22	5
Jackson	1,200	x	x	19 1/2	1/6	685	---	---	34	28
Hamilton	1,238	x	x	18	9	700	---	---	11	4
Washington	1,300	x	x	19	8 1/2	---	---	---	---	---
Poweshiek	1,167	x	x	17	1	750 (a)	---	---	25	25
O'Brien	1,158	x	x	10	4	758	---	---	44	41
Cherokee	1,138	x	x	12	8	680 (a)	---	---	40	---
Crawford	1,250	x	x	30	2	656 (a)	---	---	20	5
Clay	1,315	x	x	21	7	762 (a)	---	---	18	3
Henry	1,083	---	x	35	1	630	---	---	15	15
Cass	1,300	---	x	---	2	---	---	---	---	---
Cedar	1,225	x	x	20	9	850 (a)	x	x	6	1
Harrison	1,063	---	x	30	27	743	---	---	14	14
Butler	1,208	x	x	7 1/2	4 1/3	588 (a)	---	---	15-20	15-20
Sac	1,202	x	x	35	19	740	---	---	15	---
Iowa	1,146	x	x	19	2	650	---	---	13	1
Calhoun	1,067	x	x	38	28	708	---	---	20	15
Shelby	1,250	x	x	24	15	650	---	---	4	2
Jefferson	1,146	x	x	8	3	---	---	---	---	---
Keokuk	1,167	x	x	9	---	---	---	---	---	---
Franklin	1,100	x	x	19	13	700 (a)	---	---	40	33
Chickasaw	1,167	---	x	---	5	771	---	---	23	10
Emmet	1,125	x	x	12	3	789	---	---	36	25
Palo Alto	1,200	x	x	15	8	633 (a)	---	---	15	8
Hancock	1,083	x	x	14	9	592 (a)	---	---	10	5
Lyon	1,167	x	x	40	23	550 (a)	---	---	---	---
Montgomery	1,175	---	x	20	1 1/3	669	---	---	20	15
Greene	1,200	---	x	40	33	665	---	---	25	6
Pocahontas	1,042	x	x	8	4	---	---	---	---	---
Grundy	1,167	x	x	10	2	625	---	---	1	1
Mitchell	1,100	x	x	10	4	642	---	---	20	8
Monona	1,250	---	x	38	2	800	---	---	20	18
Union	1,167	---	x	28	12	571	---	---	18	18
Guthrie	1,208	---	x	30	---	535	---	---	17	1 1/2
Humboldt	1,000	---	x	42	18	---	---	---	---	---

Winnebago	1,216	x	x	20	16 1/4	750	---	---	30	15
Mills	1,167	x	x	8	6	---	---	---	---	---
Howard	1,325	x	x	19	3	---	---	---	---	---
Dickinson	1,100	x	x	13	6 1/2	750	x	x	15	1 1/2
Madison	1,167	---	x	47	33	792	---	---	32	7
Audubon	1,125	x	x	15	4	667	---	---	19	11
Adair	1,000	x	x	20	11	558	---	---	22	14
Decatur	1,083	x	x	10	1	675	---	---	---	20
Monroe	1,125	x	x	---	5	675 (a)	---	---	---	1/2
Louisa	1,125	x	x	9	4	---	---	---	---	---
Taylor	1,058	x	x	16	---	595	---	---	15	4
Fremont	1,000	x	x	50	4	750	---	---	7	2 1/2
Ida	1,133	x	x	11	6	615	---	---	20	6
Worth	1,100	---	---	42	20	575	---	---	43	43
Osceola	1,167	x	x	42	36	525	---	---	36	24
Wayne	1,058	---	x	43	20	750 (a)	---	---	21	20
Davis	800	x	x	40	1	---	---	---	---	---
Clarke	1,042	x	x	---	2	792	---	---	10	10
Adams	1,208	x	x	23	9	660	---	---	18	10

MEDIAN SALARIES:*

Number	88	70	87	83	85	76	10	8	72	71
Median	1,167	---	---	20	7	750	---	---	20	10

*The median salary is the middle salary; one-half the salaries listed in the column are larger than this figure, and one-half are smaller.
 Note: All salaries have been rounded to the nearest dollar.

(a) Additional assistant engineer(s): Polk, \$871; Linn, \$792; Black Hawk, \$700; Johnson, \$707; Cerro Gordo, \$730; Jasper, \$670; Fayette, \$3.43 per hour; Sioux, \$685; Marion, \$700; Plymouth, \$725; Clayton, \$630; Floyd, \$844; Poweshiek, \$625; Cherokee, \$680; Crawford, \$656; Clay, \$600; Cedar, \$692; Butler, \$588; Franklin, \$700; Palo Alto, \$600; Hancock, \$558; Lyon, \$417; Monroe, \$625; Wayne, \$750.

Table 6 -- MONTHLY SALARIES AND HOURLY WAGES OF COUNTY ROAD EMPLOYEES
ADMINISTRATIVE AND ENGINEERING PERSONNEL
(Counties by Population)

County	Instrument Man		Rod Man		Inspector		Draftsman	
	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay
Polk	\$590	\$7,080	\$510	\$6,120	\$590	\$7,080	\$563 (a)	\$6,756
Linn	---	---	---	---	770-846	9,240-10,152	451-473	5,412-5,676
Black Hawk	500	6,000	350 (b)	4,200	---	---	---	---
Scott	3.10-3.37 hr.	6,851-7,448	---	---	---	---	3.25-3.50 hr.	7,182-7,735
Woodbury	710	8,520	1.75 hr.	---	2.10 hr.	---	650	7,800
Pottawattamie	578-688	6,930-8,250	366	4,396	520-596	6,244-7,154	---	---
Dubuque	3.10 hr.	---	2.90 hr.	---	3.10 hr.	---	3.40 hr.	---
Clinton	570	6,840	417	5,000	698	8,380	650 (c)	7,800
Johnson	663	7,950	424	5,088	424	5,088	424	5,088
Cerro Gordo	502	6,025	1.50 hr. (d)	---	502	6,025	502	6,025
Story	608	7,300	---	---	---	---	---	---
Webster	640	---	475-517 (e)	---	555	---	---	---
Wapello	---	---	---	---	3.10 hr.	6,103	3.33 hr.	6,583
Des Moines	3.51 hr.	7,001	---	---	3.00-3.66 hr.	4,887-7,942	---	---
Lee	600 (f)	7,200	2.51-2.73 hr.	5,225-5,680	3.00 hr.	7,000	---	---
Marshall	---	---	---	---	3.05-3.15 hr.	---	---	---
Jasper	525	6,400-6,700	1.65 hr. (d)	---	540	6,180	560-565 (f)	7,060-7,200
Muscatine	648, 733	9,000	2.00 hr.	---	---	---	---	---
Fayette	2.68 hr.	6,000	2.05 hr.	5,400	2.86 hr.	5,200	2.48 hr.	5,800
Boone	615-705 (g)	7,380-8,460	---	---	---	---	---	---
Sioux	610	7,320	---	---	510	6,120	---	---
Marion	---	---	560	6,800	495	6,000	---	---
Dallas	608	7,300	---	---	608	7,300	---	---
Plymouth	670	8,040	2.25 hr.	5,000	530-600	6,360-7,200	---	---
Mahaska	---	---	---	---	---	---	---	---
Carroll	630	7,560	400	4,800	489, 2.75 hr.	4,260-5,868	462	5,544
Benton	2.88 hr.	6,739	2.40 hr.	5,616	2.83 hr.	6,622	2.91 hr.	6,809
Hardin	2.60 hr.	---	2.60 hr.	---	2.65 hr.	---	---	---
Buchanan	635	7,626	2.00 hr.	4,800	580	6,996	580	6,996
Clayton	2.52-2.57 hr.	5,969-6,008	2.40 hr.	5,604	540	6,082	---	---

Winneshiek	650	7,800	2.25 hr.	---	2.50 hr.	---	2.40 hr.	---
Tama	3.87 hr.	8,300	2.65 hr.	5,700	3.23 hr.	7,100	---	---
Buena Vista	579	7,301	---	---	613	7,809	521	6,745
Bremer	2.85-3.30 hr.	7,500	2.24-2.64 hr.	---	2.50-2.95 hr.	7,500	---	---
Floyd	475	5,700	2.10 hr.	4,500	475	5,700	475	5,700
Warren	610	7,320	540	6,480	2.50 hr. (d)	5,000	610	7,320
Jackson	581	6,972	2.40 hr.	4,700	527	6,324	---	---
Hamilton	658	7,900	---	---	---	---	---	---
Washington	650	7,800	2.35 hr.	4,800	500-550	6,300	485-535	6,120
Poweshiek	500	6,000	---	---	500	6,000	---	---
O'Brien	642	7,700	1.75 hr.	1,000	533	6,400	---	---
Cherokee	---	---	432	5,184	475	5,700	568	6,816
Crawford	504	---	1.90-2.00 hr.	---	1.90-2.00 hr.	---	---	---
Clay	---	---	458	5,496	573	6,876	---	---
Henry	515	6,200	380	4,560	2.15 hr.	1,300	---	---
Cass	446	5,352	392, 412	4,704, 4,944	2.00 hr. (d)	---	---	---
Cedar	2.68 hr.	---	2.33 hr.	---	1.70 hr.	---	442	5,301
Harrison	598	7,181	464	5,573	464	5,573	---	---
Butler	588	7,200	---	---	546-588	6,700-7,200	---	---
Sac	740	8,878	---	---	500, 540	6,500, 7,000	---	---
Iowa	540	7,500	1.80 hr.	---	2.00 hr.	---	540	7,500
Calhoun	540	6,480	---	---	530	6,360	---	---
Shelby	490	5,880	1.85 hr.	4,100	455	5,460	---	---
Jefferson	535	6,420	390-420	4,680-5,040	508	6,096	---	---
Keokuk	475	5,700	455	5,460	---	---	475 (e)	5,700
Franklin	550	6,600	---	---	550	6,600	---	---
Chickasaw	2.50 hr.	6,610	---	---	658	7,900	2.50 hr.	6,610
Emmet	3.00 hr. (d)	1,600	1.50-1.75 hr. (d)	808-1,000	615-662	7,380-7,944	---	---
Palo Alto	---	---	490	5,900	---	---	480	5,700
Hancock	1.75 hr.	---	---	---	1.50 hr.	---	---	---
Lyon	---	---	375	5,000	---	---	---	---
Montgomery	434	5,350	354	4,350	394	4,900	---	---
Greene	585	7,020	2.00 hr.	1,500	2.00 hr.	1,800	---	---
Pocahontas	515	6,180	2.45 hr.	5,000	480	5,760	2.45 hr.	5,000
Grundy	625	7,500	---	---	2.65 hr.	6,300	2.55 hr.	6,000
Mitchell	538	6,450	---	---	---	---	---	---
Monona	540	6,500	2.25 hr.	5,150	2.25 hr.	5,150	2.50 hr.	5,620
Union	558	6,700	2.00 hr.	---	530	6,360	---	---
Guthrie	425	5,100	385	4,620	385	---	520	6,240
Humboldt	580	6,960	500	6,000	---	---	---	---

Table 6 -- Monthly Salaries and Hourly Wages of County Road Employees - Administrative and Engineering Personnel, Continued

County	Instrument Man		Rod Man		Inspector		Draftsman	
	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay
Winnebago	533	6,400	1.85-1.95 hr.	---	533-575	6,400-6,900	---	---
Mills	544	6,529	424	5,091	483	5,801	544	6,529
Howard	610	7,320	---	---	500	6,000	417	5,000
Dickinson	4.25 hr.	9,000	2.50 hr.	3,000	2.75 hr.	6,000	---	---
Madison	625	7,900	450	5,400	516	6,200	1.75-2.00 hr.	2,400-3,000
Audubon	450	5,600	380	4,700	525	6,800	---	---
Adair	---	---	1.75 hr.	---	431	5,350	431	5,350
Decatur	2.10 hr.	5,000	1.90 hr.	4,500	2.50 hr. (f)	6,000	1.90 hr.	4,500
Monroe	2.25 hr.	---	2.00 hr.	---	2.10 hr.	---	---	---
Louisa	360	---	---	---	350	---	---	---
Taylor	435	5,220	405	4,860	425	5,100	---	---
Fremont	---	---	420	5,040	420	5,040	2.00 hr. (h)	1,584
Ida	500	6,000	1.90 hr.	4,150	2.10 hr.	4,600	---	---
Worth	465	6,180	---	---	375	5,100	---	---
Osceola	2.25 hr.	5,200	1.60 hr. (d)	---	2.25 hr.	5,200	---	---
Wayne	2.80 hr.	6,500	2.35 hr.	5,500	---	---	---	---
Davis	483	5,800	408	4,900	408-483	4,900-5,800	---	---
Clarke	550	6,600	438	5,250	475	5,800-6,000	438 (e)	5,400
Adams	500	6,000	433	5,250	---	---	---	---
MEDIAN SALARIES:*								
Hourly--No.		18		36		27		13
Median		\$2.80 hr.		\$2.00 hr.		\$2.50 hr.		\$2.50 hr.
Monthly--No.		60		29		35		24
Median		\$558		\$424		\$495		\$510
Annual Average No.		70		48		62		35
Median		\$6,739		\$5,000		\$6,103		\$6,025

*The median salary is the middle salary; one-half the salaries listed in the column are larger than this figure, and one-half are smaller.
Note: All salaries have been rounded to the nearest dollar.

- (a) Office manager
(b) Inspector, draftsman, chairman
(c) Assistant inspector
(d) Part-time

- (e) Also inspector
(f) Party chief
(g) Rod man, inspector, draftsman
(h) Part-time farm to market

Table 6, Continued -- MONTHLY SALARIES AND HOURLY WAGES OF COUNTY ROAD EMPLOYEES
ADMINISTRATIVE AND ENGINEERING PERSONNEL
(Counties by Population)

County	Chainman		Office Clerk		Secretary	
	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay
Polk	\$440	\$5,280	\$486	\$5,832	\$510	\$6,120
Linn	---	---	522 (a)	6,264	---	---
Black Hawk	---	---	345	4,140	---	---
Scott	---	---	---	---	477	5,724
Woodbury	1.75 hr.	---	500	6,000	---	---
Pottawattamie	---	---	526 (b)	6,310	520	6,244
Dubuque	2.90 hr.	---	---	---	494	5,925
Clinton	661 (c)	7,930	425	5,100	325	3,900
Johnson	2.00-2.60 hr. (d)	950-2,500	486	5,830	---	---
Cerro Gordo	1.50 (d)	---	---	---	400	4,800
Story	---	---	708 (a)	8,500	---	---
Webster	---	---	523 (a)	6,280	416	5,000
Wapello	---	---	675 (e)	6,280	---	---
Des Moines	---	---	---	---	2.63 hr.	5,089
Lee	---	---	1.72 hr.	3,578	508 (a)	6,092
Marshall	---	---	---	---	420	5,040
Jasper	1.65 hr. (d)	---	---	---	445	5,100
Muscatine	---	---	358	4,295	550 (a)	6,000
Fayette	1.95 hr.	5,000	3.13 hr. (a)	7,200	2.01 hr.	4,600
Boone	---	---	---	---	455	5,460
Sioux	---	---	---	---	380	4,560
Marion	---	---	---	---	425	5,100
Dallas	---	---	---	---	365	4,380
Plymouth	---	---	---	---	460	5,520
Mahaska	---	---	---	---	413	4,956
Carroll	---	---	325	3,900	---	---
Benton	2.25 hr.	5,265	325	3,900	325	3,900
Hardin	---	---	420	5,040	---	---
Buchanan	2.00 hr.	4,800	---	5,559	465	5,580
Clayton	---	---	370 (a)	3,969	125 (f)	2,610
Winneshiek	2.40 hr.	---	380	4,560	325	3,900
Tama	2.25 hr.	4,900	1.60 hr. (d)	1,500	325	3,900
Buena Vista	535	6,948	---	---	285	3,420
Bremer	2.12-2.57 hr.	---	2.20-2.65 hr. (g)	5,400	---	---
Floyd	1.75-2.10 hr.	4,500	625	7,500	365	4,580

Table 6, Continued -- Monthly Salaries and Hourly Wages of County Road Employees - Administrative and Engineering Personnel, Continued

County	Chainman		Office Clerk		Secretary	
	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay
Warren	475	5,700	---	---	420	5,040
Jackson	---	---	2.65 hr. (d)	---	375	4,500
Hamilton	1.75 hr.	1,000	---	---	433	5,200
Washington	---	---	---	---	358	4,300
Poweshiek	---	---	---	---	430	5,160
O'Brien	1.75 hr.	1,000	---	---	433	5,200
Cherokee	---	---	367 (g)	4,404	---	---
Crawford	1.75-1.90 hr.	---	---	---	365	4,380
Clay	---	---	---	---	440	5,280
Henry	---	---	---	---	---	---
Cass	---	---	525 (h)	6,300	410	4,920
Cedar	2.33 hr.	---	---	---	350	4,200
Harrison	---	---	---	---	395	4,680
Butler	---	---	---	---	397	4,761
Sac	---	---	504	6,050	---	---
Iowa	1.80 hr.	---	---	---	2.25 hr.	---
Calhoun	---	---	375	4,500	---	---
Shelby	---	---	---	---	350	4,200
Jefferson	---	---	---	---	444	5,328
Keokuk	---	---	430 (g)	5,160	---	---
Franklin	---	---	---	---	402	4,820
Chickasaw	---	---	---	---	417	5,000
Emmet	1.40 hr. (d)	700	---	---	321	3,852
Palo Alto	---	---	---	---	390	4,640
Hancock	1.50 hr.	---	---	---	275	3,300
Lyon	---	---	---	---	325	3,900
Montgomery	1.75 hr.	3,900	354	4,253	---	---
Greene	---	---	---	---	330	3,960
Pocahontas	2.45 hr.	5,000	365 (g)	4,380	---	---
Grundy	---	---	---	---	433	5,200
Mitchell	---	---	---	---	330	3,960
Monona	2.25 hr.	5,150	---	---	390	4,680
Union	2.00 hr.	---	---	---	358	4,290
Guthrie	---	---	---	---	335	4,020
Humboldt	1.85 hr.	---	467 (g)	5,600	---	---

Winnebago	1.85-1.95 hr.	---	377 (g)	4,520	---	---
Mills	---	---	425	5,098	---	---
Howard	635 (c)	7,620	---	---	432	5,180
Dickinson	---	---	---	---	275	3,300
Madison	---	---	---	---	376	4,519
Audubon	1.70 hr. (d)	---	---	---	350	4,200
Adair	1.75 hr.	---	325	3,900	---	---
Decatur	1.90 hr.	4,500	450	5,400	---	---
Monroe	---	---	---	---	350	4,200
Louisa	---	---	---	---	430	---
Taylor	385	4,620	360	4,320	---	---
Fremont	1.50 hr. (d)	900	---	---	350	4,200
Ida	---	---	---	---	370	4,440
Worth	1.50 (d)	1,800	---	---	---	---
Osceola	1.60 (d)	---	---	---	377	4,520
Wayne	---	---	---	---	368	4,420
Davis	---	---	---	---	400	4,800
Clarke	---	---	---	---	372	4,460
Adams	---	---	---	---	385	4,620

MEDIAN SALARIES:*

Hourly--No.	31	6	3
Median	\$1.85 hr.	\$1.75 hr.	\$2.25 hr.
Monthly--No.	6	30	64
Median	\$475	\$425	\$390
Annual Average--No.	22	35	64
Median	\$4,800	\$5,100	\$4,620

*The median salary is the middle salary; one-half the salaries listed in the column are larger than this figure, and one-half are smaller.
Note: All the salaries have been rounded to the nearest dollar.

- (a) Office manager
- (b) Purchasing agent
- (c) Party chief
- (d) Part-time

- (e) Assistant to engineer
- (f) Part-time bookkeeper
- (g) Also secretary
- (h) Survey party chief

Table 7 -- MONTHLY SALARIES AND HOURLY WAGES OF COUNTY ROAD EMPLOYEES - FOREMEN
(Counties by Population)

County	Bridge Foremen		General Foremen		Shop Foremen		Grade Foremen	
	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay
Polk	\$619	\$7,428	\$712	\$8,544	\$619	\$7,428	\$619	\$7,428
Linn	667	8,004	---	---	667	8,004	---	---
Black Hawk	3.20 hr.	7,488	792	9,500	3.50 hr.	8,190	---	---
Scott	3.49 hr.	7,818	741	8,892	3.65 hr.	8,176	3.56 hr.	7,974
Woodbury	2.26 hr.	---	2.37 hr.	---	---	---	---	---
Pottawattamie	561	6,732	582	6,983	---	---	---	---
Dubuque	3.45 hr.	---	3.80 hr.	---	3.23 hr.	---	3.15 hr.	---
Clinton	---	---	560	6,720	594	7,128	---	---
Johnson	590	7,074	562	6,741	573	6,874	502	6,738
Cerro Gordo	---	---	569	6,826	---	---	---	---
Story	3.35 hr.	7,500	---	---	3.35 hr.	7,500	---	---
Webster	535	6,420	500	6,000	545	6,540	---	---
Wapello	3.29 hr.	6,800	639	7,668	3.33 hr.	6,608	3.33 hr.	6,583
Des Moines	3.55 hr.	7,278	---	---	3.66 hr.	7,447	---	---
Lee	600	7,200	625	7,500	625	7,500	---	---
Marshall	---	---	3.00 hr.	---	3.00 hr.	---	---	---
Jasper	575	6,600	---	---	555	6,360	---	---
Muscatine	---	---	628	7,530	558	6,690	---	---
Fayette	2.57 hr.	7,700	2.63 hr.	7,900	2.63 hr.	7,000	2.57 hr.	7,700
Boone	3.00 hr.	7,480	620	7,440	---	---	---	---
Sioux	540	6,480	540	6,480	---	---	555	6,660
Marion	---	---	650	8,000	520	6,400	570	6,900
Dallas	500	6,000	---	---	---	---	---	---
Plymouth	590	6,980	715	8,580	---	---	525	6,300
Mahaska	---	---	---	---	---	---	---	---
Carroll	483	5,900	664	8,000	---	---	---	---
Benton	2.91 hr.	6,809	3.02 hr.	7,067	2.74 hr.	6,412	2.91 hr.	6,809
Hardin	3.05 hr.	---	163 wk.	---	3.05 hr.	---	2.70 hr.	---
Buchanan	2.86 hr.	7,036	635	7,626	2.86 hr.	7,036	2.86 hr.	7,036
Clayton	2.52 hr.	5,581	570	6,382	2.52 hr.	5,544	530	5,902

Winneshiek	2.75 hr.	---	---	---	3.00 hr.	---	---	---
Tama	2.88 hr.	6,600	2.64-2.88 hr.	6,200-6,700	3.39 hr.	7,800	2.83 hr.	6,500
Buena Vista	3.00 hr.	6,502	---	---	766	8,820	3.00 hr.	7,342
Bremer	3.03-3.48 hr.	8,057	3.03-3.48 hr.	8,175	3.03-3.48 hr.	8,175	3.03-3.48 hr.	7,751
Floyd	2.60 hr.	6,130	2.60 hr.	6,804	2.60 hr.	6,600	---	---
Warren	2.90 hr.	6,900	640	7,680	605	7,260	2.90 hr.	6,900
Jackson	2.95 hr.	7,351	---	---	535	6,420	---	---
Hamilton	---	---	2.60 hr.	7,020	---	---	---	---
Washington	550	6,900	610	7,686	570	7,096	---	---
Poweshiek	540	---	540	---	---	---	---	---
O'Brien	590	7,080	---	---	590	7,080	---	---
Cherokee	534	6,408	534	6,408	648	7,776	---	---
Crawford	562	---	562	---	551	---	---	---
Clay	592	7,104	---	---	610	7,320	---	---
Henry	535	6,420	555	6,660	555	6,660	555	6,660
Cass	483	5,796	---	---	525	6,300	483	5,796
Cedar	600	7,200	642	7,701	642	7,701	560	6,720
Harrison	598	7,181	598	7,181	550	6,600	598	7,181
Butler	550	6,800	---	---	550	6,800	550	6,800
Sac	---	---	616	7,397	---	---	---	---
Iowa	2.65 hr.	---	---	---	2.80 hr.	---	---	---
Calhoun	---	---	510	6,360	---	---	---	---
Shelby	495	6,200	495	6,200	495	6,400	---	---
Jefferson	521	6,252	575	6,900	502	6,024	---	---
Keokuk	455	5,460	485	5,820	485	5,820	455	5,460
Franklin	---	---	2.60 hr.	6,600	2.60 hr.	6,500	---	---
Chickasaw	633	7,600	667	8,000	642	7,700	---	---
Emmet	---	---	560	6,900	651	8,100	---	---
Palo Alto	---	---	---	6,140	---	---	---	---
Hancock	480	5,760	480	5,760	600	7,200	480	5,760
Lyon	450	5,500	450	5,500	433	5,600	---	---
Montgomery	2.52 hr.	6,500	---	---	594	7,300	2.61 hr.	6,700
Greene	515	6,400	---	---	550	6,750	2.66 hr.	7,200
Pocahontas	---	---	2.85 hr.	7,100	2.85 hr.	7,100	---	---
Grundy	---	---	2.75 hr.	6,500	2.75 hr.	6,500	---	---
Mitchell	2.45 hr.	6,600	2.75 hr.	7,800	---	---	2.45 hr.	6,600
Monona	2.45 hr.	7,500	2.85 hr.	8,500	---	---	---	---
Union	2.50 hr.	5,850	---	---	2.50 hr.	5,850	2.50 hr.	5,850
Guthrie	480	5,760	500	6,000	500	6,000	---	---
Humboldt	---	---	---	---	---	---	---	---

Table 7 -- Monthly Salaries and Hourly Wages of County Road Employees - Foremen, Continued

County	Bridge Foremen		General Foremen		Shop Foremen		Grade Foremen	
	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay
Winnebago	---	---	---	---	---	---	---	---
Mills	525	6,707	556	7,192	---	---	525	6,401
Howard	2.60 hr.	6,084	635	7,620	610	6,248-7,320	2.60 hr.	6,084
Dickinson	---	---	---	---	2.55 hr.	7,000	---	---
Madison	531	6,372	---	---	590	7,080	---	---
Audubon	480	6,100	---	---	460	5,500	---	---
Adair	452	5,418	---	---	525	6,300	---	---
Decatur	2.15 hr.	5,000	2.15 hr.	5,000	2.15	4,850	1.95-2.15 hr.	4,900
Monroe	495	5,940	---	---	---	---	---	---
Louisa	2.95 hr.	---	2.80 hr.	---	3.45 hr.	---	---	---
Taylor	470	5,640	---	---	480	5,760	---	---
Fremont	505	6,060	510	6,120	490	5,880	465	5,580
Ida	---	---	640	7,680	---	---	---	---
Worth	---	---	---	---	---	---	---	---
Osceola	---	---	---	---	2.55 hr.	7,000	---	---
Wayne	2.60 hr.	5,800	605	7,260	---	---	2.60 hr.	6,100
Davis	2.35 hr.	---	2.45-2.50 hr.	---	---	5,834	---	---
Clarke	500	6,000	---	---	500	6,000	---	---
Adams	500	6,000	---	---	510	6,120	530	6,360
MEDIAN SALARIES:*								
Hourly--No.		30		17**		25		18
Median		\$2.86 hr.		\$2.75 hr.		\$2.86 hr.		\$2.70 hr.
Monthly--No.		39		42		40		16
Median		\$534		\$570		\$555		\$530
Annual Average--No.		30		52		59		32
Median		\$6,502		\$7,067		\$6,784		\$6,660

*The median salary is the middle salary; one-half the salaries listed in the column are larger than this figure, and one-half are smaller.

**The totals of these numbers will not equal the sum of all figures given in the column, as one did not fit into the pay categories given.

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

Table 8 -- MONTHLY SALARIES AND HOURLY WAGES OF COUNTY ROAD EMPLOYEES
EQUIPMENT OPERATORS
(Counties by Population)

County	Motor Grader		Tractor		Blade		Auto-Patrol		Scoop	
	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay
Polk	\$563	\$6,756	\$563	\$6,756	\$563	\$6,756	\$563	\$6,756	\$563	\$6,756
Linn	451-549	5,412-6,588	451-549	5,412-6,588	451-549	5,412-6,588	451-549	5,412-6,588	451-549	5,412-6,588
Black Hawk	---	---	3.10 hr.	7,254	---	---	2.95 hr.	6,930	---	---
Scott	3.13-3.23 hr.	7,011-7,235	---	---	---	---	---	---	---	---
Woodbury	2.26 hr.	---	2.31 hr.	---	2.26 hr.	---	---	---	2.31 hr.	---
Pottawattamie	485	5,821	485	5,821	485	5,821	---	---	485	5,821
Dubuque	3.15 hr.	---	---	---	3.05 hr.	---	---	---	---	---
Clinton	2.81 hr.	---	2.81 hr.	---	---	---	---	---	2.81 hr.	---
Johnson	543	6,518	590	7,074	---	---	543	6,518	---	---
Cerro Gordo	502	6,025	502	6,025	502	6,025	502	6,025	---	---
Story	3.18 hr.	7,200	3.25 hr.	7,300	3.25 hr.	7,300	---	---	---	---
Webster	---	---	---	---	---	---	475	5,700	---	---
Wapello	---	---	3.05 hr.	6,300	---	---	3.05 hr.	6,300	---	---
Des Moines	3.25 hr.	6,560	---	---	---	---	---	---	---	---
Lee	2.86 hr.	6,500	2.86 hr.	6,500	---	---	---	---	---	---
Marshall	2.85 hr.	---	---	---	---	---	---	---	2.90 hr.	---
Jasper	460-505	6,220	505	5,760	---	---	---	---	---	---
Muscatine	540	6,480	540	6,480	---	---	---	---	---	---
Fayette	2.34 hr.	6,100	2.17-2.34 hr.	5,600-6,100	---	---	2.11-2.23 hr.	5,400-5,900	2.28 hr.	6,000
Boone	2.87 hr.	6,658	2.87 hr.	8,618	2.87 hr.	8,519	---	---	---	---
Sioux	500	6,000	510	6,120	---	---	---	---	---	---
Marion	495	6,000	495	6,000	---	---	---	---	---	---
Dallas	460	5,520	---	---	---	---	---	---	---	---
Plymouth	500	6,000	500	6,000	---	---	---	---	---	---
Mahaska	2.40 hr.	---	2.40 hr.	---	---	---	---	---	---	---
Carroll	---	---	490	5,880	---	---	483	6,000	---	---
Benton	2.77 hr.	6,482	2.92 hr.	6,833	---	---	---	---	2.75 hr.	6,435
Hardin	2.90 hr.	---	2.85 hr.	---	---	---	2.85 hr.	---	---	---
Buchanan	2.63 hr.	6,312	2.73 hr.	6,552	---	---	---	---	2.73 hr.	6,552
Clayton	2.52 hr.	5,584	2.52 hr.	5,584	---	---	---	---	2.52 hr.	5,584
Winneshiek	2.50 hr.	---	2.50 hr.	---	2.50 hr.	---	---	---	---	---
Tama	2.51-2.67 hr.	5,500-6,100	2.50 hr.	5,600	---	---	2.67 hr.	6,100	---	---
Buena Vista	2.60 hr.	6,560	2.60 hr.	6,346	---	---	---	---	2.60 hr.	6,396
Bremer	2.37-2.82 hr.	6,624	2.37-2.82 hr.	6,624	2.37-2.82 hr.	6,624	2.37-2.82 hr.	6,624	2.37-2.82 hr.	6,624
Floyd	2.30 hr.	5,845	2.30 hr.	---	---	---	2.30 hr.	---	---	---

Table 8 -- Monthly Salaries and Hourly Wages of County Road Employees - Equipment Operators, Continued

County	Motor Grader		Tractor		Blade		Auto-Patrol		Scoop	
	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay
Warren	2.65 hr.	6,300	2.50-2.75 hr.	6,000-6,500	2.80 hr.	6,650	---	---	---	---
Jackson	2.65 hr.	6,604	---	---	---	---	---	---	2.49 hr.	6,723
Hamilton	2.44-2.54 hr.	6,588-6,858	2.49 hr.	6,723	---	---	---	---	550	6,930
Washington	500	6,150	550	6,930	---	---	---	---	---	---
Poweshiek	480	4,754	480	4,754	---	---	---	---	---	---
O'Brien	535	6,420	625	7,500	---	---	---	---	---	---
Cherokee	487	5,844	455	5,460	---	---	---	---	465	5,580
Crawford	473	---	473	---	473	---	473	---	473	---
Clay	2.56 hr.	---	2.50 hr.	---	---	---	---	---	---	---
Henry	2.53 hr.	5,860	2.70 hr.	6,300	---	---	2.53 hr.	5,860	2.70 hr.	6,300
Cass	441	5,292	441	5,292	---	---	---	---	441	5,292
Cedar	525	6,300	525	6,300	525	6,300	---	---	525	6,300
Harrison	544	6,525	566	6,789	---	---	---	---	566	6,789
Butler	508	6,250	533	6,550	---	---	---	---	533	6,550
Sac	454	5,600	482	6,000	---	---	---	---	---	---
Iowa	2.40 hr.	---	2.40 hr.	---	2.40 hr.	---	2.40 hr.	---	2.40 hr.	---
Calhoun	495	6,180	495	6,180	---	---	---	---	505	6,300
Shelby	485	6,100	485	6,100	---	---	---	---	485	5,900
Jefferson	491	5,892	491	5,892	491	5,892	---	---	---	---
Keokuk	430	5,160	440	5,280	440	5,280	430	5,160	440	5,280
Franklin	2.40 hr.	6,250	---	---	---	---	---	---	---	---
Chickasaw	2.50 hr.	6,168	2.50 hr.	6,206	2.50 hr.	6,206	---	---	2.50 hr.	6,206
Emmet	506-537	6,200-6,600	521-531	6,500-6,600	---	---	---	---	---	---
Palo Alto	492	5,900	492	5,900	492	5,900	492	5,900	492	5,900
Hancock	465	5,580	465	5,580	465	5,580	465	5,580	465	5,580
Lyon	2.20 hr.	6,000	2.20 hr.	6,000	---	---	---	---	---	---
Montgomery	2.15-2.23 hr.	5,600-5,750	2.21 hr.	5,750	2.21 hr.	5,750	---	---	2.21 hr.	5,750
Greene	475	6,000	2.46 hr.	6,500	2.46 hr.	6,500	---	---	2.46 hr.	6,500
Pocahontas	2.55 hr.	6,400	2.60 hr.	6,500	---	---	---	---	---	---
Grundy	2.55 hr.	6,000	---	---	---	---	---	---	---	---
Mitchell	2.40 hr.	6,200	2.40 hr.	6,200	---	---	---	---	---	---
Monona	2.14 hr.	6,500	2.37 hr.	7,000	2.14 hr.	6,500	2.14 hr.	6,500	2.37 hr.	7,000
Union	2.50 hr.	5,850	2.50 hr.	5,850	2.50 hr.	5,850	2.50 hr.	5,850	2.50 hr.	5,850
Guthrie	420, 435	5,040, 5,220	420	5,040	---	---	---	---	---	---
Humboldt	2.25 hr.	---	2.25 hr.	---	2.25 hr.	---	2.25 hr.	---	2.25 hr.	---

Winnebago Mills	2.27 hr. 483	5,800 5,900	2.27 hr. 495	5,800 6,000	2.27 hr. ---	5,800 ---	2.27 hr. ---	5,800 ---	2.27 hr. 495	5,800 6,000
Howard	2.40-2.55 hr.	5,616-5,967	2.40 hr.	5,616	---	---	---	---	2.45 hr.	5,733
Dickinson	2.55 hr.	7,000	---	---	---	---	---	---	---	---
Madison	440-470	5,280-5,640	440-470	5,280-5,640	---	---	---	---	440-470	5,280-5,640
Audubon	450	5,700	445	5,400	---	---	---	---	---	---
Adair	420-441	---	420-441	---	---	---	---	---	---	---
Decatur	1.95 hr.	4,510	---	---	---	---	---	---	---	---
Monroe	2.30 hr.	---	---	---	---	---	---	---	---	---
Louisa	2.75 hr.	---	2.75 hr.	---	2.75 hr.	---	---	---	---	---
Taylor	400	4,800	415	4,980	---	---	---	---	---	---
Fremont	430	5,160	455	5,460	---	---	---	---	455	5,460
Ida	2.20 hr.	5,800	---	---	---	---	---	---	2.30 hr.	6,000
Worth	370-450	4,840-5,800	---	---	---	---	370-450	4,840-5,800	---	---
Osceola	2.30 hr.	6,300	---	---	---	---	---	---	---	---
Wayne	2.30 hr.	5,900	2.55 hr.	5,800	---	---	2.30 hr.	---	---	---
Davis	2.25 hr.	---	2.35 hr.	---	---	---	2.25 hr.	---	2.35 hr.	---
Clarke	470	6,000	470	5,900	---	---	---	---	---	---
Adams	2.30 hr.	---	2.40 hr.	---	---	---	---	---	---	---

MEDIAN SALARIES:*

Hourly--No.	47	38	16	15	22
Median	\$2.50 hr.	\$2.50 hr.	\$2.50 hr.	\$2.40 hr.	\$2.46 hr.
Monthly--No.	38	36	10	11	18
Median	\$485	\$491	\$491	\$483	\$485
Annual Average--No.	36	60	19	19	17
Median	\$6,000	\$6,000	\$6,025	\$6,000	\$6,000

*The median salary is the middle salary; one-half the salaries listed in the column are larger than this figure, and one-half are smaller.
Note: All salaries have been rounded to the nearest dollar.

Table 8, Continued -- MONTHLY SALARIES AND HOURLY WAGES OF COUNTY ROAD EMPLOYEES
EQUIPMENT OPERATORS
(Counties by Population)

County	Mower		Large Truck		Small Truck		Dragline	
	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay
Polk	\$2.65 hr.	---	\$563	\$6,756	\$563	\$6,756	\$563	\$6,756
Linn	451-549	\$5,412-6,588	451-549	5,412-6,588	451-549	5,412-6,588	451-549	5,412-6,588
Black Hawk	---	---	2.90 hr.	6,786	---	---	3.10 hr.	7,254
Scott	---	---	2.67-3.03 hr.	5,981-6,787	---	---	3.61 hr.	8,086
Woodbury	---	---	---	---	---	---	2.31 hr.	---
Pottawattamie	---	---	485	5,821	476	5,716	517	6,204
Dubuque	---	---	3.05 hr.	---	---	---	3.25 hr.	---
Clinton	2.50 hr.	---	---	---	2.76 hr.	---	2.92 hr.	---
Johnson	---	---	530	6,357	515	6,184	552	6,624
Cerro Gordo	502	6,025	502	6,025	502	6,025	544	6,526
Story	---	---	---	---	3.12 hr.	7,000	3.25 hr.	7,300
Webster	---	---	---	---	---	---	485	5,820
Wapello	---	---	2.95 hr.	6,100	---	---	3.15 hr.	6,500
Des Moines	---	---	2.90-3.15 hr.	5,890-6,468	---	---	3.61 hr.	7,495
Lee	---	---	2.70 hr.	6,100	2.59-2.70 hr.	5,828-6,150	2.94 hr.	6,700
Marshall	---	---	2.85 hr.	---	2.80 hr.	---	3.00 hr.	---
Jasper	2.00 hr. (a)	---	---	---	490-505	6,150	525-530	5,760-6,060
Muscatine	540	6,480	540	6,480	540	6,480	540	6,480
Fayette	2.11 hr.	5,400	2.11-2.17 hr.	5,400-5,600	2.11 hr.	5,400	2.23-2.28 hr.	5,900-6,000
Boone	---	---	---	---	2.87 hr.	6,658	2.87 hr.	6,658
Sioux	---	---	---	---	---	---	---	---
Marion	2.00 hr.	1,600	485	5,900	---	---	505	6,100
Dallas	---	---	460	5,520	---	---	465	5,580
Plymouth	---	---	500	6,000	---	---	500	6,000
Mahaska	---	---	2.30 hr.	---	---	---	2.45 hr.	---
Carroll	---	---	483-506	6,000-6,200	478	5,850	503	6,100
Benton	---	---	---	---	2.66 hr.	6,224	2.92 hr.	6,833
Hardin	2.60 hr.	---	---	---	2.60 hr.	---	2.75 hr.	---
Buchanan	2.21 hr.	5,304	---	---	2.51 hr.	6,024	2.63 hr.	6,312
Clayton	2.52 hr.	5,584	2.52 hr.	5,584	2.52 hr.	5,584	2.52 hr.	5,584
Winneshiek	2.50 hr.	---	2.40 hr.	---	2.40 hr.	---	2.60 hr.	---
Tama	---	---	---	---	2.67 hr.	6,100	2.75 hr.	6,200
Buena Vista	---	---	2.50 hr.	6,374	---	---	---	---
Bremer	---	---	---	---	---	---	2.48-2.93 hr.	6,765
Floyd	2.30 hr.	---	2.30 hr.	---	2.30 hr.	---	2.60 hr.	---

Warren	2.45 hr.	5,800	585	7,000	---	6,280	2.80 hr.	6,650
Jackson	2.55 hr. (a)	1,658	2.65 hr.	6,604	2.65 hr.	6,604	2.95 hr.	7,351
Hamilton	---	---	2.43 hr.	6,561	2.43 hr.	6,561	2.47 hr.	6,669
Washington	---	---	---	---	500	6,150	500	6,150
Poweshiek	---	---	480	4,754	---	---	500	5,994
O'Brien	2.25 hr.	5,560	---	---	2.25 hr.	5,560	---	---
Cherokee	432	5,184	---	---	---	---	465	5,580
Crawford	---	---	462	---	462	---	473	---
Clay	2.08 hr.	---	---	---	2.32 hr.	---	2.56 hr.	---
Henry	2.48 hr.	5,750	---	---	2.48 hr.	5,750	2.70 hr.	6,300
Cass	---	---	---	---	420	5,040	462	5,544
Cedar	---	---	505	6,060	505	6,060	560	6,720
Harrison	---	---	515	6,186	515	6,186	566	6,789
Butler	---	---	517	6,350	---	---	533-550	6,550-6,750
Sac	---	---	---	---	454	5,600	464, 465	5,800
Iowa	2.40 hr.	---	2.40 hr.	---	2.40 hr.	---	2.40 hr.	---
Calhoun	---	---	---	---	495	6,180	525	6,300
Shelby	---	---	475	6,000	---	---	495	5,940
Jefferson	491	5,892	491	5,892	---	---	491-502	5,892-6,024
Keokuk	430	5,160	---	---	430	5,160	440	5,280
Franklin	1.80 hr. (a)	---	---	---	2.40 hr.	6,250	2.60 hr.	6,100
Chickasaw	2.50 hr.	6,168	2.50 hr.	6,218	2.50 hr.	6,168	2.60 hr.	6,426
Emmet	---	---	---	---	492-548	6,100-6,700	521-531	---
Palo Alto	---	---	---	---	480	5,760	492	5,900
Hancock	465	5,580	465	5,580	465	5,580	465	5,580
Lyon	---	---	2.20 hr.	6,000	2.10 hr.	5,600	2.20 hr.	6,000
Montgomery	---	---	---	---	2.21 hr.	5,750	2.21 hr.	5,750
Greene	470	5,750	470	5,750	470	5,750	475-500	5,850-6,400
Pocahontas	2.55 hr.	6,400	2.55 hr.	6,400	---	---	2.60 hr.	6,500
Grundy	---	---	2.55 hr.	6,000	---	---	---	---
Mitchell	2.00 hr.	5,400	2.40 hr.	6,200	2.05 hr.	5,500	2.40 hr.	6,200
Monona	2.14 hr.	6,500	---	---	2.10 hr.	6,200	2.37 hr.	7,000
Union	---	---	2.50 hr.	5,850	2.50 hr.	5,850	2.50 hr.	5,850
Guthrie	---	---	390	4,680	385	4,620	420	5,040
Humboldt	1.90 hr.	---	---	---	2.25 hr.	---	2.25 hr.	---

Table 8, Continued -- Monthly Salaries and Hourly Wages of County Road Employees - Equipment Operators, Continued

County	Mower		Large Truck		Small Truck		Dragline	
	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay
Winnebago	---	---	2.27 hr.	5,800	2.27 hr.	5,800	2.27 hr.	5,800
Mills	---	---	474	5,700	---	---	495	6,000
Howard	---	---	---	---	2.32-2.37 hr.	5,429-5,546	2.45 hr.	5,733
Dickinson	---	---	2.55 hr.	7,000	2.55 hr.	7,000	---	---
Madison	---	---	470	5,640	440-470	5,280-5,640	440	5,280-7,000
Audubon	---	---	---	---	445	5,400	460	5,600
Adair	1.75 hr.	---	420	5,040	---	---	436-452	---
Decatur	---	---	1.95 hr.	4,500	1.90 hr.	4,500	2.15 hr.	5,000
Monroe	---	---	---	---	---	---	2.40 hr.	---
Louisa	2.75 hr.	---	---	---	2.60 hr.	---	2.80 hr.	---
Taylor	---	---	---	---	390	4,680	445	5,340
Fremont	420	5,040	420	5,040	420	5,040	475	5,700
Ida	---	---	---	---	1.90 hr.	5,000	2.20 hr.	5,800
Worth	2.00 hr.	2,000	370-450	4,840-5,800	---	---	---	---
Osceola	1.80 hr.	2,340	2.30 hr.	6,300	1.70-2.25 hr.	4,420-5,850	---	---
Wayne	2.30 hr.	---	---	---	2.30 hr.	---	2.55 hr.	5,700
Davis	1.85 hr.	---	---	---	2.25 hr.	---	2.35 hr.	---
Clarke	---	---	470	5,700	450	5,700	470	5,640
Adams	---	---	2.25 hr.	---	---	---	2.40 hr.	---
MEDIAN SALARIES:*								
Hourly--No.		28		27		36		45
Median		\$2.25 hr.		\$2.50 hr.		\$2.40 hr.		\$2.60 hr.
Monthly--No.		9		27		26		37
Median		\$470		\$485		\$476		\$495
Annual Average--No.		23		46		51		64
Median		\$5,580		\$6,100		\$5,800		\$6,100

*The median salary is the middle salary; one-half the salaries listed in the column are larger than this figure, and one-half are smaller.
Note: All salaries have been rounded to the nearest dollar.

(a) Part-time

Table 9 -- MONTHLY SALARIES AND HOURLY WAGES OF COUNTY ROAD EMPLOYEES
MECHANICS AND LABORERS
(Counties by Population)

County	Mechanics		Mechanics' Helper		Skilled Laborers		Semi-skilled Laborers		Common Laborers	
	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay	Salary or Wage	Average Annual Pay
Polk	\$590	\$7,080	---	---	---	---	---	---	---	---
Linn	497-522	5,964-6,264	---	---	---	---	---	---	\$2.65 hr.	\$6,201
Black Hawk	3.20 hr.	7,488	---	---	---	---	---	---	---	---
Scott	3.18-3.34 hr.	7,123-7,488	---	---	---	---	---	---	2.20 hr.	---
Woodbury	---	---	---	---	---	---	---	---	---	---
Pottawattamie	543	6,521	---	---	---	---	\$485	\$5,821	476	5,716
Dubuque	3.23 hr.	---	---	---	---	---	---	---	---	---
Clinton	---	---	---	---	---	---	---	---	---	---
Johnson	567	6,807	---	---	\$2.60 hr. (a)	\$2,500 (a)	2.00 hr.	950	---	---
Cerro Gordo	544	6,525	\$502	\$6,025	---	---	502	6,025	502	6,025
Story	3.12 hr.	7,000	---	---	3.12 hr.	7,000	3.00 hr.	6,700	2.57 hr.	5,800
Webster	515	6,180	---	---	---	---	---	---	2.40 hr.	---
Wapello	3.24 hr.	6,700	---	---	---	---	---	---	2.90 hr.	6,000
Des Moines	3.10 hr.	6,423	---	---	---	---	2.90 hr.	5,545	2.65 hr.	5,207
Lee	2.94 hr.	---	2.70 hr.	---	---	---	---	---	---	---
Marshall	3.10 hr.	---	2.90 hr.	---	---	---	---	---	2.30-2.50 hr.	---
Jasper	515-540	5,600-6,180	505 (b)	5,760	---	---	490	5,580	---	---
Muscatine	558	6,690	540	6,480	---	---	505	6,060	488	5,850
Fayette	2.17-2.41 hr.	5,600-6,400	2.11-2.17 hr.	5,400-5,600	2.23 hr.	5,900	2.17 hr.	5,600	2.11 hr.	5,400
Boone	3.00 hr.	6,862	---	---	---	---	---	---	---	---
Sioux	---	---	---	---	2.00 hr.	---	1.80 hr.	---	1.60 hr.	---
Marion	545	6,600	495	6,000	---	---	2.00 hr.	1,600	1.65 hr.	1,200
Dallas	510	6,120	500	6,000	---	---	---	---	460	5,520
Plymouth	540-565	6,480-6,680	---	---	---	---	500	6,000	---	---
Mahaska	2.60-2.70 hr.	---	---	---	---	---	2.35 hr.	---	2.30 hr.	---
Carroll	489	6,000	---	---	---	---	2.00 hr.	---	1.50 hr.	---
Benton	2.74 hr.	6,412	2.80 hr.	6,552	---	---	---	---	2.52 hr.	5,265
Hardin	2.85, 2.95 hr.	---	---	---	---	---	---	---	---	---
Buchanan	2.86 hr.	7,036	---	---	---	---	2.30 hr.	2,760	200	2,400
Clayton	530	5,995	---	---	---	---	2.40 hr.	5,431	---	---
Winneshiek	2.60 hr.	---	---	---	---	---	---	---	---	---
Tama	---	---	2.67 hr.	6,000	---	---	2.51-2.67 hr.	5,600-6,000	---	---
Buena Vista	3.00 hr.	7,279	2.60 hr.	6,307	---	---	---	---	---	---
Bremer	2.62-3.07 hr.	7,211	2.31-2.76 hr.	6,365	---	---	2.24-2.68 hr.	6,201	2.15-2.60 hr.	6,107
Floyd	2.60 hr.	6,600	2.10 hr.	---	2.30 hr.	5,800	1.75-2.30 hr.	4,800	---	---

Sac	454	5,600	---	---
Iowa	1.80 hr.	---	2.45 hr.	---
Calhoun	520	6,480	---	---
Shelby	700	8,400	---	---
Jefferson	502	6,024	---	---
Keokuk	440	5,280	---	---
Franklin	2.45 hr.	6,150	---	---
Chickasaw	2.50 hr.	6,243	---	---
Emmet	---	---	---	---
Palo Alto	---	---	---	---
Hancock	542	6,500	465	5,580
Lyon	500	6,300	---	---
Montgomery	559	6,713	---	---
Greene	475	5,700	---	---
Pocahontas	2.70 hr.	6,800	---	---
Grundy	2.75 hr.	6,500	2.55 hr.	6,000
Mitchell	2.40 hr.	6,200	---	---
Monona	2.53 hr.	7,500	---	---
Union	524	6,293	---	---
Guthrie	480, 500	5,760, 6,000	385, 420	4,620-5,040
Humboldt	---	---	---	---

Winnebago	667	8,000	475-542	5,700-6,500	---	---	---	---	---	---
Mills	544	6,529	---	---	474	5,700	455	5,456	371	4,452
Howard	2.40 hr.	5,616	---	---	2.32 hr.	5,429	---	---	1.75-2.00 hr.	4,095-4,680
Dickinson	---	---	---	---	---	---	---	---	---	---
Madison	590	7,080	501-531	6,012-6,372	---	---	440-470	5,280-5,640	---	---
Audubon	490	6,100	450	5,500	450	5,500	---	---	440	5,300
Adair	467	5,600	394-410	---	---	---	---	---	---	---
Decatur	2.10 hr.	4,800	2.00 hr.	5,200	---	---	---	---	1.90 hr.	4,360
Monroe	550	6,600	520	6,240	---	---	2.00 hr.	---	---	---
Louisa	3.45 hr.	---	2.65 hr.	---	2.60 hr.	---	2.50 hr.	---	---	---
Taylor	445	5,340	---	---	400	4,800	385	4,620	1.80 hr.	---
Fremont	445	5,340	420	5,040	400 (c)	4,800	1.50 (a)	1,188	405	4,860
Ida	---	---	---	---	1.80 hr.	4,700	---	---	1.55-1.75 hr.	4,300
Worth	---	---	---	---	---	---	---	---	---	---
Osceola	2.55 hr.	7,000	---	---	---	---	---	---	1.70 hr. (a)	2,500
Wayne	525	6,300	---	---	---	---	---	---	2.20 hr.	4,900
Davis	---	---	2.20 hr.	---	---	---	---	---	---	---
Clarke	500	6,000	---	---	450	5,400	430	5,200	2.05 hr.	---
Adams	510	6,120	---	---	433	5,200	---	---	---	---

MEDIAN SALARIES:*

Hourly--No.	30	13	16	24	39
Median	\$2.74 hr.	\$2.55 hr.	\$2.40 hr.	\$2.16 hr.	\$2.00 hr.
Monthly--No.	46	16	10	16	15
Median	\$528	\$502	\$450	\$464	\$432
Annual Average--No.	68	21	21	31	36
Median	\$6,480	\$6,000	\$5,700	\$5,573	\$5,184

*The median salary is the middle salary; one-half the salaries listed in the column are larger than this figure, and one-half are smaller.
 Note: All salaries have been rounded to the nearest dollar.

- (a) Part-time
- (b) Parts man
- (c) Parts and yard clerk

SALARIES OF MISCELLANEOUS ROAD EMPLOYEES

Several counties reported certain types of employees not listed in the tabulations. These are presented here. All monthly and annual salaries have been rounded to the nearest dollar.

Administrative and Engineering

Cass. Outside engineer's assistant, \$657; engineering office assistant, \$630
Polk. Right of way agent, \$712

Foremen

Benton. Blacktop, \$2.87 per hour, \$6,716 per year
Buena Vista. Culvert, \$3.00 per hour, \$7,803 per year; tile, \$3.00 per hour, \$7,168 per year
Butler. Maintenance, \$650, \$7,800 per year
Cass. Bridge, \$441, \$5,292 per year
Cherokee. Assistant, \$487, \$5,844 per year
Clay. Maintenance, \$610, \$7,320 per year, road crew, \$592, \$7,104 per year
Clinton. Assistant shop, \$547, \$6,558 per year
Des Moines. Truck, \$3.15 hour, \$6,648 per year
Dubuque. Quarry, \$3.45 per hour
Fayette. Quarry, \$2.57 per hour, \$7,700 per year; clearing, \$2.28 per hour, \$6,300 per year
Fremont. Rock, \$450, \$5,400 per year; oil maintenance, \$480, \$5,760 per year; culvert, \$440, \$5,280 per year
Henry. Truck, \$510, \$6,120 per year; quarry, \$555, \$6,660 per year
Humboldt. Area, \$2.35 per hour
Ida. Shop records keeper, \$2.20 per hour, \$5,800 per year
Jackson. Culvert, \$2.75 per hour, \$6,853 per year
Jasper. Motor grader, \$575, \$6,600 per year; paving maintenance, \$550, \$6,060 per year
Jefferson. Assistant general foreman, \$502, \$6,024 per year
Johnson. Culvert, \$640, \$7,684 per year
Keokuk. Rock, \$455, \$5,460 per year
Madison. Superintendent; \$687, \$8,250 per year

Marion. Sign, \$525, \$6,300 per year
Mills. Parts man, \$495, \$5,936 per year; culvert, \$504, \$6,050 per year
Monroe. Culvert, \$495, \$5,940 per year; storekeeper, \$485, \$5,820 per year
Montgomery. Culvert and fence, \$2.54 per hour, \$6,600 per year
Pocahontas. Tile, \$2.75 per hour, \$6,800 per year
Scott. Truck, \$3.49 per hour, \$7,818 per year
Shelby. General superintendent, \$600, \$7,200 per year
Sioux. Gravel, \$555, \$6,600 per year
Story. Yard, \$3.35 per hour, \$7,500 per year
Tama. Assistant, \$2.77 per hour, \$6,300 per year; sign, \$2.77 per hour, \$6,300 per year
Wayne. Culvert, \$2.60 per hour, \$6,100 per year
Webster. Blacktop, \$515, \$6,180 per year
Winnebago. General superintendent, \$575, \$6,900 per year

Other Equipment Operators

Audubon. Utility operator, \$470, \$5,800 per year
Black Hawk. Gradall, \$3.10 per hour, \$7,254 per year
Cherokee. Front end loader, \$465, \$5,580 per year
Davis. Gradall, \$2.35 per hour; brush spray, \$2.10 per hour
Fayette. Shovel, \$2.28 per hour, \$6,000 per year; loader, \$2.28 per hour, \$6,000 per year
Fremont. Fuel truck, \$445, \$5,340 per year; maintenance rock checker, \$1.75 per hour, \$2,079 per year
Guthrie. Backhoe operator, \$420, \$5,040 per year; end-loader, \$430, \$5,160 per year; culvert, \$430, \$5,160 per year
Linn. Traffic, \$604, \$7,248 per year; highway maintenance, \$667, \$8,004 per year
Madison. Backhoe, \$450, \$5,400 per year
Mahaska. Gradall, \$2.40 per hour
Pocahontas. Backhoe, \$2.60 per hour, \$6,500 per year
Muscatine. Other operators, \$540, \$6,480 per year
Wapello. Gradall, \$3.15 per hour, \$6,500 per year

SPLIT EMPLOYMENT FOR CERTAIN COUNTY ROAD EMPLOYEES

Cerro Gordo. Laborer for six months at \$6,826, and inspector for six months at \$7,426; laborer for six months at \$6,292 and inspector for six months at \$6,892
Clarke. Motor grader for ten months at \$470 per month, truck driver for one month at \$470 per month and mower for one month at \$470 per month; crawler tractor for five months at \$470 per month and truck driver for seven months at \$470 per month

Decatur. Grade foreman for eight months at \$2.15 per hour and motor patrol operator for four months at \$1.95 per hour; scoop operator for eight months at \$2.00 per hour and laborer or truck driver for four months at \$1.90 per hour; motor patrol operator for eight months at \$1.95 per month and laborer or truck driver for four months at \$1.90 per hour

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